



2025

Sustainability in Numbers

Delta Electronics (Thailand) Public Company Limited

Reporting Period : January to December 2024

Boundary : Major Manufacturing site in Thailand, India and Slovakia

Data collection standard : GRI Standard



Sustainability in Number

Performance mapping with GRI 302 Energy



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	Auditor's Assurance
		TH	IN	SK						
	Production Amount	●	●	●	MUSD	2,680.36	3,138.16	4,156.69	4,272.23	
	GRI 302 Energy									
GRI 302-1 (E)	Total energy consumption within the organization	●	●	●	GJ	401,197.22	375,408.95	596,352.44	750,178.44	✓
					MWh	111,443.67	104,280.26	165,653.46	208,382.90	
GRI 302-1 (A)	Total fuel consumption from <u>non-renewable</u> source	●	●	●	GJ	13,227.14	13,341.61	17,228.62	20,510.96	✓
					MWh	3,674.20	3,706.00	3,511.30	5,697.49	
	- Gasoline				GJ	150.02	150.15	1,475.74	1,402.84	
	- Diesel					4,335.42	5,988.05	9,029.06	11,445.87	
	- LPG					0.00	0.00	3.19	0.80	
	- Natural Gas					8,741.70	7,203.41	6,720.62	7,661.46	
GRI 302-1 (B)	Total fuel consumption from <u>renewable</u> source	●	●	●	GJ	342.99	321.14	334.37	273.50	✓
					MWh	95.28	89.21	92.88	75.97	
	- Ethanol					16.67	16.68	145.74	128.65	
	- Biodiesel					326.32	304.46	188.63	144.85	
GRI 302-1 (C)	Total electricity and stream purchased for consumption	●	●	●	GJ	387,627.10	378,364.51	578,789.45	729,393.98	✓
					MWh	107,674.19	105,101.25	160,774.85	202,609.44	
	Non-Renewable Electricity Consumption	●	●	●	GJ	352,143.88	345,716.78	524,757.74	661,991.70	✓
	Renewable Electricity Consumption				GJ	35,483.21	32,647.73	54,031.71	67,402.28	
	- Renewable source electricity purchase such as PPA, UTG				GJ	0.00	0.00	0.00	4,740.13	
	- Green Electricity Products such as Green tariffs					0.00	0.00	16,487.78	17,163.87	
	- Solar energy, self - generation					35,483.21	32,647.73	37,543.93	45,498.28	
	Unbundle Energy Attribute Certificate Purchase Such as I-REC				GJ	0.00	13,680.00	178,763.94	335,467.80	
GRI 302-2 (A)	Energy consumption outside of the organization	●			GJ	12,787,237.96	13,326,552.63	17,957,021.93	12,596,961.47	✓
					MWh	3,552,010.54	3,701,820.18	4,988,061.65	3,499,155.96	
GRI 302-3	Total energy consumption intensity	●	●	●	MWh/MUSD	41.58	34.70	39.55	48.78	✓
	Non-renewable energy consumption intensity					37.86	31.78	35.91	44.38	
	- Non Renewable Electricity consumption intensity					36.49	30.60	35.07	43.04	
	- Fuel consumption intensity from non-renewable source					1.37	1.18	0.84	1.33	



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Performance mapping with GRI 302 Energy



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	Auditor's Assurance
		TH	IN	SK						
GRI 302-3	Renewable energy consumption intensity					3.71	2.92	3.63	4.40	✓
	- Renewable Electricity consumption intensity	●	●	●	MWh/MUSD	3.68	2.89	3.61	4.38	
	- Fuel consumption intensity from renewable source					0.036	0.028	0.022	0.018	
GRI 302 -4 (A)	Total reduction of energy consumption within the organization	●	●	●	GJ	7,280.64	9,936.15	1,558.94	17,121.45	✓
					MWh	2,022.40	2,760.04	433.04	4,755.96	
GRI 302 -4 (B)	- Reduction of electricity consumption	●	●	●	GJ	7,280.64	9,936.15	1,558.94	17,078.06	✓
	- Reduction of fossil fuel consumption					0.00	0.00	0.00	43.39	
	- Reduction of energy consumption intensity (Saving energy intensity)				MWh/MUSD	0.75	0.88	0.10	1.11	
GRI 302 -4 (C)	- Reduction of electricity consumption compared with bussiness as usual at base year 2021	●	●	●	GJ	7,280.64	17,216.79	18,775.73	41,811.00	✓
	- Reduction of fossil fuel consumption with bussiness as usual at base year 2021					0.00	0.00	0.00	43.39	
GRI 302 -5 (A)	Reductions in energy requirements of products and services	●			GJ	9,391.59	16,288.70	6,940.11	243,341.69	✓
					MWh	2,608.78	4,524.64	1,927.81	67,594.91	

Note

- 1 The disclosed of environmental performance baseline is 2021.
- 2 Total energy consumption within the organization covers total non-renewable energy consumption, total renewable energy and total electricity purchased.
- 3 Since 2020, reporting scope has expanded to include the DET's subsidiaries for fully coverage production site in India and Slovakia.
- 4 Since 2024, reporting scope has expanded to include the DET's subsidiaries for fully coverage production site in DET 8&9, India KG and sales office in Australia, Singapore, Malaysia, Myanmar, Vietnam and Philippine.
- 5 The gasoline consumption scope was expand reporting covers company's van and sales activities of DGIT since 2023.
- 6 The data of Non renewable energy include Gasoline and Diesel since 2020 were restated by extracted 10% of ethanol from gasohol 95 and 10% of bio-diesel from Diesel B10.
- 7 The production amounts have been restated to reflect the inclusion of India and Slovakia since 2024 to 2021.
- 8 The performance have been restated for coverage expansion of India KG SEZ site since 2022.



Sustainability in Number

Performance mapping with GRI 303 Water & Effluent



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	Auditor's Assurance
		TH	IN	SK						
	Production Amount	●	●	●	MUSD	2,680.36	3,138.16	4,156.69	4,272.23	
	GRI 303 Water & Effluent					GRI 303 Water & Effluent				
GRI 303-5	Water consumption intensity					0.07	0.07	0.07	0.09	
GRI 303-5 (A)	Total water consumption from all areas	●	●	●	Million Litter	184.16	225.70	293.04	392.16	✓
GRI 303-5 (B)	Total water consumption from all areas with water stress area					135.51	149.36	104.33	123.69	
GRI 303-3 (A)	Water withdrawal intensity					0.16	0.14	0.17	0.23	
	Total water withdrawal					430.87	438.90	689.78	971.10	
	- Surface water	●	●	●	Million Liters	6.66	1.30	6.72	9.52	✓
	- Groundwater					14.91	19.07	15.95	43.72	
	- Third-party water					409.31	418.53	667.11	917.86	
GRI 303-3 (C)	Freshwater with Total Dissolved Solids ≤ 1000 mg/L					372.38	428.16	689.78	971.10	
	- Surface water	●	●	●		6.66	1.30	6.72	9.52	
	- Groundwater					14.91	19.07	15.95	43.72	
	- Third-party water					350.82	407.78	667.11	917.86	
	Other water with Total Dissolved Solids > 1000 mg/L				Million Liters	58.49	10.75	0.00	0.00	✓
	- Surface water	●	●	●		0.00	0.00	0.00	0.00	
	- Groundwater					0.00	0.00	0.00	0.00	
	- Third-party water					58.49	10.75	0.00	0.00	
GRI 303-3 (B)	Total water withdrawal from water stress area					315.15	305.30	254.46	960.90	
	- Surface water	●	●	●	Million Liters	6.66	1.30	3.40	9.52	✓
	- Groundwater					0.00	0.00	15.95	43.72	
	- Third-party water					308.50	304.00	235.12	907.66	
GRI 303-3 (C)	Freshwater with Total Dissolved Solids ≤ 1000 mg/L (water stress area)					277.54	305.32	254.44	960.90	
	- Surface water	●	●	●	Million Liters	6.66	1.30	3.40	9.52	✓
	- Groundwater					0.00	0.02	15.95	43.72	
	- Third-party water					270.88	304.00	235.09	907.66	



Sustainability in Number

Performance mapping with GRI 303 Water & Effluent



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	Auditor's Assurance
		TH	IN	SK						
GRI 303-3 (C)	Other water with Total Dissolved Solids > 1000 mg/L (water stress area)				Million Liters	37.62	0.00	0.00	0.00	✓
	- Surface water	●	●	●		0.00	0.00	0.00	0.00	
	- Groundwater					0.00	0.00	0.00	0.00	
	- Third-party water					37.62	0.00	0.00	0.00	
GRI 303-4 (A)	Total water discharge to all areas				Million Litter	246.72	213.20	382.97	383.03	✓
	- Surface water	●	●	●		0.00	0.00	6.56	0.00	
	- Groundwater					0.00	0.00	0.00	0.00	
	- Third-party water					246.72	213.20	376.40	383.03	
GRI 303-4 (B)	Discharge with Total Dissolved Solids ≤ 1000 mg/L	●	●	●	Million Litter	246.72	213.20	382.97	383.03	✓
	Other water with Total Dissolved Solids > 1000 mg/L					0.00	0.00	0.00	0.00	
GRI 303-4 (C)	Total water discharge to all areas from water stress area				Million Litter	179.64	155.94	136.34	376.62	✓
	- Surface water	●	●	●		0.00	0.00	0.00	0.00	
	- Groundwater					0.00	0.00	0.00	0.00	
	- Third-party water					179.64	155.94	136.34	376.62	
	Discharge with Total Dissolved Solids ≤ 1000 mg/L	●	●	●		179.64	155.94	136.34	376.62	
	Other water with Total Dissolved Solids > 1000 mg/L					0.00	0.00	0.00	0.00	
GRI 303-5	Total water recycled and reused by the organization.				Million Litter	121.49	191.27	79.35	196.06	✓
	- Total water reused	●	●	●		25.80	42.70	72.59	42.31	
	- Total water recycled					95.69	148.57	6.76	153.75	
GRI 303-5	Percentage of water reused per water withdrawal				Percentage	28.20	43.58	11.50	20.19	✓
	- Percentage of water reused per water withdrawal	●	●	●		5.99	9.73	10.52	4.36	
	- Percentage of water reused per water withdrawal					22.21	33.85	0.98	15.83	

Note

- 1 The disclosed of environmental performance baseline is 2021.
- 2 Since 2023, reporting scope has expanded to include the DET 7 for fully covering production site
- 3 Since 2024, reporting scope has expanded to include the DET's subsidiaries for fully covering production site in DET 8&9 and India KG.



