Economic Performance

Indicators	Material Aspects	Unit	2017	2018	2019	2020
GRI 201-1	**Economic Performance**					
	Total Revenue	Baht	148,887	164,324	174,112	180,000
	Total Expenses	Baht	137,000	150,000	160,000	165,000
	EBITDA	Percent	14	15	16	17
	Depreciation	Baht	5,000	5,200	5,500	5,800
	Cost of Debt	Baht	3,000	3,100	3,200	3,300
	Company Contribution	Baht	14,216	15,260	21,000	20,000
GRI 203-1	**Infrastructure investments and indirect economic impacts**					
	Construction in progress	Percent	20	25	30	35
	Total purchase value	Percent	40	45	50	55
	Total purchase value from number of suppliers	Percent	50	55	60	65
	Income tax payments and number of countries	Percent	60	65	70	75
	Total purchase value from local suppliers	Percent	70	75	80	85
	Non-alcoholic beverages purchased volume	Percent	80	85	90	95
	Total purchase value	Percent	90	95	100	105
	Total purchase value	Percent	100	105	110	115

Environmental Performance

Indicators	Material Aspects	Unit	2017	2018	2019	2020
GRI 302-1	**Energy consumption within the organization**					
	Land energy consumption within the organization	**MJ**	**8,606,000,000**	**8,815,112,000**	**8,934,200,000**	**9,015,000,000**
	Electricity	MJ	1,000,000,000	1,000,000,000	1,000,000,000	1,000,000,000
	Fuel oil	MJ	2,012,000,000	2,004,000,000	2,000,000,000	2,000,000,000
	Natural gas	MJ	112,000,000	1,000,000	10,000,000	20,000,000
	Biomass	MJ	0	1,000,000	1,000,000	1,000,000
	Gasoline	MJ	4,000,000	4,000,000	4,000,000	4,000,000
	Diesel	MJ	2,000,000,000	2,000,000,000	2,000,000,000	2,000,000,000
	Wastewater Coal	MJ	1,000,000,000	1,000,000,000	1,000,000,000	1,000,000,000
	Water	MJ	1,000,000,000	1,000,000,000	1,000,000,000	1,000,000,000
GRI 303-1	**Water by source**					
	Groundwater	M3	300,000,000	300,000,000	300,000,000	300,000,000
	Surface water	M3	300,000,000	300,000,000	300,000,000	300,000,000
	Municipal water	M3	300,000,000	300,000,000	300,000,000	300,000,000
	Rainwater	M3	300,000,000	300,000,000	300,000,000	300,000,000
	Wastewater	M3	300,000,000	300,000,000	300,000,000	300,000,000
	Water Recycled	M3	300,000,000	300,000,000	300,000,000	300,000,000
	Water Sold	M3	300,000,000	300,000,000	300,000,000	300,000,000
