

## Performance Summary

### Economic Performance

			2014	2015	2016	2017	
Indicator	Material Aspects	Unit			Jan-Sep 16	Oct 15-Sep 16	
<b>GRI201-1 Economic performance</b>							
Total income		Million baht	162,790	173,419	139,887	191,205	190,697
Thailand		Percent	95	96	96	96	97
International		Percent	5	4	4	4	3
Annual dividend		Million baht	15,317	15,317	15,066	16,543	16,824
Cost of Sales		Million baht	114,710	121,830	97,591	134,371	131,899
Employee benefit expenses		Million baht	11,638	12,653	10,389	13,731	13,823
Income tax expenses		Million baht	4,552	4,508	3,643	4,835	5,132
<b>GRI204-1 Procurement</b>							
<b>Procurement from local suppliers</b>							
Total (number of suppliers)		Percent	98	98	97	97	97
Total (purchase value)		Percent	91	92	87	87	97
Alcoholic beverages (number of suppliers)		Percent	98	97	97	97	95
Alcoholic beverages (purchase value)		Percent	87	86	80	80	96
Non-alcoholic beverages (number of suppliers)		Percent	99	99	98	98	98
Non-alcoholic beverages (purchase value)		Percent	98	99	98	98	99

### Environmental Performance

			2014 <sup>[1]</sup>	2015 <sup>[1]</sup>	2016 <sup>[2]</sup>	2017 <sup>[3]</sup>	
Indicators	Material Aspects	Unit			Jan-Sep 16	Oct 15-Sep 16	
<b>GRI302-1 Energy consumption within organization</b>							
Total energy consumption within the organization		MJ	4,898,451,489	5,028,849,051	4,142,645,158	5,418,040,859	6,556,529,405
Fuel consumption from renewable sources		MJ	1,091,064,765	1,103,002,172	863,313,276	1,145,937,798	1,170,320,324
- Biogas		MJ	424,038,877	462,571,711	385,650,065	497,810,403	563,706,959
- Concentrated slops		MJ	640,559,063	554,759,707	429,431,697	579,916,771	558,402,242
- Technical alcohol		MJ	26,466,826	85,670,754	48,231,514	68,210,624	48,211,123
Fuel consumption from non-renewable sources		MJ	2,964,538,141	3,036,032,061	2,507,027,366	3,264,423,394	4,168,618,353
- Fuel oil		MJ	1,769,249,892	1,697,261,693	1,389,227,319	1,784,765,661	1,817,833,830

Indicators	Material Aspects	Unit	2014 <sup>[1]</sup>	2015 <sup>[1]</sup>	2016 <sup>[2]</sup>	2017 <sup>[3]</sup>	
					Jan-Sep 16	Oct 15-Sep 16	
	- Natural gas	MJ	217,429,005	250,190,621	211,151,143	262,852,131	112,984,871
	- Ethane	MJ	100,576,544	15,220,029	712,630	787,146	0
	- Gasoline	MJ	4,229,168	4,698,988	3,911,155	5,125,748	4,584,687
	- Diesel	MJ	77,710,539	74,448,489	61,721,398	74,587,187	1,088,820,492
	- Bituminous Coal	MJ	741,408,977	934,377,042	787,028,072	1,067,712,824	1,040,995,429
	- LPG	MJ	53,934,018	59,835,199	53,275,649	68,592,699	103,399,044
	Energy purchased for consumption	MJ	842,848,582	889,814,819	772,304,516	1,007,679,667	1,248,575,993
	- Electricity	MJ	836,947,185	885,486,881	765,075,892	999,619,970	1,094,353,260
	- Steam	MJ	5,901,397	4,327,938	7,228,624	8,059,697	154,222,733
	Energy sold	MJ	N/A	N/A	N/A	N/A	30,985,265
	- Electricity	MJ	N/A	N/A	N/A	N/A	30,985,265
	Energy intensity (Beverage)	MJ/hL	202.41	188.98	172.75	173.79	218.34
	Energy intensity (Food) <sup>[4]</sup>	MJ/kg	N/A	N/A	N/A	N/A	8.86