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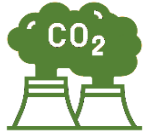
Performance mapping with GRI 303 Water & Effluent



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	Auditor's Assurance
		TH	IN	SK						

Note

- 4 Water stress area are assessed by the WWF 'Water Risk Filter' and WRI World Resources Institute.
- 5 Thailand sites has to checked quality of water annually by third party specialist before transfer to Industrial Estate Authority of Thailand (IEAT) for treatment.
- 6 Slovakia's waste water is treated by third-party before discharg to the public.
- 7 India's sites applies the zero water discharge process by installation their own Sewage Treatment Plants (STP).
- 8 The production amounts have been restated to reflect the inclusion of India and Slovakia since 2024 to 2021.
- 9 The performance have been restated for coverage expansion of India KG SEZ site since 2022.

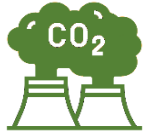


Sustainability in Number

Performance mapping with GRI 305 Greenhouse gases emission



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	Auditor's Assurance
		TH	IN	SK						
	Production Amount	●	●	●	MUSD	2,680.36	3,138.16	4,156.69	4,272.23	
	GRI 305 Greenhouse gases emission					GRI 305 Greenhouse gases emission				
GRI 305-1	Total GHG emissions (Scope 1 + Scope 2) Location based	●	●	●	Ton CO2e	54,763.63	64,465.51	87,020.48	102,130.40	✓
	Total GHG emissions (Scope 1 + Scope 2) Market based					54,763.63	62,565.89	60,294.82	52,200.12	
GRI 305-1 (A)	Direct (scope 1) GHG emissions	●	●	●	Ton CO2e	1,641.30	2,113.75	3,003.77	2,911.93	✓
	- Thailand	●				802.56	1,486.35	2,030.07	1,626.71	
	- India		●			328.19	163.50	438.62	731.96	
	- Slovakia			●		510.55	463.90	535.08	553.26	
	- Other					0.00	0.00	0.00	0.00	
GRI 305-1 (B)	Gases included in GHG scope 1 calculation				Ton CO2e					✓
	- CO2					0.00	729.84	1014.12	1,001.95	
	- CH4	●	●	●		0.00	683.88	965.73	1,185.97	
	- N2O					0.00	32.66	15.8	69.01	
	- HFCs					0.00	667.37	1008.12	655.00	
GRI 305-2 (A)	Total Energy indirect (Scope 2) GHG emissions (Location based)	●	●	●	Ton CO2e	53,122.33	62,351.76	84,016.71	99,218.47	✓
	- Thailand	●				50,693.46	59,865.53	70,991.10	81,044.18	
	- India		●			1,892.96	1,857.00	12,704.76	16,474.92	
	- Slovakia			●		535.91	629.23	320.85	1,405.22	
	- Other			●		0.00	0.00	0.00	294.15	
GRI 305-2 (B)	Total Energy indirect (Scope 2) GHG emissions (Market based)	●	●	●	Ton CO2e	53,122.33	60,452.14	57,291.05	49,288.19	✓
	- Thailand	●				50,693.46	57,965.91	44,265.44	36,571.58	
	- India		●			1,892.96	1,857.00	12,704.76	12,662.74	
	- Slovakia			●		535.91	629.23	320.85	0.89	
	- Other					0.00	0.00	0.00	52.98	
GRI 305-3 (A)	Total Other indirect (Scope 3) GHG emissions	●	●	●	Ton CO2e	149,858.68	189,340.85	171,817.25	141,782.54	✓
	- Thailand	●				127,378.53	167,322.25	144,302.58	108,988.46	
	- India		●			3,834.15	2,864.00	3,087.63	16,904.13	
	- Slovakia			●		18,646.00	19,154.60	24,427.04	15,796.54	
	- Other					0.00	0.00	0.00	93.42	

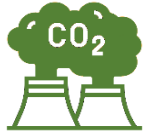


Sustainability in Number

Performance mapping with GRI 305 Greenhouse gases emission



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	Auditor's Assurance
		TH	IN	SK						
GRI 305-3 (D)	GHG Scope 3 by category				Ton CO2e					✓
	- Category 1 : Purchased goods and services					14,671.16	15,990.74	17,876.62	6,643.62	
	- Category 2 : Capital goods					77.52	208.36	96.45	2,512.22	
	- Category 3 : Fuel- and energy-related activities					10.41	13.70	0.00	1,243.42	
	- Category 4 : Upstream transportation and distribution					25,279.33	21,342.19	25,033.14	35,758.29	
	- Category 5 : Waste generated in operations					100.16	180.72	18.11	387.81	
	- Category 6 : Business travel					199.23	1,074.40	1,112.27	2,366.74	
	- Category 7 : Employee commuting	●	●	●		59.86	67.88	786.01	2,192.52	
	- Category 8 : Upstream leased assets					0.00	0.00	0.00	0.00	
	- Category 9 : Downstream transportation and distribution					109,461.01	150,462.86	167,855.39	90,677.94	
	- Category 10 : Processing of sold products					0.00	0.00	0.00	0.00	
	- Category 11 : Use of sold products					0.00	0.00	0.00	0.00	
	- Category 12 : End-of-life treatment of sold products					0.00	0.00	0.00	0.00	
	- Category 13 : Downstream leased assets					0.00	0.00	0.00	0.00	
	- Category 14 : Franchises					0.00	0.00	0.00	0.00	
	- Category 15 : Investments					0.00	0.00	0.00	0.00	
GRI 305-4	Total GHG emissions (Scope 1 and Scope 2) intensity (Location Based)	●	●	●	Ton CO2e /MUSD	20.43	20.54	20.94	23.91	✓
	- Thailand	●				19.21	19.55	17.57	19.35	
	- India		●			0.83	0.64	3.16	4.03	
	- Slovakia			●		0.39	0.35	0.21	0.46	
	- Other					0.00	0.00	0.00	0.07	
	Total GHG emissions (Scope 1 and Scope 2) intensity (Market Based)	●	●	●	Ton CO2e /MUSD	20.04	19.59	14.30	12.22	
	- Thailand	●				19.21	18.94	11.14	8.94	
	- India		●			0.83	0.64	3.16	3.14	
	- Slovakia			●		0.00	0.00	0.00	0.13	
	- Other					0.00	0.45	0.50	0.01	



Sustainability in Number

Performance mapping with GRI 305 Greenhouse gases emission



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	Auditor's Assurance
		TH	IN	SK						
GRI 305-4	Total other indirect GHG emissions (Scope 3) intensity	●	●	●	Ton CO2e /MUSD	55.91	60.34	41.34	33.19	✓
	- Thailand	●				47.52	53.32	34.72	25.51	
	- India		●			1.43	0.91	0.74	3.96	
	- Slovakia			●		6.96	6.10	5.88	3.70	
	- Other					0.00	0.00	0.00	0.02	
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	●	●	●	Tons / Year					✓
	- NOX					8.9862	21.4772	15.6495	23.8532	
	- SOX					0.0245	0.0153	0.5029	8.0811	
	- CO					12.8842	9.5482	2.2100	14.2576	
	- Tin (Sn)					0.1847	0.3686	0.1218	0.1725	
	- Lead (Pb)					0.8332	0.0397	0.0141	0.0507	
	- Xylene					0.3737	2.9281	3.0234	11.3686	
	- Toluene					0.4049	3.1866	7.7368	2.7031	
	- Volatile Organic Compounds (VOCs)					83.5800	65.1494	118.1400	107.3487	
	- Total suspended particulate (TSP)					48.7600	104.7296	52.6412	112.4142	
	- Xylene intensity				Tons / MUSD	0.0001	0.0009	0.0007	0.0027	
	- Toluene intensity					0.0002	0.0010	0.0019	0.0006	
	- VOCs intensity					0.0312	0.0208	0.0284	0.0251	

Note

- 1 The disclosed of environmental performance baseline is 2021.
- 2 The scope 3 covers purchased goods and service, Capital goods, Fuel-and Energy related activities, Upstream transportation and distribution, Waste generated in operations, Business travel, Employee commuting, Downstream transportation and distribution.
- 3 Since 2020, reporting scope of GHG emission has expanded to include the DET's subsidiaries for fully coverage production site in India and Slovakia.
- 4 Since 2024, reporting scope of GHG emission has expanded to include the DET's subsidiaries for fully coverage production site in DET 8&9, India KG and sales office in Australia, Singapore, Malaysia, Myanmar, Vietnam and Philippine.



