



2026

Sustainability in Numbers

Delta Electronics (Thailand) Public Company Limited

Reporting Period : January to December 2025

Boundary : Major Manufacturing sites 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	2022	2023	2024	2025	Auditor's Assurance
		TH	IN	SK						
	Production Amount	●	●	●	MUSD	3,138.16	4,156.69	4,272.23	6,181.03	
	GRI 302 Energy					GRI 302 Energy				
GRI 302-1 (E)	Total energy consumption within the organization	●	●	●	GJ	375,408.95	617,915.95	770,573.76	870,864.74	✓
					MWh	104,280.26	171,643.32	214,048.27	241,906.87	
GRI 302-1 (A)	Total fuel consumption from <u>non-renewable</u> source	●	●	●	GJ	13,341.61	28,130.56	26,509.03	18,061.36	✓
					MWh	3,706.00	3,511.30	7,363.62	5,017.05	
	- Gasoline				GJ	150.15	1,973.82	1,742.08	704.12	
	- Diesel					5,988.05	9,040.98	11,463.64	10,937.83	
	- LPG					0.00	3.19	0.80	1,046.29	
	- Natural Gas					7,203.41	17,112.56	13,302.52	5,373.12	
GRI 302-1 (B)	Total fuel consumption from <u>renewable</u> source	●	●	●	GJ	321.14	344.46	283.59	137.06	✓
					MWh	89.21	95.68	78.77	38.07	
	- Ethanol				GJ	16.68	155.83	138.74	20.26	
	- Biodiesel					304.46	188.63	144.85	116.80	
GRI 302-1 (C)	Total electricity and stream purchased for consumption	●	●	●	GJ	379,896.82	589,440.93	743,781.14	852,666.32	✓
					MWh	105,526.90	163,733.59	206,605.87	236,851.76	
	Non-Renewable Electricity Consumption	●	●	●	GJ	345,716.78	524,757.74	661,991.70	713,714.05	✓
	Renewable Electricity Consumption				GJ	34,180.04	64,683.19	81,789.44	138,952.27	
	- Renewable source electricity purchase such as PPA, UTG				GJ	0.00	0.00	4,740.13	45,563.74	
	- Green Electricity Products such as Green tariffs					1532.31	26,212.57	30,735.60	29,692.60	
	- Solar energy, self - generation					32,647.73	38,470.62	46,313.71	63,695.93	
	Unbundle Energy Attribute Certificate Purchase Such as I-REC				GJ	13,680.00	178,763.94	335,467.80	454,726.90	
GRI 302-1 (C)	Total heating consumption			●	GJ	0.00	6,576.56	6,905.39	7,234.22	✓
					MWh	0.00	1,826.82	1,918.16	2,009.51	
GRI 302-2 (A)	Energy consumption outside of the organization	●			GJ	519,067.72	1,318,662.37	2,175,230.23	6,893,605.95	✓
					MWh	144,185.48	366,295.10	604,230.62	1,914,890.54	
GRI 302-3	Total energy consumption intensity	●	●	●	MWh/MUSD	34.84	40.26	50.10	39.14	✓
	Non-renewable energy consumption intensity					31.78	35.91	44.77	32.89	
	- Non Renewable Electricity consumption intensity					30.60	35.07	43.04	32.07	
	- Fuel consumption intensity from non-renewable source					1.18	0.84	1.72	0.81	



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Performance mapping with GRI 302 Energy



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022	2023	2024	2025	Auditor's Assurance
		TH	IN	SK						
GRI 302-3	Renewable energy consumption intensity					3.05	4.35	5.34	6.25	✓
	- Renewable Electricity consumption intensity	●	●	●	MWh/MUSD	3.03	4.32	5.32	6.24	
	- Fuel consumption intensity from renewable source					0.028	0.023	0.018	0.006	
GRI 302 -4 (A)	Total reduction of energy consumption within the organization	●	●	●	GJ	9,936.15	1,558.94	17,121.45	15,736.36	✓
					MWh	2,760.04	433.04	4,755.96	4,371.21	
GRI 302 -4 (B)	- Reduction of electricity consumption	●	●	●	GJ	9,936.15	1,558.94	17,078.06	14,866.11	✓
	- Reduction of fossil fuel consumption					0.00	0.00	43.39	870.24	
	- Reduction of energy consumption intensity (Saving energy intensity)				MWh/MUSD	0.88	0.10	1.11	0.71	
GRI 302 -4 (C)	- Reduction of electricity consumption compared with bussiness as usual at base year 2021	●	●	●	GJ	17,216.79	18,775.73	35,853.79	50,719.90	✓
	- Reduction of fossil fuel consumption with bussiness as usual at base year 2021					0.00	0.00	43.39	913.63	
GRI 302 -5 (A)	Reductions in energy requirements of products and services	●			GJ	255,197.39	641,592.86	895,866.33	3,946,698.98	✓
					MWh	70,888.16	178,220.24	248,851.76	1,096,305.27	

