

Sustainable Performance – Information on Occupational Health and Safety

Information on Occupational Health and Safety Management System

| Data | Unit | 2019* | 2020* | 2021* | 2022** |
|--|---------|--------|--------|--------|--------|
| GRI 403-8 (2018) Employees and Contractors Covered by Occupational Health and Safety Management System | | | | | |
| Occupational health and safety management system | | | | | |
| Employees covered by occupational health and safety management system | persons | 7,683 | 8,051 | 7,161 | 7,619 |
| | percent | 100 | 100 | 100 | 100 |
| Contractors covered by occupational health and safety management system | persons | 11,217 | 14,244 | 19,187 | 12,899 |
| | percent | 100 | 100 | 100 | 100 |
| Occupational health and safety management system that has been internally audited | | | | | |
| Employees covered by occupational health and safety management system that has been internally audited | persons | 7,683 | 8,051 | 7,161 | 7,619 |
| | percent | 100 | 100 | 100 | 100 |
| Contractors covered by occupational health and safety management system that has been internally audited | persons | 11,217 | 14,244 | 19,187 | 12,899 |
| | percent | 100 | 100 | 100 | 100 |
| Occupational health and safety management system that has been audited by an external party | | | | | |
| Employees covered by occupational health and safety management system that has been audited by an external party | persons | 7,212 | 4,820 | 5,279 | 6,063 |
| | percent | 93.87 | 59.87 | 73.72 | 79.58 |
| Contractors covered by occupational health and safety management system that has been audited by an external party | persons | 10,175 | 12,133 | 10,334 | 11,923 |
| | percent | 90.71 | 85.18 | 53.86 | 92.43 |

Remarks: * refer to data collected between November 1 of the previous year to October 31 of the reporting year.

** refer to data collected between 1 January 2022 – 31 December 2022

NA refer to not available or no data was collected.

Information on Occupational Health and Safety

| Data | Unit | 2019* | | | 2020* | | | 2021* | | | 2022** | | |
|---|--|------------|-----------|------------|------------|-----------|------------|------------|-----------|------------|------------|-----------|------------|
| | | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| GRI 403-9 (2018) Work-related injuries | | | | | | | | | | | | | |
| Number of hours worked | | | | | | | | | | | | | |
| Employees | hours | 16,116,096 | 5,072,223 | 21,188,319 | 15,730,804 | 5,248,856 | 20,979,660 | 13,927,595 | 4,148,154 | 18,075,748 | 15,551,120 | 4,911,804 | 20,462,925 |
| Contractors | hours | 10,915,125 | 5,271,442 | 16,186,567 | 10,180,400 | 3,972,894 | 14,153,294 | 9,023,738 | 3,459,482 | 12,483,220 | 8,809,175 | 3,651,441 | 12,460,616 |
| Fatalities as a result of work-related injury | | | | | | | | | | | | | |
| Employees | persons | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 | 1 | 0 | 1 |
| | persons/ 1,000,000 hours worked | 0.06 | 0 | 0.05 | 0.06 | 0 | 0.05 | 0.07 | 0 | 0.06 | 0.06 | 0 | 0.05 |
| Contractors | persons | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 |
| | persons/ 1,000,000 hours worked | 0 | 0 | 0 | 0 | 0.25 | 0.07 | 0.22 | 0 | 0.16 | 0 | 0 | 0 |
| High-consequence work-related injuries (excluding fatalities) *** | | | | | | | | | | | | | |
| Employees | persons | 1 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 3 | 2 | 0 | 2 |
| | persons/ 1,000,000 hours worked | 0.06 | 0 | 0.05 | 0 | 0 | 0.00 | 0.22 | 0 | 0.17 | 0.13 | 0 | 0.10 |
| Contractors | persons | 1 | 0 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |

| Data | Unit | 2019* | | | 2020* | | | 2021* | | | 2022** | | |
|--|--|-------|--------|-------|-------|--------|-------|-------|--------|-------|--------|--------|-------|
| | | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| | persons/ 1,000,000 hours worked | 0.09 | 0 | 0.06 | 0.20 | 0 | 0.14 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total recordable work-related injuries | | | | | | | | | | | | | |
| Employees | persons | 40 | 1 | 41 | 55 | 0 | 55 | 44 | 2 | 46 | 39 | 3 | 42 |
| | persons/ 1,000,000 hours worked | 2.48 | 0.20 | 1.94 | 3.50 | 0 | 2.62 | 3.16 | 0.48 | 2.54 | 2.51 | 0.61 | 2.05 |
| Contractors | persons | 19 | 2 | 21 | 23 | 2 | 25 | 26 | 2 | 28 | 12 | 4 | 16 |
| | persons/ 1,000,000 hours worked | 1.74 | 0.38 | 1.30 | 2.26 | 0.50 | 1.77 | 2.88 | 0.58 | 2.24 | 1.36 | 1.10 | 1.28 |
| Lost Time Injury Frequency Rate (LTIFR) | | | | | | | | | | | | | |
| Employees | persons | 24 | 1 | 25 | 16 | 0 | 16 | 13 | 1 | 14 | 12 | 0 | 12 |
| | persons/ 1,000,000 hours worked | 1.49 | 0.20 | 1.18 | 1.02 | 0 | 0.76 | 0.93 | 0.24 | 0.77 | 0.77 | 0 | 0.59 |
| Contractors | persons | 8 | 2 | 10 | 8 | 0 | 8 | 10 | 2 | 12 | 4 | 3 | 7 |

| Data | Unit | 2019* | | | 2020* | | | 2021* | | | 2022** | | |
|---|--|-------|--------|-------|-------|--------|-------|-------|--------|-------|--------|--------|-------|
| | | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| | persons/ 1,000,000 hours worked | 0.73 | 0.38 | 0.62 | 0.79 | 0.00 | 0.57 | 1.11 | 0.58 | 0.96 | 0.45 | 0.82 | 0.56 |
| GRI 403-10 (2018) Work-related Ill Health | | | | | | | | | | | | | |
| Fatalities as a result of work-related ill health | | | | | | | | | | | | | |
| Employees | persons | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | persons/ 1,000,000 hours worked | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Contractors | persons | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | persons/ 1,000,000 hours worked | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total recordable work-related ill health | | | | | | | | | | | | | |
| Employees | persons | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | persons/ 1,000,000 hours worked | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Contractors | persons | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Data | Unit | 2019* | | | 2020* | | | 2021* | | | 2022** | | |
|------|--|-------|--------|-------|-------|--------|-------|-------|--------|-------|--------|--------|-------|
| | | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| | persons/ 1,000,000 hours worked | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Remarks: * refer to data collected between November 1 of the previous year to October 31 of the reporting year.

** refer to data collected between 1 January 2022 – 31 December 2022

NA refer to not available or no data was collected.

*** refer to injury arising from work-related incident that results in an injury and the workers cannot fully recover to pre-injury health status within 6 months.

Collecting data of work-related injury and illness are in accordance with the Mitr Phol Group's Incident Management Procedure.

Employees refer to monthly and daily permanent employees of Mitr Phol Sugar Corp., Ltd. and subsidiaries.

Contractors refer to representatives of juristic person who work for Mitr Phol and are in accordance with the Mitr Phol's hiring procedure. The contactors include consultant and temporary employees by employment contract.

Injury data refers to work-related injury that results in any of medical treatment, lost workday from one day onward, disability and death.

Lost time injury refers to injuries arising from work-related incident that results in lost workday and the employee is not able to work the scheduled work day.

Work-related ill health refers to illness arising from work due to the diagnosis of the occupational medicine physician.