

Performance Summary

Economic Performance

Indicators	Performance	Unit	2018	2019	2020	2021
GRI 201-1	Economic Performance					
Total revenue		Million THB	232,598	274,110	259,392	245,559
• Thailand		Percent	75	70	74	75
• International		Percent	25	30	26	25
Annual dividend		Million THB	9,793	12,054	11,553	12,559
Cost of sales		Million THB	162,477	189,966	178,620	169,060
Employee expenses		Million THB	18,265	21,880	20,008	19,447
GRI 204-1	Procurement					
Procurement from local suppliers						
Total (number of suppliers)		Percent	96	98	97	97
Total (purchase value)		Percent	91	93	92	89
Alcoholic beverages (number of suppliers)		Percent	95	96	94	94
Alcoholic beverages (purchase value)		Percent	92	89	89	85
Non-alcoholic beverages (number of suppliers)		Percent	97	99	99	99
Non-alcoholic beverages (purchase value)		Percent	91	99	98	99
Food (number of suppliers)		Percent	-	99	99	99
Food (purchase value)		Percent	-	99	95	99

Environmental Performance

Indicators	Material Aspects	Unit	2018	2019	2020	2021
GRI302-1	Energy Consumption within The Organization					
	Total energy consumption within the organization	MJ	6,272,113,885	8,230,240,250	8,233,894,388	8,779,397,941
	Total fuel consumption within the organization from non-renewable sources	MJ	3,842,134,240	4,449,797,246	4,195,263,011	4,102,035,746
	• Fuel oil	MJ	1,364,409,734	1,125,218,753	1,213,782,760	1,289,979,579
	• Natural gas	MJ	3,298,576	19,089,673	69,188,652	83,544,372
	• Reused oil	MJ	64,885,721	316,760,421	225,289,606	116,655,041
	• Gasoline	MJ	4,303,097	4,308,057	4,881,195	3,777,505
	• Diesel	MJ	997,922,778	1,083,453,896	993,854,964	964,590,616
	• Bituminous coal	MJ	1,300,044,619	1,719,556,012	1,463,530,288	1,390,177,989
	• LPG	MJ	107,269,714	181,410,434	224,735,545	253,310,644
	Total fuel consumption within the organization from renewable sources	MJ	1,072,622,936	2,658,773,769	2,960,910,252	3,595,591,048
	• Biogas	MJ	565,276,866	668,481,859	629,994,793	628,533,583
	• Concentrated slop	MJ	451,631,413	269,827,965	508,714,007	482,037,500
	• Technical alcohol	MJ	55,714,657	54,483,922	64,632,383	153,255,278
	• Wood chip	MJ	0	1,631,099,974	1,673,871,138	2,082,098,284
	• Rice husk	MJ	0	34,279,740	35,079,676	189,342,879
	• Biofuels	MJ	0	600,310	48,618,255	60,323,524
	Electricity and steam purchased for consumption	MJ	1,085,069,893	1,291,715,097	1,262,064,027	1,241,018,733
	• Electricity consumption	MJ	991,558,614	1,165,983,325	1,125,758,020	1,098,621,131
	• Steam consumption	MJ	93,511,279	125,731,773	136,306,007	142,397,602
	Self-generated electricity from renewable sources	MJ	442,337	392,535	536,199	13,970,669
	• Solar energy	MJ	442,337	392,535	536,199	13,970,669
	Electricity sold	MJ	35,977,518	170,438,396	153,463,100	173,063,063
	• Electricity sold from renewable sources	MJ	35,977,518	170,438,396	153,463,100	173,063,063

