

Performance Summary

Economic Performance

Indicators	Material Aspects	Unit	2013	2014	2015	2016
G4-EC1	Economic performance					
	Total income	Million baht	155,771	162,790	173,419	139,887
	Thailand	Percent	96	95	96	96
	International	Percent	4	5	4	4
	Annual dividend	Million baht	11,048	15,317	15,317	15,066
	Cost of sales	Million baht	112,033	114,710	121,830	97,591
	Employee benefit expenses	Million baht	10,991	11,638	12,653	10,389
	Income tax expenses	Million baht	4,236	4,552	4,508	3,643
G4-EC9	Procurement					
	Procurement from local suppliers					
	Total (number of suppliers)	Percent	98	98	98	97
	Total (purchase value)	Percent	77	91	92	87
	Alcoholic beverages (number of suppliers)	Percent	97	98	97	97
	Alcoholic beverages (purchase value)	Percent	85	87	86	80
	Non-alcoholic beverages (number of suppliers)	Percent	98	99	99	98
	Non-alcoholic beverages (purchase value)	Percent	68	98	99	98

Environmental Performance

Indicators	Material Aspects	Unit	2013	2014	2015	2016
G4-EN3	Energy consumption					
	Total energy consumption	Megajoules	5,126,064,711	5,110,397,988	5,229,192,927	4,235,612,392
	Direct energy	Megajoules	4,257,131,512	4,226,738,748	4,302,582,635	3,469,185,244
	Renewable energy	Megajoules	992,255,022	1,102,885,120	1,133,578,400	873,177,232
	Non-renewable energy	Megajoules	3,264,876,490	3,123,853,628	3,169,004,235	2,596,008,011
	Indirect energy	Megajoules	868,933,199	883,659,240	926,610,293	766,427,148
	Electricity	Megajoules	862,925,483	877,757,843	922,282,355	759,198,524
	Steam purchased	Megajoules	6,007,716	5,901,397	4,327,938	7,228,624
	Types of Fuel used					
	Coal (Bituminous)	Percent	5.6	16.4	20.3	23.3
	LPG	Percent	1.1	1.1	1.3	1.5
	Concentrated slop	Percent	15.4	24.8	20.3	12.4
	Biogas	Percent	9.1	8.5	10.1	9.8
	By-products alcohol	Percent	0.0	0.6	2.0	1.5
	Heavy fuel oil	Percent	57.0	40.5	39.1	42.9
	Natural gas	Percent	6.1	4.4	5.1	5.8
	Benzene/Gasoline	Percent	0.1	0.1	0.1	0.1

Indicators	Material Aspects	Unit	2013	2014	2015	2016
	Ethane (C ₂ ⁺ gas)	Percent	3.5	2.1	0.3	0.02
	Diesel fuel	Percent	2.0	1.4	1.4	1.8
	Energy consumption intensity	MJ/hL FGs	207.67	211.17	196.51	176.62
G4-EN8	Water withdrawal by source					
	Total water withdrawal by source	Cubic Meter	19,148,387	19,880,677	20,519,360	17,424,248
	Surface water	Cubic Meter	14,487,505	14,132,214	14,189,350	11,125,731
	Ground water	Cubic Meter	2,620,764	3,707,780	4,224,647	4,588,416
	Municipal water supplies	Cubic Meter	1,963,118	1,931,783	2,002,513	1,637,856
	Rainwater	Cubic Meter	77,000	108,900	102,850	72,245
	Proportion of water withdrawal by source					
	Surface water	Percent	75.7	71.1	69.1	63.9
	Ground water	Percent	13.7	18.7	20.6	26.3
	Municipal water supplies	Percent	10.3	9.7	9.8	9.4
	Rainwater	Percent	0.4	0.5	0.5	0.4
	Water withdrawal intensity	hL/hL FGs	7.758	8.215	7.711	7.266
G4-EN10	Water reused and recycled					
	Total volume of water reused and recycled	Cubic Meter	974,885	2,090,197	2,322,318	1,870,162
	Water reused	Cubic Meter	225,270	781,917	1,000,296	878,405
	Water recycled	Cubic Meter	749,615	1,308,280	1,322,022	991,756
G4-EN15	Direct emissions (Scope 1)					
	Direct emissions (Scope 1)	Metric tons CO ₂ e	208,537	230,561	242,648	200,814
	Emissions from fuel used	Metric tons CO ₂ e	208,537	223,447	236,225	194,668
	Emissions from refrigerant	Metric tons CO ₂ e	N/A	7,114	6,423	6,146
G4-EN16	Indirect emissions (Scope 2)					
	Indirect emissions (Scope 2)	Metric tons CO ₂ e	146,357	148,862	156,317	128,864
G4-EN18	Greenhouse gas emission intensity					
	GHG intensity (Only Production)	tCO ₂ e/hL FGs	0.0144	0.0157	0.0150	0.0137

Indicators	Material Aspects	Unit	2013	2014	2015	2016
G4-EN19	Total greenhouse gas emission reduction					
	Total greenhouse gas emission reduction	Metric tons CO ₂ e	NA	NA	640,054	1,423,454
G4-EN22	Water discharge (quality and destination)					
	Total water discharge by destination	Cubic Meter	6,524,679	7,136,430	8,855,786	8,160,823
	River	Cubic Meter	5,680,389	6,012,679	7,656,912	6,917,867
	Wastewater treatment system of industrial estate	Cubic Meter	844,290	1,123,751	1,198,874	1,242,956
	Wastewater characteristics and effluent quality parameters					
	pH	-	NA	8.0	8.0	7.8
	COD	mg/l	NA	28.0	38.0	51.1
	BOD	mg/l	NA	3.0	7.2	8.5
	TSS	mg/l	NA	9.0	17.3	24.5
	TDS	mg/l	NA	914.0	1,046.5	1,235.9
G4-EN23	Waste (type and disposal method)					
	Total weight of waste	Metric tons	101,753	91,083 ¹	53,077	66,457
	General waste	Metric tons	4,607	2,502	2,217	1,536
	Hazardous waste	Metric tons	265	242	177	127
	By-product waste	Metric tons	54,816	59,400	35,827	55,249
	Valuable waste	Metric tons	42,064	28,939 ¹	14,856	9,545
	Waste intensity	kg/hL FGs	4.122	3.764	1.995	2.771