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, Indonesia, Vietnam and Philippine.
- 5 Since 2025, reporting scope has expanded to include the DET's R&D center in Germany include Soest and Teningen.
- 6 The gasoline consumption scope was expand reporting covers company's van and sales activities of DGIT since 2023.
- 7 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.
- 8 The production amounts have been restated to reflect the inclusion of India and Slovakia since 2021 to 2024.
- 9 The performance have been restated for coverage expansion of India KG SEZ site since 2022.
- 10 The performance have been restated for coverage expansion of Germany R&D center since 2023.



Sustainability in Number

Performance mapping with GRI 303 Water & Effluent



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022	2023	2024	2025	Auditor's Assurance
		TH	IN	SK						
	Production Amount	●	●	●	MUSD	3,138.16	4,156.69	4,272.23	6,181.03	
	GRI 303 Water & Effluent									
GRI 303-5	Water consumption intensity				Million Liters/ MUSD	0.07	0.07	0.09	0.07	
GRI 303-5 (A)	Total water consumption from all areas	●	●	●	Million Liters	225.70	293.76	392.71	461.03	✓
GRI 303-5 (B)	Total water consumption from all areas with water stress area					149.36	104.33	123.69	458.07	
GRI 303-3 (A)	Water withdrawal intensity				Million Liters/ MUSD	0.14	0.17	0.23	0.19	✓
	Total water withdrawal				Million Liters	438.90	692.49	974.69	1,154.48	
	- Surface water	●	●	●		1.30	6.72	9.52	16.01	
	- Groundwater					19.07	15.95	43.72	27.19	
	- Third-party water					418.53	669.82	921.46	1,111.27	
GRI 303-3 (C)	Freshwater with Total Dissolved Solids ≤ 1000 mg/L				Million Liters	428.16	692.49	974.69	1,154.48	✓
	- Surface water	●	●	●		1.30	6.72	9.52	16.01	
	- Groundwater					19.07	15.95	43.72	27.19	
	- Third-party water					407.78	669.82	921.46	1111.27	
	Other water with Total Dissolved Solids > 1000 mg/L					10.75	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					10.75	0.00	0.00	0.00	
GRI 303-3 (B)	Total water withdrawal from water stress area				Million Liters	305.30	254.46	960.90	1,141.27	✓
	- Surface water	●	●	●		1.30	3.40	9.52	16.01	
	- Groundwater					0.00	15.95	43.72	27.19	
	- Third-party water					304.00	235.12	907.66	1,098.06	
GRI 303-3 (C)	Freshwater with Total Dissolved Solids ≤ 1000 mg/L (water stress area)				Million Liters	305.32	254.44	960.90	1,141.27	✓
	- Surface water	●	●	●		1.30	3.40	9.52	16.01	
	- Groundwater					0.02	15.95	43.72	27.19	
	- Third-party water					304.00	235.09	907.66	1098.06	



