

Asset World Corporation Public Company Limited
Sustainability Performance Data

GRI	Required Data	Unit	Data Collection Period				Target
			2018	2019	2020	2021	
Corporate Governance Indicators							
405-1	Total board size	Person	n/a	14	15	15	
405-1	Executive director	Person	n/a	1	1	1	
405-1	Independent director	Person	n/a	7	8	8	
405-1	Other Non-executive director	Person	n/a	6	6	6	
102-8	Number of female directors	Person	n/a	3	3	3	
102-28	Average board meeting attendance	% of meetings of board of directors/supervisor board	n/a	93.8	97.3	99.33	
102-28	Minimum of attendance for all members required, at least	%	n/a	-	75	75	
102-22	Average tenure of board members in years	Year	n/a	-	2.17	3.35	
Economic Indicators							
205-2	Coverage of codes of conduct has been deployed in the past three years						
	Employees	% of total employees				100	
	Contractors / Suppliers / Service Providers	% of total contractors/suppliers/service providers				100	
	Subsidiaries	% of total subsidiaries				100	
	Joint ventures (including stakes below 51%)	% of total Joint ventures				n/a	
205-2	Coverage of codes of conduct written acknowledgement has been obtained in the past three years						
	Employees	% of total employees				100	
	Contractors / Suppliers / Service Providers	% of total contractors/suppliers/service providers				100	
	Subsidiaries	% of total subsidiaries				100	
	Joint ventures (including stakes below 51%)	% of total Joint ventures				n/a	
205-2	Coverage of codes of conduct training has been provide in the past three years						
	Employees	% of total employees				100	
	Contractors / Suppliers / Service Providers	% of total contractors/suppliers/service providers				100	
	Subsidiaries	% of total subsidiaries				100	
	Joint ventures (including stakes below 51%)	% of total Joint ventures				n/a	

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-	Number of breaches						
	Legal proceeding	Case	n/a	0	0	0	
	Corruption	Case	n/a	0	1	0	
	Conflict of interest	Case	n/a	0	0	0	
	Corporate compliance	Case	n/a	0	0	0	
	Antitrust/Anticompetitive	Case	n/a	0	0	0	
	Discrimination	Case	n/a	0	0	0	
	Sexual harassment	Case	n/a	0	0	0	
	Non-Sexual harassment	Case	n/a	0	0	0	
	Human rights	Case	n/a	0	0	0	
	Privacy breach	Case	n/a	0	0	0	
-	Consequences of wrongdoing						
	Verbal warning	Case	n/a	0	0	0	
	Written warning	Case	n/a	0	0	0	
	Suspension	Case	n/a	0	0	0	
	Dismissal	Case	n/a	0	1	0	
102-43 & 102-44	Customer Satisfaction						
	Customer satisfaction result	%	69.66	69.94	73.52	74.35	71.22
	Data coverage	% business operation	88.00	88.00	88.00	94.00	
GRI 415-1	Contribution & Other Spendings						
	Total contribution and other spending	Baht	0	0	0	0	
	Political contribution	Baht	0	0	0	0	
	Contributions in Lobbying, interest representation or similar	Baht	0	0	0	0	
	Contributions in Local, regional or national political campaigns / organizations / candidate	Baht	0	0	0	0	
	Contributions in Trade association or tax except groups	Baht	26,725	98,210	90,950	154,303	
	Contributions in Other (e.g. spending related to ballots measures or referendums)	Baht	0	0	0	0	

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-	Supply Chain Management						
308-1	Percentage of new suppliers that were screened using <u>environmental criteria</u>	% of new suppliers				80	
414-1	Percentage of new suppliers that were screened using <u>social criteria</u>	% of new suppliers				75	
-	Supply Chain Spend Analysis						
	Total suppliers	Suppliers				2,652	
	Critical tier-1 Supplier	Suppliers				82	
	Critical non-tier 1 supplier	Suppliers				82	
	Total supply chain spend value	Baht				2,493,950,000	
	Geography						
	Geography 1 - BKK	% of procurement spend				98.70	
	Geography 2 - Non-BKK	% of procurement spend				1.30	
201-1	Tax Disclosure by Country (Thailand)						
	Revenue	Baht			6,136,423,213	8,280,280,000	
	Number of Employees	Persons			5,246	5,589	
	Profit (loss) before tax	Baht			(2,300,786,310)	1,153,940,000	
	Income tax accrued (current year)	Thousand Baht			166,245	28,151	
	Income tax paid - on Cash Basis	THB			96,677,722	(1,142,122)	
-	Effective Tax Rate						
	Earning Before Tax	THB			(2,300,786,310)	1,153,940,000	
	Reported Tax	THB			(419,557,567)	292,460,000	
	Cumulative acceptable Adjustments	THB			-	-	
	Effective Tax Rate	%			18.24	25.35	
	Cash Tax Paid	THB			96,677,722	(1,142,122)	
	Cash Tax Rate	%			-4.2	-0.098	
-	Customer Privacy Information						
	Customers whose data is used for secondary purposes	Case	n/a	0	0	0	
Environment Indicators							
102-45	Environmental Reporting - Coverage						
	Coverage of publicly available environmental data	% of business operations	93	93	100	100	
-	Return on Environmental Investment*						
	Total expenditures	Million Baht			62,163,710	5,475,688	
	Capital investments	Million Baht			62,000,000	2,391,577	
	Operating expenses	Million Baht			163,710	3,084,111	
	Waste disposal, emission treatment, and remediation costs	Million Baht			-	-	
	Prevention and environmental management costs	Million Baht			-	-	
	Savings, cost avoidance, income, tax incentives, etc.	Million Baht			42,549,631	42,031,511	
	Operations covered (by revenue, production volume, or employees, etc.)	% of operation covered			41	69	