Sustainability in Number

Performance mapping with GRI 305 Greenhouse gases emission



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	Auditor's Assurance
		TH	IN	SK						

Note

- 5
- Since 2024, reporting scope of air pollution has expanded to include the DET's subsidiaries for fully coverage production site in DET 8&9, WHC 3, and India KG.
- 6
- The production amounts have been restated to reflect the inclusion of India and Slovakia since 2024 to 2021.
- 7
- The performance have been restated for coverage expansion of India KG SEZ site since 2022.



Sustainability in Number

Performance mapping with GRI 306 Waste



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	Auditor's Assurance
		TH	SK	IN						
	Production Amount	●	●	●	MUSD	2,680.36	3,138.16	4,156.69	4,272.23	
	GRI 306 Waste					GRI 306 Waste				
GRI 306-3	Total weight of waste generated	●	●	●	Ton	4,222.93	6,061.06	10,054.90	10,720.51	✓
	Total weight of <u>hazardous waste</u> generated					39.50	69.86	56.29	142.70	
GRI 306-4	Total weight of <u>hazardous waste</u> divert from disposal				Ton	15.77	52.00	38.96	123.80	✓
	- Preparation for reuse	●	●	●		1.05	0.00	0.00	0.00	
	- Recycling					14.72	52.00	38.96	123.80	
	- Other recovery operations					0.00	0.00	0.00	0.00	
GRI 306-5	Total weight of <u>hazardous waste</u> directed to disposal				Ton	23.73	17.86	17.32	18.90	✓
	- Incineration (with energy recovery)					4.47	2.73	4.02	10.66	
	- Incineration (without energy recovery)	●	●	●		0.01	0.00	0.00	0.00	
	- Landfilling					19.19	11.80	13.30	8.25	
	- Other disposal operations					0.06	3.33	0.00	0.00	
GRI 306-3	Total weight of <u>non - hazardous waste</u> generated				Ton	4,183.43	5,991.21	9,998.62	10,577.81	✓
	Total weight of <u>non - hazardous waste</u> generated from <u>production</u>	●	●	●		4,042.24	5,830.47	8,914.14	8,126.66	
	Total weight of <u>non - hazardous waste</u> generated from <u>non - production</u>					141.19	160.74	1,084.48	2,451.15	
GRI 306-4	Total weight of <u>non - hazardous waste (Production)</u> divert from disposal				Ton	4,020.91	5,830.47	8,825.59	8,100.25	✓
	- Preparation for reuse	●	●	●		497.17	0.00	0.00	0.00	
	- Recycling					3,523.74	5,830.47	8,825.59	8,100.25	
	- Other recovery operations					0.00	0.00	0.00	0.00	
GRI 306-5	Total weight of <u>non - hazardous waste (Production)</u> directed to disposal				Ton	21.33	0.00	88.55	26.41	✓
	- Incineration (without energy recovery)	●	●	●		21.33	0.00	88.55	26.41	
	- Landfilling					0.00	0.00	0.00	0.00	
	- Other disposal operations					0.00	0.00	0.00	0.00	



Sustainability in Number

Performance mapping with GRI 306 Waste



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	Auditor's Assurance
		TH	SK	IN						
GRI 306-4	Total weight of <u>non-hazardous waste (Non-Production)</u> divert from disposal				Ton	0.00	0.00	829.88	2,313.62	✓
	- Preparation for reuse	●	●	●		0.00	0.00	727.61	1,901.03	
	• Food waste donation for aminal Food					0.00	0.00	725.82	1,899.19	
	• Write off Assest donation					0.00	0.00	1.79	1.84	
GRI 306-4	- Recycling	●	●	●	Ton	0.00	0.00	102.27	412.59	✓
	- Other recovery operations					0.00	0.00	0.00	0.00	
GRI 306-5	Total weight of <u>non - hazardous waste (Non - Production)</u> directed to disposal				Ton	141.19	160.74	254.60	137.53	✓
	- Incineration (without energy recovery)	●	●	●		0.00	0.00	0.00	0.00	
	- Landfilling					141.19	160.74	254.60	137.53	
	- Other disposal operations					0.00	0.00	0.00	0.00	
GRI 306-3	Total weight of waste direct to disposal	●	●	●	Ton	186.25	178.60	360.47	182.84	✓
	Total weight of waste divert from disposal					4,036.68	5,882.47	9,694.43	10,537.67	
	Waste Diversion rate (Waste diverted divided by the total amount of waste)				Percentage	95.59	97.05	96.41	98.29	
	Waste intensity per production amount				Ton/MUSD	1.58	1.93	2.42	2.51	
	Hazadard waste intensity per production amount					0.01	0.02	0.01	0.03	
	Non-hazard waste intensity per production amount					1.56	1.91	2.41	2.48	

Note

- 1 The disclosed of environmental performance baseline is 2021.
- 2 Since 2023, reporting scope has expanded to include the DET 7 for fully covering production site
- 3 Since 2024, reporting scope has expanded to include the DET's subsidiaries for fully covering production site in DET 8&9 and India KG.
- 4 The non-hazardwaste was separate to 1) Production waste and 2) Non-production waste since 2023 disclosure.
- 5 Write-off assest was disclosed in non-hazadous and non-production waste divert from disposal since 2023 disclosure.
- 6 Change type of hazadous waste disposal code 042 from recycling to incineration without energy recovery.
- 7 The production amounts have been restated to reflect the inclusion of India and Slovakia since 2024 to 2021.
- 8 The performance have been restated for coverage expansion of India KG SEZ site since 2022.



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
	GRI 2 General Disclosures																									
GRI 2-7	Total number of employees	●	●	●	FTE	4,862	12,897	0	328	18,087	6,045	16,518	143	431	23,137	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	✓
	Permanent employee (salary-based)					3,815	8,762	0	328	12,905	4,702	9,488	85	431	14,706	4,270	8,813	96	287	13,466	4,678	8,253	43	633	13,607	
	- Thailand	●				2,358	8,105	0	0	10,463	3,058	8,765	85	0	11,908	2,512	8,096	96	0	10,704	2,613	7,518	43	0	10,174	
	- India		●			796	155	0	0	951	920	193	0	0	1,113	1,050	221	0	0	1,271	1,371	209	0	0	1,580	
	- Slovakia			●		661	502	0	0	1,163	724	530	0	0	1,254	708	496	0	0	1,204	694	526	0	0	1,220	
	- Other					0	0	0	328	328	0	0	0	431	431	0	0	0	287	287	0	0	0	633	633	
	Temporary employees	●	●	●	FTE	1,047	4,135	0	0	5,182	1,343	7,030	58	0	8,431	3,045	11,296	87	0	14,428	2,076	9,469	149	0	11,694	✓
	- Thailand	●				73	4,069	0	0	4,142	961	5,843	58	0	6,862	1,640	8,856	87	0	10,583	1,431	7,675	149	0	9,255	
	- India		●			974	66	0	0	1,040	382	1,187	0	0	1,569	1,405	2,440	0	0	3,845	645	1,794	0	0	2,439	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Other					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Non-guaranteed hours employees	●	●	●	FTE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Other					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Full-time employees	●	●	●	FTE	4,862	12,897	0	328	18,087	6,045	16,518	143	431	23,137	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	✓
	- Thailand	●				2,431	12,174	0	0	14,605	4,019	14,608	143	0	18,770	4,152	16,952	183	0	21,287	4,045	15,192	192	0	19,429	
	- India		●			1,770	221	0	0	1,991	1,302	1,380	0	0	2,682	2,455	2,661	0	0	5,116	2,015	2,004	0	0	4,019	
	- Slovakia			●		661	502	0	0	1,163	724	530	0	0	1,254	708	496	0	0	1,204	694	526	0	0	1,220	
	- Other					0	0	0	328	328	0	0	0	431	431	0	0	0	287	287	0	0	0	633	633	



