onmental Pe	nce Summary erformance					ThaiBe
1 Energy co	Material Aspects consumption within the organization	Unit	2020	2021	2022	2023
	ergy consumption within the organization	MWh	2,708,165	2,646,868	2,751,985	2,83
Total rene	renewable energy consumption seable consumption	MWh	1,959,532 748,633	1,893,834 753,034	1,757,978	1,90
- Fuel oil	rgy consumption within the organization from non-renewable acuroes	MWh	344,212	364,606	99,369	30
- Natural ; - Reused		MWh	19,467	23,308 32,404	21,589	2
- Gasoline	10	MWh	16,529	14,101	16,419	-
- Diesel - Bitumino	nous Coal	MWh	527,521 356,132	517,613 326,197	557,325 363,048	50
- LPG Electricity	y and steam purchased for consumption from non-renewable sources	MWh	66,125	73,078	72,809	
- Electrici	sty consumption from grid	MWh	522,564	494,730	557,366	52
- Electrici	consumption from non-renewable sources	MWh	6,640 37,863	8,284 39,555	5,490 63,036	-
	y and steam purchased for consumption from renewable sources consumption from renewable sources	MWh	95,016	84,641	122,331	11
Total enery	rgy consumption within the organization from renewable sources					
	ntrated slop	MWh	174,999 141,309	174,593 133,899	207,998	17
- Technic - Wood C	cal alcohol	MWh	19,834 275,218	44,221 224,506	22,549 420,798	20
- Rice Hu		MWh	2,744	52,595	72,991	
Self-gener		MWh	27,183	30,077	26,925	
- Solar en Energy so	megy rele ⁽ⁱ⁾	MWh	5,300	8,501	19,316	
- Electrici	zly sold from renewable sources city sold from non-nenewable sources	MWh	42,630	48,074	55,177	
Conten	resis sold from non-remarable sources	MWh	101	43	25 129	
Energy in	ntensity ntensity - Severage Dusiness	MUNL	203.67	212.21	195.25	-
Energy in	ntensity - Food Business	MJ/kg	8.14	8.16	11.67	
Water Will Total volu	libdrawal Lumo of water withdrawn	Megalters	29,447	29,185	29,878	
- Surface	e veder (Freshwater s 1000 mg t. Total Dissolved Solids) e veder (Other water > 1000 mg/ t. Total Dissolved Solids)	Megalters Megalters	16,582	17,147	18,444	
Total suri	rface water withdrawn	Megalters	17,316	17,715	18,531	
- Ground - Ground	swater (Freshwater ≤ 1000 mg/L Total Dissolved Solids) swater (Other water > 1000 mg/ L Total Dissolved Solids)	Megalters Megalters	5,900	5,893	4,879	
Total gro	ound water withdrawn for (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megaltera Megaltera	5,900	5,893	4,001	
- Seawate	ter (Other water > 1000 mg/L Total Dissolved Solida)	Megalters				
- Produce	awater withdrawn ood water (Freshwater 5 1000 mg/L Total Dissolved Solids)	Megalters Megalters		0	0	
- Produce	ood water (Other water > 1000 mg/ L Total Dissolved Solids) oduced water withdrawn	Megalters Megalters				_
- Third-pa	arty water (Freshwater ≤ 1000 mg.t. Total Dissolved Solids)		6,222	5,577	G,466	
 Third-pa 	arty water (Other water > 1000 mg/ L Total Dissolved Solids) nd-party water withdrawn	Megalters Megalters	6,223	5,577	G,466	
	lume of waller withdrawn in water stressed areas s water (Freshwater 5 1000 mg/L. Total Dissolved Solids)	Megalters	12,650	16,894	16,852	
- surface - Surface	e water (Other water > 1000 mg/ L Total Dissolved Solids)	Megaters Megaters	734	568	0	
Tobli suri	rface water withdrawn 5 water (Freshwater ≤ 1000 mg L. Total Dissolved Solids)	Megalters Megalters	12,986	12,181	12,088	
- Ground	d water (Other water > 1000 mg/ L Total Dissolved Solids)	Megalters		0	- 11	
- Seawate	ound water withdrawn for (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	Megalters Megalters	3,905	3,596	3,055	
- Seawate Total sea	ter (Other water > 1000 mg/ L Total Dissolved Solids)	Megalters Megalters				_
- Produce	od water (Freshwater s 1000 mg/L Total Dissolved Solids)	Megalters		0	0	
- Produce - Total pro	oed water (Other water > 1000 mg/ L Total Dissolved Solids) oduced water withdrawn	Megalters Megalters		0	0	
	anty veder (Freshwaiter s 1000 mg/L. Total Dissolved Solide) anty veder (Other water > 1000 mg/ L. Total Dissolved Solide)	Megalters	1,805	1,07	1,709	
- Third-pa - Total thin	arty water (Other water > 1000 mg/ L Total Dissolved Solide) nd-party water withdrawn	Megalters Megalters	1,805	1,117	1,709	
