Performance Summary

Environmental Performance

Indicators	Material Aspects	Unit	2020	2021	2022	2023
GRI302-1	**Energy consumption within the organization**					
	Total energy consumption within the organization	**MWh**	**2,708,165**	**2,646,868**	**2,751,985**	**2,838,272**
	Total non-renewable energy consumption	MWh	1,959,532	1,893,834	1,757,978	1,962,766
	Total renewable consumption	MWh	748,633	753,034	994,007	875,506
	Total energy consumption within the organization from non-renewable sources					
	- Fuel oil	MWh	344,212	364,608	99,369	394,281
	- Natural gas	MWh	19,467	23,308	21,589	23,829
	- Reused oil	MWh	62,580	32,404	1,657	660
	- Gasoline	MWh	16,529	14,101	16,419	16,688
	- Diesel	MWh	527,521	517,613	557,325	550,157
	- Bituminous Coal	MWh	356,132	326,197	363,048	313,036
	- LPG	MWh	66,125	73,078	72,809	70,039
	Electricity and steam purchased for consumption from non-renewable sources					
	- Electricity consumption from grid	MWh	522,564	494,730	557,366	526,378
	- Electricity consumption from third party	MWh	6,640	8,284	5,490	35,564
	- Steam consumption from non-renewable sources	MWh	37,863	39,555	63,036	32,172
	Electricity and steam purchased for consumption from renewable sources					
	- Steam consumption from renewable sources	MWh	95,016	84,641	122,331	116,686
	Total energy consumption within the organization from renewable sources					
	- Biogas	MWh	174,999	174,593	207,998	177,921
	- Concentrated slop	MWh	141,309	133,899	101,100	167,353
	- Technical alcohol	MWh	19,834	44,221	22,549	42,314
	- Wood Chip	MWh	275,218	224,506	420,798	288,525
	- Rice Husk	MWh	9,744	52,595	72,991	23,671
	- Biofuels	MWh	27,183	30,077	26,925	28,860
	Self-generated electricity from renewable sources					
	- Solar energy	MWh	5,330	8,501	19,316	30,175
	Energy sold[2]					
	- Electricity sold from renewable sources	MWh	42,630	48,074	55,177	37,145
	- Electricity sold from non-renewable sources		23	21	25	24
	- Condensate sold from non-renewable sources	MWh	101	43	129	38
GRI302-3	**Energy intensity**					
	Energy intensity - Beverage Business	**MJ/ hL**	**203.67**	**212.21**	**195.25**	**190.47**
	Energy intensity - Food Business	**MJ/ kg**	**8.14**	**8.16**	**11.67**	**11.63**
GRI303-3	**Water Withdrawal**					
	Total volume of water withdrawn	**Megaliters**	**29,447**	**29,185**	**29,878**	**27,546**
	- Surface water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	16,582	17,147	18,444	16,624
	- Surface water (Other water > 1000 mg/ L Total Dissolved Solids)	Megaliters	734	568	87	0
	- Total surface water withdrawn	Megaliters	17,316	17,715	18,531	16,624
	- Ground water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	5,908	5,893	4,879	4,509
	- Ground water (Other water > 1000 mg/ L Total Dissolved Solids)	Megaliters	0	0	2	3
	- Total ground water withdrawn	Megaliters	5,908	5,893	4,881	4,513
	- Seawater (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	0	0	0	0
	- 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	0
	- Total produced water withdrawn	Megaliters	0	0	0	0
	- Third-party water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)		6,223	5,577	6,466	6,409
	- Third-party water (Other water > 1000 mg/ L Total Dissolved Solids)	Megaliters	0	0	0	0
	- Total third-party water withdrawn	Megaliters	6,223	5,577	6,466	6,409
	Total volume of water withdrawn in water stressed areas	**Megaliters**	**18,696**	**16,894**	**16,852**	**16,167**
	- Surface water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	12,252	11,614	12,088	11,075
	- Surface water (Other water > 1000 mg/ L Total Dissolved Solids)	Megaliters	734	568	0	0
	- Total surface water withdrawn	Megaliters	12,986	12,181	12,088	11,075
	- Ground water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	3,905	3,596	3,044	3,113
	- Ground water (Other water > 1000 mg/ L Total Dissolved Solids)	Megaliters	0	0	11	2
	- Total ground water withdrawn	Megaliters	3,905	3,596	3,055	3,114
	- Seawater (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	0	0	0	0
