

Performance Summary

Environmental Performance

Indicators	Material Aspects	Unit	2020	2021	2022	2023		
GR202-1	Energy consumption within the organization							
	Total energy consumption within the organization		MWh	2,781,145	2,446,988	2,976,964	2,826,272	
	Total non-renewable energy consumption		MWh	1,959,532	1,893,834	1,962,877	1,962,786	
	Total renewable consumption		MWh	748,633	753,034	984,027	875,506	
	Total energy consumption within the organization from non-renewable sources							
	- Fuel oil	MWh	344,212	364,808	324,368	394,281		
	- Natural gas	MWh	19,487	23,308	21,589	23,829		
	- Residual oil	MWh	62,580	30,404	1,827	680		
	- Gasoline	MWh	16,529	16,101	16,419	16,688		
	- Diesel	MWh	527,521	517,813	527,235	550,157		
	- Bituminous Coal	MWh	356,132	326,197	363,048	313,536		
	- LPG	MWh	66,125	73,078	72,809	70,038		
	Electricity and steam purchased for consumption from non-renewable sources							
	- Electricity consumption from grid	MWh	522,564	494,750	527,366	526,379		
	- Electricity consumption from third party	MWh	6,640	8,284	5,490	35,594		
	- Steam consumption from non-renewable sources	MWh	37,863	38,555	43,036	32,172		
	Electricity and steam purchased for consumption from renewable sources							
	- Steam consumption from renewable sources	MWh	65,016	84,641	122,331	116,686		
	Total energy consumption within the organization from renewable sources							
- Biogas	MWh	174,669	174,593	207,960	177,821			
- Concentrated sludge	MWh	141,329	133,889	101,100	167,353			
- Technical alcohol	MWh	19,834	46,221	22,549	42,314			
- Wood Chip	MWh	275,218	224,506	420,798	286,525			
- Rice Husk	MWh	9,744	52,595	72,981	23,871			
- Biowaste	MWh	27,183	30,077	26,825	28,880			
Self-generated electricity from renewable sources								
- Solar energy	MWh	5,330	8,521	19,316	30,175			
Energy sold ¹⁾								
- Electricity sold from renewable sources	MWh	42,630	48,074	55,177	37,145			
- Electricity sold from non-renewable sources		23	21	25	34			
- Condensate sold from non-renewable sources	MWh	121	43	129	38			
GR202-2	Energy intensity							
	Energy intensity - Beverage Business	MJ/HL	203.87	212.21	214.38	198.47		
GR202-3	Energy intensity - Food Business							
	Energy intensity - Food Business	MJ/kg	8.54	8.18	11.87	11.63		
GR202-3	Water Withdrawal							
	Total volume of water withdrawn		Megaliters	26,447	28,195	28,878	27,548	
	- 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	18,521	16,624		
	- Ground water (Freshwater < 1000 mg/L Total Dissolved Solids)	Megaliters	5,908	5,893	4,879	4,508		
	- 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	4,512		
	- Sewer (Freshwater < 1000 mg/L Total Dissolved Solids)	Megaliters	0	0	0	0		
	- Sewer (Other water > 1000 mg/L Total Dissolved Solids)	Megaliters	0	0	0	0		
	- Total sewer water 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	6,223	5,577	6,486	6,438		
	- 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	6,486	6,438		
	- Total volume of water withdrawn in water stressed areas	Megaliters	18,688	18,394	18,882	18,167		
	- Surface water (Freshwater < 1000 mg/L Total Dissolved Solids)	Megaliters	12,252	11,814	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	12,382	12,088	11,075		
	- Ground water (Freshwater < 1000 mg/L Total Dissolved Solids)	Megaliters	3,905	3,596	3,044	2,113		
	- 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	2,114		
	- Sewer (Freshwater < 1000 mg/L Total Dissolved Solids)	Megaliters	0	0	0	0		
	- Sewer (Other water > 1000 mg/L Total Dissolved Solids)	Megaliters	0	0	0	0		
	- Total sewer water 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	1,878		
	- 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	1,878		