Sustainability in Number

Performance mapping with GRI 303 Water & Effluent



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022	2023	2024	2025	Auditor's Assurance
		TH	IN	SK						
GRI 303-3 (C)	Other water with Total Dissolved Solids > 1000 mg/L (water stress area)				Million Liters	0.00	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					0.00	0.00	0.00	0.00	
GRI 303-4 (A)	Total water discharge to all areas				Million Litter	213.20	385.84	385.20	455.95	✓
	- Surface water	●	●	●		0.00	6.56	0.00	0.00	
	- Groundwater					0.00	0.00	0.00	0.00	
	- Third-party water					213.20	379.28	385.20	455.95	
GRI 303-4 (B)	Discharge with Total Dissolved Solids ≤ 1000 mg/L	●	●	●	Million Litter	213.20	382.97	383.03	424.87	✓
	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	155.94	136.34	376.62	455.95	✓
	- Surface water					0.00	0.00	0.00	0.00	
	- Groundwater	●	●	●		0.00	0.00	0.00	0.00	
	- Third-party water					155.94	136.34	376.62	455.95	
	Discharge with Total Dissolved Solids ≤ 1000 mg/L					155.94	136.34	376.62	455.95	
	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	191.27	79.35	196.06	293.25	✓
	- Total water reused	●	●	●		42.70	72.59	42.31	38.55	
	- Total water recycled					148.57	6.76	153.75	254.70	
GRI 303-5	Percentage of water reused per water withdrawal				Percentage	43.58	11.46	20.12	25.40	✓
	- Percentage of water reused per water withdrawal	●	●	●		9.73	10.48	4.34	3.34	
	- Percentage of water recycled per water withdrawal					33.85	0.98	15.77	22.06	

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



Sustainability in Number

Performance mapping with GRI 303 Water & Effluent



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022	2023	2024	2025	Auditor's Assurance
		TH	IN	SK						

Note

- 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
- Since 2025, reporting scope has expanded to include the DET's R&D center in Germany include Soest and Teningen.
- 5
- Water stress area are assessed by the WWF 'Water Risk Filter' and WRI World Resources Institute.
- 6
- Thailand sites has to checked quality of water annually by third party specialist before transfer to Industrial Estate Authority of Thailand (IEAT) for treatment.
- 7
- Slovakia's waste water is treated by third-party before discharg to the public.
- 8
- India's sites applies the zero water discharge process by installation their own Sewage Treatment Plants (STP).
- 9
- The production amounts have been restated to reflect the inclusion of India and Slovakia since 2021 to 2024.
- 10
- The performance have been restated for coverage expansion of India KG SEZ site since 2022.
- 11
- The performance have been restated for coverage expansion of Germany R&D center since 2023.



Sustainability in Number

Performance mapping with GRI 305 Greenhouse gases emission



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	2025	Auditor's Assurance
		TH	IN	SK							
	Production Amount	●	●	●	MUSD	2,680.36	3,138.16	4,156.69	4,272.23	6,181.03	
	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	114,923.44	✓
	Total GHG emissions (Scope 1 + Scope 2) Market based					54,763.63	62,565.89	60,294.82	52,200.12	37,417.96	
GRI 305-1 (A)	Direct (scope 1) GHG emissions	●	●	●	Ton CO2e	1,641.30	2,113.75	3,003.77	2,911.93	2,571.14	✓
	- Thailand	●				802.56	1,486.35	2,030.07	1,626.71	1,467.63	
	- India		●			328.19	163.50	438.62	731.96	697.31	
	- Slovakia			●		510.55	463.90	535.08	553.26	406.20	
	- Other					0.00	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	1,312.60	
	- CH4	●	●	●		0.00	683.88	965.73	1,185.97	1,208.13	
	- N2O					0.00	32.66	15.8	69.01	6.88	
	- HFCs					0.00	667.37	1008.12	655.00	84.00	
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	112,352.30	✓
	- Thailand	●				50,693.46	59,865.53	70,991.10	81,044.18	91,748.04	
	- India		●			1,892.96	1,857.00	12,704.76	16,474.92	19,422.52	
	- Slovakia			●		535.91	629.23	320.85	1,405.22	861.20	
	- Other			●		0.00	0.00	0.00	294.15	320.54	
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	34,846.82	✓
	- Thailand	●				50,693.46	57,965.91	44,265.44	36,571.58	32,845.87	
	- India		●			1,892.96	1,857.00	12,704.76	12,662.74	1,914.21	
	- Slovakia			●		535.91	629.23	320.85	0.89	0.00	
	- Other					0.00	0.00	0.00	52.98	86.74	
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	314,150.92	✓
	- Thailand	●				127,378.53	167,322.25	144,302.58	108,988.46	233,062.26	
	- India		●			3,834.15	2,864.00	3,087.63	16,904.13	65,077.71	
	- Slovakia			●		18,646.00	19,154.60	24,427.04	15,796.54	15,912.20	
	- Other					0.00	0.00	0.00	93.42	98.75	