Indicators	Material Aspects	Unit	2018	2019	2020	2021
	Steam sold from non-renewable sources	MJ	0	0	363,566	155,192
	Energy intensity (Beverage) ⁽⁷⁾	MJ/hL	204.33	244.89	245.97	271.06
	• Energy intensity (Distillery)	MJ/hL	555.09	701.09	676.22	689.55
	• Energy intensity (Brewery)	MJ/hL	213.01	218.25	231.02	197.81
	• Energy intensity (OISHI)	MJ/hL	111.48	130.00	137.76	155.48
	• Energy intensity (Sermsuk)	MJ/hL	43.16	41.83	35.19	38.03
	Energy intensity (Beverage - Thailand) ⁽⁷⁾	MJ/hL	204.33	232.94	232.19	259.41
	• Energy intensity (Grand Royal Group) ⁽²⁾	MJ/hL	N/A	592.44	527.05	483.89
	• Energy intensity (Inver House) ⁽²⁾	MJ/hL	N/A	757.44	855.71	876.19
	Energy intensity (Food)	MJ/kg	6.83	6.93	8.14	8.16
GRI303-3	Water Withdrawal ⁽³⁾					
	Total volume of water withdrawn	Megaliters	19,883	24,080	24,867	25,231
	• Surface water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	15,128	18,233	16,170	16,780
	• Surface water (Other water > 1000 mg/L Total Dissolved Solids)	Megaliters		0	734	568
	• Total surface water withdrawn	Megaliters	15,128	18,233	16,904	17,348
	• Ground water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	3,435	4,249	5,670	5,676
	• Ground water (Other water > 1000 mg/L Total Dissolved Solids)	Megaliters		0	0	0
	• Total ground water withdrawn	Megaliters	3,435	4,249	5,670	5,676
	• Seawater (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	0	0	0	0

Indicators	Material Aspects	Unit	2018	2019	2020	2021
	• Seawater (Other water > 1000 mg/L Total Dissolved Solids)	Megaliters	0	0	0	0
	• Total seawater withdrawn	Megaliters	0	0	0	0
	• Produced water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	0	0	0	0
	• Produced water (Other water > 1000 mg/L Total Dissolved Solids)	Megaliters		0	0	0
	• Total produced water withdrawn	Megaliters	0	0	0	0
	• Third-party water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters		1,465	2,130	2,019
	• Third-party water (Other water > 1000 mg/L Total Dissolved Solids)	Megaliters	1,320	134	163	188
	• Total third-party water withdrawn	Megaliters	1,320	1,599	2,293	2,207
	Total volume of water withdrawn in water stressed areas	Megaliters	N/A	12,722	13,298	12,461
	• Surface water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters		9,638	8,888	8,284
	• Surface water (Other water > 1000 mg/L Total Dissolved Solids)	Megaliters	N/A	0	0	50
	• Total surface water withdrawn	Megaliters	N/A	9,638	8,888	8,333
	• Ground water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters		2,640	3,393	3,181
	• Ground water (Other water > 1000 mg/L Total Dissolved Solids)	Megaliters	N/A	0	0	0
	• Total ground water withdrawn	Megaliters	N/A	2,640	3,393	3,181
	• Seawater (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters		0	0	0
	• Seawater (Other water > 1000 mg/L Total Dissolved Solids)	Megaliters	N/A	0	0	0

Indicators	Material Aspects	Unit	2018	2019	2020	2021
	• Total seawater withdrawn	Megaliters	N/A	0	0	0
	• Produced water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	N/A	0	0	0
	• Produced water (Other water > 1000 mg/L Total Dissolved Solids)	Megaliters		0	0	0
	• Total produced water withdrawn	Megaliters	N/A	0	0	0
	• Third-party water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	N/A	443	1,017	947
	• Third-party water (Other water > 1000 mg/L Total Dissolved Solids)	Megaliters		0	0	0
	• Total third-party water withdrawn	Megaliters	N/A	443	1,017	947
	• Third-party water that is surface water	Megaliters	N/A	443	1,017	947
	• Third-party water that is ground water	Megaliters	N/A	0	0	0
	• Third-party water that is seawater	Megaliters	N/A	0	0	0
	• Third-party water that is produced water	Megaliters	N/A	0	0	0
GRI303-4	Water Discharge ⁽³⁾ ⁽⁵⁾					
	Total volume of water discharge	Megaliters	9,485	11,040	12,199	11,326
	• Surface water	Megaliters	N/A	8,313	9,524	8,251
	• Ground water	Megaliters	N/A	0	0	0
	• Seawater	Megaliters	N/A	21	33	47
	• Third-party water	Megaliters	N/A	2,707	2,642	3,029
	Total volume of freshwater discharge (≤ 1000 mg/L Total Dissolved Solids)	Megaliters	N/A	5,305	4,272	5,470
	Total volume of other water discharge (> 1000 mg/L Total Dissolved Solids)	Megaliters	N/A	5,735	7,927	5,855