- Third-pa	arty voter that is surface water arty voter that is cround water	Megalters Megalters	1,805	1,117	1,709	
- Third-pa	arty water that is seawater	Megalters			0	
- Third-pa Water Dis	arly water that is produced water ischarge	Megalters		0	9	
Total volu - Surface	lume of water discharge	Megalters Megalters	15,228	13,961 9,223	14,105	
- Ground	swater	Megalters Megalters	1	12	14	
- Seasons	eer water	Megalters	4,572	4,680	4,356	
Total volum	me of freshveter discharge (s 1000 mg t. Total Dissolved Solida) me of other water discharge (> 1000 mg t. Total Dissolved Solida)	Megalters Megalters	7,301 7,922	8,105 5,856	8,799 5,305	
Total volun	me of freshwater discharge in water stressed areas (5 1000 mg/L Total Dissolved Solids)	Megalters	2,187	5,126	3,200	
Total volun Water Co	me of other water discharge in water stressed areas (> 1000 mg/L Total Dissolved Solids) consumption	Megalters	6,655	2,552	4,422	
Total water	ter consumption	Megalters	14,299	15,860	15,606	
Total water	or consumption in water stressed areas	Megalters	9,054	9,217	9,220	
Change in Water Inti	n water storage indicates increase in storage volume density	Megalters	(80)	(644)	167	
Water int	ionsity - Deverage Business ionsity - Food Business	hL/hL hL/kg	3.93 0.23	4.70 0.26	4.18 0.22	
Net Water	er Consumption					
Total Net						
Total Net V	t Water Consumption Water Consumption in non-water stressed areas	Megalters Megalters	21,412	8,469	20,990 6,254	
Total Net V Total Net V	Water Consumption in non water stressed areas. Water Consumption in water stressed areas	Megalters Megalters Megalters	5,637	8,469 12,043	6,254 14,736	
Total Net 1 Total Net 1 Water with Water disc	Water Consumption in non water sheased areas Water Consumption in valer sheased areas Industrial (sexulating sableater) schange (excluding sableater)	Megalters Megalters Megalters Megalters	5,637 15,775 28,713 7,301	8,469 12,043 28,617 8,105	6,254 14,736 29,789 8,799	2
Total Net 1 Total Net 1 Water with Water disc	Water Consumption in non-varies are seen durana. Water Consumption in varier shassed areas. Indrawd (sockuloring saltwater) scharge (sockuloring saltwater)	Megalters Megalters Megalters Megalters Megalters	5,637 15,775 28,713 7,301 17,962	8,469 12,043 28,617 8,105 16,326	6,254 14,736 29,789 8,799 16,840	2
Total Net 1 Total Net 1 Water with Water disc Water with Dischange Groundwa	Water Commapsion in one water deviated awas Whater Commapsion in our deviated awas Whater (sculding satisfact) Charges (sculding sat	Megalters Megalters Megalters Megalters	5,637 15,775 28,713 7,301	8,469 12,043 28,617 8,105	6,254 14,736 29,789 8,799	2
Total Net 1/ Total Net 1/ Water with Water disc Water with Dischange Groundwa Gross din	Water Consumption in non-varies are seen durana. Water Consumption in varier shassed areas. Indrawd (sockuloring saltwater) scharge (sockuloring saltwater)	Megalters Megalters Megalters Megalters Megalters	5,637 15,775 28,713 7,301 17,962	8,469 12,043 28,617 8,105 16,206 4,283	6,254 14,736 29,789 8,799 16,840	2
Total Net 1/ Total Net 1/ Water with Water disc Water with Dischange Groundwa Gross din	Water Commungation in non-water detended awares Water Commungation in the abstracted awares Photoses (secularly advantary) Photoses (non-depth advantary)	Megaliers Megaliers Megaliers Megaliers Megaliers Megaliers Megaliers Megaliers Megaliers Metric tons CO ₂ e	5,027 15,773 28,713 7,201 17,962 2,167 5,015,562 1,015,562	8,469 12,647 28,617 8,105 96,326 4,283 905,538	6,254 14,736 29,780 8,790 16,840 2,100 861,987	2 1
Total Net to Total Net to Water with Water with Discharge Groundes Gross die Gross die Direct (Sc. Biogenic C Energy In	TWO Consequences are not seemed uses White Consequences was seemed uses White Indicated passion of the Consequences was seemed uses White Indicated passion of the Consequences was seemed used to the Consequences White consequences are used to seemed or other or higher gody (Suffice seeme and only of the Consequences of	Megaliers Megaliers Megaliers Megaliers Megaliers Megaliers Megaliers Megaliers Megaliers Metric tons CO ₂ e Metric tons CO ₂ e	5,007 15,773 28,713 7,301 17,962 2,187 1,015,562 1,015,562 398,036	8,465 12,643 28,617 8,105 96,206 4,283 905,538 905,538 422,576	6,254 14,736 28,780 8,790 16,840 2,100 851,987 861,987 456,368	2 1 9 23 23 24