Sustainability in Number

Performance mapping with GRI 305 Greenhouse gases emission



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2021	2022	2023	2024	2025	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	36,766.20	
	- Category 2 : Capital goods					77.52	208.36	96.45	2,512.22	7,554.91	
	- Category 3 : Fuel- and energy-related activities					10.41	13.70	0.00	1,243.42	3,144.51	
	- Category 4 : Upstream transportation and distribution					25,279.33	21,342.19	25,033.14	35,758.29	39,221.97	
	- Category 5 : Waste generated in operations					100.16	180.72	18.11	387.81	59.54	
	- Category 6 : Business travel					199.23	1,074.40	1,112.27	2,366.74	3,208.25	
	- Category 7 : Employee commuting	●	●	●		59.86	67.88	786.01	2,192.52	6,321.45	
	- Category 8 : Upstream leased assets					0.00	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	217,775.35	
	- Category 10 : Processing of sold products					0.00	0.00	0.00	0.00	0.00	
	- Category 11 : Use of sold products					0.00	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	0.00	
	- Category 13 : Downstream leased assets					0.00	0.00	0.00	0.00	98.75	
	- Category 14 : Franchises					0.00	0.00	0.00	0.00	0.00	
	- Category 15 : Investments					0.00	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	18.59	✓
	- Thailand	●				19.21	19.55	17.57	19.35	15.08	
	- India		●			0.83	0.64	3.16	4.03	3.26	
	- Slovakia			●		0.39	0.35	0.21	0.46	0.21	
	- Other					0.00	0.00	0.00	0.07	0.05	
	Total GHG emissions (Scope 1 and Scope 2) intensity (Market Based)	●	●	●	Ton CO2e /MUSD	20.04	19.59	14.30	12.22	6.05	
	- Thailand	●				19.21	18.94	11.14	8.94	5.55	
	- India		●			0.83	0.64	3.16	3.14	0.42	
	- Slovakia			●		0.00	0.00	0.00	0.13	0.07	
	- Other					0.00	0.45	0.50	0.01	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	2025	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	50.83	✓
	- Thailand	●				47.52	53.32	34.72	25.51	37.71	
	- India		●			1.43	0.91	0.74	3.96	10.53	
	- Slovakia			●		6.96	6.10	5.88	3.70	2.57	
	- Other					0.00	0.00	0.00	0.02	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	0.8209	
	- SOX					0.0245	0.0153	0.5029	8.0811	0.0777	
	- CO					12.8842	9.5482	2.2100	14.2576	0.7062	
	- Tin (Sn)					0.1847	0.3686	0.1218	0.1725	0.0000	
	- Lead (Pb)					0.8332	0.0397	0.0141	0.0507	0.2800	
	- Xylene					0.3737	2.9281	3.0234	11.3686	2.7650	
	- Toluene					0.4049	3.1866	7.7368	2.7031	2.2620	
	- Volatile Organic Compounds (VOCs)					83.5800	65.1494	118.1400	107.3487	6.1277	
	- Total suspended particulate (TSP)					48.7600	104.7296	52.6412	112.4142	77.1978	
	- Xylene intensity				Tons / MUSD	0.0001	0.0009	0.0007	0.0027	0.0004	
	- Toluene intensity					0.0002	0.0010	0.0019	0.0006	0.0004	
	- VOCs intensity					0.0312	0.0208	0.0284	0.0251	0.0010	