Indicators	Material Aspects	Unit	2018	2019	2020	2021
	Total volume of freshwater discharge in water stressed areas (≤ 1000 mg/L Total Dissolved Solids)	Megaliters	N/A	2,689	1,263	2,120
	Total volume of other water discharge in water stressed areas (> 1000 mg/L Total Dissolved Solids)	Megaliters	N/A	3,604	4,971	3,467
GRI303-5	Water Consumption ⁽³⁾					
	Total water consumption	Megaliters	10,398	13,040	12,668	13,905
	Total water consumption in water stressed areas	Megaliters	N/A	6,435	7,063	6,874
	Change in water storage ⁽⁵⁾ () indicates increase in storage volume	Megaliters	N/A	109	(80)	(644)
	Water intensity (Beverage) ⁽⁹⁾⁽¹²⁾	hL/hL	3.52	4.08	4.15	4.55
	• Water intensity (Distillery)	hL/hL	7.26	7.68	8.79	8.66
	• Water intensity (Brewery)	hL/hL	2.07	2.53	2.64	2.91
	• Water intensity (OISHI) ⁽¹²⁾	hL/hL	2.97	2.69	3.53	3.94
	• Water intensity (Sermsuk)	hL/hL	3.17	3.57	2.90	2.59
	Water intensity (Beverage - Thailand) ⁽⁹⁾⁽¹²⁾	hL/hL	3.52	3.83	3.95	3.94
	• Water intensity (Grand Royal Group)	hL/hL	N/A	11.42	10.40	13.47
	• Water intensity (Inver House)	hL/hL	N/A	15.19	10.63	42.68
	Water intensity (Food)	hL/kg	0.22	0.21	0.23	0.26
GRI305-1	Direct (Scope 1) GHG Emissions					
	Direct (Scope 1) GHG emissions	Metric tons CO ₂ e	1,109,916	1,432,023	1,388,573	1,327,757
	Gross direct (Scope 1) GHG emissions	Metric tons CO ₂ e	883,001	987,933	938,695	833,127
	Biogenic CO ₂ emissions ⁽⁸⁾	Metric tons CO ₂ e	226,915	444,090	449,877	494,631