Total Net 1 Total Net 1 Total Net 1 Water with Water disc Water with Discharge Groundwa Gross dir Gross dir Direct (Sc Biogenic C Energy In	TWO Consequences are not seemed uses White Consequences was seemed uses White Indicated passion of the Consequences was seemed uses White Indicated passion of the Consequences was seemed used to the Consequences White consequences are used to seemed or other or higher gody (Suffice seeme and only of the Consequences of	Megaliers Megaliers Megaliers Megaliers Megaliers Megaliers Megaliers Megaliers Megaliers Metric tons CO ₂ e Metric tons CO ₂ e	5,037 15,713 28,713 7,201 17,962 2,167 1,015,562 1,015,562 368,806	8,469 12,643 28,617 8,105 96,206 4,283 905,538 905,538 422,576	6,224 14,736 29,790 8,790 16,840 2,105 861,967 861,967 456,368	90 92 94
Total Net 1 Total Net 1 Water with Water day Water day Water day Groundwa G	The Complete is not use meant and it. The Complete is not use to experience and it. The complete is not used to experience a	Megallers Metric tons CO ₂ e Metric tons CO ₂ e Metric tons CO ₂ e Metric tons CO ₃ e Metric tons CO ₃ e	5,000 15,773 28,713 7,201 17,962 2,160 1,015,962 1,015,962 308,856 202,544	8.465 12.043 28.617 8.105 95.326 4.263 905.536 905.536 905.536 209.633 209.633	6,224 14,726 29,780 8,790 16,840 2,105 861,967 465,368 131,666 322,702 27,447	2 1 90 2 4 3 2
Total Net Is Total Net Is Water with Water with User hange Groundwe Ground die Gross die Direct (Sc Biogenic C Biogenic C Biogenic Nation-ba Market-bas Other India	The Complete in the second water The Complete in the second water Index products quantity Index quantity Inde	Megallers Metric tons COpe	5,007 15,772 20,773 7,201 17,002 2,107 1,015,002 1,015,002 308,000 308,000 318,000 320,542 340,000	8.465 12,043 28,617 8,105 95,336 4,233 965,538 905,538 422,576 228,633 228,633	6,224 14,732 22,780 8,790 16,840 2,105 851,967 851,967 455,360 251,666 302,770	1 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Total Net to Total Net to Water with Water with Water with Groundwan Groundw	TWO Contribution for one or extension design. White Contribution was a second contribution of the Contrib	Megallars Megallars Megallars Megallars Megallars Megallars Megallars Megallars Megallars Medallars Medall	5,000 15,773 28,713 7,301 17,902 2,100 1,015,502 308,004 202,544 34,000 744,075	8.469 12.043 28.617 8.105 96.338 966,538 965,538 422,576 298,633 298,633 298,633	6.224 54.725 23.780 6.790 16.840 2.105 861,987 861,987 406,198 301,888 301,888 11,888 301,888 406,198 406,198 406,198 406,198 406,198 406,198 406,198 406,198 406,198 406,198 406,198 406,198 406,198 406,198	1 2 2 1 1 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5
Total Net II Total Net II Total Net II Water with Water with Ulacharge Groundwa Gross die Gross die Gross die Gross die Gross die Gross die Location-t Market-tes Market-tes Other Ind 1. Puschas 2. Capital 2. Capital 3. Fluel an 4. Upstes	The Controllers in the extract dense The Controllers in the extract dense the extract d	Megallers Metallers Metall	5,000 15,772 28,713 17,200 17,000 2,160 2,160 20,15,500 200,545 200,55	8.469 12.245 28.617 6.106 6.106 6.20	6.224 14.736 2.2780 2.2780 16.840 2.105 661,667 661,667 463,667 322,780 1,302,866 1,100,866 4,540 4,530,866 4,540 4,530,866 4,540 4,530,866 4,540 4,530,866 4,540	1 2 2 1 1 1 2 2 1 1 1 2 2 1 1 1 2 1 2 1