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 2-7	Part time employees	●	●	●	FTE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Other					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Employees by Age				FTE	4,862	12,897	0	328	18,087	6,045	16,518	143	431	23,137	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	✓
	- Under 18 years old					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- 18-29 years old	●	●	●		1,324	4,344	0	98	5,766	2,188	7,237	86	129	9,640	3,009	8,433	104	86	11,632	2,545	7,586	117	13	10,261	
	- 30-50 years old					3,285	7,937	0	230	11,452	3,725	9,205	57	302	13,289	4,035	10,976	79	201	15,291	4,087	10,076	75	614	14,852	
	- Over 51 years old					253	616	0	0	869	132	76	0	0	208	271	700	0	0	971	122	60	0	6	188	
	Employee by Level				FTE	4,862	12,897	0	328	18,087	6,045	16,518	143	431	23,137	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	✓
	- Executives (level P&M)					38	15	0	3	56	51	9	0	4	64	106	43	0	3	152	191	55	0	6	252	
	- Middle Management (level S1-S5)	●	●	●		418	521	0	17	956	703	352	0	22	1,077	956	393	3	14	1,366	1,507	612	0	32	2,151	
	- Senior and Operative (level A1-A7)					1,789	1,290	0	308	3,387	1,984	1,288	14	405	3,691	2,558	1,477	30	270	4,335	2,177	1,602	18	595	4,392	
	- Production Operators					2,617	11,071	0	0	13,688	3,307	14,869	129	0	18,305	3,695	18,196	150	0	22,041	2,879	15,453	174	0	18,506	
	Employees by Function				FTE	4,862	12,897	0	328	18,087	6,045	16,518	143	431	23,137	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	✓
	- Administration					98	50	0	0	148	581	1,573	10	0	2,164	470	434	12	0	916	396	1,264	0	13	1,673	
	- Production	●	●	●		2,529	11,096	0	0	13,625	2,215	13,009	131	0	15,355	3,057	17,132	141	0	20,331	3,984	12,867	187	0	17,038	
	- Sales and service					549	235	0	49	833	613	166	0	108	887	657	200	3	43	903	590	170	2	76	838	
	- Supply chain management					458	571	0	0	1,029	769	672	2	0	1,443	986	971	9	0	1,966	700	978	3	4	1,685	
	- Technical					1,228	945	0	279	2,452	1,867	1,098	0	323	3,288	2,144	1,372	18	244	3,778	1,084	2,443	0	540	4,067	



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 2-7	Employees by nationality/citizenship					4,862	12,899	0	328	18,089	6,045	16,518	143	431	23,137	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	✓
	• American					1	0	0	0	1	1	0	0	0	1	1	0	0	0	1	1	0	0	34	35	
	• Australian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Austrian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Bangladesh					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• British					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	30	30	
	• Cambodian					1	0	0	0	1	2	0	0	0	2	2	0	0	0	2	2	0	0	0	2	
	• Chinese					30	4	0	0	34	17	2	0	0	19	20	4	0	0	24	98	10	0	0	108	
	• Croatian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Czech					1	1	0	0	2	1	1	0	0	2	0	0	0	0	0	0	2	0	0	2	
	• Dutch					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	9	
	• Filipino	•	•	•	FTE	19	4	0	0	23	18	3	0	0	21	18	3	0	0	21	21	4	0	0	25	
	• Finnish					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• French					1	0	0	0	1	1	0	0	0	1	1	0	0	0	1	1	0	0	0	1	
	• German					0	0	0	0	0	2	0	0	0	2	2	0	0	0	2	2	0	0	531	533	
	• Hongkonger					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Hungarian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Indian					1,768	223	0	0	1,991	2,116	1,380	0	0	3,496	2,466	2,518	0	0	4,984	1,871	2,219	0	0	4,090	
	• Indonesian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
	• Italian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Japanese					1	0	0	0	1	1	0	0	0	1	1	0	0	0	1	0	0	0	0	0	
	• Korean					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Laotian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 2-7	• Lybanonese				FTE	0	0	0	0	0	1	0	0	0	1	1	0	0	0	1	1	0	0	0	1	✓
	• Malaysian					6	1	0	0	7	6	1	0	0	7	6	1	0	0	7	6	1	0	1	8	
	• Myanmar					1	0	0	0	1	1	0	0	0	1	1	0	0	0	1	1	1	0	0	2	
	• Nepali					0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	0	1	
	• New Zealander					1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Nicaragua					1	0	0	0	1	1	0	0	0	1	1	0	0	0	1	1	0	0	0	1	
	• Pakistanis					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Philippines					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Polish					1	0	0	0	1	2	1	0	0	3	2	0	0	0	2	2	0	0	0	2	
	• Russian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Saudi Arabia	•	•	•		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Singaporean					5	0	0	0	5	4	0	0	0	4	4	0	0	0	4	4	0	0	0	4	
	• Slovak					654	499	0	0	1,153	705	524	0	0	1,229	689	490	0	0	1,179	712	518	0	0	1,230	
	• Spanish					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Swiss					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Taiwanese					54	17	0	0	71	69	15	0	0	84	87	17	0	0	104	142	22	0	8	172	
	• Thai					2,317	12,148	0	0	14,465	3,096	14,589	143	0	17,828	4,010	17,074	183	0	21,267	3,885	14,943	192	0	19,020	
	• Ukrainian					0	0	0	0	0	1	2	0	0	3	1	2	0	0	3	1	2	0	0	3	
	• Uyghur					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Vietnamese					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20	20	
	• Others (please specify) Jordan					0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	0	1	
	• Others					0	2	0	328	330	0	0	0	431	431	0	0	0	287	287	0	0	0	0	0	



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 2-7	Employee by Religions					4,862	12,897	0	328	18,087	6,045	16,518	143	987	23,693	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	✓
	- Buddhism					0	0	0	0	0	3,091	14,541	85	0	17,717	4,098	16,630	85	0	20,813	3,891	15,317	29	0	19,237	
	- Christianity	●	●	●	FTE	0	0	0	0	0	24	9	0	0	33	32	17	0	0	49	23	11	3	30	67	
	- Hinduism					0	0	0	0	0	90	221	0	0	311	0	0	0	0	0	9	1	0	0	10	
	- Islamism					0	0	0	0	0	6	0	0	0	6	21	9	0	0	30	6	12	0	0	18	
	- Prefer not to say					4,862	12,897	0	328	18,087	2,834	1,747	58	987	5,626	3,164	3,453	98	287	7,002	2,825	2,381	160	603	5,969	
GRI 2-8	• Disclosure 2-8 Workers who are not employees	●	●	●	FTE	46	65	0	0	111	51	64	0	0	115	57	71	3	0	131	70	95	6	0	171	✓
GRI 405	• Number of disable worker	●	●	●	FTE	35	51	0	0	86	28	13	0	0	41	4	12	0	0	16	4	12	0	0	16	✓

Note

- Information of employee number, gender, employee type, religions and so on have consolidated directly from our payroll system while information of other workers have collected from work permit database
- There were 2 new manufacturing sites in 2024. The company strictly adheres to the Ministry of Labor's regulation to manage labor rights . In case Delta, the employer, relocates its operation sites to another location which significantly impacts on the normal life of the employee or his family, the company will give advance notice to the employee at least thirty days before moving. If the employee does not wish to go to work. Our employee has the right to terminate the employment contract by receiving special severance pay not less than the rate of severance payable to the employee under section 118.
- There was no forced worker nor worker recruited from non-voluntary immigrant affected from major countries confrontation in the reporting period.
- The terminologies of employee categories are as follows.
 - Permanent employees refer to employee with a contract for an indeterminate period (i.e., indefinite contract) for full -time or part-time work.
 - Temporary employees refer to employee with a contract for a limited period (i.e., fixed term contract) that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees)
 - Non-guaranteed hours employees refer to employee who is not guaranteed a minimum or fixed number of working hours pe r day, week, or month, but who may need to make themselves available for work as required.
 - Full-time employees refer to employees whose working hours per week, month, or year are defined according to national law or practice regarding working time.
 - Part-time employees refer to employees whose working hours per week, month, or year are less than the number of working hours for full-time employees.
 - Worker who are not employee include guards, canteen workers, contractor companies' coordinator, logistics companies coordinators and nurses in the medical room which increase due to warehouse expansion to another warehouse building in Thailand.
- In 2024, increasing number of our FTE were fromThailand (DET8&9) and India (KG) production site's expansion and the available data from Slovakia
- Major employee-related information has been collected from the Payroll and SAP system based on ISO 9001 standard.
- Number of disabled worker declaration based on the submission of disables' ID card issue by the Department of Empowerment of Persons with Disabilities and other organizations in India and Slovakia that established with the same objective.
- By 2030, Delta target to maintain at least 80%share of women in total workforce, 40% in all level of management positions of all function, 30% of top management and 50% in in STEM related position
- Over 99% of new employees by areas in Thailand, India and Slovakia are local citizen and 0.8% of them are in management level.
- For current employee breakdown of "others" gender, we realize the number of this group of employee through our internal activities and stakeholder engagement such as SD Week Quick Quiz, interview for internal magazine, DEI training and Delta club. 99% of this group of employees are female at birth.