Indicators	Material Aspects	Unit	2018	2019	2020	2021
GRI305-2	Energy Indirect (Scope 2) GHG Emissions					
	Energy indirect (Scope 2) GHG emissions	Metric tons CO ₂ e	163,317	186,696	180,966	175,553
GRI305-3	Other Indirect (Scope 3) GHG Emissions ⁽¹³⁾					
	1. Purchased goods and services	Metric tons CO ₂ e	N/A	N/A	N/A	880,189
	2. Capital goods	Metric tons CO ₂ e	N/A	N/A	N/A	28,054
	3. Fuel and energy related activities	Metric tons CO ₂ e	N/A	N/A	N/A	91,984
	4. Upstream transportation and distribution	Metric tons CO ₂ e	N/A	N/A	N/A	71,517
	5. Waste generated in operations	Metric tons CO ₂ e	N/A	N/A	N/A	3,649
	6. Business travel	Metric tons CO ₂ e	N/A	N/A	N/A	N/A
	7. Employee commuting	Metric tons CO ₂ e	N/A	N/A	N/A	7,076
	9. Downstream transportation and distribution	Metric tons CO ₂ e	N/A	N/A	N/A	42,913
	11. Use of sold products	Metric tons CO ₂ e	N/A	N/A	N/A	1,783
	12. End-of-life treatment of sold products	Metric tons CO ₂ e	N/A	N/A	N/A	257,215
	15. Investments	Metric tons CO ₂ e	N/A	N/A	N/A	23,077
GRI305-4	GHG Emissions Intensity					
	GHG emissions (Scope 1 and Scope 2)	Metric tons CO ₂ e	1,046,318	1,174,629	1,119,661	1,008,679
	GHG emissions intensity (Beverage) ⁽¹⁰⁾	kg CO ₂ e/hL	34.54	35.23	33.48	33.27
	• GHG emissions intensity (Distillery)	kg CO ₂ e/hL	133.32	130.15	121.44	110.17
	• GHG emissions intensity (Brewery)	kg CO ₂ e/hL	21.68	21.88	22.71	20.74
	• GHG emissions intensity (OISHI)	kg CO ₂ e/hL	11.99	15.49	15.18	15.70
	• GHG emissions intensity (Sermsuk)	kg CO ₂ e/hL	4.39	4.60	3.65	3.89
	GHG emissions intensity (Beverage - Thailand) ⁽¹⁰⁾	kg CO ₂ e/hL	34.54	34.41	33.13	33.45

Indicators	Material Aspects	Unit	2018	2019	2020	2021
	• GHG emissions intensity (Grand Royal Group) ⁽²⁾	kg CO ₂ e/hL	N/A	61.63	41.71	19.90
	• GHG emissions intensity (Inver House) ⁽²⁾	kg CO ₂ e/hL	N/A	60.26	54.48	52.62
	GHG emissions intensity (Food)	kg CO ₂ e/kg	0.86	0.85	1.00	1.02
GRI306-3	Waste by Type and Disposal Method ⁽⁴⁾					
	Waste generated	Metric tons	13,473	38,256	37,602	33,356
	• Non-hazardous waste	Metric tons	13,155	38,071	37,434	33,062
	• Hazardous waste	Metric tons	318	185	168	295
	Waste diverted from Disposal	Metric tons	11,587	32,942	33,435	30,033
	• Non-hazardous waste	Metric tons	11,382	32,784	33,327	29,880
	• Hazardous waste	Metric tons	206	158	108	152
	Waste directed to disposal	Metric tons	1,886	5,314	4,166	3,324
	• Non-hazardous waste	Metric tons	1,773	5,287	4,107	3,182
	• Hazardous waste	Metric tons	113	27	60	142
GRI306-4	Waste Diverted from Disposal ⁽⁴⁾					
	Non-hazardous waste - Offsite	Metric tons	11,382	32,784	33,327	29,880
	• Preparation for reuse	Metric tons	121	1,950	2,006	668
	• Recycling	Metric tons	10,051	18,404	18,265	17,241
	• Composting	Metric tons	864	12,194	12,898	11,971
	• Other recovery operations	Metric tons	346	236	158	1
	Hazardous waste - Offsite	Metric tons	206	159	110	152
	• Preparation for reuse	Metric tons	1	6	9	12
	• Recycling	Metric tons	173	93	55	137
	• Recovery	Metric tons	31	59	44	0
	• Other recovery operations	Metric tons	0	1	2	3
GRI306-5	Waste Directed to Disposal ⁽⁴⁾					
	Non-hazardous waste - Offsite	Metric tons	1,773	5,287	4,107	3,182
	• Incineration (with energy recovery)	Metric tons	0	0	0	15