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.
- 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 2021 to 2024.
- 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	2022	2023	2024	2025	Auditor's Assurance
		TH	SK	IN						
	Production Amount	●	●	●	MUSD	3,138.16	4,156.69	4,272.23	6,181.03	
	GRI 306 Waste	GRI 306 Waste								
GRI 306-3	Total weight of waste generated	●	●	●	Ton	6,061.06	10,176.63	12,046.95	16,271.66	✓
	Total weight of <u>hazardous waste</u> generated from production					69.86	57.05	163.61	215.16	
GRI 306-4	Total weight of <u>hazardous waste</u> diverted from disposal				Ton	52.00	39.68	131.95	183.82	✓
	- Preparation for reuse					0.00	0.00	0.00	0.00	
	- Recycling	●	●	●		52.00	39.68	131.95	183.82	
	- 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	17.86	17.37	31.66	31.34	✓
	- Incineration (with energy recovery)					2.73	4.07	10.67	22.81	
	- Incineration (without energy recovery)	●	●	●		0.00	0.00	0.00	0.00	
	- Landfilling					11.80	13.30	20.99	8.53	
	- Other disposal operations					3.33	0.00	0.00	0.00	
GRI 306-3	Total weight of <u>non - hazardous waste</u> generated				Ton	5,991.21	10,119.58	11,883.34	16,056.50	
	Total weight of <u>non - hazardous waste</u> generated from <u>production</u>	●	●	●		5,830.47	9,046.44	9,396.14	13,379.86	
	Total weight of <u>non - hazardous waste</u> generated from <u>non - production</u>					160.74	1,073.14	2,487.20	2,676.64	
GRI 306-4	Total weight of <u>non - hazardous waste (Production)</u> divert from disposal				Ton	5,830.47	8,941.64	9,348.54	13,359.47	✓
	- Preparation for reuse					0.00	0.00	0.00	0.00	
	- Recycling	●	●	●		5,830.47	8,941.64	9,348.54	13,359.47	
	- 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	0.00	104.80	47.60	20.39	✓
	- Incineration (with energy recovery)					0.00	4.91	5.42	16.70	
	- Incineration (without energy recovery)	●	●	●		0.00	88.55	26.41	0.00	
	- Landfilling					0.00	11.34	15.77	3.69	
	- 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	2022	2023	2024	2025	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	829.88	2,313.62	2,450.25	✓
	- Preparation for reuse					0.00	727.61	1,901.03	2,153.30	
	• Food waste donation for animal Food	●	●	●		0.00	725.82	1,899.19	2,149.83	
	• Write off Asset donation					0.00	1.79	1.84	3.47	
	- Recycling					0.00	102.27	412.59	296.95	
	- 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	160.74	243.26	173.58	226.39	✓
	- Incineration (with energy recovery)					0.00	0.00	0.00	190.34	
	- Incineration (without energy recovery)	●	●	●		0.00	0.00	0.00	0.00	
	- Landfilling					160.74	243.26	173.58	36.05	
	- Other disposal operations					0.00	0.00	0.00	0.00	
GRI 306-3	Total weight of waste direct to disposal				Ton	178.60	365.43	252.84	278.11	✓
	Total weight of waste divert from disposal					5,882.47	9,811.20	11,794.11	15,993.55	
	Waste Diversion rate (Waste diverted divided by the total amount of waste)	●	●	●	Percentage	97.05	96.41	97.90	98.29	
	Waste intensity per production amount				Ton/MUSD	1.93	2.45	2.82	2.63	
	Hazardous waste intensity per production amount					0.02	0.01	0.04	0.03	
	Non-hazardous waste intensity per production amount					1.91	2.43	2.78	2.60	

Note

- The disclosed of environmental performance baseline is 2021.
- Since 2023, reporting scope has expanded to include the DET 7 for fully covering production site
- Since 2024, reporting scope has expanded to include the DET's subsidiaries for fully covering production site in DET 8&9 and India KG.
- Since 2025, reporting scope has expanded to include the DET's R&D center in Germany include Soest and Teningen.
- The non-hazardous waste was separate to 1) Production waste and 2) Non-production waste since 2023 disclosure.
- Write-off asset was disclosed in non-hazardous and non-production waste divert from disposal since 2023 disclosure.
- Change type of hazardous waste disposal code 042 from recycling to incineration without energy recovery.



Sustainability in Number

Performance mapping with GRI 306 Waste



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022	2023	2024	2025	Auditor's Assurance
		TH	SK	IN						

Note

- 7
- The production amounts have been restated to reflect the inclusion of India and Slovakia since 2021 to 2024.
- 8
- The performance have been restated for coverage expansion of India KG SEZ site since 2022.
- 9
- The performance have been restated for coverage expansion of Germany R&D center since 2023.
- 10
- The weight of non - hazardous waste (Production) directed to landfill have been restated for Slovakia since 2023.



