

Asset World Corporation Public Company Limited

Sustainability Performance 2017 - 2020

GRI	Required Data	Unit	Data Collection Period				Target
			2017	2018	2019	2020	
Corporate Governance Indicators							
405-1	Total board size	Person	n/a	n/a	14	15	-
405-1	Executive director	Person	n/a	n/a	1	1	-
405-1	Independent director	Person	n/a	n/a	7	8	-
405-1	Other Non-executive director	Person	n/a	n/a	6	6	-
102-8	Number of female directors	Person	n/a	n/a	3	3	-
102-28	Average board meeting attendance	% of meetings of board of directors/supervisor board	n/a	n/a	93.8	97.3	-
102-28	Minimum of attendance for all members required, at least	%	n/a	n/a	-	75	-
102-28	Number of non-executive/ independent directors with 4 or less other mandates:	Number	n/a	n/a	13	14	-
102-28	Number of other mandates for non-executive/independent directors restricted to	Number	n/a	n/a	-	5	-
102-22	Average tenure of board members in years	Year	n/a	n/a	-	2.17	-
102-28	Average Executive compensation	Baht	n/a	n/a	-	-	-
102-28	Ratio of the average annual compensation of the executives compared to the average annual compensation of the Company's employees	Ratio	n/a	n/a	-	-	-
102-28	Median Employee Compensation	Baht	n/a	n/a	-	-	-
102-28	Mean Employee Compensation	Baht	n/a	n/a	-	-	-
Economic Indicators							
205-2	Coverage of codes of conduct has been deployed in the past three years						
	Employees	% of total employees	n/a	n/a	100	100	-
	Contractors / Suppliers / Service Providers	% of total contractors/suppliers/ service providers	n/a	n/a	-	100	-
	Subsidiaries	% of total subsidiaries	n/a	n/a	n/a	n/a	-
	Joint ventures (including stakes below 51%)	% of total Joint ventures	n/a	n/a	n/a	n/a	-
205-2	Coverage of codes of conduct written acknowledgement has been obtained in the past three years						
	Employees	% of total employees	n/a	n/a	100	100	-
	Contractors / Suppliers / Service Providers	% of total contractors/suppliers/service providers	n/a	n/a	n/a	0	-
	Subsidiaries	% of total subsidiaries	n/a	n/a	n/a	n/a	-
	Joint ventures (including stakes below 51%)	% of total Joint ventures	n/a	n/a	n/a	n/a	-

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205-2	Coverage of codes of conduct training has been provide in the past three years						
	Employees	% of total employees	n/a	n/a	100	100	-
	Contractors / Suppliers / Service Providers	% of total contractors/suppliers/service providers	n/a	n/a	-	0	-
	Subsidiaries	% of total subsidiaries	n/a	n/a	n/a	n/a	-
	Joint ventures (including stakes below 51%)	% of total Joint ventures	n/a	n/a	n/a	n/a	-
-	Number of breaches						
	Legal proceeding	Case	n/a	n/a	0	0	-
	Corruption	Case	n/a	n/a	0	1	-
	Conflict of interest	Case	n/a	n/a	0	0	-
	Corporate compliance	Case	n/a	n/a	0	0	-
	Antitrust/Anticompetitive	Case	n/a	n/a	0	0	-
	Discrimination	Case	n/a	n/a	0	0	-
	Sexual harassment	Case	n/a	n/a	0	0	-
	Non-Sexual harassment	Case	n/a	n/a	0	0	-
	Human rights	Case	n/a	n/a	0	0	-
	Privacy breach	Case	n/a	n/a	0	0	-
-	Consequences of wrongdoing						
	Verbal warning	Case	n/a	n/a	0	0	-
	Written warning	Case	n/a	n/a	0	0	-
	Suspension	Case	n/a	n/a	0	0	-
	Dismissal	Case	n/a	n/a	0	1	-
	Other	Case	n/a	n/a	0	0	-
102-43 & 102-44	Customer Satisfaction						
	Customer satisfaction result	%	68.20	70.00	70.50	74.10	75.9
	Data coverage	% business operation	40.60	43.80	43.80	43.80	-
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	12,840	26,725	98,210	90,950	-
	Contributions in Other (e.g. spending related to ballots measures or referendums)	Baht	0	0	0	0	-
-	Supply Chain Management						
308-1	Percentage of new suppliers that were screened using <i>environmental criteria</i>	% of new suppliers	-	-	100	100	-