	- 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	0
	- Total produced water withdrawn	Megaliters	0	0	0	0
	- Third-party water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaliters	1,805	1,117	1,709	1,978
	- Third-party water (Other water > 1000 mg/ L Total Dissolved Solids)	Megaliters	0	0	0	0
	- Total third-party water withdrawn	Megaliters	1,805	1,117	1,709	1,978
	- Third-party water that is surface water	Megaliters	1,805	1,117	1,709	1,978
	- Third-party water that is ground water	Megaliters	0	0	0	0
	- Third-party water that is seawater	Megaliters	0	0	0	0
	- Third-party water that is produced water	Megaliters	0	0	0	0
GRI303-4	**Water Discharge**					
	Total volume of water discharge	**Megaliters**	**15,228**	**13,961**	**14,105**	**13,478**
	- Surface water	Megaliters	10,615	9,223	9,691	8,779
	- Ground water	Megaliters	8	12	14	8
	- Seawater	Megaliters	33	47	44	29
	- Third-party water	Megaliters	4,572	4,680	4,356	4,662
	Total volume of freshwater discharge (≤ 1000 mg/L Total Dissolved Solids)	Megaliters	7,301	8,105	8,799	8,504
	Total volume of other water discharge (> 1000 mg/L Total Dissolved Solids)	Megaliters	7,927	5,856	5,305	4,974
	Total volume of freshwater discharge in water stressed areas (≤ 1000 mg/L Total Dissolved Solids)	Megaliters	2,187	5,126	3,200	1,901
	Total volume of other water discharge in water stressed areas (> 1000 mg/L Total Dissolved Solids)	Megaliters	6,655	2,552	4,432	4,272
GRI303-5	**Water Consumption**					
	Total water consumption	**Megaliters**	**14,299**	**15,868**	**15,606**	**14,691**
	Total water consumption in non-water stressed areas	Megaliters	4,445	6,651	6,386	4,696
	Total water consumption in water stressed areas	Megaliters	9,854	9,217	9,220	9,995
	Change in water storage indicates increase in storage volume	Megaliters	(80)	(644)	167	(623)
	Water Intensity					
	Water intensity - Beverage Business	**hL/ hL**	**3.93**	**4.70**	**4.18**	**3.17**
	Water intensity - Food Business	**hL/ kg**	**0.23**	**0.26**	**0.22**	**0.22**
DJSI	**Net Water Consumption**					
	Total Net Water Consumption	**Megaliters**	**21,412**	**20,512**	**20,990**	**19,039**
	Total Net Water Consumption in non water stressed areas	Megaliters	5,637	8,469	6,254	4,479
	Total Net Water Consumption in water stressed areas	Megaliters	15,775	12,043	14,736	14,560
	Water withdrawal (excluding saltwater)	Megaliters	28,713	28,617	29,789	27,542
	Water discharge (excluding saltwater)	Megaliters	7,301	8,105	8,799	8,504
	Water withdrawal in water stress areas	Megaliters	17,962	16,326	16,840	16,166
	Discharge: Water returned to the source of extraction at similar or higher quality (Surface water and Groundwater) in water stressed areas [1]	Megaliters	2,187	4,283	2,105	1,606
GRI305-1	**Gross direct (Scope 1) GHG emissions**					
	Gross direct (Scope 1) GHG emissions	**Metric tons CO_2e**	**1,015,562**	**905,538**	**861,987**	**934,040**
	Direct (Scope 1) GHG emissions	Metric tons CO_2e	1,015,562	905,538	861,987	934,040
	Biogenic CO_2 emissions	Metric tons CO_2e	398,836	422,576	456,368	441,776
GRI305-2	**Energy indirect (Scope 2) GHG emissions**					
	Location-based (Direct)	Metric tons CO2e	318,950	299,633	351,696	311,718
	Market-based (Direct)	Metric tons CO2e	292,542	276,009	322,792	273,667
	Market-based (Biogenic)	Metric tons CO2e	34,206	30,471	37,487	42,007
GRI305-3	**Other Indirect (Scope 3) GHG Emissions [5]**	**Metric tons CO_2e**	**741,679**	**1,407,457**	**1,330,365**	**1,967,825**
	1. Purchased goods and services	Metric tons CO_2e	508,834	880,189	1,024,569	1,414,103
	2. Capital goods	Metric tons CO_2e	N/A	28,054	46,540	32,258
	3. Fuel and energy related activities	Metric tons CO_2e	99,238	91,984	83,700	127,493
	4. Upstream transportation and distribution	Metric tons CO_2e	N/A	71,517	53,460	165,860
	5. Waste generated in operations	Metric tons CO_2e	36,142	3,649	4,558	11,137
	6. Business travel	Metric tons CO_2e	N/A	N/A	336	1,138
	7. Employee commuting	Metric tons CO_2e	7,180	7,076	8,240	435