GRI 304-1	**Operational sites owned, leased, managed in protected areas and areas of high biodiversity value outside protected areas**					
	Operational sites	M3	1,000,000,000	1,000,000,000	1,000,000,000	1,000,000,000
	Water consumption	M3	1,000,000,000	1,000,000,000	1,000,000,000	1,000,000,000
GRI 305-1	**Direct (Scope 1) GHG emissions**					
	Carbon dioxide (CO2)	Metric tons CO2e	1,000,000	1,000,000	1,000,000	1,000,000
	Methane (CH4)	Metric tons CO2e	1,000,000	1,000,000	1,000,000	1,000,000
	Nitrous oxide (N2O)	Metric tons CO2e	1,000,000	1,000,000	1,000,000	1,000,000
	Hydrofluorocarbons (HFCs)	Metric tons CO2e	1,000,000	1,000,000	1,000,000	1,000,000
	Perfluorocarbons (PFCs)	Metric tons CO2e	1,000,000	1,000,000	1,000,000	1,000,000
	Sulfur hexafluoride (SF6)	Metric tons CO2e	1,000,000	1,000,000	1,000,000	1,000,000
	Nitrogen trifluoride (NF3)	Metric tons CO2e	1,000,000	1,000,000	1,000,000	1,000,000
	Total Scope 1 emissions	Metric tons CO2e	7,000,000	7,000,000	7,000,000	7,000,000
GRI 305-2	**Energy indirect (Scope 2) GHG emissions**					
	Total Scope 2 emissions	Metric tons CO2e	1,000,000	1,000,000	1,000,000	1,000,000
GRI 305-3	**Other indirect (Scope 3) GHG emissions**					
	Total Scope 3 emissions	Metric tons CO2e	1,000,000	1,000,000	1,000,000	1,000,000
GRI 305-4	**GHG emissions intensity**					
	GHG emissions intensity per revenue	Metric tons CO2e / Baht	1,000,000	1,000,000	1,000,000	1,000,000
GRI 305-5	**Reduction of GHG emissions**					
	Reduction of GHG emissions	Metric tons CO2e	1,000,000	1,000,000	1,000,000	1,000,000
GRI 306-2	**Waste by type and disposal method**					
	Non-hazardous waste	Metric tons	500	500	500	500
	Hazardous waste	Metric tons	500	500	500	500
	Total waste	Metric tons	1,000	1,000	1,000	1,000
GRI 307-1	**Environmental fines and sanctions**					
	Number of significant fines and sanctions	Number	0	0	0	0
	Monetary value of significant fines and sanctions	Baht	0	0	0	0
	Cases brought through dispute resolution mechanisms	Number	0	0	0	0
GRI 308-1	**Supplier environmental assessment**					
	Suppliers screened using environmental criteria	Percent	100	100	100	100
	Environmental impacts assessed in supply chain	Percent	100	100	100	100
	Suppliers terminated as a result of environmental assessment	Percent	100	100	100	100