Total Net II Total Net II Total Net II Water with Water with Ulacharge Groundwa Gross die Gross die Gross die Gross die Gross die Gross die Location-t Market-tes Market-tes Other Ind 1. Puschas 2. Capital 2. Capital 3. Fluel an 4. Upstes	TWO Contribution for one or extension design. White Contribution was a second contribution of the Contrib	Megallers Melectors COpe Melectors COpe Melectors COpe Melectors COP Melectors	5,000 15,773 28,713 7,201 17,902 2,107 1,015,902 10,015,902 20,015,902	8,469 12,041 28,677 8,105 96,536 4,283 905,536 42,577 29,633 20,637 1,427,427 1,427,427 905,136	6.254 54.726 29.780 8.790 16.640 2,165 861.667 861.667 351.666 351.666 352.7407 45.358 45.4566 45.4566 45.4566 45.4566 45.4566	1 2 2 3 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5
Total Net It Valer Net It Valer with Valer with Valer	TWO Consequences are assessed areas. When Consequences are assessed areas. Exchange sections of the consequences are assessed area. Exchange sections of the consequences are assessed area. When a consequences are assessed area of the consequences area. When a consequence area of the consequences are assessed as a consequence area. When a consequence area of the consequences area. On a consequence area.	Magallars Maric tons COpe Maric	5,000 15,773 28,713 7,200 17,900 2,160 20,000 391,000	8.465 132.457 28.617 8.105 14.206 4.205 4.205 905.538 905.538 205.537 205.630 205.737 205.630 205.737 205.630 205.737 205.630 205.737 205.630 205.737 205.630 205.737 205.630 205.737 205.630 205.737 205.630 205.737 205.630 205.737	6.224 14.725 22.780 8.790 16.840 2.105 861,867 661,867 460,260 302,790 23.407 1,303,366 1,004 53,460 445,540 53,460 4,540 53,460 4,540 6,324	22 33 44 44 1.34 1.44 1.44 1.44 1.44 1.44
Total Nat It and Total Nat It was a till Water disability of the Mater disability of the Mater disability of the Mater disability of the Mater disability of George disability of	The Complete in the second and its analysis of the second analysis of the seco	Magallers Materia trace Color Materi	5.003.05.05.05.05.05.05.05.05.05.05.05.05.05.	8.469 3.867 4.855	6,254 5,278 2,278 1,450	22 33 44 44 1.34 1.44 1.44 1.44 1.44 1.44
Total Nat Is Total Nat Is Water disast Water shall Water shall Water shall Ground Groun	The Contribution in the second mass The Contribution was not assessed mass through profiting a finished through profit through a finished a second and through profit through a finished a second and through a finished a second through a finished through	Magaillers	5.603.05.05.05.05.05.05.05.05.05.05.05.05.05.	\$4.00 2	6.254 6.725 2.2.780 8.700 6.540 6.700 6.540 6.700 6.540 6.700 6.54	1 1 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Total Net It Included Net Included N	The Comprehens to recover amount amount The Comprehens to recover amount amount process of the Comprehens to the Compreh	Magalities COMMINION MAGALITIE	\$.000 5.00	8.600 8.600	6.555 5.770 2.770 8.646	2 2 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Total Net In Value of Total Net In Value of Total Net In Value with Value with Value of Section Sec	The Contribution on one or extended was The Contribution on the second was the Contribution of the Contr	Magalities Matter to COLD Mat	5.601.05.00 5.	8.400 2.200 2.200 2.200 2.200 2.200 4.200	6.555 14.737 15.779 15.779 15.779 15.779 16.656 16.167 16.	2 2 3 1 3 1 3 1 4 4 4 4 4 4 4 4 4 4 4 4 4 4
Total Net It Valent Net It Val	The Comprehens to me use required mass The Comprehens to me use of measurements where principle of measurements where principle of measurements where principle of measurements where principle of measurements and to me of measurements and to measurements and the measurem	Magellare Magell	5.603.05	8.600 8.600	6.555 5.770 2.770 8.646	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Nat In Cola Nat In Total Nat In Cola	The Contribution on one or extended was The Contribution on the second was the Contribution of the Contr	Magnifers Magnif	\$400,000 A	8.600 8.600	6.556 14.727 2.727	2 2 2 2 2 2 2 2 2 1 1 1 1 1 1 1 1 1 1 1