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance	
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total		
	GRI 401 Employment				GRI 401 Employment																						
GRI 401-1	Total New Employees	●	●	●	FTE	1,006	4,595	0	0	5,601	1,578	4,730	0	0	6,308	1,729	4,474	0	0	6,203	1,046	1,932	0	0	2,978	✓	
	- New hire rate				%	20.7%	35.6%	0	0	31.0%	26.1%	28.6%	0	0	27.3%	23.6%	22.2%	0	0	22.2%	15.5%	10.9%	0	0	11.8%		
	New Employees by Operation site	●	●	●	FTE	1,006	4,595	0	0	5,601	1,578	4,730	0	0	6,308	1,729	4,474	0	0	6,203	1,046	1,932	0	0	2,978	✓	
	- Thailand	●				862	4,501	0	0	5,363	787	3,439	0	0	4,226	885	2,656	0	0	3,541	252	906	0	0	1,158		
	- India		●			12	6	0	0	18	678	1,230	0	0	1,908	756	1,766	0	0	2,522	725	993	0	0	1,718		
	- Slovakia			●		132	88	0	0	220	113	61	0	0	174	88	52	0	0	140	69	33	0	0	102		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Rate of New Employees by Operation site	●	●	●	%	20.7%	35.6%	0	0	31.0%	26.1%	28.6%	0	0	27.3%	23.6%	22.2%	0	0	22.2%	15.5%	10.9%	0	0	11.8%	✓	
	- Thailand	●				35.5%	37.0%	0	0	36.7%	19.6%	23.5%	0	0	22.5%	21.3%	15.7%	0	0	16.6%	6.2%	6.0%	0	0	6.0%		
	- India		●			0.7%	2.7%	0	0	0.9%	52.1%	89.1%	0	0	71.1%	30.8%	66.4%	0	0	49.3%	36.0%	49.6%	0	0	42.7%		
	- Slovakia			●		20.0%	17.5%	0	0	18.9%	15.6%	11.5%	0	0	13.9%	12.4%	10.5%	0	0	11.6%	9.9%	6.3%	0	0	8.4%		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	New Employees by age				FTE	1,006	4,595	0	0	5,601	1,578	4,730	0	0	6,308	1,729	4,474	0	0	6,203	1,046	1,932	0	0	2,978	✓	
	- Under 18 years old					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- 18-29 years old	●	●	●		867	4,534	0	0	5,401	1,096	3,756	0	0	4,852	915	2,432	0	0	3,347	748	1,668	0	0	2,416		
	- 30-50 years old					129	57	0	0	186	475	973	0	0	1,448	802	2,036	0	0	2,838	290	260	0	0	550		
	- Over 51 years old					10	4	0	0	14	7	1	0	0	8	12	6	0	0	18	8	4	0	0	12		
	Rate of New Employees by age				%	20.7%	35.6%	0	0	31.0%	26.1%	28.6%	0	0	27.3%	23.6%	22.2%	0	0	22.2%	15.5%	10.9%	0	0	11.8%	✓	
	- Under 18 years old					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- 18-29 years old	●	●	●		65.5%	104.4%	0	0	93.7%	50.1%	51.9%	0	0	50.3%	30.4%	28.8%	0	0	28.8%	29.4%	22.0%	0	0	23.5%		
	- 30-55 years old					3.9%	0.7%	0	0	1.6%	12.8%	10.6%	0	0	10.9%	19.9%	18.5%	0	0	18.6%	7.1%	2.6%	0	0	3.7%		
	- Over 55 years old					4.0%	0.6%	0	0	1.6%	5.3%	1.3%	0	0	3.8%	4.4%	0.9%	0	0	1.9%	6.6%	6.7%	0	0	6.4%		
	New Employees by level				FTE	1,006	4,595	0	0	5,601	1,578	4,730	0	0	6,308	1,729	4,474	0	0	6,203	1,046	1,932	0	0	2,978	✓	
	- Executives (level P&M)					5	2	0	0	7	8	6	0	0	14	6	5	0	0	11	9	4	0	0	13		
	- Middle Management (level S1-S5)	●	●	●		55	179	0	0	234	154	263	0	0	417	59	27	0	0	86	49	40	0	0	89		
	- Senior and Operative (level A1-A7)					191	506	0	0	697	622	614	0	0	1,236	531	345	0	0	876	194	119	0	0	313		
	- Production operators					755	3,908	0	0	4,663	794	3,847	0	0	4,641	1,133	4,097	0	0	5,230	794	1,769	0	0	2,563		



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 401-1	Rate of New Employees by level				%	20.7%	35.6%	0	0	31.0%	26.1%	28.6%	0	0	27.3%	23.6%	22.3%	0	0	22.2%	15.5%	10.9%	0	0	11.8%	✓
	- Executives (level P&M)					13.2%	13.3%	0	0	12.5%	15.7%	66.7%	0	0	21.9%	5.2%	12.7%	0	0	7.2%	4.7%	7.3%	0	0	5.2%	
	- Middle Management (level S1-S5)	●	●	●		13.2%	34.4%	0	0	24.5%	21.9%	74.7%	0	0	38.7%	6.2%	6.9%	0	0	6.3%	3.3%	6.5%	0	0	4.1%	
	- Senior and Operative (level A1-A7)					10.7%	39.2%	0	0	20.6%	31.4%	47.7%	0	0	33.5%	20.8%	23.3%	0	0	20.2%	8.9%	7.4%	0	0	7.1%	
	- Production operators					28.8%	35.3%	0	0	34.1%	24.0%	25.9%	0	0	25.4%	30.7%	22.5%	0	0	23.7%	27.6%	11.4%	0	0	13.8%	
	New Employees by Function				FTE	1,006	4,595	0	0	5,601	1,578	4,730	0	0	6,308	1,729	4,474	0	0	6,203	1,046	1,932	0	0	2,978	✓
	- Administration					23	61	0	0	84	33	35	0	0	68	78	66	0	0	144	50	30	0	0	80	
	- Production	●	●	●		714	3,921	0	0	4,635	826	3,782	0	0	4,608	963	3,952	0	0	4,915	603	1,533	0	0	2,136	
	- Sales and service					32	95	0	0	127	46	87	0	0	133	111	20	0	0	131	103	22	0	0	125	
	- Supply chain management					132	140	0	0	272	359	411	0	0	770	208	242	0	0	450	174	161	0	0	335	
	- Technical					105	378	0	0	483	314	415	0	0	729	369	194	0	0	563	116	186	0	0	302	
	Rate of New Employees by Function				%	20.7%	35.6%	0	0	31.0%	26.1%	28.6%	0	0	27.3%	23.6%	22.2%	0	0	22.2%	15.5%	10.9%	0	0	11.8%	✓
	- Administration					23.5%	122.0%	0	0	56.8%	5.7%	2.2%	0	0	3.1%	16.6%	15.2%	0	0	15.7%	12.6%	2.4%	0	0	4.8%	
	- Production	●	●	●		28.2%	35.3%	0	0	34.0%	37.3%	29.1%	0	0	30.0%	31.5%	23.1%	0	0	24.2%	15.1%	11.9%	0	0	12.5%	
	- Sales and service					5.8%	40.4%	0	0	15.2%	7.5%	52.4%	0	0	15.0%	16.9%	10.0%	0	0	14.5%	17.5%	12.9%	0	0	14.9%	
	- Supply chain management					28.8%	24.5%	0	0	26.4%	46.7%	61.2%	0	0	53.4%	21.1%	24.9%	0	0	22.9%	24.9%	16.5%	0	0	19.9%	
	- Technical					8.6%	40.0%	0	0	19.7%	16.8%	37.8%	0	0	22.2%	17.2%	14.1%	0	0	14.9%	10.7%	7.6%	0	0	7.4%	
	Internal hire rate	●	●	●	%	2.8%					14.1%					16.3%					24.5%					✓
	Average Hiring cost				THB /Head	2,818					2,646					3,999					8,809					
	Total Turnover Employees	●	●	●	FTE	397	429	0	0	826	951	1,483	0	0	2,434	862	2,393	0	0	3,255	705	1,673	0	0	2,378	✓
	- Rate of employee turnover				%	8.2%	3.3%	0	0	4.6%	15.7%	9.0%	0	0	10.5%	11.8%	11.9%	0	0	11.7%	10.4%	9.4%	0	0	9.4%	
	Employees turnover by area	●	●	●	FTE	397	429	0	0	826	951	1,483	0	0	2,434	862	2,393	0	0	3,255	705	1,673	0	0	2,378	✓
	- Thailand	●				149	340	0	0	489	242	1,274	0	0	1,516	304	1,372	0	0	1,676	160	571	0	0	731	
	- India		●			161	34	0	0	195	639	148	0	0	787	454	936	0	0	1,390	438	1,035	0	0	1,473	
	- Slovakia			●		87	55	0	0	142	70	61	0	0	131	104	85	0	0	189	107	67	0	0	174	
	- Other					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	-																									
	Rate of Employees turnover by area	●	●	●	%	8.2%	3.3%	0	0	4.6%	15.7%	9.0%	0	0	10.5%	11.8%	11.9%	0	0	11.7%	10.4%	9.4%	0	0	9.4%	✓
	- Thailand	●				6.1%	2.8%	0	0	3.3%	6.0%	8.7%	0	0	8.1%	7.3%	8.1%	0	0	7.9%	4.0%	3.8%	0	0	3.8%	
	- India		●			9.1%	15.4%	0	0	9.8%	49.1%	10.7%	0	0	29.3%	18.5%	35.2%	0	0	27.2%	21.7%	51.6%	0	0	36.7%	
	- Slovakia			●		13.2%	11.0%	0	0	12.2%	9.7%	11.5%	0	0	10.4%	14.7%	17.1%	0	0	15.7%	15.4%	12.7%	0	0	14.3%	
- Other				0		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%		
-																										