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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	6,045	16,518	143	431	23,137	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	7,803	19,893	211	807	28,714	✓
	Permanent employee (salary-based)					4,702	9,488	85	431	14,706	4,270	8,813	96	287	13,466	4,678	8,253	43	633	13,607	5,076	8,225	47	807	14,155	
	- Thailand	•				3,058	8,765	85	0	11,908	2,512	8,096	96	0	10,704	2,613	7,518	43	0	10,174	3,104	7,528	47	0	10,679	
	- India		•			920	193	0	0	1,113	1,050	221	0	0	1,271	1,371	209	0	0	1,580	1,266	218	0	0	1,484	
	- Slovakia			•		724	530	0	0	1,254	708	496	0	0	1,204	694	526	0	0	1,220	706	479	0	0	1,185	
	- Other					0	0	0	431	431	0	0	0	287	287	0	0	0	633	633	0	0	0	807	807	
	Temporary employees	•	•	•	FTE	1,343	7,030	58	0	8,431	3,045	11,296	87	0	14,428	2,076	9,469	149	0	11,694	2,727	11,668	164	0	14,559	✓
	- Thailand	•				961	5,843	58	0	6,862	1,640	8,856	87	0	10,583	1,431	7,675	149	0	9,255	1,607	9,442	164	0	11,213	
	- India		•			382	1,187	0	0	1,569	1,405	2,440	0	0	3,845	645	1,794	0	0	2,439	1,120	2,226	0	0	3,346	
	- 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	6,045	16,518	143	431	23,137	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	7,803	19,893	211	807	28,714	✓
	- Thailand	•				4,019	14,608	143	0	18,770	4,152	16,952	183	0	21,287	4,045	15,192	192	0	19,429	4,710	16,970	211	0	21,891	
	- India		•			1,302	1,380	0	0	2,682	2,455	2,661	0	0	5,116	2,015	2,004	0	0	4,019	2,387	2,444	0	0	4,831	
	- Slovakia			•		724	530	0	0	1,254	708	496	0	0	1,204	694	526	0	0	1,220	706	479	0	0	1,185	
	- Other					0	0	0	431	431	0	0	0	287	287	0	0	0	633	633	0	0	0	807	807	



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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	6,045	16,518	143	431	23,137	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	7,803	19,893	211	807	28,714	✓
	- 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	●	●	●		2,188	7,237	86	129	9,640	3,009	8,433	104	86	11,632	2,545	7,586	117	13	10,261	3,261	9,203	135	95	12,694	
	- 30-50 years old					3,725	9,205	57	302	13,289	4,035	10,976	79	201	15,291	4,087	10,076	75	614	14,852	4,066	9,731	76	558	14,431	
	- Over 51 years old					132	76	0	0	208	271	700	0	0	971	122	60	0	6	188	476	959	0	154	1,589	
	Employee by Level				FTE	6,045	16,518	143	431	23,137	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	7,803	19,893	211	807	28,714	✓
	- Executives (level P&M)					51	9	0	4	64	106	43	0	3	152	191	55	0	6	252	205	53	0	590	848	
	- Middle Management (level S1-S5)	●	●	●		703	352	0	22	1,077	956	393	3	14	1,366	1,507	612	0	32	2,151	1,086	641	2	52	1,781	
	- Senior and Operative (level A1-A7)					1,984	1,288	14	405	3,691	2,558	1,477	30	270	4,335	2,177	1,602	18	595	4,392	3,097	1,892	22	165	5,176	
	- Production Operators					3,307	14,869	129	0	18,305	3,695	18,196	150	0	22,041	2,879	15,453	174	0	18,506	3,415	17,307	187	0	20,909	
	Employees by Function				FTE	6,045	16,518	143	431	23,137	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	7,803	19,893	211	807	28,714	✓
	- Administration					581	1,573	10	0	2,164	470	434	12	0	916	396	1,264	0	13	1,673	454	399	0	39	892	
	- Production	●	●	●		2,215	13,009	131	0	15,355	3,057	17,132	141	0	20,331	3,984	12,867	187	0	17,038	2,376	14,518	205	17	17,116	
	- Sales and service					613	166	0	108	887	657	200	3	43	903	590	170	2	76	838	612	274	2	145	1,033	
	- Supply chain management					769	672	2	0	1,443	986	971	9	0	1,966	700	978	3	4	1,685	1,019	1,605	4	13	2,641	
	- Technical					1,867	1,098	0	323	3,288	2,144	1,372	18	244	3,778	1,084	2,443	0	540	4,067	3,342	3,097	0	593	7,032	