	9. Downstream transportation and distribution	Metric tons CO_2e	8,700	42,913	34,786	91,560
	11. Use of sold products	Metric tons CO_2e	6,070	1,783	33,092	285
	12. End-of-life treatment of sold products	Metric tons CO_2e	51,824	257,215	992	4,379
	15. Investments	Metric tons CO_2e	23,691	23,077	40,092	119,176
GRI305-4	**GHG emissions intensity**					
	GHG emissions (Scope 1 and Scope 2)	**Metric tons CO_2e**	**1,308,105**	**1,181,547**	**1,184,779**	**1,207,707**
	GHG emissions intensity - Beverage Business	**kg CO_2e/ hL**	**28.66**	**27.32**	**24.13**	**23.35**
	GHG emissions intensity - Food Business	**kg CO_2e/ kg**	**0.85**	**0.88**	**1.34**	**1.28**
GRI306-3	**Waste by type and disposal method**					
	Waste Generated	**Metric tons**	**38,006**	**33,878**	**48,700**	**98,290**
	Non-hazardous waste	Metric tons	37,510	33,121	47,735	83,393
	Hazardous waste	Metric tons	496	757	965	867
	Waste Diverted from Disposal	**Metric tons**	**33,268**	**30,181**	**40,457**	**72,375**
	Non-hazardous waste	Metric tons	33,198	29,915	39,995	72,055
	Hazardous waste	Metric tons	70	266	462	320
	Waste Directed to Disposal	**Metric tons**	**4,738**	**3,697**	**8,243**	**11,885**
	Non-hazardous waste	Metric tons	4,312	3,206	7,740	11,338
	Hazardous waste	Metric tons	426	491	503	547
GRI306-4	**Waste Diverted from Disposal**					
	Non-hazardous waste - Onsite (Composting)	Metric tons	**-**	**-**	**-**	**8,283**
	Non-hazardous waste - Offsite	Metric tons	**33,198**	**29,915**	**39,995**	**72,055**
	- Prepartion for reuse	Metric tons	2,006	668	19,523	29,059
	- Recycling	Metric tons	18,294	17,276	13,080	18,709
	- Composting	Metric tons	12,898	11,971	7,392	24,287
	- Other recovery operations	Metric tons	0	0	0	0
	Hazardous waste - Onsite	Metric tons	N/A	N/A	N/A	N/A
	Hazardous waste - Offsite	Metric tons	70	266	462	320
	- Prepartion for reuse	Metric tons	9	12	49	53
	- Recycling	Metric tons	55	254	246	267
	- Recovery	Metric tons	4	0	167	0
	- Other recovery operations	Metric tons	2	0	0	0
GRI306-5	**Waste Directed to Disposal**					
	Non-hazardous waste - Onsite (Landfilling)	Metric tons	N/A	N/A	N/A	5,747
	Non-hazardous waste - Offsite	Metric tons	4,312	3,206	7,740	11,338
	- Incineration (with energy recovery)	Metric tons	0	162	542	3,987
	- Incineration (without energy recovery)	Metric tons	23	50	0	403
	- Energy recovery	Metric tons	158	0	4,864	2,871
	- Landfilling	Metric tons	4,097	2,984	2,324	4,077
	- Other disposal operations: Chemical waste water treatment	Metric tons	34	10	10	0
	Hazardous waste - Onsite	Metric tons	N/A	N/A	N/A	N/A
	Hazardous waste - Offsite	Metric tons	426	491	503	547
	- Incineration (with energy recovery)	Metric tons	344	436	397	415
	- Incineration (without energy recovery)	Metric tons	0	11	5	20
	- Energy recovery	Metric tons	44	0	59	52
	- Landfilling	Metric tons	38	44	42	58
	- Other disposal operations	Metric tons	0	0	0	2
DJSI	**Waste by type and total waste disposed[3]**					
	Total waste generated	**Metric tons**	38,006	33,878	48,700	84,260
	Total waste used/ recycled/ sold	Metric tons	33,268	30,181	40,457	72,375
	Total waste disposed	Metric tons	4,738	3,697	8,243	11,885
	Waste by type and total waste disposed					
	- Waste landfilled	Metric tons	4,135	3,028	2,366	4,135
	- Waste incinerated with energy recovery	Metric tons	546	598	5,862	7,325
	- Waste incinerated without energy recovery	Metric tons	23	61	5	423
	- Waste otherwise disposed: Chemical waste water treatment	Metric tons	34	10	10	2
	- Waste with unknown disposal method	Metric tons	0	0	0	0
DJSI	**Food Loss and Waste impact [4]**					
	Total FLW Volume	Metric tons	2,548	2,552	2,366	2,542
	- Food Loss	Metric tons	736	598	438	229
	- Food Waste	Metric tons	1,812	1,954	1,928	2,313
	Total FLW Discarded	Metric tons	931	1,019	770	977
	Total FLW for Alternative Purposes	Metric tons	1,617	1,533	1,596	1,565
	- Animal feed	Metric tons	661	539	438	229
	- Fertilizer	Metric tons	21	30	0	1
	- Biodiesel production	Metric tons	933	948	1,147	1,316
	- By products	Metric tons	2	0	2	3
	- Food Donation	Metric tons	0	16	9	16