Total Net by Marie with Net	The Controlled in the second water The Controlled in the second water And Controlled in the second water And Controlled in the second water And Controlled in the second water The water water in the second water in the second water The water water in the second water in the second water The water water in the second water in the second water The water water in the second water in the second water The water water in the second water in the second water The water in the second water	Magnitive Magnit	\$400,000 \$400,000	8.600 8.607 8.607 8.607 8.607 8.608 96.538 9	\$250 \$270 \$270 \$270 \$410 \$60 \$60 \$270 \$270 \$270 \$270 \$270 \$270 \$270 \$27	2 2 3 3 4 4 4 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5
Total Net by Marie with Net	The Controllers in the second many. The Controllers was the second many and the secon	Magnifers Magnif	\$400,000 \$1,000 \$	8.000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1	6.556 14.727 2.727	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Net No. Vasier with Total Net No. Vasier office Net No. Vasier office No. Group de George George Group de George George Group de George George Group de George Nature No. Vasier No. V	The Controlled in the second areas The Controlled in the second areas In the Controlled in the second areas In the Controlled in the second areas In the Controlled in the second areas The second areas In the secon	Magnifers Magnif	\$400.00	6.00 (6.000 1.000	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Park Int Marie with Marie Wi	The Comprehens on the extraction and the comprehensive of the comprehens	Magnifers Magnif	5.001.00 (1.00 to 1.00	8.000 9.0000 9.000 9.000 9.000 9.000 9.000 9.000 9.000 9.000 9.00000 9.0000 9.0000 9.0000 9.0000 9.0000 9.0000 9.00000 9	6.556 5.777	2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
Total Park Int Officer will have been Officer officer Officer will have been Officer officer Offi	The Contribution in the section of most in th	Magnifers Magnif	\$400.00	6.00 (6.000 1.000	2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
Total Park Int Officer will have been Officer officer Officer will have been Officer officer Offi	The Contribution in the section of most in th	Magniture	5.001.00 (1.00 to 1.00	8.000 1.000	6.056 5.079 6.070	2 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
Total Park Int Officer with Officer with Park Int Officer with Officer with Park Int O	The Controllers in the section of th	Magnifers Magnif	5.001.00 (1.00 to 1.00	8.000 1.000	6.056 5.079 6.070	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Park Int Officer with	The Contribution for the extension and the contribution of the con	Magniture	\$400.00 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	### ADD ### AD	\$100 (100 to 100	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Park Int Park International Park Internationa	The Comprehens to no use invasion and The Comprehens to no use invasion and process of the comprehens to the comprehen	Magnitus Magnit	\$400.00	8.00 M	6.000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Park Int Park International Park Internationa	The Controllers in the second areas Find Controllers and Cont	Megalitre Management of the Control	\$400.00 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	### ADD ### AD	4.000 4.000	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Park Int Park International Park Internationa	The Comprehens two was executed mass which provided an executed mass which are not only and a security and of was the found sear of an executed mass and of an executed sear of an executed mass and of an executed sear of an executed mass and an executed mass and and an executed mass and an executed mass and and an executed mass and an executed mass and and and an executed mass and and and and and and and and	Magniture	\$400.00 \$400.0	1 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4.000 4.000	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Pair In Total Pair Total Pair Total Pair Total To	The Controlled in the second areas The Controlled in the second areas In the Controlled in the second areas In the Controlled in the second areas In the second areas The	Megaline Megali	4 000 