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414-1	Percentage of new suppliers that were screened using <i>social criteria</i>	% of new suppliers	-	-	100	100	-
-	Supply Chain KPI 1	% of suppliers	-	-	-	-	-
-	Supply Chain KPI 2	-	-	-	-	-	-
-	Supply Chain KPI 3	-	-	-	-	-	-
-	Supply Chain Spend Analysis						
	Total suppliers	Suppliers	-	-	-	1,300	-
	Total supply chain spend value	Baht	-	-	2,798,547,215	2,914,659,669	-
	Spend Analysis by category						
	Category 1 - Non Project	Baht	-	-	785,220,008.92	770,571,235.60	-
	Category 2 - Project	Baht	-	-	2,013,327,205.63	2,144,088,433.49	-
	Geography						
	Geography 1 - BKK	% of procurement spend	-	-	-	-	-
	Geography 2 - Non-BKK	% of procurement spend	-	-	-	-	-
201-1	Tax Disclosure by Country (Thailand)						
	Revenue	Baht	11,207,553,939	12,452,640,125	11,521,995,726	6,136,423,213	-
	Number of Employees	Persons	4,757	2,520	4,289	5,246	-
	Profit (loss) before tax	Baht	n/a	656,821,577	961,637,906	(2,300,786,310)	-
	Income tax accrued (current year)	Baht	n/a	80,532	264,731	166,245	-
	Income tax paid	THB	n/a	(159,758,468)	(312,514,635.00)	419,557,567	-
-	Effective Tax Rate						
	Earning Before Tax	THB	n/a	-	961,637,906	(2,300,786,310)	-
	Reported Tax	THB	n/a	-	312,514,635	(419,557,567)	-
	Cumulative acceptable Adjustments	THB	n/a	-	0	0	-
	Effective Tax Rate	%	n/a	24.32	32.50	18.24	-
	Cash Tax Paid	THB	n/a	-	176,744,955	96,677,722	-
	Cash Tax Rate	%	n/a	-	18	(4)	-
-	Customer Privacy Information						
	Customers whose data is used for secondary purposes	Case	n/a	n/a	0	0	-

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Environment Indicators							
102-45	Environmental Reporting - Coverage						
	Coverage of publicly available environmental data	% of business operations	88.00	92.59	92.86	100.00	-
-	Return on Environmental Investment						
	Total expenditures	Million Baht	-	-	-	62,163,710.00	-
	Capital investments	Million Baht	-	-	-	62,000,000	-
	Operating expenses	Million Baht	-	-	-	163,710	-
	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	-
	Operations covered (by revenue, production volume, or employees, etc.)	% of operation covered	-	-	-	41.00	-
307-1	Non-Compliance with Environmental Laws and Regulations						
103-2	Total number of violations of legal obligations/regulations	Case	1	0	2	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	-
	Non-monetary sanctions						
	Total number of case	Case	0	0	1	0	-
	Case brought through dispute resolution mechanisms						
	Total number of case	Case	0	0	0	0	-
305-1	GHG Emissions						
	Total direct GHG emissions (Scope 1)	metric tonnes CO ₂ equivalents	5,073.62	7,300.82	6,560.84	9,486.81	
	Data Coverage	% of properties	88.00	92.59	92.86	100.00	
305-2	Indirect Greenhouse Gas Emissions (Scope 2)	metric tonnes CO ₂ equivalents	95,131.22	99,607.56	110,607.37	91,206.11	
	Data Coverage	% of properties	88.00	88.89	89.29	100	