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307-1	Non-Compliance with Environmental Laws and Regulations						
103-2	Total number of violations of legal obligations/regulations	Case	0	0	0	0	
	Environmental liability accrued at year end	Baht	0	0	0	0	
	Significant fines						
	Total number of case	Case	0	0	0	0	
	Total monetary value	Baht	0	0	0	0	
305-1	GHG Emissions						
	Total direct GHG emissions (<i>Scope 1</i>)	metric tonnes CO ₂ equivalents	7,300.82	6,560.84	9,486.81	9,791.90	10,000.00
	Data Coverage	% of business operations	92.59	92.86	100.00	100.00	
305-2	Indirect Greenhouse Gas Emissions (<i>Scope 2</i>)						
	Total indirect GHG emissions	metric tonnes CO ₂ equivalents	99,607.56	110,607.37	91,206.11	69,748.09	75,000.00
	Data Coverage	% of business operations	88.89	89.29	100.00	100.00	
302-1	Energy Consumption						
	Total non-renewable energy consumption	Mwh	209,476.09	231,033.47	189,386.75	146,948.38	180,000.00
	Total renewable energy consumption	Mwh	-	-	-	-	
	Data Coverage	% of business operations	92.59	92.86	100.00	100.00	

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303-3, 303-4	Water Consumption						
	Withdrawal: Total municipal water supplies <i>(or from other water utilities)</i>	Million m ³	3.07	4.31	3.37	1.87	
	Withdrawal: Fresh surface water (lakes, rivers, etc.)	Million m ³	-	-	-	-	
	Withdrawal: Fresh groundwater	Million m ³	0.0000021	0.0000006	0.0000012	0.001668	
	Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted <i>(only applies to B and C)</i>	Million m ³	-	-	-	-	
	Total net fresh water consumption	Million m ³	3.07	4.31	3.37	1.87	2.50
	Data Coverage	% of business operations	83.62	95.59	100.00	100.00	
306-2	Waste Disposal						
	Total waste generated	Metric Ton	4,260.85	7,771.68	7,580.72	10,846.66	
	Total waste used/recycled/sold	Metric Ton	236.16	303.50	359.32	2,815.07	
	Total waste disposed	Metric Ton	4,024.69	7,468.18	7,221.40	8,031.58	8,500.00
	- Waste landfilled	Metric Ton	3,860.99	7,299.48	7,114.69	7,664.55	
	- Waste incinerated with energy	Metric Ton	-	-	-	-	
	- Waste incinerated without energy	Metric Ton	-	-	-	0.03	
	- Other disposal operation	Metric Ton	163.70	168.70	106.71	367.00	
	Data Coverage	% of business operations	55.56	75	97.00	100.00	
103-2	Food Loss & Waste						
	Total weight of all food loss & waste	Metric Ton	340.84	315.79	149.35	233.16	250.00
	Total weight of food loss & waste volumes used for alternative purposes	Metric Ton	340.84	315.79	149.35	227.16	
	Total discarded	Metric Ton	0	0	0	6.00	
	Food loss & waste intensity	Metric Ton/Million THB	0.000027	0.000027	0.000024	0.000028	
	Data Coverage	% of business operations	14	13	25.00	13.00	

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Social Indicators							
102-45	Social Reporting - Coverage						
	Coverage of publicly available social data	% of business operations	100	100	100	100	
406-1	Discrimination & Harassment						
	Incidents of discrimination & harassment	Case	0	0	0	0	
102-8	Workforce Breakdown: Gender						
	Share of women in total workforce	% of total workforce	48.73	49.79	48.29	45.73	
	Share of women in all management positions, including junior, middle and top management	% of total management positions	50.27	52.68	51.83	51.73	50
	Share of women in junior management positions, i.e. first level of management	% of total junior management positions	52.50	54.74	54.05	53.96	
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	% of total top management positions	43.83	46.46	35.29	38.02	
	Share of women in management positions in revenue-generating functions (excluding support function)	% of all such managers	72.55	71.43	65.22	71.85	
	Share of women in STEM-related positions	% of total STEM positions	-	29.00	26.00	34.43	
405-1	Workforce Breakdown: Nationality						
	Workforce breakdown based on nationality	% of Thai employees	-	99.50	99.20	99.20	
		% of Other nationality	-	0.50	0.80	0.80	
405-1	Share in all management positions based on nationality (including junior, middle and senior management)	% of Thai employees	-	-	-	97.38	
		% of Other nationality	-	-	-	2.62	
405-1	Workforce Breakdown: Other Minorities						
	Workforce breakdown based on other minorities						
	People with disability	% of FTEs	-	-	-	0.73	
	Age group: < 30 years old	% of FTEs	-	-	26.00	27.00	
	Age group: 30 - 50 years old	% of FTEs	-	-	68.00	66.00	
	Age group: > 50 years old	% of FTEs	-	-	6.00	7.00	
405-1	Data coverage for workforce breakdown based on other minorities						
	People with disability	% of FTEs	-	-	-	100	
	Age Group	% of FTEs	-	-	-	100	
405-2	Equal Remuneration Ratio (Female/Male)						
	Executive level (base salary only)	Female : Male Ratio				0.50 : 1	
	Executive level (base salary + other cash incentives)	Female : Male Ratio				0.49 : 1	
	Management level (base salary only)	Female : Male Ratio				1.08 : 1	
	Management level (base salary + other cash incentives)	Female : Male Ratio				1.12 : 1	
	Non-management level	Female : Male Ratio				0.95 : 1	