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 401-1	Employees turnover by age				FTE	397	429	0	0	826	951	1,483	0	0	2,434	862	2,393	0	0	3,255	705	1,673	0	0	2,378	✓
	- Under 18 years old					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- 18-29 years old	●	●	●		240	317	0	0	557	496	1,016	0	0	1,512	500	1,850	0	0	2,350	433	1,390	0	0	1,823	
	- 30-55 years old					146	102	0	0	248	439	457	0	0	896	328	504	0	0	832	257	271	0	0	528	
	- Over 55 years old					11	10	0	0	21	16	10	0	0	26	34	38	0	0	72	15	12	0	0	27	
	Rate of Employees turnover by age				%	8.2%	3.3%	0	0	4.6%	15.7%	9.0%	0	0	10.5%	11.8%	11.9%	0	0	11.7%	10.4%	9.4%	0	0	9.4%	✓
	- Under 18 years old					0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	
	- 18-29 years old	●	●	●		18.1%	7.3%	0	0	9.7%	22.7%	14.0%	0	0	15.7%	16.6%	21.9%	0	0	20.2%	17.0%	18.3%	0	0	17.8%	
	- 30-55 years old					4.4%	1.3%	0	0	2.2%	11.8%	5.0%	0	0	6.7%	8.1%	4.6%	0	0	5.4%	6.3%	2.7%	0	0	3.6%	
	- Over 55 years old					4.3%	1.6%	0	0	2.4%	12.1%	13.2%	0	0	12.5%	12.6%	5.4%	0	0	7.4%	12.3%	20.0%	0	0	14.4%	
	Employees turnover by level				FTE	397	429	0	0	826	951	1,483	0	0	2,434	862	2,393	0	0	3,255	705	1,673	0	0	2,378	✓
	- Executives (level P&M)					2	1	0	0	3	4	4	0	0	8	3	7	0	0	10	3	5	0	0	8	
	- Middle Management (level S1-S5)	●	●	●		18	20	0	0	38	44	70	0	0	114	40	112	0	0	152	32	78	0	0	110	
	- Senior and Operative (level A1-A7)					131	82	0	0	213	314	282	0	0	596	285	455	0	0	740	233	318	0	0	551	
	- Production operators					246	326	0	0	572	589	1,127	0	0	1,716	534	1,819	0	0	2,353	437	1,272	0	0	1,709	
	Rate of Employees turnover by level				%	8.2%	3.3%	0	0	4.6%	15.7%	9.0%	0	0	10.5%	11.8%	11.9%	0	0	11.7%	10.4%	9.4%	0	0	9.4%	✓
	- Executives (level P&M)					5.3%	6.7%	0	0	5.4%	7.8%	44.4%	0	0	12.5%	2.8%	16.3%	0	0	6.6%	1.6%	9.1%	0	0	3.2%	
	- Middle Management (level S1-S5)	●	●	●		4.3%	3.8%	0	0	4.0%	6.3%	19.9%	0	0	10.6%	4.2%	28.5%	0	0	11.1%	2.1%	12.7%	0	0	5.1%	
	- Senior and Operative (level A1-A7)					7.3%	6.4%	0	0	6.3%	15.8%	21.9%	0	0	16.1%	11.1%	30.8%	0	0	17.1%	10.7%	19.9%	0	0	12.5%	
	- Production operators					9.4%	2.9%	0	0	4.2%	17.8%	7.6%	0	0	9.4%	14.5%	10.0%	0	0	10.7%	15.2%	8.2%	0	0	9.2%	
	Employees turnover by Function				FTE	397	429	0	0	826	951	1,483	0	0	2,434	862	2,393	0	0	3,255	705	1,673	0	0	2,378	✓
	- Administration					29	9	0	0	38	62	122	0	0	184	33	35	0	0	68	28	17	0	0	45	
	- Production	●	●	●		217	376	0	0	593	239	1,156	0	0	1,395	542	2,253	0	0	2,795	414	1,482	0	0	1,896	
	- Sales and service					61	17	0	0	78	406	114	0	0	520	87	3	0	0	90	54	17	0	0	71	
	- Supply chain management					58	4	0	0	62	105	34	0	0	139	79	50	0	0	129	87	72	0	0	159	
	- Technical					32	23	0	0	55	139	57	0	0	196	121	52	0	0	173	122	85	0	0	207	
	Rate of Employees turnover by Function				%	8.2%	3.3%	0	0	4.6%	15.7%	9.0%	0	0	10.5%	11.8%	11.9%	0	0	11.7%	10.4%	9.4%	0	0	9.4%	✓
	- Administration					29.6%	18.0%	0	0	25.7%	10.7%	7.8%	0	0	8.5%	7.0%	8.1%	0	0	7.4%	7.1%	1.3%	0	0	2.7%	
	- Production	●	●	●		8.6%	3.4%	0	0	4.4%	10.8%	8.9%	0	0	9.1%	17.7%	13.2%	0	0	13.7%	10.4%	11.5%	0	0	11.1%	
	- Sales and service					11.1%	7.2%	0	0	9.4%	66.2%	68.7%	0	0	58.6%	13.2%	1.5%	0	0	10.0%	9.2%	10.0%	0	0	8.5%	
	- Supply chain management					12.7%	0.7%	0	0	6.0%	13.7%	5.1%	0	0	9.6%	8.0%	5.1%	0	0	6.6%	12.4%	7.4%	0	0	9.4%	
	- Technical					2.6%	2.4%	0	0	2.2%	7.4%	5.2%	0	0	6.0%	5.6%	3.8%	0	0	4.6%	11.3%	3.5%	0	0	5.1%	



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 401-1	Total Voluntary turnover				%	84.1%	78.8%	0	0	81.4%	78.3%	78.9%	0	0	78.7%	86.0%	93.9%	0	0	91.8%	85.6%	92.8%	0	0	90.6%	✓
	- Cultural incompatibility					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	
	- Dissatisfaction with management system					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.1%	0.1%	0	0	0.1%	
	- Health considerations					0.3%	1.4%	0	0	0.8%	0.4%	0.5%	0	0	0.5%	0.0%	0.0%	0	0	0.0%	0.3%	0.6%	0	0	0.5%	
	- Long travel time to workplace					2.0%	0.9%	0	0	1.5%	0.1%	0.1%	0	0	0.1%	1.9%	0.3%	0	0	0.7%	0.1%	0.1%	0	0	0.1%	
	- Military Service					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.1%	0.0%	0	0	0.0%	
	- Own business establishment					2.8%	1.9%	0	0	2.3%	0.6%	0.4%	0	0	0.5%	1.9%	0.5%	0	0	0.8%	1.3%	1.0%	0	0	1.1%	
	- Dissatisfaction with Pay and benefits					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.2%	0.1%	0	0	0.2%	0.3%	0.1%	0	0	0.1%	
	- Personal or family commitments	●	●	●		4.0%	5.4%	0	0	4.7%	2.2%	1.0%	0	0	1.5%	7.8%	3.3%	0	0	4.5%	2.0%	2.2%	0	0	2.1%	
	- Pursuing new career opportunities					6.8%	7.5%	0	0	7.1%	7.2%	3.5%	0	0	4.9%	5.9%	3.1%	0	0	3.8%	5.7%	5.4%	0	0	5.5%	
	- Pursuit of further education					5.3%	4.2%	0	0	4.7%	2.0%	1.8%	0	0	1.9%	2.9%	1.4%	0	0	1.8%	5.0%	1.7%	0	0	2.7%	
	- Relocation to home province or abroad					4.5%	10.7%	0	0	7.7%	2.0%	0.9%	0	0	1.3%	0.0%	0.0%	0	0	0.0%	2.7%	5.4%	0	0	4.6%	
	- Retirement: the agreed contract term comp					24.4%	20.7%	0	0	22.5%	30.9%	44.6%	0	0	39.3%	56.6%	69.5%	0	0	66.1%	40.3%	34.3%	0	0	36.2%	
	- Retirement: reaching Delta age policy					3.0%	7.9%	0	0	5.6%	0.8%	0.7%	0	0	0.7%	2.8%	1.3%	0	0	1.7%	4.4%	2.6%	0	0	3.2%	
	- Voluntary early retirement					9.6%	11.2%	0	0	10.4%	12.6%	8.0%	0	0	9.8%	5.6%	2.1%	0	0	3.0%	2.3%	3.7%	0	0	3.3%	
	- Exercising the right to privacy in resignation					21.4%	7.0%	0	0	13.9%	19.5%	17.3%	0	0	18.2%	0.5%	12.3%	0	0	9.2%	21.0%	35.5%	0	0	31.2%	
	- Others					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	
	Total involuntary turnover				%	15.9%	21.2%	0	0	18.6%	21.7%	21.1%	0	0	21.3%	14.0%	6.1%	0	0	8.2%	14.4%	7.2%	0	0	9.4%	✓
	- 3-day no-show termination					13.4%	20.2%	0	0	16.9%	19.7%	19.8%	0	0	19.8%	9.8%	4.9%	0	0	6.3%	9.4%	5.7%	0	0	6.8%	
	- Ethical or disciplinary action termination					2.5%	1.0%	0	0	1.7%	1.5%	0.9%	0	0	1.1%	2.8%	0.7%	0	0	1.2%	3.4%	0.9%	0	0	1.6%	
	- Non-work-related employee death					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.1%	0	0	0.1%	
	- Occupational injury with lasting impact	●	●	●		0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	
	- Occupational fatality					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	
	- Unable to meet performance expectation					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	
	- Unable to meet probationary requirement					0.0%	0.0%	0	0	0.0%	0.5%	0.4%	0	0	0.4%	1.4%	0.5%	0	0	0.7%	1.6%	0.5%	0	0	0.8%	
	- Others					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	

Note

- 1 In 2024, increasing number of our FTE were from Thailand (DET8&9) and India (KG) production site's expansion and the available data from Slovakia
- 2 Major employee-related information has been collected from the Payroll and SAP system based on ISO 9001 standard.