Note

N/A: not applicaple

1. ThaiBev considers water to be returned to the source of extraction at similar or higher quantity to that which it was extracted in water stressed areas, based on TDS content in line with the GRI definitions of “freshwater” and “other water.”
2. Energy intensity does not include consumption of renewable energy sources used to generate electricity that is sold to third parties
3. From FY2021, ThaiBev has reported waste-related data in line with the reporting requirements of GRI 306-3, 4, and 5 (2020).
4. From FY2021, ThaiBev has the third party verification the volume of food loss and waste in accordance with the Food Loss and Waste Standard. Food loss by type of alternative purposes and waste discarded, and waste were classified consisting of the following 4 groups: beer group, liquor group, non-alcoholic beverages group, and food group
5. In FY2023, ThaiBev extended the boundary of scope 3 GHG emissions data collection to include operations in Vietnam, Myanmar, and Scotland. The scope 3 data reported here exclude FLAG (Forest Land and Agriculture) emissions

Social Performance

Indicator	Material Aspects	Unit	2020		2021		2022		2023		2023	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GRI 102-8	Total number of employees											
	ThaiBev Group		47,649		43,422		49,105		50,613		52,347	
	Total	Persons	26,723	20,926	25,218	18,204	27,687	21,418	28,434	22,179	29,695	22,652
	Management Level	Persons	1,751	1,124	1,629	1,196	1,948	1,470	1,889	1,429	2,199	1,520
	Employee Level	Persons	24,972	19,802	23,589	17,008	25,739	19,948	26,545	20,750	27,496	21,132
GRI 401-1	New employee hires and employee turnover											
	New employee hires											
	Total new hires	Persons	1,820	1,617	1,841	795	2,976	1,515	3,898	2,187	3,942	2,202
	Age under 30 years	Persons	1,063	1,360	809	492	1,444	905	1,875	1,372	1,902	1,378
		Percent	58	84	44	62	49	60	48	63	48	63
	Age 30-50 years	Persons	735	247	900	239	1,461	562	1,998	794	2,013	802
		Percent	40	15	49	30	49	37	51	36	51	36
	Age over 50 years	Persons	22	10	132	64	71	48	25	21	27	22
		Percent	1	1	7	8	2	3	1	1	1	1
	Total number of employees turnover											
	ThaiBev Group											
	Total Turnover	Persons	1,820	2,186	3,192	2,240	4,035	1,861	3,313	1,876	3,413	1,906
	Age under 30 years	Persons	686	1,704	1,226	1,118	1,452	761	1,159	881	1,188	885
		Percent	38	78	38	50	36	41	35	47	35	46
	Age 30-50 years	Persons	585	340	1,408	800	2,010	812	1,951	893	1,993	903
		Percent	47	16	44	36	50	44	59	48	58	47
	Age over 50 years	Persons	276	142	558	322	573	288	203	102	232	118
		Percent	15	6	17	14	14	15	6	5	7	6
	Total voluntary turnover	Persons	1,684	1,982	2,098	1,359	3,005	1,565	2,758	1,732	2,842	1,753
GRI 404-1	Average hours of training per year per employee by gender, and by employee category											
	Total employee (by gender)	avr. training hour/head/yr	13	18	12.97	18.20	17.24	27.38	26.21	34.25	25.86	33.78
	Total Executive Level	avr. training hour/head/yr	8		21.71		16.20		20.23		20.26	
	Total middle management	avr. training hour/head/yr	25		31.90		81.03		42.57		39.35	
	Total department head/supervisor	avr. training hour/head/yr	26		28.02		51.67		34.58		32.21	
	Total senior officers	avr. training hour/head/yr	24		25.21		17.44		32.76		31.45	
	Total officers	avr. training hour/head/yr	14		14.66		20.00		27.87		27.91	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews, by gender, and by employee category											
	Total employee	Persons	29,085		34,816		33,542		33,912		35,635	
	Total employee (by gender)	Persons	19,214	9,871	22,023	12,793	20,954	12,588	21,121	12,791	22,401	13,234
		Percent	100	100	100	100	100	100	100	100	100	100
	Total executive level (level 13 and above)[5]	Persons	190		255		333		247		302	
		Percent	100		100		100		100		100	
	Total management level (level 8-12)[5]	Persons	2,323		2,570		2,833		2,815		3,449	
		Percent	100		100		100		100		100	
	Total officer level level 1-7)[5]	Persons	26,582		31,991		30,376		30,850		31,884	
		Percent	100		100		100		100		100	
GRI 413-1	Operations with local community engagement, impact assessments, and development programs											
	Operations with local community development programs	Percent	100		100		100		100		100	
	Operations with local community engagement	Percent	100		100		100		100		100	
	Operations with impact assessments	Percent	100		100		100		100		100	