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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					6,045	16,518	143	431	23,137	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	7,803	19,893	211	807	28,714	✓
	• American					1	0	0	0	1	1	0	0	0	1	1	0	0	34	35	2	0	0	23	25	
	• Australian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	43	43	
	• 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	2	2	
	• British					0	0	0	0	0	0	0	0	0	0	0	0	0	30	30	1	1	0	30	32	
	• Burmese					1	0	0	0	1	1	0	0	0	1	1	1	0	0	2	4	2	0	0	6	
	• Cambodian					2	0	0	0	2	2	0	0	0	2	2	0	0	0	2	2	1	0	0	3	
	• Chinese					17	2	0	0	19	20	4	0	0	24	98	10	0	0	108	65	18	0	10	93	
	• 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	0	0	0	0	0	0	2	0	0	2	0	0	0	0	0	
	• Dutch					0	0	0	0	0	0	0	0	0	0	0	0	0	9	9	0	0	0	11	11	
	• Filipino	•	•	•	FTE	18	3	0	0	21	18	3	0	0	21	21	4	0	0	25	18	4	0	30	52	
	• 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	0	0	0	6	6	
	• German					2	0	0	0	2	2	0	0	0	2	2	0	0	531	533	2	0	0	448	450	
	• Hongkonger					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Hungarian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	8	
	• Indian					2,116	1,380	0	0	3,496	2,466	2,518	0	0	4,984	1,871	2,219	0	0	4,090	2,348	2,429	0	53	4,830	
	• Indonesian					0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	2	0	0	12	14	
	• Italian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Japanese					1	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	• Korean					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Laotian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Lybanonese					1	0	0	0	1	1	0	0	0	1	1	0	0	0	1	1	0	0	0	1	



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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	• Malaysian					6	1	0	0	7	6	1	0	0	7	6	1	0	1	8	7	1	0	1	9	✓
	• Nepali					0	0	0	0	0	1	0	0	0	1	1	0	0	0	1	0	1	0	1	2	
	• New Zealander					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• 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	12	12	
	• Polish					2	1	0	0	3	2	0	0	0	2	2	0	0	0	2	1	0	0	0	1	
	• Russian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	10	
	• Saudi Arabia					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Singaporean					4	0	0	0	4	4	0	0	0	4	4	0	0	0	4	4	0	0	4	8	
	• Slovak					705	524	0	0	1,229	689	490	0	0	1,179	712	518	0	0	1,230	692	471	0	0	1,163	
	• 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	•	•	•	FTE	69	15	0	0	84	87	17	0	0	104	142	22	0	8	172	199	31	0	3	233	
	• Thai					3,096	14,589	143	0	17,828	4,010	17,074	183	0	21,267	3,885	14,943	192	0	19,020	4,398	16,917	211	1	21,527	
	• Ukrainian					1	2	0	0	3	1	2	0	0	3	1	2	0	0	3	2	2	0	1	5	
	• 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	20	20	0	0	0	41	41	
	• Azerbaijani					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Belarusian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Bolivian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Cameroonian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	
	• Colombian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Danish					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Egyptian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	
	• Ghanaian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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	• Iranian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	✓
	• Jordanian					0	0	0	0	0	1	0	0	0	1	1	0	0	0	1	1	0	0	1	2	
	• Kazakhstani					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Kosovan					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
	• Lithuanian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Moroccan					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• North Macedonian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
	• Portuguese	•	•	•	FTE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Romanian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18	18	
	• South African					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Syrian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	
	• Tunisian					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
	• Turkish					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	4	5	
	• Prefer not to disclose					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	52	15	0	0	67	
	• Others					0	0	0	431	431	0	0	0	287	287	0	0	0	0	0	0	0	0	0	0	
GRI 2-7	Employee by Religions					6,045	16,518	143	987	23,693	7,315	20,109	183	287	27,894	6,754	17,722	192	633	25,301	7,803	19,893	211	807	28,714	✓
	- Buddhism					3,091	14,541	85	0	17,717	4,098	16,630	85	0	20,813	3,891	15,317	29	0	19,237	4,076	15,614	33	0	19,723	
	- Christianity	•	•	•	FTE	24	9	0	0	33	32	17	0	0	49	23	11	3	30	67	20	9	0	0	29	
	- Hinduism					90	221	0	0	311	0	0	0	0	0	9	1	0	0	10	8	1	0	0	9	
	- Islamism					6	0	0	0	6	21	9	0	0	30	6	12	0	0	18	8	13	0	0	21	
	- Prefer not to say					2,834	1,747	58	987	5,626	3,164	3,453	98	287	7,002	2,825	2,381	160	603	5,969	3,691	4,256	178	807	8,932	
GRI 2-8	• Disclosure 2-8 Workers who are not employees	•	•	•	FTE	51	64	0	0	115	57	71	3	0	131	70	95	6	0	171	206	280	0	0	486	✓
GRI 405	• Number of disable worker	•	•	•	FTE	28	13	0	0	41	4	12	0	0	16	4	12	0	0	16	50	47	0	0	97	✓

Note

1

Information on employee numbers, gender, employee type, religions and other demographic data has been consolidated directly from our payroll system, while information on other workers has been collected from the work permit database.