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance	
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total		
	GRI 401-3 Parental leave																										
GRI 401-3 (a.)	Employees covered by the policies of parental leave	●	●	●	FTE	2,431	12,897	0	0	15,328	2,826	16,518	0	0	19,344	3,163	20,109	0	0	23,272	2,709	17,722	0	0	20,431	✓	
	Employees that were entitled to parental leave					324	487	0	0	811	724	659	0	0	1,383	708	877	0	0	1,585	88	380	0	0	468	✓	
GRI 401-3 (b.)	Employees that took parental leave					57	294	0	0	351	11	369	0	0	380	10	434	0	0	444	94	350	0	0	444	✓	
GRI 401-3 (c.)	Employees that returned to work after parental leave end					51	214	0	0	265	10	284	0	0	294	4	337	0	0	341	94	358	0	0	452	✓	
GRI 401-3 (d.)	Employees that returned to work after parental leave and still employed 12 months					51	214	0	0	265	2	284	0	0	286	4	297	0	0	301	84	160	0	0	244	✓	
GRI 401-3 (e.)	Rate of Employees that returned to work after parental leave					89.5%	72.8%	0	0	75.5%	90.9%	77.0%	0	0	77.4%	40.0%	77.6%	0	0	76.8%	100.0%	102.3%	0	0	101.8%	✓	
	Rate of Employees that returned to work after parental leave and still employed 12 months					89.5%	72.8%	0	0	75.5%	18.2%	77.0%	0	0	75.3%	40.0%	68.4%	0	0	67.8%	89.4%	45.7%	0	0	55.0%	✓	
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining	●	●	●	%																					✓	

- Note**
- 1 Parental leave ended was counted by end of parental leave without pay.
 - 2 According to Slovakia labor law, maternity leave is available for male workers.
 - 3 In 2024, increasing number of our FTE were fromThailand (DET8&9) and India (KG) production site's expansion and the available data from Slovakia
 - 4 Major employee-related information has been collected from the Payroll and SAP system based on ISO 9001 standard.



Sustainability in Number

Performance mapping with GRI 403 Occupational Health and Safety



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 403 Occupational Health and Safety																										
GRI 403 Occupational Health and Safety																										
GRI 403-9	Number of <u>fatalities</u> as a result of work-related injuries of <u>employee</u>	●	●	●	Person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Rate of <u>fatalities</u> as a result of work-related injuries of <u>employee</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Number of <u>fatalities</u> as a result of work-related injuries of <u>subcontractor</u>	●	●	●	Person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Rate of <u>fatalities</u> as a result of work-related injuries of <u>subcontractor</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Number of <u>fatalities</u> as a result of work-related injuries of <u>other workers</u>	●	●	●	Person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Rate of <u>fatalities</u> as a result of work-related injuries of <u>other workers</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		



Sustainability in Number

Performance mapping with GRI 403 Occupational Health and Safety



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 403-9	The number of <u>high-consequence work-related injuries of employee (exc. fatalities)</u>	●	●	●	Person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Rate of of <u>high-consequence work-related injuries of employee (exc. fatalities)</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	The number of <u>high-consequence work-related injuries of subcontractor (exc. fatalities)</u>	●	●	●	Person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Rate of of <u>high-consequence work-related injuries of subcontractor (exc. fatalities)</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	The number of <u>high-consequence work-related injuries of other worker (exc. fatalities)</u>	●	●	●	Person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Rate of of <u>high-consequence work-related injuries of other worker (exc. fatalities)</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	



Sustainability in Number

Performance mapping with GRI 403 Occupational Health and Safety



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 403-9	The number of recordable work-related injuries of <u>employee</u>	●	●	●	Cases	5	24	0	0	29	11	17	0	0	28	16	19	0	0	35	4	3	0	0	7	✓
	- Thailand	●				5	24	0	0	29	11	17	0	0	28	14	19	0	0	33	2	3	0	0	5	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	2	0	0	0	2	2	0	0	0	2	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Total Recordable Injury Frequency Rate : TRIFR of <u>employee</u>	●	●	●	Case/ million hours worked	1.15	1.21	0	0	1.20	2.29	0.87	0	0	1.16	2.18	0.92	0	0	1.25	0.38	0.14	0	0	0.22	✓
	- Thailand	●				1.15	1.21	0	0	1.20	2.29	0.87	0	0	1.16	2.51	0.96	0	0	1.30	0.33	0.15	0	0	0.19	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	1.74	0	0	0	1.02	1.69	0	0	0	0.96	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	The number of recordable work-related injuries of <u>subcontractor</u>	●	●	●	Cases	2	22	0	0	24	21	34	0	0	55	24	28	0	0	52	3	11	0	0	14	✓
	- Thailand	●				2	22	0	0	24	21	34	0	0	55	23	28	0	0	51	3	11	0	0	14	
	- India		●			0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Total Recordable Injury Frequency Rate : TRIFR of <u>subcontractor</u>	●	●	●	Case/ million hours worked	1.16	1.48	0	0	1.45	7.16	1.84	0	0	2.57	4.29	1.08	0	0	1.65	0.58	0.48	0	0	0.49	✓
	- Thailand	●				1.16	1.48	0	0	1.45	7.16	1.84	0	0	2.57	4.82	1.08	0	0	1.67	0.76	0.51	0	0	0.55	
	- India		●			0	0	0	0	0	0	0	0	0	0	1.21	0	0	0	1.21	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	The number of recordable work-related injuries of <u>other worker</u>	●	●	●	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Recordable Injury Frequency Rate : TRIFR of <u>other worker</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		



Sustainability in Number

Performance mapping with GRI 403 Occupational Health and Safety



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 403-9	The main types of work-related injuries				Cases	7	46	0	0	53	32	51	0	0	83	40	47	0	0	87	8	14	0	0	22	✓
	• Total number case of Slip, Trips and Falls	●	●	●		2	7	0	0	9	2	7	0	0	9	3	2	0	0	5	0	1	0	0	1	
	• Slip, Trips and Falls of <u>employee</u>					0	7	0	0	7	1	2	0	0	3	1	2	0	0	3	0	0	0	0	0	
	- Thailand	●			Cases	0	7	0	0	7	1	2	0	0	3	0	2	0	0	2	0	0	0	0	0	0
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Slip, Trips and Falls of <u>subcontractor</u>	●	●	●	Cases	2	0	0	0	2	1	5	0	0	6	2	0	0	0	2	0	1	0	0	1	✓
	- Thailand	●				2	0	0	0	2	1	5	0	0	6	2	0	0	0	2	0	1	0	0	1	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Slip, Trips and Falls of <u>other worker</u>	●	●	●	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Total number case of Knife injury	●	●	●	Cases	3	6	0	0	9	10	10	0	0	20	6	9	0	0	15	3	4	0	0	7	✓
	• Knife injury of <u>employee</u>					3	3	0	0	6	2	3	0	0	5	3	4	0	0	7	1	2	0	0	3	
	- Thailand	●				3	3	0	0	6	2	3	0	0	5	3	4	0	0	7	0	2	0	0	2	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Knife injury of <u>subcontractor</u>	●	●	●	Cases	0	3	0	0	3	8	7	0	0	15	3	5	0	0	8	2	2	0	0	4	✓
	- Thailand	●				0	3	0	0	3	8	7	0	0	15	3	5	0	0	8	2	2	0	0	4	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Knife injury of <u>other worker</u>	●	●	●	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	



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GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance	
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total		
GRI 403-9	● Total number case of Fire and hot objects	●	●	●	Cases	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	✓	
	● Fire and hot objects of <u>employee</u>					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	● Fire and hot objects of <u>subcontractor</u>	●	●	●	Cases	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	● Fire and hot objects of <u>other worker</u>	●	●	●	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	● Total number case of Transportation and vehicle related accidents	●	●	●	Cases	0	0	0	0	0	1	0	0	0	1	2	0	0	0	0	2	1	0	0	0	1	✓
	● Transportation and vehicle related accidents of <u>employee</u>					0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	0	1		
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	● Transportation and vehicle related accidents of <u>subcontractor</u>	●	●	●	Cases	0	0	0	0	0	1	0	0	0	1	1	0	0	0	1	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	1	0	0	0	1	1	0	0	0	1	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	● Transportation and vehicle related accidents of <u>other worker</u>	●	●	●	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		



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GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 403-9	• Total number case of Electrocuted	●	●	●	Cases	0	0	0	0	0	0	2	0	0	2	1	0	0	0	1	0	0	0	0	0	✓
	• Electrocuted of <u>employee</u>					0	0	0	0	0	0	2	0	0	2	1	0	0	0	1	0	0	0	0	0	
	- Thailand	●				0	0	0	0	0	0	2	0	0	2	1	0	0	0	1	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Electrocuted of <u>subcontractor</u>	●	●	●	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Electrocuted of <u>other worker</u>	●	●	●	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Total number case of Machinery injury	●	●	●	Cases	2	30	0	0	32	17	22	0	0	39	21	29	0	0	50	4	6	0	0	10	✓
	• Machinery injury of <u>employee</u>					2	12	0	0	14	8	7	0	0	15	9	12	0	0	21	3	0	0	0	3	
	- Thailand	●				2	12	0	0	14	8	7	0	0	15	9	12	0	0	21	2	0	0	0	2	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Machinery injury of <u>subcontractor</u>	●	●	●	Cases	0	18	0	0	18	9	15	0	0	24	12	17	0	0	29	1	6	0	0	7	✓
	- Thailand	●				0	18	0	0	18	9	15	0	0	24	12	17	0	0	29	1	6	0	0	7	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Machinery injury of <u>other worker</u>	●	●	●	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