Note:
N/A: Not Applicable
1. For operations:
A. 2017 - 2018, Thaibev reporting of environmental performance was expected to included the following operations:
1.1 Environmental data in terms of non-alcoholic beverages from S.P.M. Food and Beverage Co., Ltd., Lucky Samrayan, distributed as of 2018.
1.2 Environmental data in terms of non-alcoholic beverages from S.P.M. Food and Beverage Co., Ltd., Lucky Samrayan, distributed as of 2019.
B. 2019 - 2020, Thaibev reporting of environmental performance was expected to include the following operations in Thailand: Carlsberg Thailand, Sermsuk (Thailand), Fraser and Neave (Thailand), Sermsuk (Vietnam), Fraser and Neave (Vietnam), Carlsberg (Vietnam), Sermsuk (Cambodia), Fraser and Neave (Cambodia), Carlsberg (Cambodia), Sermsuk (Myanmar), Fraser and Neave (Myanmar), Carlsberg (Myanmar), Sermsuk (Singapore), Fraser and Neave (Singapore), Carlsberg (Singapore), Sermsuk (Malaysia), Fraser and Neave (Malaysia), Carlsberg (Malaysia), Sermsuk (Laos), Fraser and Neave (Laos), Carlsberg (Laos), Sermsuk (Indonesia), Fraser and Neave (Indonesia), Carlsberg (Indonesia), Sermsuk (Philippines), Fraser and Neave (Philippines), Carlsberg (Philippines), Sermsuk (Brunei), Fraser and Neave (Brunei), Carlsberg (Brunei), Sermsuk (Japan), Fraser and Neave (Japan), Carlsberg (Japan), Sermsuk (Australia), Fraser and Neave (Australia), Carlsberg (Australia), Sermsuk (Hong Kong), Fraser and Neave (Hong Kong), Carlsberg (Hong Kong), Sermsuk (Taiwan), Fraser and Neave (Taiwan), Carlsberg (Taiwan), Sermsuk (Korea), Fraser and Neave (Korea), Carlsberg (Korea), Sermsuk (Europe), Fraser and Neave (Europe), Carlsberg (Europe), Sermsuk (Other countries), Fraser and Neave (Other countries), Carlsberg (Other countries) and Fraser and Neave (Cambodia) Brewery Co., Ltd.
2. Environmental data in terms of non-alcoholic beverages from S.P.M. Food and Beverage Co., Ltd., Lucky Samrayan, distributed as of 2018.
3. Environmental data in terms of non-alcoholic beverages from S.P.M. Food and Beverage Co., Ltd., Lucky Samrayan, distributed as of 2019.
4. 2017 - 2018, Thaibev reporting of environmental performance was expected to include the following operations in Thailand: Carlsberg Thailand, Sermsuk (Thailand), Fraser and Neave (Thailand), Sermsuk (Vietnam), Fraser and Neave (Vietnam), Carlsberg (Vietnam), Sermsuk (Cambodia), Fraser and Neave (Cambodia), Carlsberg (Cambodia), Sermsuk (Myanmar), Fraser and Neave (Myanmar), Carlsberg (Myanmar), Sermsuk (Singapore), Fraser and Neave (Singapore), Carlsberg (Singapore), Sermsuk (Malaysia), Fraser and Neave (Malaysia), Carlsberg (Malaysia), Sermsuk (Laos), Fraser and Neave (Laos), Carlsberg (Laos), Sermsuk (Indonesia), Fraser and Neave (Indonesia), Carlsberg (Indonesia), Sermsuk (Philippines), Fraser and Neave (Philippines), Carlsberg (Philippines), Sermsuk (Brunei), Fraser and Neave (Brunei), Carlsberg (Brunei), Sermsuk (Japan), Fraser and Neave (Japan), Carlsberg (Japan), Sermsuk (Australia), Fraser and Neave (Australia), Carlsberg (Australia), Sermsuk (Hong Kong), Fraser and Neave (Hong Kong), Carlsberg (Hong Kong), Sermsuk (Taiwan), Fraser and Neave (Taiwan), Carlsberg (Taiwan), Sermsuk (Korea), Fraser and Neave (Korea), Carlsberg (Korea), Sermsuk (Europe), Fraser and Neave (Europe), Carlsberg (Europe), Sermsuk (Other countries), Fraser and Neave (Other countries), Carlsberg (Other countries) and Fraser and Neave (Cambodia) Brewery Co., Ltd.