	- Third party water that is surface water	Megaliters	1,805	1,117	1,709	1,878		
	- Third party water that is ground water	Megaliters	0	0	0	0		
	- Third party water that is sewer	Megaliters	0	0	0	0		
	- Third party water that is produced water	Megaliters	0	0	0	0		
	GR202-4	Water Discharge						
		Total volume of water discharge		Megaliters	15,228	13,891	14,185	13,478
- Surface water		Megaliters	10,615	9,223	9,681	8,779		
- Ground water		Megaliters	8	13	14	0		
- Sewer		Megaliters	33	47	44	38		
- Third party water		Megaliters	4,572	4,600	4,350	4,660		
- Total volume of freshwater discharge (> 1000 mg/L Total Dissolved Solids)		Megaliters	7,281	8,102	8,730	8,558		
- Total volume of other water discharge (> 1000 mg/L Total Dissolved Solids)		Megaliters	7,947	5,689	5,385	4,874		
- Total volume of freshwater discharge in water stressed areas (> 1000 mg/L Total Dissolved Solids)		Megaliters	2,187	2,528	3,200	1,907		
- Total volume of other water discharge in water stressed areas (> 1000 mg/L Total Dissolved Solids)		Megaliters	6,655	3,162	4,432	4,272		
GR202-4		Water Consumption						
		Total water consumption		Megaliters	14,299	15,268	15,684	14,691
	Total water consumption in non-water stressed areas		Megaliters	4,445	4,651	4,386	4,698	
	Total water consumption in water stressed areas		Megaliters	9,854	9,217	9,225	9,665	
	Change in water storage indicates increase in storage volume		Megaliters	(86)	(64)	167	(62)	
D.SI	Water Intensity - Beverage Business		HL/HL	3.83	4.78	4.18	3.17	
	Water Intensity - Food Business		HL/kg	8.23	8.28	8.22	8.22	
D.SI	Net Water Consumption							
	Total Net Water Consumption		Megaliters	21,412	20,512	20,990	19,229	
	Total Net Water Consumption in non-water stressed areas		Megaliters	5,637	6,409	6,254	4,478	
	Total Net Water Consumption in water stressed areas		Megaliters	15,775	12,543	14,736	14,580	
	Water withdrawal (excluding seawater)		Megaliters	28,713	28,617	29,769	27,542	
	Water discharge (excluding seawater)		Megaliters	7,261	6,135	6,769	6,524	
	Water withdrawal in water stress areas		Megaliters	17,962	16,206	16,945	16,166	
	Discharge: Water returned to the source of extraction at similar or higher quality (Surface water and Groundwater) in water stressed areas ²⁾		Megaliters	2,187	4,263	2,195	1,808	
	GR202-4	Green direct (Scope 1) GHG emissions		Metric tons CO ₂ e	1,414,288	1,238,114	1,288,468	1,378,914
		Direct (Scope 1) GHG emissions		Metric tons CO ₂ e	1,015,682	905,538	922,740	924,640
Biogenic CO ₂ emissions		Metric tons CO ₂ e	388,636	428,572	456,368	441,778		
GR202-2	Energy indirect (Scope 2) GHG emissions							
	Location based (Direct)		Metric tons CO ₂ e	218,660	229,623	251,686	211,718	
	Market based (Direct)		Metric tons CO ₂ e	292,543	278,009	322,782	273,607	
GR202-3	Other indirect (Scope 3) GHG emissions ³⁾		Metric tons CO ₂ e	741,679	1,407,487	1,230,265	1,367,228	
	1. Fuel and goods and services		Metric tons CO ₂ e	588,824	886,139	1,024,589	1,414,103	
	2. Capital goods		Metric tons CO ₂ e	N/A	N/A	46,543	32,258	
	3. Fuel and energy related activities		Metric tons CO ₂ e	88,238	91,854	83,700	127,493	
	4. Upstream transportation and distribution		Metric tons CO ₂ e	N/A	71,517	52,460	165,880	
	5. Waste generated in operations		Metric tons CO ₂ e	38,143	3,649	4,558	11,137	
	6. Business travel		Metric tons CO ₂ e	N/A	N/A	336	1,138	
	7. Employee commuting		Metric tons CO ₂ e	7,183	2,978	8,243	435	
	8. Downstream transportation and distribution		Metric tons CO ₂ e	8,750	42,813	34,786	91,580	
	11. Use of sold products		Metric tons CO ₂ e	6,079	1,793	33,082	285	
	12. End-of-life treatment of sold products		Metric tons CO ₂ e	51,824	257,215	982	4,379	