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GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 403-9	• Total number case of others injury	●	●	●	Cases	0	1	0	0	1	2	5	0	0	7	3	0	0	0	3	0	0	0	0	0	✓
	• Others injury of <u>employee</u>					0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
	- Thailand	●				0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Others injury of <u>subcontractor</u>	●	●	●	Cases	0	1	0	0	1	2	4	0	0	6	3	0	0	0	3	0	0	0	0	0	✓
	- Thailand	●				0	1	0	0	1	2	4	0	0	6	2	0	0	0	2	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Others injury of <u>other worker</u>	●	●	●	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Total Number of <u>Lost Time Injuries of employee</u>	●	●	●	Cases	5	24	0	0	29	17	24	0	0	41	11	19	0	0	30	5	2	0	0	7	✓
	- Thailand	●				5	24	0	0	29	17	24	0	0	41	9	19	0	0	28	2	2	0	0	4	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	2	0	0	0	2	3	0	0	0	3	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Lost Time Injuries Frequency Rate: <u>LTIFR of employee</u>	●	●	●	Case/ million hours worked	1.15	1.21	0	0	1.20	3.54	1.23	0	0	1.69	1.50	0.92	0	0	1.07	0.47	0.09	0	0	0.22	✓
	- Thailand	●				1.15	1.21	0	0	1.20	3.54	1.23	0	0	1.69	1.62	0.96	0	0	1.10	0.33	0.10	0	0	0.15	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	1.74	0	0	0	1.02	2.54	0	0	0	1.44	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Total Number of <u>Lost Time Injuries of subcontractor</u>	●	●	●	Cases	2	22	0	0	24	27	54	0	0	81	21	27	0	0	48	3	11	0	0	14	✓
	- Thailand	●				2	22	0	0	24	27	54	0	0	81	21	27	0	0	48	3	11	0	0	14	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	



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GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 403-9	Lost Time Injuries Frequency Rate: LTIFR of subcontractor	●	●	●	Case/ million hours worked	1.16	1.48	0	0	1.44	9.21	2.93	0	0	3.79	3.75	1.05	0	0	1.53	0.58	0.48	0	0	0.49	✓
	- Thailand	●				1.16	1.48	0	0	1.44	9.21	2.93	0	0	3.79	4.40	1.05	0	0	1.57	0.76	0.51	0	0	0.55	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Total Number of Lost Time Injuries of other worker	●	●	●	Cases	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Lost Time Injuries Frequency Rate: LTIFR of other worker	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	The number of hours worked for employee	●	●	●	Hours Worked	4,342,008	19,754,703	0	0	24,096,711	4,798,067	19,443,753	0	0	24,241,820	7,326,365	20,656,557	0	0	27,982,922	10,649,461	21,264,876	0	0	31,914,337	✓
	- Thailand	●				4,342,008	19,754,703	0	0	24,096,711	4,798,067	19,443,753	0	0	24,241,820	5,572,132	19,850,084	0	0	25,422,216	6,018,264	19,964,018	0	0	25,982,282	
	- India		●			0	0	0	0	0	0	0	0	0	0	603,420	0	0	0	603,420	3,447,911	403,760	0	0	3,851,671	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	1,150,813	806,473	0	0	1,957,286	1,183,286	897,098	0	0	2,080,384	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	The number of hours worked for subcontractor	●	●	●	Hours Worked	1,717,852	14,914,332	0	0	16,632,184	2,932,644	18,431,074	0	0	21,363,718	5,596,853	25,836,751	0	0	31,433,604	5,208,595	23,131,652	0	0	28,340,247	✓
	- Thailand	●				1,717,852	14,914,332	0	0	16,632,184	2,932,644	18,431,074	0	0	21,363,718	4,769,656	25,836,751	0	0	30,606,407	3,937,557	21,485,409	0	0	25,422,966	
	- India		●			0	0	0	0	0	0	0	0	0	0	827,197	0	0	0	827,197	1,271,038	1,646,243	0	0	2,917,281	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	The number of hours worked for other worker	●	●	●	Hours Worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	



Sustainability in Number

Performance mapping with GRI 403 Occupational Health and Safety



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 403-9	The number of <u>Lost Workday</u> for employee	●	●	●	Days	20	78	0	0	98	62	103	0	0	165	74	123	0	0	197	82	11	0	0	93	✓
	- Thailand	●				20	78	0	0	98	62	103	0	0	165	28	123	0	0	151	22	11	0	0	33	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	46	0	0	0	46	60	0	0	0	60	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	<u>Lost Workday Rate: LWR of employee</u>	●	●	●	Day/ million hours worked	4.61	3.95	0	0	4.07	12.92	5.30	0	0	6.81	10.10	5.95	0	0	7.04	7.70	0.52	0	0	2.91	✓
	- Thailand	●				4.61	3.95	0	0	4.07	12.92	5.30	0	0	6.81	5.03	6.20	0	0	5.94	3.66	0.55	0	0	1.27	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50.71	0	0	0	28.84	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	The number of <u>Lost Workday</u> for subcontractor	●	●	●	Days	0	113	0	0	113	110	142	0	0	252	104	137	0	0	241	5	68	0	0	73	✓
	- Thailand	●				0	113	0	0	113	110	142	0	0	252	104	137	0	0	241	5	68	0	0	73	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	<u>Lost Workday Rate: LWR of subcontractor</u>	●	●	●	Day/ million hours worked	0	7.58	0	0	6.79	37.51	7.70	0	0	11.80	18.58	5.30	0	0	7.67	0.96	2.94	0	0	2.58	✓
	- Thailand	●				0	7.58	0	0	6.79	37.51	7.70	0	0	11.80	21.80	5.30	0	0	7.87	1.27	3.16	0	0	2.87	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	The number of <u>Lost Workday</u> for other worker	●	●	●	Days	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	<u>Lost Workday Rate: LWR of other worker</u>	●	●	●	Day/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	



Sustainability in Number

Performance mapping with GRI 403 Occupational Health and Safety



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 403-10	Number of fatalities as a result of work-related ill health of <u>employee</u>	●	●	●	Person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Rate of fatalities as a result of work-related ill health of <u>employee</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Number of fatalities as a result of work-related ill health of <u>subcontractor</u>	●	●	●	Person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Rate of fatalities as a result of work-related ill health of <u>subcontractor</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Number of fatalities as a result of work-related ill health of <u>other worker</u>	●	●	●	Person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Rate of fatalities as a result of work-related ill health of <u>other workers</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		



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GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 403-10	Number of cases of <u>recordable work-related ill health of employee</u>	●	●	●	Person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Rate of cases of <u>recordable work-related ill health of employee</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Number of cases of <u>recordable work-related ill health of employee</u>	●	●	●	Person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Rate of cases of <u>recordable work-related ill health of employee</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Number of cases of <u>recordable work-related ill health of employee</u>	●	●	●	Person	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Rate of cases of <u>recordable work-related ill health of employee</u>	●	●	●	Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	- Thailand	●				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- India		●			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	



Sustainability in Number

Performance mapping with GRI 403 Occupational Health and Safety



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021					2022					2023					2024					Auditor's Assurance
		TH	IN	SK		Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	Male	Female	Other	Not Disclose	Total	
GRI 403-10	Percentage of Employee expose to occupational disease risk	●	●	●	%	10		0	0	10	32		0	0	32	5		0	0	5	0		0	0	✓	
	Hazardous substances related abnormality				%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			

Note

- 1
- Contractor and other workers cover contractors entering the area, transportation suppliers, cleaning staff and security officer.
- 2
- Total Recordable Injury Frequency Rate = Total number of recordable work-related injuries (cases) over the reporting period x 1,000,000 / Total hours worked (over the reporting period)
- 3
- Lost-Time Injuries Frequency Rate (LTIFR) = Total number of lost time injuries (cases) over the reporting period x 1,000,000 / Total hours worked (over the reporting period)
- 4
- Lost Workday Rate (LWR) = Total days lost to injuries (days) over the reporting period x 1,000,000 / Total hours worked (over the reporting period)
- 5
- In 2020-2022, scope of GRI 403-9 and GRI 403-10 was only for Thailand.
- 6
- Since 2023, scope of GRI 403-9 and GRI 403-10 was expand to India and Slovakia.

Coverage



Delta's fiscal year is from January to December. This report, therefore, covers a one-year period in line with the approach used in Delta's 2024 consolidated financial statements, which also reflect a 12-month period.

The scope includes Delta's operations in Thailand, along with its overseas subsidiaries and associates, covering 100% of the consolidated revenue reported in the audited financial statements.

As our core business involves manufacturing and assembly, the environmental KPIs presented in this report are based on data from our sites in Thailand, India, and Slovakia, which represent all of our manufacturing locations.

[illegible]



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