000 000 000 000 000 000 000 000 0	### ADD ### AD	6.000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Net Net 19 Notes and 19 Notes Net 19 Notes Net 19 Notes Net 19 Notes and 19 N	The Controlled in the second areas The Controlled in the second areas In the Controlled in the second areas In the Controlled in the second areas In the controlled in the second areas The areas areas areas In the controlled in the second areas I	Magnitus Mag	4 000 000 000 000 000 000 000 000 000 0	\$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400	6.000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1	2 2 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Total Park Int Park Park Park Park Park Park Park Park	The Complete in the second sec	Megaline Magaline Mag	4,000 A 500	1.00	6.000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1	1
Total Park Int Total	The Controlled in the second areas The Controlled in the second areas In the principal of the second areas In the principal of the second areas In the principal of the second areas In the secon	Magnitus Mag	4 000 000 000 000 000 000 000 000 000 0	\$400 \$400 \$400 \$400 \$400 \$400 \$400 \$400	4.000 4.000	9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9
Total Park Int Park International Control Park I	The Complete in the second sec	Magnitus Mag	4,000 A 500	1.00	4.00	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Park Int Total	The Controllers in the second areas Find Controllers and an extract areas Interpretation of the controllers and an extract areas Interpreta	Megalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre M	\$400.00 (A)	### ADM ### AD	4.000 4.000	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Park Int Park International Control Park I	The Complete in the second sec	Magnitus Con- Matrix ture	\$400.00	1.00	4.000 4.000	1
Total Park Int Total	The Controllers in the second areas Find Controllers and an extract areas Interpretation of the controllers and an extraction of the controllers are an extract an extract an extract areas Interpretation of the controllers and an extraction of the controllers and an extraction of the controllers are an extract an extract an extract an extract an extract areas Interpretation of the controllers and an extract areas I	Megalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre Mesalitre M	\$400.00 (A)	1 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4.000 4.000	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Totol Park Int Totol	The Comprehens to no use treated mass File of the Comprehens to no use treated mass of the principle of the Comprehens the C	Magnitus Mag	\$400.00 \$400.0	1.00	4.00 (A)	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Park Int Total	The Complete in the second and se	Magnitus Chippins (Magnitus Chippins Ch	\$ 400.00 4.00	1 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4.00 (A)	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Trotte Part Vinter Part Vinter Part Vinter Part Vinter Part Vinter Vinte	The Comprehensive to the service of the comprehensive to the comprehensi	Magnitus Color Magnit	\$400.00 \$400.0	1 A 1 A 1 A 1 A 1 A 1 A 1 A 1 A 1 A 1 A	4.00 (A)	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Park 1 Trade	The Complete in the second and its and a second and a second and its and a second a	Magnitus Chippins (Magnitus Chippins Ch	\$ 400.00 4.00	1 A 1 A 1 A 1 A 1 A 1 A 1 A 1 A 1 A 1 A	4.000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.00000	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Total Park 1 Trade	The Comprehens to the execution of the comprehensive content of the compre	Mayeline and Mayel	\$400.00 \$400.0	1 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4.00	## ## ## ## ## ## ## ## ## ## ## ## ##
Total Park 1 Trade	The Complete in the second and its and a second and a second and its and a second a	Magnitus Wegelines W	4 000 000 000 000 000 000 000 000 000 0	1 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4.000 4.	1