**GRI303-1 Water withdrawal by source**

Total volume of water withdrawn	Cubic Meter	19,880,677	20,519,360	17,424,248	23,415,863	24,842,270
- Surface water	Cubic Meter	14,132,214	14,189,350	11,125,731	15,177,519	18,568,743
- Ground water	Cubic Meter	3,707,780	4,224,647	4,588,416	5,761,146	3,892,405
- Rainwater	Cubic Meter	108,900	102,850	72,245	98,645	257,807
- Municipal water	Cubic Meter	1,931,783	2,002,513	1,637,856	2,378,553	2,123,315
Water intensity (Beverage)	hL/hL	8.21	7.71	7.27	7.51	8.29
Water intensity (Food) <sup>[4]</sup>	hL/kg	N/A	N/A	N/A	N/A	0.28

**GRI303-3 Water recycled and reused**

Total volume of water recycled and reused	Cubic Meter	2,090,197	2,322,318	1,870,162	2,556,282	2,198,748
- Water reused	Cubic Meter	781,917	1,000,296	878,405	1,169,814	1,103,868
- Water recycled	Cubic Meter	1,308,280	1,322,022	991,756	1,386,469	1,094,880
Percentage of water recycled and reused	%	10.51	11.32	10.37	10.92	8.93

**GRI305-1 Direct (Scope 1) GHG emissions**

Direct (Scope 1) GHG emissions <sup>[5]</sup>	Metric tons CO <sub>2</sub> e	239,347	253,469	211,134	275,013	494,294
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Indicators	Material Aspects	Unit	2014 <sup>[1]</sup>	2015 <sup>[1]</sup>	2016 <sup>[2]</sup>	2017 <sup>[3]</sup>	
					Jan-Sep 16	Oct 15-Sep 16	
<b>GRI305-2 Energy indirect (Scope 2) GHG emissions</b>							
	Energy indirect (Scope 2) GHG emissions	Metric tons CO <sub>2</sub> e	129,313	136,899	118,430	154,829	182,988
	GHG emissions (Scope 1 and Scope 2) <sup>[6]</sup>	Metric tons CO <sub>2</sub> e	368,659	390,368	329,564	429,842	677,282
<b>GRI305-4 GHG emissions intensity</b>							
	GHG emissions intensity (Beverage) <sup>[7]</sup>	kg CO <sub>2</sub> e / hL	15.23	14.67	13.74	13.79	22.50
	GHG emissions intensity (Food) <sup>[4]</sup>	kg CO <sub>2</sub> e / kg	N/A	N/A	N/A	N/A	1.12
<b>GRI305-5 Reduction of GHG emissions</b>							
	Reduction of GHG emissions	Metric tons CO <sub>2</sub> e	N/A	640,054	1,423,454	N/A	634,782
<b>GRI306-1 Water discharge by quality and destination</b>							
	Volume of water discharge	Cubic Meter	7,136,430	8,855,786	8,160,823	10,635,237	11,558,767
<b>Quality of the water discharge<sup>[8]</sup></b>							
	- pH	-	8.00	8.00	7.80	7.80	7.75
	- BOD loading	Metric tons	21	64	69	90	123
	- COD loading	Metric tons	200	337	417	543	673
	- TDS loading	Metric tons	6,523	9,268	10,086	13,144	12,227
	- TSS loading	Metric tons	64	153	200	261	216
<b>GRI306-2 Waste by type and disposal method<sup>[9]</sup></b>							
	Total weight of waste	Metric tons	91,083	53,077	66,457	79,426	65,645
	- General waste	Metric tons	2,502	2,217	1,536	2,053	2,936.00
	- Hazardous waste	Metric tons	242	177	127	152	261
	- By-product waste	Metric tons	59,400	35,827	55,249	64,789	46,922
	- Valuable waste	Metric tons	28,939	14,856	9,545	12,432	15,526
	Waste intensity (Beverage)	kg/hL	3.76	2.00	2.77	2.55	2.14
	Waste intensity (Food) <sup>[4]</sup>	kg/kg	N/A	N/A	N/A	N/A	0.25

**Note:**

N/A: Not Applicable

- Numerical data from 2014–2016 has been updated from the Sustainability Report 2016 because ThaiBev improved the factors regarding energy and CO<sub>2</sub> emission to meet the current value. This was according to the accepted universal standard, method, and hypothesis.