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302-1	Energy Consumption						
	Energy consumption intensity	MWh/ton production	-	-	-	-	-
	Non-renewable fuels purchased and consumed. (e.g. nuclear fuels, coal, oil, natural gas, etc.)	Mwh	9,939.15	10,211.11	9,774.47	6,938.04	-
	Non-renewable electricity purchased	Mwh	200,540.50	209,764.98	231,239.00	185,808.71	-
	Steam / heating / cooling and other energy (non-renewable) purchased	Mwh	-	-	-	-	-
	Total renewable energy (wind, solar, biomass, hydroelectric, geothermal, etc.) purchased or generated	Mwh	-	-	-	-	-
	Total non-renewable energy (electricity and heating & cooling) sold	Mwh	10,240.00	10,510.00	9,980.00	3,360.00	-
	Total non-renewable energy consumption	Mwh	200,239.65	209,476.09	231,033.47	189,386.75	-
	Total costs of energy consumption	Baht	606,647,053.86	672,741,915.31	754,475,240.28	703,562,388.21	-
Energy Intensity	MWh/ton production	-	-	-	30.88	-	
303-3, 303-	Water Consumption						
	Withdrawal: Total municipal water supplies (or from other water utilities)	Million m ³	3.14	3.07	4.31	3.37	-
	Withdrawal: Fresh surface water (lakes, rivers, etc.)	Million m ³	-	-	-	-	-
	Withdrawal: Fresh groundwater	Million m ³	0.0000019	0.0000021	0.0000006	0.0000012	-
	Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted (only applies to B and C)	Million m ³	1.48	1.62	1.87	1.31	-
	Total net fresh water consumption	Million m ³	1.66	1.46	2.44	2.06	-
	Percentage of data coverage	% of properties	83.33	83.62	95.59	100	-
306-2	Waste Disposal						
	Total waste generated	Ton	4,122.40	4,260.85	7,771.66	7,580.72	-
	Total waste used/recycled/sold	Ton	197.58	236.16	303.50	466.04	-
	Total waste disposed	Ton	3,924.82	4,024.69	7,468.16	7,114.68	-
	Coverage	% of properties	48.00	55.56	75.00	97.00	-
103-2	Food Loss & Waste						
	Total weight of all food loss & waste	Ton	416.895	340.837	315.7927	149.3488	-
	Total weight of food loss & waste volumes used for alternative purposes	Ton	416.895	340.837	315.7927	149.3488	-
	Total discarded	Ton	0	0	0	0	-
	Food loss & waste intensity	Ton/Billion THB	0	0	0	0	-
	Coverage	% of properties	14	14	13	25	-

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301-1 301-3	Packaging Materials						
	Wood/Paper fiber packaging	Total weight in Ton	-	-	-	-	-
	Recycled and/or Certified Material	% of total weight	-	-	-	-	-
	Metal (e.g. aluminum or steel) packaging	Total weight in Ton	-	-	-	-	-
	Recycled and/or Certified Material	% of total weight	-	-	-	-	-
	Glass packaging	Total weight in Ton	-	-	-	-	-
	Recycled and/or Certified Material	% of total weight	-	-	-	-	-
301-1 301-3	Plastic packaging	Total weight in Ton	-	-	-	-	-
Social Indicators							
102-45	Social Reporting - Coverage						
	Coverage of publicly available social data ⁽¹⁾	% 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	47.64	48.73	49.79	48.29	-
	Share of women in all management positions, including junior, middle and top management	% of total management positions	49.07	50.27	52.68	51.83	-
	Share of women in junior management positions, i.e. first level of management	% of total junior management positions	50.07	52.50	54.74	19.00	-
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	% of total top management positions	46.32	43.83	46.46	1.00	-
	Share of women in management positions in revenue-generating functions (excluding support function)	% of all such managers	76.00	72.55	71.43	65.22	-
	Share of women in STEM-related positions	% of total STEM positions	-	-	29.00	26.00	-
405-1	Workforce Breakdown: Nationality						
	Workforce breakdown based on nationality	% of Thai employees	-	-	99.50	99.20	-
		% of Nationality	-	-	0.50	0.80	-
		% of Nationality	-	-	-	-	-
405-1	Share in all management positions based on nationality (including junior, middle and senior management)	% of Thai employees	-	-	-	-	-
		% of Nationality	-	-	-	-	-
		% of Nationality	-	-	-	-	-
405-1	Workforce Breakdown: Other Minorities						
	Workforce breakdown based on other minorities						
	People with disability	% of FTEs	-	-	-	-	-
	Age group: < 30 years old	% of FTEs	-	-	-	26.00	-
	Age group: 30 - 50 years old	% of FTEs	-	-	-	68.00	-
	Age group: > 50 years old	% of FTEs	-	-	-	6.00	-
	Other: Migrant	% of FTEs	-	-	-	-	-