Trade Park 1 Trade	The Complete in two was required and in the complete and in the co	Mayeline and Mayel	\$400.00	### ADD ### AD	4.000 4.000	1
Trade Park 1 Trade	The Complete in the second sec	Magnitus Wegelines W	\$400.00	1.00	4.000 4.	1
Tritich Park In Tritich Park I	The Complete is not one property and in the complete and in the co	Magnitus Magnit	\$ 400.00 4 00.	### ADD ### AD	\$ 0.00 (1.00	9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9
Transit Part III Transi	The Compression in the second season of the compression of the compres	Magnitus Mag	\$ 400.00 \$ 400.00	\$ 1.00 1.00	4.000 4.	1
Transfer New York Page 19 Page	The Comprehens to me one organization of the comprehensive of the compre	Magnitus Magnit	\$ 400.00 \$ 400.00	\$ 1.00 1.00	4.000 4.	1
Total Nat Train State 1 Total	The Compression in the second season of the compression of the compres	Magnifers	\$ 400.00 \$ 400.00	\$ 1.00 1.00	4.000 4.	1
Total Park Val. Total	The Complete in the section of the s	Magnitus Mag	\$400.00 \$400.0	1.00	6.000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.0000 1.00000	1
Total Park Intel Park	The Compress on two terror and seasons and	Magnitus Color Mance two	4 000 000 000 000 000 000 000 000 000 0	1.00	4.000 4.000	1
Transit Part No. 1997. Control Part No. 1997.	The Complete in the section of the s	Magnitus Wegelans Wegelans Wegelans Wegelans Wegelans Weg	4 000 000 000 000 000 000 000 000 000 0	1.00	4.000 4.	1
Tributal Nate (See See See See See See See See See S	The Compress on two terror and seasons and	Magnitus Wegatine Wegati	4 000 000 000 000 000 000 000 000 000 0	1.00	5.00 (1.00 (

Free Contraction

Free Contrac

Social Performance



	Material Aspects	Unit	2020		2021		2022		2023		2023	
Indicator			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GRI 102-8	8 Total number of employees											
	ThaiBev Group		47,649 43		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
	0	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 ca				ı		ı	ı	1	ı	ı	
	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	8 21.71		16.20		20.23		20.26	
	Total middle management	avr. training hour/head/yr		25	25 31.90 26 28.02 24 25.21		81.03 51.67 17.44		42.57		39.35	
	Total department head/supervisor	avr. training hour/head/yr		26					34.58 32.76		32.21	
	Total senior officers	avr. training hour/head/yr		24							31.45	
	Total officers	avr. training hour/head/yr		14	14	14.66 20.00		.00	27.87		27.91	
GRI 404-3	Percentage of employees receiving regular performance and career developmen	t reviews, by gender	, and by en	nployee ca	tegory	egory						
	Total employee	Persons	29,085		34,816		33,542		33,912		35,635	
		Persons	19,214	9,871	22,023	12,793	20,954	12,588	21,121	12,791	22,401	13,234
	Total employee (by gender)	Percent	100	100	100	100	100	100	100	100	100	100
	Total executive level (level 13 and above) ⁽⁵⁾	Persons		190		55	3:			47	30	
		Percent		100		00		00	10	00	10	
	Total management level (level 8-12) ⁽⁵⁾	Persons		2,323		70		333		315		149
	Total management level (level 8-12)	Percent		100	1			00		00		00
	Total officer level level 1-7) ⁽⁵⁾	Persons		26,582		991		376		850	31,	
GRI 413-1	Operations with local community engagement, impact assessments, and develop	Percent oment programs		100 100		JU	100		100		100	
				100 100		100		100		100		
	Operations with local community development programs	Percent	-	100		00		00		00	10	
	Operations with local community engagement Operations with impact assessments	Percent Percent	-	100		00		00		00	10	
	Operations with impact assessments	reiteiit		100	1	JU	1,	-	1	00	1,	J-0

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.
- $4.1 \ \mbox{Executive}$ 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						
ĺ	- 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

⁻ FY 2023, Thai Bev started reporting the data collected from Vietnam's operation in line with the reporting requirement of GRI 403-8, 9 and 10 and 10 are considered from Vietnam's operation of the constant of the consta