Indicators	Material Aspects	Unit	2018	2019	2020	2021
	• Incineration (without energy recovery)	Metric tons	67	38	23	50
	• Landfilling	Metric tons	1,706	5,238	4,076	2,959
	• Other disposal operations	Metric tons	0	10	8	158
	Hazardous waste - Offsite	Metric tons	113	27	60	142
	• Incineration (with energy recovery)	Metric tons	0	0	0	48
	• Incineration (without energy recovery)	Metric tons	11	1	0	11
	• Landfilling	Metric tons	102	18	34	39
	• Other disposal operations	Metric tons	0	8	26	44
DJSI	Waste by Type and Total Waste Disposed					
	Total waste generated	Metric tons	13,473	38,256	37,602	33,356
	• Total waste used/ recycled/sold	Metric tons	11,587	32,942	33,435	30,033
	• Total waste disposed	Metric tons	1,886	5,314	4,166	3,324
DJSI	Food Loss and Waste Impact ⁽¹¹⁾					
	Total food loss and waste generated	Metric tons	N/A	4,036	2,545	2,548
	• Food loss	Metric tons	N/A	887	736	598
	• Food waste	Metric tons	N/A	3,149	1,808	1,950
	Total food loss and waste discarded	Metric tons	N/A	2,097	928	1,015
	Total food loss and waste for alternative purposes	Metric tons	N/A	1,939	1,616	1,533
	• Animal feed	Metric tons	N/A	841	661	539
	• Fertilizer	Metric tons	N/A	0	21	30
	• Fuels	Metric tons	N/A	1,099	933	948
	• By products / Sold to employees (only edible food loss)	Metric tons	N/A	0.00	2.00	0.40
	• Food donation	Metric tons	N/A	0	0	16

Indicators	Material Aspects	Unit	2018	2019	2020	2021
DJSI	Water Consumption Related Data					
	Total municipal water supplies (or from other water utilities)	Megaliters	1,320	1,599	2,293	2,207
	Withdrawal: Surface water (lakes, rivers, etc.)	Megaliters	14,890	18,233	16,904	17,348
	Withdrawal: Groundwater	Megaliters	3,435	4,249	5,670	5,676
	Discharge: Surface water and groundwater returned to the source of extraction at similar or higher quality. ⁽⁵⁾	Megaliters	812	4,846	3,980	4,022

Note:

N/A: Not Applicable

- In 2018-2019, ThaiBev's reporting of environmental performance was expanded to include the following operations:
 - Environmental data from the food group in terms of food production facility located in Ban Bueng, Chonburi.
 - Environmental data in terms of non-alcoholic beverages from S.P.M. Food and Beverage Co., Ltd. (under Sermasuk), discontinued as of 2019.
 - Environmental data from Supply Chain business units such as Thai Beverage Energy Co., Ltd., Thai Beverage Logistics Co., Ltd. and Thai Molasses Co., Ltd.
- From FY 2019, ThaiBev's reporting of environmental performance was expanded to include overseas operations in Myanmar (Grand Royal Group) and Scotland (Inver House).
- In 2019, ThaiBev started reporting water and effluents in line with the reporting requirements of GRI 303 (2018). Historical data was recategorized where possible to report as per new requirements.
- From FY2021, ThaiBev has reported waste-related data in line with the reporting requirements of GRI 306-3, 4, and 5 (2020).
- ThaiBev considers water to be returned to the source of extraction at similar or higher quantity to that which it was extracted, based on TDS content in line with the GRI definitions of "freshwater" and "other water."
- ThaiBev has defined water storage as having a significant water-related impact if the storage system is located in a water-stressed area. Values in brackets indicate an increase in water storage volume through the fiscal year.
- Energy intensity does not include consumption of renewable energy sources used to generate electricity that is sold to third parties.
- In 2019, ThaiBev corrected the previous reporting of biogenic emissions to include biogas and other renewable fuels consumption as per GRI 302-1. As such, historical emission intensities have been corrected.
- Total energy consumption within the organization, energy intensity (food), direct (scope 1) GHG emissions, and GHG intensity (food) have been corrected for FY2018 as an error in reporting of natural gas was identified.
- "Beverages - Thailand" refers to operations in Thailand only. "Beverage" refers to operations including overseas.
- From FY2021, ThaiBev has reported the volume of food loss and waste in accordance with the Food Loss and Waste Standard. Food loss and waste were classified by type of alternative purposes and waste discarded, consisting of the following 4 groups: beer group, liquor group, non-alcoholic beverages group, and food group.
- Water intensity (Beverage), Water intensity (Beverage-Thailand), and Water intensity (OISHI) have been corrected for FY2020 as an error in reporting of zero discharge was identified.
- From FY2021, ThaiBev started reporting other indirect (Scope 3) GHG emissions in line with the reporting requirements of GRI 305-3, except activities 8, 10, 13, and 14, Which are not relevant to ThaiBev.