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405-1	Data coverage for workforce breakdown based on other minorities						
	People with disability	% of FTEs	-	-	-	-	-
	Age Group	% of FTEs	-	-	-	-	-
	Other: Migrant	% of FTEs	-	-	-	-	-
405-2	Equal Remuneration Ratio (Female/Male)						
	Executive level (base salary only)	Ratio	0.64	0.76	0.36	2.10	-
	Executive level (base salary + other cash incentives)	Ratio	n/a	n/a	-	-	-
	Management level (base salary only)	Ratio	0.86	1.02	0.90	1.10	-
	Management level (base salary + other cash incentives)	Ratio	0.90	1.02	1.05	1.23	-
	Non-management level	Ratio	1.16	1.22	1.05	1.12	-
405-2	Coverage of Equal Remuneration	%	n/a	n/a	100	100	-
404-1	% Employees represented by an independent trade union or covered by collective bargaining agreements	% of employees	100.00	100.00	80.00	77.00	-
404-1	Training & Development						
	Average hours per FTE of training and development	hours/FTE	34.70	43.74	41.83	71.80	-
	Average amount spent per FTE on training and development	Baht/FTE	2,024.00	2,353.99	1,653.39	983.09	-
404-1	Workforce breakdown on average hours per FTE of training and development based on gender						
	Male	hours/FTE	33.74	40.95	39.68	40.61	-
	Female	hours/FTE	35.73	46.66	43.99	42.19	-
404-1	Workforce breakdown on average hours per FTE of training and development based on management level						
	Senior/top level management	hours/FTE	33.04	33.4	47.57	38.66	-
	Middle management	hours/FTE	39.83	44.18	36.62	34.05	-
	Junior/low management	hours/FTE	30.26	35.76	31.49	28.07	-
401-1	Hiring						
	Total number of new employee hires	Number of employees	1,431	1,294	1,422	422	-
	Percentage of open positions filled by internal candidates (internal hires)	%	-	-	-	-	-
401-1	Workforce breakdown on total number of new employee hires based on age group						
	Age group: < 30 years old	Number of employees	736	693	715	154	-
	Age group: 30 - 50 years old	Number of employees	679	591	677	247	-
	Age group: > 50 years old	Number of employees	17	11	29	19	-
401-1	Workforce breakdown on total number of new employee hires based on gender						
	Male	Number of employees	749	626	675	212	-
	Female	Number of employees	682	668	747	210	-
401-1	Employee Turnover Rate						
	Total employee turnover rate	%	25.00	25.00	25.00	27.00	-
	Voluntary employee turnover rate	%	17.00	18.00	19.00	20.00	-

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401-1	Workforce breakdown on total employee turnover rate based on age group						
	Age group: < 30 years old	Number of employees	472	441	582	536	-
	Age group: 30 - 50 years old	Number of employees	609	674	876	755	-
	Age group: > 50 years old	Number of employees	26	29	64	66	-
401-1	Workforce breakdown on total employee turnover rate based on gender						
	Male	Number of employees	548	579	712	674	-
	Female	Number of employees	480	582	781	640	-
-	Trend of Employee Engagement						
	Employee engagement	% of actively engaged employees	85.00	90.00	71.00	70.00	-
-	Workforce breakdown of employee engagement surveys based on age group						
	Age group: < 30 years old	Number of employees	n/a	n/a	-	-	-
	Age group: 30 - 50 years old	Number of employees	n/a	n/a	-	-	-
	Age group: > 50 years old	Number of employees	n/a	n/a	-	-	-
-	Workforce breakdown of employee engagement surveys based on gender						
	Male	Number of employees	n/a	n/a	-	-	-
	Female	Number of employees	n/a	n/a	-	-	-
201-1	Categories of Philanthropic Activities						
	Charitable Donations	% of total costs	n/a	n/a	3	20	-
	Community Investments	% of total costs	n/a	n/a	0	24	-
	Commercial Initiatives	% of total costs	n/a	n/a	97	56	-
	Total	% of total costs	n/a	n/a	100	100	-
-	Types of Philanthropic Activities						
	Cash contributions	Baht	n/a	n/a	5,425,501	7,069,860	-
	Time: employee volunteering during paid working hours	Baht	n/a	n/a	n/a	2,369,514	-
	In-kind giving: product or services donations, projects/partnerships or similar	Baht	n/a	n/a	n/a	266,500	-
	Management overheads	Baht	n/a	n/a	-	8,449,710	-
403-9	Occupational Health & Safety						
	Fatalities						
	Employee	number of work-related fatalities	0	0	0	0	0
	Contractors	number of work-related fatalities	0	0	0	0	0
403-9	Lost-Time Injury Frequency Rate (LTIFR)						
	Employee	n/million hours worked	-	-	13.46	14.95	-
	Contractors	n/million hours worked	-	-	-	0	-

Remarks:

⁽¹⁾ Data were reported only *Hospitality* Business Units

n/a : refers to not applicable to AWC operations

- : refers to no data recorded