Note:
N/A: Not Applicable
1. 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.
2. Voluntary turnover is calculated from employees of job level 1-15 who voluntarily resigned due to various reasons.
3. Percentage of employees receiving regular performance and career development reviews are considered from all eligible employees based on the requirements of each companies within ThaiBev Group (i.e. passed probation period and/or service time over 6 months)
4. Percentage of employees receiving regular performance and career development reviews employees are re-catagorized as executive level, management level, and officer level.
4.1 Executive level are employees level 15 and above
4.2 Management level are employees level 8-14
4.3 Officer level are employees level 1-7

Occupational Health and Safety Summary Reporting Indicator

Indicator	Material Aspects	Unit	2020	2021	2022	2023
GRI INDICATORS						
GRI 403-8	Workers covered by an occupational health and safety management system					
	1. Employee	Persons	47,649	43,422	49,105	52,347
		Percent	100	100	100	100
	2. Non-Employee Worker	Persons	46,755	71,657	173,169	60,231
		Percent	100	100	100	100
GRI 403-9	Work-related injuries					
	Fatalities					
	1. Employee					
	- Number of cases	Persons	2	2	2	0
	- Rate	Per 1,000,000 Hours	0.02	0.02	0.02	0.00
	2. Non-Employee Worker					
	- Number of cases	Persons	0	1	0	1
	- Rate	Per 1,000,000 Hours	0	0.07	0	0.57
	High-consequence work-related injuries (excluding fatalities)					
	1. Employee					
	- Number of cases	Persons	4	8	6	2
	- Rate	Per 1,000,000 Hours	0.04	0.07	0.09	0.02
	2. Non-Employee Worker					
	- Number of cases	Persons	0.00	0.00	0.00	1.00
	- Rate	Per 1,000,000 Hours	0.00	0.00	0.00	0.57
	Recordable work-related injuries					
	1. Employee					
	- Number of cases	Persons	280	238	175	257
	- Rate	Per 1,000,000 Hours	2.56	2.06	2.00	2.55
	2. Non-Employee Worker					
	- Number of cases	Persons	51	13	24	15
	- Rate	Per 1,000,000 Hours	2.40	0.90	7.81	8.56
	Lost Time Injury Frequency Rate (LTIFR)					
	- Employee	Per 1,000,000 Hours	1.71	1.43	1.36	2.01
	- Non-Employee Worker	Per 1,000,000 Hours	1.74	0.69	1.05	5.70
GRI 403-10	Work-related ill health					
	Recordable work-related ill health					
	1. Employee					
	- Number of cases	Persons	2	2	1	1
	- Rate	Per 1,000,000 Hours	0.02	0.02	0.01	0.01
	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
- FY2023, ThaiBev started reporting the data collected from Vietnam's operation in line with the reporting requirement of GRI 403-8, 9 and 10