5. 2019 - 2020, Thaibev reporting of environmental performance was expected to include the following operations in Thailand: Carlsberg Thailand, Sermsuk (Thailand), Fraser and Neave (Thailand), Sermsuk (Vietnam), Fraser and Neave (Vietnam), Carlsberg (Vietnam), Sermsuk (Cambodia), Fraser and Neave (Cambodia), Carlsberg (Cambodia), Sermsuk (Myanmar), Fraser and Neave (Myanmar), Carlsberg (Myanmar), Sermsuk (Singapore), Fraser and Neave (Singapore), Carlsberg (Singapore), Sermsuk (Malaysia), Fraser and Neave (Malaysia), Carlsberg (Malaysia), Sermsuk (Laos), Fraser and Neave (Laos), Carlsberg (Laos), Sermsuk (Indonesia), Fraser and Neave (Indonesia), Carlsberg (Indonesia), Sermsuk (Philippines), Fraser and Neave (Philippines), Carlsberg (Philippines), Sermsuk (Brunei), Fraser and Neave (Brunei), Carlsberg (Brunei), Sermsuk (Japan), Fraser and Neave (Japan), Carlsberg (Japan), Sermsuk (Australia), Fraser and Neave (Australia), Carlsberg (Australia), Sermsuk (Hong Kong), Fraser and Neave (Hong Kong), Carlsberg (Hong Kong), Sermsuk (Taiwan), Fraser and Neave (Taiwan), Carlsberg (Taiwan), Sermsuk (Korea), Fraser and Neave (Korea), Carlsberg (Korea), Sermsuk (Europe), Fraser and Neave (Europe), Carlsberg (Europe), Sermsuk (Other countries), Fraser and Neave (Other countries), Carlsberg (Other countries) and Fraser and Neave (Cambodia) Brewery Co., Ltd.
6. Environmental data in terms of all breweries owned by Fraser and Neave (Thailand) Public Company Limited.
7. Environmental data in terms of all breweries owned by Carlsberg Thailand.
8. Environmental data in terms of all breweries owned by Sermsuk (Thailand).
9. Environmental data in terms of all breweries owned by Fraser and Neave (Cambodia) Brewery Co., Ltd.
10. Environmental data in terms of all breweries owned by Carlsberg (Cambodia).
11. Thaibev reporting of environmental performance was expected to include the following operations in Vietnam: Carlsberg (Vietnam), Sermsuk (Vietnam), Fraser and Neave (Vietnam).
12. Thaibev reporting of environmental performance was expected to include the following operations in Laos: Carlsberg (Laos), Sermsuk (Laos), Fraser and Neave (Laos).
13. Thaibev reporting of environmental performance was expected to include the following operations in Myanmar: Carlsberg (Myanmar), Sermsuk (Myanmar), Fraser and Neave (Myanmar).
14. Thaibev reporting of environmental performance was expected to include the following operations in Cambodia: Carlsberg (Cambodia), Sermsuk (Cambodia), Fraser and Neave (Cambodia).
15. Thaibev reporting of environmental performance was expected to include the following operations in Indonesia: Carlsberg (Indonesia), Sermsuk (Indonesia), Fraser and Neave (Indonesia).
16. Thaibev reporting of environmental performance was expected to include the following operations in Philippines: Carlsberg (Philippines), Sermsuk (Philippines), Fraser and Neave (Philippines).
17. Thaibev reporting of environmental performance was expected to include the following operations in Brunei: Carlsberg (Brunei), Sermsuk (Brunei), Fraser and Neave (Brunei).
18. Thaibev reporting of environmental performance was expected to include the following operations in Japan: Carlsberg (Japan), Sermsuk (Japan), Fraser and Neave (Japan).
19. Thaibev reporting of environmental performance was expected to include the following operations in Australia: Carlsberg (Australia), Sermsuk (Australia), Fraser and Neave (Australia).
20. Thaibev reporting of environmental performance was expected to include the following operations in Hong Kong: Carlsberg (Hong Kong), Sermsuk (Hong Kong), Fraser and Neave (Hong Kong).
21. Thaibev reporting of environmental performance was expected to include the following operations in Taiwan: Carlsberg (Taiwan), Sermsuk (Taiwan), Fraser and Neave (Taiwan).
22. Thaibev reporting of environmental performance was expected to include the following operations in Korea: Carlsberg (Korea), Sermsuk (Korea), Fraser and Neave (Korea).
23. Thaibev reporting of environmental performance was expected to include the following operations in Europe: Carlsberg (Europe), Sermsuk (Europe), Fraser and Neave (Europe).
24. Thaibev reporting of environmental performance was expected to include the following operations in Other countries: Carlsberg (Other countries), Sermsuk (Other countries), Fraser and Neave (Other countries).
25. Thaibev has identified any non-compliance with environmental laws and/or regulations in the previous four fiscal years of disclosure.