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404-1	Training & Development						
	Average hours per FTE of training and development	hours/FTE	43.74	41.83	71.80	57.81	
	Average amount spent per FTE on training and development	Baht/FTE	2,353.99	1,653.39	983.09	959.52	
404-1	Workforce breakdown on average hours per FTE of training and development based on gender						
	Male	hours/FTE	40.95	39.68	40.61		
	Female	hours/FTE	46.66	43.99	42.19		
404-1	Workforce breakdown on average hours per FTE of training and development based on management level						
	Senior management	hours/FTE	33.4	47.57	38.66		
	Middle management	hours/FTE	44.18	36.62	34.05		
	Junior management	hours/FTE	35.76	31.49	28.07		
	Human Capital Return on Investment						
	HCROI	Monetary Units	3.72	3.12	1.46	2.68	
401-1	Hiring						
	Total number of new employee hires	Number of employees	1,294	1,422	422	370	
	Percentage of open positions filled by internal candidates (internal hires)	%				15.41	
401-1	Workforce breakdown on total number of new employee hires based on age group						
	Age group: < 30 years old	Number of employees	693	715	154	168	
	Age group: 30 - 50 years old	Number of employees	591	677	247	196	
	Age group: > 50 years old	Number of employees	11	29	19	6	
401-1	Workforce breakdown on total number of new employee hires based on gender						
	Male	Number of employees	626	675	212	194	
	Female	Number of employees	668	747	210	176	

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401-1	Employee Turnover Rate						
	Total employee turnover rate	%	25.00	25.00	27.00	19.00	
	Voluntary employee turnover rate	%	18.00	19.00	20.00	16.00	
	Data Coverage	% of employees	100.00	100.00	100.00	100.00	
401-1	Workforce breakdown on total employee turnover rate based on age group						
	Age group: < 30 years old	Number of employees	441	582	536	407	
	Age group: 30 - 50 years old	Number of employees	674	876	755	646	
	Age group: > 50 years old	Number of employees	29	64	66	32	
401-1	Workforce breakdown on total employee turnover rate based on gender						
	Male	Number of employees	579	712	674	538	
	Female	Number of employees	582	781	640	547	
	Employee Performance Appraisal						
	Management by objectives: systematic use of agreed measurable targets by line superior	%				100	
	Multidimensional performance appraisal (e.g. 360 degree feedback)	%				0	
	Formal comparative ranking of employees within one employee category	%				100	
-	Trend of Employee Engagement						
	Employee engagement	% of actively engaged employees	90.00	71.00	71.00	70.00	70
	Data Coverage	% of employees	77.00	100.00	100.00	100.00	
	Employee engagement score based on gender						
	Male	% of actively engaged employees	n/a	-	-	78	
	Female	% of actively engaged employees	n/a	-	-	64	

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201-1	Categories of Philanthropic Activities						
	Charitable Donations	% of total costs	n/a	3	20	35	
	Community Investments	% of total costs	n/a	0	24	27	
	Commercial Initiatives	% of total costs	n/a	97	56	38	
-	Types of Philanthropic Activities						
	Cash contributions	Baht	n/a	5,425,501	7,069,860	460,000	
	Time: employee volunteering during paid working hours	Baht	n/a	n/a	266,500	300,000	
	In-kind giving: product or services donations, projects/partnerships or similar	Baht	n/a	n/a	2,369,514	42,640,000	
	Management overheads	Baht	n/a	-	8,449,710	9,440,000	
403-9	Occupational Health & Safety						
	Fatalities						
	Employee	number of work-related fatalities	0	0	0	0	
	Contractors	number of work-related fatalities	0	0	0	0	
403-9	Lost-Time Injury Frequency Rate (LTIFR)						
	Employee	n/million hours worked	-	13.46	14.95	8.26	
	Data Coverage	% of total employees	-	80.25	77.40	100.00	
	Contractors	n/million hours worked	-	-	0	0	
	Data Coverage	% of total contractor	-	-	100.00	100.00	

Remarks:

n/a : refers to not applicable to AWC operations

- : refers to no data recorded

* : The return on investment data shown as 2020 is the accumulated data.