1. In 2014 – 2016, ThaiBev reported the efficiency of its environmental performance that covers 12-month period.
2. In 2016, ThaiBev reported the efficiency of its environmental performance which are divided into 2 parts as follows;
  - 2.1 The first part covered a period of 9 months from January – September 2016.
  - 2.2 The second part covers a period of 12 months from October 2015 – September 2016 in which the information in this part was collected from ThaiBev but was not evaluated by external verifier (Independent Limited Assurance).
3. In 2017, ThaiBev reported the efficiency of its environmental performance that covers a period of 12 months from October 2016 – September 2017.
  - 3.1 The numerical data about environment in terms of food companies which is Oishi Trading Co., Ltd. (Ban Beung).
  - 3.2 Numerical data about environment in terms of non-alcoholic beverages which is S.P.M. Food and Beverage Co., Ltd.
  - 3.3 Numerical number about environment in terms of Supply Chain business unit such as Thai Beverage Energy Co., Ltd. and Thai Beverage Logistics Co., Ltd.
4. Expanding reporting scope covers food business.
5. Expanding reporting scope of direct GHG emission (Scope 1) which is emissions from biogenic activities in 2017.
6. The emission factors of Benzene, Diesel, and LPG are not yet separated according to types of combustion (mobile and stationary); therefore, the higher values of emission factors are used for calculation.
7. Change reporting units of emission intensity from metric ton CO<sub>2</sub> equivalent per hectoliter to kilograms.
8. Effluents quality reported in average values.
9. Waste disposal is classified by types of waste from the manufacturing process, consisting of the following 4 types:
  - 9.1 General waste – disposed of by local authorities, such as the municipality or sub-district administration organization.
  - 9.2 Hazardous waste – disposed of by legally licensed companies.
  - 9.3 By-product waste – handled by Feed Addition Co., Ltd. one of ThaiBev's subsidiaries to generate income for the Company.
  - 9.4 Valuable waste – sorted so that it can be reused and recycled.

**Social Performance**

Indicator	Material Aspects	Unit	2014		2015		2016				2017	
			Male	Female	Male	Female	Jan-Sep 16		Oct 15-Sep 16		Male	Female
							Male	Female	Male	Female		
<b>GRI102-8 Total number of employees (by location)</b>												
ThaiBev Group												
Total	Persons		23,588	14,791	24,057	15,278	24,710	15,992	24,710	15,992	24,821	16,546
Headquarters	Persons		1,576	1,615	1,416	1,656	1,512	1,740	1,512	1,740	1,324	1,555
Other offices	Persons		22,012	13,176	22,641	13,622	23,198	14,252	23,198	14,252	23,497	14,991
Executive level	Persons		997	657	1,124	682	1,329	875	1,329	875	1,307	846
Employee level	Persons		22,591	14,134	22,933	14,596	23,381	15,117	23,381	15,117	23,514	15,700
<b>GRI401-1 New employee hires and employee turnover</b>												
<b>New employee hires</b>												
ThaiBev Group												
Total new hires	Persons		3,492	4,641	4,825	4,902	3,766	3,706	5,909	6,435	3,101	1,472
Age under 30 years	Persons		2,353	3,857	3,010	3,934	2,318	3,116	4,079	5,517	1,904	1,080
	Percent		67	83	62	80	62	84	69	86	61	73
Age 30–50 years	Persons		1,117	758	1,755	926	1,429	583	1,807	876	1,181	379
	Percent		32	16	36	19	38	16	31	14	38	26
Age over 50 years	Persons		22	26	60	42	19	7	23	42	16	13
	Percent		0.6	0.6	1.2	0.9	0.5	0.2	0.4	0.7	0.5	0.9

Indicator	Material Aspects	Unit	2014		2015		2016		2017			
			Male	Female	Male	Female	Jan-Sep 16		Oct 15-Sep 16			
							Male	Female	Male	Female		
<b>Total number of employees turnover</b>												
ThaiBev Group												
Total Turnover	Persons		3,530	2,012	3,257	1,764	2,811	1,484	3,421	2,148	3,851	1,725
Age under 30 years	Persons		1,621	1,128	1,514	1,010	1,233	815	1,540	1,363	1,707	931
	Percent		46	56	46	57	44	55	45	63	44	54
Age 30-50 years	Persons		1,602	772	1,476	648	1,280	573	1,564	676	1,728	641
	Percent		45	38	45	37	46	39	39	39	45	37
Age over 50 years	Persons		307	112	267	106	298	96	317	109	416	153
	Percent		8.7	5.6	8.2	6.0	10.6	6.5	6.5	6.5	10.8	8.9
Total voluntary turnover	Persons		3,027	1,847	2,690	1,644	2,322	1,402	2,848	2,057	3,084	1,594