Social Performance

Indicators	Material Aspects	Unit	2018		2019		2020		2021	
			Male	Female	Male	Female	Male	Female	Male	Female
GRI 102-8	Total Number of Employees									
	ThaiBev Group									
	Total	Persons	24,538	17,013	25,889	19,974	26,723	20,926	25,218	18,204
	Management level	Persons	1,477	947	1,655	1,061	1,751	1,124	1,629	1,196
	Employee level	Persons	23,061	16,066	24,234	18,913	24,972	19,802	23,589	17,008
GRI 401-1	New Employee Hires and Employee Turnover									
	ThaiBev Group									
	Total new employee hires	Persons	9,667		9,578		5,060		2,636	
	• Beverage ⁽⁶⁾	Persons	7,523		7,439		4,460		2,224	
	• Food ⁽⁶⁾	Persons	2,144		2,139		600		412	
	Total turnover	Persons	4,648		7,783		8,205		5,432	
	• Beverage ⁽⁶⁾	Persons	3,043		6,022		6,971		3,051	
	• Food ⁽⁶⁾	Persons	1,605		1,761		1,234		2,381	
	Total voluntary turnover	Persons	3,920		7,290		6,896		3,457	
	• Beverage ⁽⁶⁾	Persons	2,399		5,586		5,691		2,066	
	• Food ⁽⁶⁾	Persons	1,521		1,704		1,205		1,391	
GRI 404-1	Average Hours of Training per Year per Employee by Gender, and by Employee Category									
	ThaiBev Group									
	Total executive level	Average training hour/head/year	51.41		21.34		8.14		21.71	
	Total middle management	Average training hour/head/year	62.71		48.11		25.04		31.90	
	Total department head/supervisor	Average training hour/head/year	58.12		38.67		25.63		28.02	
	Total senior officers	Average training hour/head/year	35.72		18.13		24.47		25.21	
	Total officers	Average training hour/head/year	5.09		6.07		13.86		14.66	

Indicators	Material Aspects	Unit	2018		2019		2020		2021	
			Male	Female	Male	Female	Male	Female	Male	Female
GRI 404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews, by Gender, and by Employee Category									
	ThaiBev Group ⁽³⁾									
	Total employee	Persons	31,549		32,989		29,085		34,816	
	Total employee (by gender)	Persons	20,470	11,079	21,571	11,418	19,214	9,871	22,023	12,793
		Percent	100	100	100	100	100	100	100	100
	Total executive level (level 13 and above) ⁽⁴⁾	Persons	60		202		190		255	
		Percent	100		100		100		100	
	Total management level (level 8-12) ⁽⁴⁾	Persons	2,266		2,456		2,514		2,570	
		Percent	100		100		100		100	
	Total officer level (level 1-7) ⁽⁴⁾	Persons	29,223		30,331		31,255		31,991	
Percent		100		100		100		100		
GRI 413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs ⁽⁵⁾									
	Operations with local community development programs	Percent	100		100		100		100	
	Operations with local community engagement	Percent	100		100		100		100	
	Operations with impact assessments	Percent	100		100		100		100	

Note:

N/A: Not Applicable

- The number of employees who leave the company is evaluated from the employee level 1-15 for which there are various reasons such as contract, retirement, and death during work.
- Voluntary turnover is calculated from employees of job level 1-15 who voluntarily resigned due to various reasons.
- Percentage of employees receiving regular performance and career development reviews are considered from all eligible employees based on the requirements of each company within ThaiBev Group (i.e. passed probation period and/or service time over 6 months).
- In 2019, percentage of employees receiving regular performance and career development reviews employees are re-categorized as executive level, management level, and officer level.
 - In 2018, executive levels are employees level 15 and above.
 - In 2018, management levels are employees level 8-14.
 - In 2018, officer levels are employees level 1-7.
- In 2018-2020, local community engagement, impact assessments, and development programs report defines "Operation" as ThaiBev's operations across Thailand that have been assessed to have project(s) which may affect communities surrounding the factory (total 32 locations).
- In 2021, total number of new employee hires and employee turnover are re-categorized as ThaiBev Group, Beverage, and Food.

Occupational Health and Safety Summary Reporting Indicator

Indicators	Material Aspects	Unit	2018	2019	2020	2021
GRI Indicators						
GRI 403-8 (2018)	Workers Covered by an Occupational Health and Safety Management System					
1. Employee	Persons		41,551	45,863	47,649	43,422
	Percent		100	100	100	100
2. Non-employee worker	Persons		N/A	21,545	46,755	71,657
	Percent		N/A	100	100	100
GRI 403-9 (2018)	Work-Related Injuries					
Fatalities						
1. Employee						
• Number of cases	Persons		5	1	2 ⁽⁶⁾	2
• Rate	Per 1,000,000 Hours		N/A	0.01	0.02 ⁽⁶⁾	0.02
2. Non-employee worker						
• Number of cases	Persons		0	0	0	1
• Rate	Per 1,000,000 Hours		0	0	0	0.07
High-consequence work-related injuries (excluding fatalities)						
1. Employee						
• Number of cases	Persons		N/A	7	4	8
• Rate	Per 1,000,000 Hours		N/A	0.07	0.04	0.07
2. Non-employee worker						
• Number of cases	Persons		N/A	0	0	0
• Rate	Per 1,000,000 Hours		N/A	0	0	0

Indicators	Material Aspects	Unit	2018	2019	2020	2021
Recordable work-related injuries						
1. Employee						
• Number of cases	Persons	N/A		259	280	238
• Rate	Per 1,000,000 Hours	N/A		2.63	2.56	2.06
2. Non-employee worker						
• Number of cases	Persons	N/A		29	51	13
• Rate	Per 1,000,000 Hours	N/A		2.51	2.40	0.90
Lost-Time Injury Frequency Rate (LTIFR)						
• Employee	Per 1,000,000 Hours	1.36		1.67	1.71	1.43
• Non-employee worker	Per 1,000,000 Hours	0.89		1.73	1.74	0.69
GRI 403-10 (2018)	Work-related ill health					
Recordable work-related ill health						
1. Employee						
• Number of cases	Persons	0		3	2	2
• Rate	Per 1,000,000 Hours	0.00		0.03	0.02	0.02
2. Non-employee worker						
• Number of cases	Persons	0		0	0	0
• Rate	Per 1,000,000 Hours	0.00		0.00	0.00	0.00

Note:

N/A: Not Applicable

- In 2019, ThaiBev Group has updated Occupational Health and Safety Indicators from GRI 403 version 2016 to GRI 403 version 2018.
- In 2019, ThaiBev Group reported work-related injury based on severity of injury based on GRI 403 (2018).
- In 2019, ThaiBev Group work-related injury covered contractors working on-site and non-employee workers.
- Work-related injury data from 2017-2018 has been recalculated from rate per 200,000 working hours to per 1,000,000 working hours.
- Work-related ill health is reported based on cases with occupational physician's confirmation.
- Employee fatality data 2020 has been restated from 3 cases to 2 cases due to non-work related nature.