



CENTRAL **RETAIL**

THE NEXT

FRONTIER OF GROWTH

LIVING WAGE METHODOLOGY

Living Wage Methodology

Recognised the importance of fair living wage and pay to ensure coverage of workers and their families' basic needs. Therefore, the methodology aim to evaluate the differences between the wages our employees earn and the wages that would constitute a living wage, has assessed to the living wage standards established by reputable third-party organizations, namely Global Living Wage Coalition and Wage indicator. Ensured that the assessment encompassed all employees working in all areas of business operations.

Topic/Country	Thailand	Vietnam	Italy
Methodology	The Anker Living Wage Reference Value (Global Living Wage 2022)	Living Wage (Global Living Wage 2021 estimate)	Living Wage (Wage Indicator April 2022)
Average paid days per month	26.08	26.08	26.08
Wage per hour (USD)	1.96	1.53	5.88

Remarks:

- The Anker Living Wage Reference Value for urban Thailand = 14,202 THB/month
- The exchange rate is calculated on 24 May 2023 (1 THB = 34.77 USD / 1 VND = 0.0000430000 USD / 1 EUR = 1.077673 USD)
- Thailand Living Wage in THB(THB/hour) = 14,202 THB/month ÷ 26.08 days ÷ 8 hours = 68 THB/hour
- Thailand Living Wage in USD (USD/hour) = 68 THB/hour ÷ 34.77 USD
- Vietnam Living wage in VND (VND/month) = 7,446,294 VND/month
- Vietnam Living wage in USD (USD/hour) = 7,446,294 VND/month x 0.0000430000 USD/VND x 1 month/26.08 days x 1 day/8 hrs.
- Italy Living wage in EUR (EUR/month) = 1,135.00 EUR/month
- Italy Living wage in USD (USD/hour) = 1,135.00 EUR/month x 1.08 USD/EUR x 1 month/26.08 days x 1 day/8 hrs



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