Social Performance

Indicators	Material Aspects	Unit	2017 Male	2017 Female	2018 Male	2018 Female	2019 Male	2019 Female	2020 Male	2020 Female
GRI 102-8	**Total number of employees**									
	ThaiBev Group									
	Total	Persons	24,821	16,546	24,538	17,013	25,889	19,974	26,723	20,926
	Management Level	Persons	1,307	846	1,477	947	1,655	1,063	1,751	1,124
	Employee Level	Persons	23,514	15,700	23,061	16,066	24,234	18,913	24,972	19,802
GRI 401-1	**New employee hires and employee turnover**									
	ThaiBev Group									
	ThaiBev Company									
	Total new hires	Persons	3,101	1,472	3,308	3,056	2,740	3,683	1,820	1,617
	Age under 30 years	Persons	1,804	1,082	2,075	2,497	1,664	3,310	1,063	1,368
		Percent	61	73	63	82	55	90	58	84
	Age 30-50 years	Persons	1,181	388	1,198	538	1,105	351	735	247
		Percent	38	26	37	18	40	10	40	15
	Age over 50 years	Persons	16	2	35	21	31	22	22	2
		Percent	0.5	0.9	0.6	0.7	1.1	0.6	1.2	0.1
	Total number of employees turnover									
	ThaiBev Group									
	Total turnover	Persons	3,851	1,725	3,394	2,002	2,236	3,045	1,820	2,195
	Age under 30 years	Persons	1,797	931	1,558	1,898	927	2,857	986	1,754
		Percent	46	54	46	68	41	81	38	79
	Age 30-50 years	Persons	1,726	741	1,604	620	1,043	497	580	343
		Percent	45	37	41	25	47	15	47	16
	Age over 50 years	Persons	418	53	232	205	266	124	276	98
		Percent	11	8.9	12	8.2	12	4.1	15	6
	Total voluntary turnover	Persons	3,064	1,664	2,362	2,307	2,197	3,033	1,684	1,982
GRI 404-3	**Percentage of employees receiving regular performance and career development reviews, by gender, and by employee category**									
	ThaiBev Group									
	Total employee	Persons	31,325		31,549		32,989		33,959	
	Total employee (by gender)	Persons	20,579	12,746	20,472	11,076	21,571	11,418	21,600	12,359
		Percent	100	100	100	100	100	100	100	100
	Total executive level (level 13 and above) [1]	Persons	800	50	860	60	850	60	850	60
		Percent	100		100		100		100	
	Total management level (level 8-12) [2]	Persons	2,047		2,266		2,456		2,514	
		Percent	100		100		100		100	
	Total officer level (level 1-7) [3]	Persons	29,218		29,223		30,331		31,295	
		Percent	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	
	Operations with local community engagement	Percent	100		100		100		100	
	Operations with impact assessments	Percent	100		100.00		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 In 2019, percentage of employees receiving regular performance and career development reviews employees are re-categorized as executive level, management level, and officer level.
4.1 In 2017-2018, executive level are employees level 15 and above
4.2 In 2017-2018, management level are employees level 8-14
4.3 In 2017-2018, officer level are employees level 1-7
5. In 2017, local community engagement, impact assessments, and development programs reported 1) Percentage of implemented areas/processes 2) Percentage of areas surrounding factories 3) Percentage of sale target areas.
6. 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).

Occupational Health and Safety Summary Reporting Indicator

Indicators	Material Aspects	Unit	2017	2018	2019	2020
GRI Indicators						
GRI403-8 (2018)	**Workers covered by an occupational health and safety management system**					
	1. Employee	Persons	41,367	41,551	45,863	47,649
		Percent	N/A	100	100	100
	2. Non-Employee Worker	Persons	N/A	N/A	21,540	40,705
		Percent	N/A	N/A	100	100
GRI 403-9 (2016)	**Work-related injuries**					
	Fatalities					
	1. Employee					
	Number of cases	Persons	4	5	5	1
	Rate	Per 1,000,000 Hours	N/A	N/A	0.01	0.00
	2. Non-Employee Worker					
	Number of cases	Persons	0	0	0	0
	Rate	Per 1,000,000 Hours	0	0	0	0
	High-consequence work-related injuries (excluding fatalities)					
	1. Employee					
	Number of cases	Persons	N/A	N/A	7	4
	Rate	Per 1,000,000 Hours	N/A	N/A	0.07	0.04
	2. Non-Employee Worker					
	Number of cases	Persons	N/A	N/A	29	51
	Rate	Per 1,000,000 Hours	N/A	N/A	2.51	2.40
	Lost Time Injury Frequency Rate (LTIFR)					
	Employee	Per 1,000,000 Hours	1.90	1.36	1.87	1.72
	Non-Employee Worker	Per 1,000,000 Hours	1.22	0.89	1.73	1.74
GRI 403-10 (2016)	**Work-related ill health**					
	Recordable work-related ill health					
	1. Employee					
	Number of cases	Persons	0	0	0	0
	Rate	Per 1,000,000 Hours	0.00	0.00	0.00	0.00
	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

1. In 2019, ThaiBev Group has updated Occupational Health and Safety Indicators from GRI 403 version 2016 to GRI 403 version 2018.
2. In 2019, ThaiBev Group reported work-related injury based on severity of injury based on GRI 403 (2018).
3. In 2019, ThaiBev Group work-related injury covered contractor working on-site and nonEmployee workers.
4. Work-related injury data from 2017-2018 has been recalculated from rate per 200,000 working hours to per 1,000,000 working hours.
5. Work-related ill health are reported based on cases with occupational physician's confirmation.