Notes:

- In 2016, ThaiBev has aligned its energy consumption (megajoules), water withdrawal (cubic meter), reused water and recycle water (cubic meter), direct emissions (metric tons CO₂e), Indirect emissions (metric tons CO₂e) and water discharge (cubic meter) reporting period with that of its financial reporting. The period covers 9 months from January to September 2016. All previous years data are for a 12 month period so cannot be compared on a like for like basis.
- Data for 2013–2015 has been updated from the figures disclosed in the 2015 Sustainability Report as ThaiBev has updated the factors for energy and emission to the current value.
- Waste disposal is classified by types of waste from the manufacturing process, consisting of the following 4 types:
 - General waste – disposed of by local authorities, such as the municipality or sub-district Administrative organization
 - Hazardous waste – disposed of by legally licensed companies
 - By-product waste – handled by Feed Addition Co.,Ltd., one of ThaiBev's subsidiary companies, to generate income for the company
 - Valuable waste – sorted so that it can be reused and recycled
- ¹ThaiBev has corrected the 2014 figures for total weight of waste and valuable waste.

Social Performance

Indicators	Material Aspects	Unit	2013		2014		2015		2016	
			Male	Female	Male	Female	Male	Female	Male	Female
G4-10	Total number of employees (by location)									
	ThaiBev Group									
	Total	Persons	23,868	14,976	23,588	14,791	24,057	15,278	24,710	15,992
	Headquarters	Persons	3,760	5,194	1,576	1,615	1,416	1,656	1,512	1,740
	Other offices	Persons	20,108	9,782	22,012	13,176	22,641	13,622	23,198	14,252
	Executive level	Persons	961	593	997	657	1,124	682	1,329	875
	Employee level	Persons	22,907	14,383	22,591	14,134	22,933	14,596	23,381	15,117
G4-LA1	New employee hires and employee turnover									
	New employee hires									
	Total number of new hires	Persons	3,706	4,401	3,492	4,641	4,825	4,902	3,766	3,706
	ThaiBev Group									
	Total new hires	Persons	3,706	4,401	3,492	4,641	4,825	4,902	3,766	3,706
	Under 30 years	Persons	2,480	3,586	2,353	3,857	3,010	3,934	2,318	3,116
		Percent	67	81	67	83	62	80	62	84
	Age 30-50 years	Persons	1,198	763	1,117	758	1,755	926	1,429	583
		Percent	32	17	32	16	36	19	38	16
	Age over 50 years	Persons	28	52	22	26	60	42	19	7
		Percent	0.8	1.2	0.6	0.6	1.2	0.9	0.5	0.2
	Total number of employee turnover									
	ThaiBev Group									
	Total turnover	Persons	3,722	2,049	3,530	2,012	3,257	1,764	2,811	1,484
	Under 30 years	Persons	1,805	1,267	1,621	1,128	1,514	1,010	1,233	815
		Percent	48	62	46	56	46	57	44	55
	Age 30-50 years	Persons	1,622	686	1,602	772	1,476	648	1,280	573
		Percent	44	33	45	38	45	37	46	39
	Age over 50 years	Persons	295	96	307	112	267	106	298	96
		Percent	8	5	9	6	8	6	11	6
	Total voluntary turnover	Persons	3,167	1,953	3,027	1,847	2,690	1,644	2,322	1,402

Indicators	Material Aspects	Unit	2013		2014		2015		2016	
			Male	Female	Male	Female	Male	Female	Male	Female
	Total employees level 1-7	Person	23,271		28,216		27,995		22,993	
		Percent	100	100	100	100	100	100	100	100
	Employees level 1-7 (by gender)	Person	14,436	8,835	19,015	9,201	18,832	9,163	13,980	9,013
		Percent	100	100	100	100	100	100	100	100
G4-S01	Local community engagement, impact assessments, and development programs									
	Implemented areas/provinces	Percent	NA	14.3	80.5	100.0				
	Areas surrounding factories	Percent	NA	90.4	100.0	100.0				
	Sale target areas	Percent	NA	50.0	80.5	100.0				

Notes:

1. The period covers 9 months from 1 January to 30 September 2016.
2. ThaiBev Group means ThaiBev, Oishi, and Sermsuk.
3. Employee turnover refers to the number of employees job level 1-15 who left ThaiBev Group voluntarily or through dismissal, retirement, or death.
4. Voluntary turnover refers to the number of employees job level 1-15 who left ThaiBev Group willingly due to their own reasons.
5. Regarding in 2016, ThaiBev and Oishi have adjusted the fiscal budget year, and performance evaluation to cover 1 Jan – 30 Sep. But Sermsuk still uses the fiscal budget year from Jan – Dec. Therefore, the numbers in 2016 for G4-LA11 is exclude Sermsuk.
6. Headquarters of ThaiBev Business Units are: Cyberworld building, TCC Suriwong Building, Park Ventures Building, LPN 1 building, Arun Amarin building, East water building, Sangsom Phaholyothin building, Sangsom vibhavadi building, Muangthai Phatra complex.