	15. Investments		Metric tons CO ₂ e	23,681	29,077	40,082	118,176	
	GR202-4	GHG emissions intensity						
		GHG emissions (Scope 1 and Scope 2)		Metric tons CO ₂ e	1,381,195	1,215,547	1,255,632	1,287,789
		GHG emissions intensity - Beverage Business		kg CO ₂ e/HL	26.48	27.32	25.88	23.26
GHG emissions intensity - Food Business		kg CO ₂ e/kg	8.85	8.88	1.34	1.28		
GR202-3	Waste by type and disposal method							
	Waste Generated		Metric tons	43,263	26,774	54,725	66,290	
	Non-hazardous waste		Metric tons	42,968	27,963	52,717	63,263	
	Hazardous waste		Metric tons	535	791	1,008	867	
	Waste Disposed from Disposal		Metric tons	34,923	31,180	44,124	72,378	
	Non-hazardous waste		Metric tons	34,520	30,883	43,647	72,025	
	Hazardous waste		Metric tons	63	286	487	323	
	Waste Directed to Disposal		Metric tons	6,881	8,605	18,281	11,885	
	Non-hazardous waste		Metric tons	6,438	5,100	16,579	11,328	
	Hazardous waste		Metric tons	443	505	521	547	
	GR202-4	Waste Directed to Disposal						
		Non-hazardous waste - Onsite (Composting)		Metric tons	-	-	-	8,283
		Non-hazardous waste - Offsite		Metric tons	28,030	22,882	43,647	72,858
		-Preparation for reuse		Metric tons	2,680	1,250	20,239	26,058
		-Recycling		Metric tons	19,777	18,587	14,736	18,708
		-Composting		Metric tons	14,080	13,028	8,702	24,267
		-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	53	286	487	323
		-Preparation for reuse		Metric tons	34	26	86	53
-Recycling		Metric tons	62	261	254	267		
-Recovery		Metric tons	4	0	187	0		
-Other recovery operations		Metric tons	2	0	0	0		
GR202-6		Waste Directed to Disposal						
		Non-hazardous waste - Onsite (landfill)		Metric tons	N/A	N/A	N/A	5,747
		Non-hazardous waste - Offsite		Metric tons	6,438	5,100	10,070	11,328
		-Incineration (with energy recovery)		Metric tons	0	162	542	3,867
		-Incineration (without energy recovery)		Metric tons	340	322	347	403
	-Energy recovery		Metric tons	158	0	4,884	2,871	
	-Landfilling		Metric tons	5,906	4,596	4,327	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	443	505	521	547	
	-Incineration (with energy recovery)		Metric tons	345	437	388	415	
	-Incineration (without energy recovery)		Metric tons	15	24	21	20	
	-Energy recovery		Metric tons	44	0	59	52	
	-Landfilling		Metric tons	39	44	43	58	
	-Other disposal operations		Metric tons	0	0	0	2	
	D.SI	Waste by type and total waste disposed ⁴⁾						
		Total waste generated		Metric tons	43,263	26,774	54,725	66,290
	Total waste sent/ recycled/ sold		Metric tons	36,623	33,168	44,124	72,378	
Total waste disposed		Metric tons	6,880	8,605	10,591	11,885		
Waste by type and total waste disposed								
-Waste landfilled		Metric tons	5,945	4,943	4,350	4,132		
-Waste incinerated with energy recovery		Metric tons	547	358	5,863	7,322		
-Waste incinerated without energy recovery		Metric tons	354	366	368	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		
D.SI	Food Loss and Waste impact ⁵⁾							
	Total FLW Volume		Metric tons	2,549	2,522	2,386	2,542	
	-Food Loss		Metric tons	736	598	438		

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	
	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

- 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 companies within ThaiBev Group (i.e. passed probation period and/or service time over 6 months)
- Percentage of employees receiving regular performance and career development reviews employees are re-categorized as executive level, management level, and officer level.
 - Executive level are employees level 15 and above
 - Management level are employees level 8-14
 - 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