**GRI404-1 Average hours of training per year per employee by gender, and by employee category**

Total ThaiBev group											
Total executive level	Avg. training hour/head/yr.		N/A		28.59		41.21		N/A		33.55
Executive Level 13-15 (by gender)	Avg. training hour/head/yr.		N/A	61.74	9.50	40.45	43.02	N/A	N/A	31.80	38.25
Total middle management	Avg. training hour/head/yr.		N/A		48.90		48.14		N/A		62.01
Middle management level 10-12 (by gender)	Avg. training hour/head/yr.		N/A	94.04	23.92	47.69	48.90	N/A	N/A	65.99	55.79
Total department head/supervisor	Avg. training hour/head/yr.		N/A		39.97		38.24		N/A		60.87
Total department head/supervisor (by gender)	Avg. training hour/head/yr.		N/A	47.75	32.11	38.08	38.47	N/A	N/A	64.48	56.33
Total senior officers	Avg. training hour/head/yr.		N/A		17.01		20.83		N/A		39.15
Senior officers level 4-7 (by gender)	Avg. training hour/head/yr.		N/A	17.25	16.71	21.24	20.40	N/A	N/A	38.94	39.36
Total officers	Avg. training hour/head/yr.		N/A		8.72		10.91		N/A		10.19
Officers level 1-3 (by gender)	Avg. training hour/head/yr.		N/A	18.28	8.68	9.21	15.93	N/A	N/A	10.00	10.69

Indicator	Material Aspects	Unit	2014		2015		2016				2017	
			Male	Female	Male	Female	Jan-Sep 16		Oct 15-Sep 16		Male	Female
							Male	Female	Male	Female		
<b>GRI404-3 Percentage of employees receiving regular performance and career development reviews, by gender, and by employee category</b>												
Total ThaiBev group												
Total employees	Persons		29,723		29,870		24,896		30,653		31,325	
	Percent		100		100		100		100		100	
Total employees level 15, Senior Executive	Persons		55		63		67		73		60	
	Percent		100		100		100		100		100	
Total employees level 15, Senior Executive (by gender)	Persons		45	10	50	13	53	14	59	14	46	14
	Percent		100	100	100	100	100	100	100	100	100	100
Total employees level 8-14	Persons		1,452		1,812		1,836		1,956		2,047	
	Percent		100		100		100		100		100	
Total employees level 8-14 (by gender)	Persons		854	598	1,076	736	1,069	767	1,159	797	1,205	842
	Percent		100	100	100	100	100	100	100	100	100	100
Total employees level 1-7	Persons		28,216		27,995		22,993		28,624		29,218	
	Percent		100		100		100		100		100	
Total employees level 1-7 (by gender)	Persons		19,015	9,201	18,832	9,163	13,980	9,013	19,109	9,515	19,328	9,890
	Percent		100	100	100	100	100	100	100	100	100	100
<b>GRI413-1 Local community engagement, impact assessments, and development programs</b>												
Implemented areas/provinces	Percent		14		81		100		100		100	
Areas surrounding factories	Percent		90		100		100		100		100	
Sale target areas	Percent		50		81		100		100		100	

**Note:**

N/A: Not Applicable

- In 2014 – 2016, ThaiBev reported the Social performance that covers 12 months period.
- In 2016, ThaiBev reported the Social performance which are divided into 2 parts as follows;
  - The first part covered a period of 9 months from January – September 2016
  - The second part covers a period of 12 months from October 2015 – September 2016 in which the information in this part was collected from ThaiBev but was not evaluated by external agencies (Independent Limited Assurance).
- The number of employees who leave the company is evaluated from the employ level 1 – 15 in which there are various reasons such as contract, retirement, death during the work.
- In 2016, ThaiBev and Oishi change their annual budget time to be from January 1 – September 30, 2016. Sermsuk Ltd still has their annual budget period from January 1, 2016 – December 31, 2016. Therefore, in GRI404-3 between January 1, 2016 – September 30, 2016 does not include the information of Sermsuk Ltd.
- Headquarters are Cyber World, TCC Surawong, Park Ventures Building, Lao Peng Ngyuan building 1, East Water building, Sangsom Building at Phaholyothin, Sangsom Building at Vibhavadi and and Thaipatara Complex.