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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	

Note

- 2 There were 2 new manufacturing sites in 2025. The company strictly adheres to the Ministry of Labor's regulations, regarding labor rights management. In cases where Delta, as the employer, relocates its operation sites to another location that significantly impacts on the normal life of employees or their families, the company will provide advance notice to the employee at least 30 days before moving. If the employees do not wish to relocate, the employee has the right to terminate their employment contract by receiving special severance pay at a rate not less than the severance payable to the employee under the Section 118.
- 3 There was no forced workers or workers recruited through non-voluntary immigration affected by major countries confrontation during the reporting period.
- 4 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 per 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.
 - Workers who are not employee include guards, canteen workers, contractor coordinators, logistics company coordinators, and nurses in the medical rooms (wellness centers) increase due to warehouse expansion into an additional warehouse building in Thailand.
- 5 In 2025, increasing number of our FTE were mainly from Thailand and India production site's expansion and the available data from Thailand and R&D center in
- 6 Major employee-related information has been collected from the Payroll and SAP systems based on ISO 9001 standards.
- 7 The number of workers with disabilities is based on declarations supported by disability identification cards issued by the Department of Empowerment of Persons with Disabilities and other organizations in India and Slovakia that established with the same objective.
- 8 By 2030, Delta targets maintaining at least an 80% share of women in the total workforce, 40% representation across all management levels and functions, 30% representation in top management positions, and 50% representation in STE
- 9 Over 99% of new employees by area in Thailand, India, and Slovakia are local citizen and 0.8% of them are in management level.
- 10 For the current employee breakdown under "other" gender category, we identified employees in this group through internal activities and stakeholder engagement initiatives, such as SD Week Quick Quiz, interviews for internal magazine, DEI training and Delta club. Approximately 99% of employees in this group were female at birth.



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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	GRI 401 Employment				GRI 401 Employment																					
	Total New Employees	●	●	●	FTE	1,578	4,730	0	0	6,308	1,729	4,474	0	0	6,203	1,046	1,932	0	0	2,978	878	2,467	0	0	3,345	✓
	- New hire rate				%	26.1%	28.6%	0	0	27.3%	23.6%	22.2%	0	0	22.2%	15.5%	10.9%	0	0	11.8%	11.3%	12.4%	0	0	11.6%	
	New Employees by Operation site	●	●	●	FTE	1,578	4,730	0	0	6,308	1,729	4,474	0	0	6,203	1,046	1,932	0	0	2,978	878	2,467	0	0	3,345	✓
	- Thailand	●				787	3,439	0	0	4,226	885	2,656	0	0	3,541	252	906	0	0	1,158	820	2,407	0	0	3,227	
	- India		●			678	1,230	0	0	1,908	756	1,766	0	0	2,522	725	993	0	0	1,718	33	40	0	0	73	
	- Slovakia			●		113	61	0	0	174	88	52	0	0	140	69	33	0	0	102	25	20	0	0	45	
	- 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	●	●	●	%	26.1%	28.6%	0	0	27.3%	23.6%	22.2%	0	0	22.2%	15.5%	10.9%	0	0	11.8%	11.3%	12.4%	0	0	11.6%	✓
	- Thailand	●				19.6%	23.5%	0	0	22.5%	21.3%	15.7%	0	0	16.6%	6.2%	6.0%	0	0	6.0%	17.4%	14.2%	0	0	14.7%	
	- India		●			52.1%	89.1%	0	0	71.1%	30.8%	66.4%	0	0	49.3%	36.0%	49.6%	0	0	42.7%	1.4%	1.6%	0	0	1.5%	
	- Slovakia			●		15.6%	11.5%	0	0	13.9%	12.4%	10.5%	0	0	11.6%	9.9%	6.3%	0	0	8.4%	3.6%	4.1%	0	0	3.8%	
	- 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	1,578	4,730	0	0	6,308	1,729	4,474	0	0	6,203	1,046	1,932	0	0	2,978	878	2,467	0	0	3,345	✓
	- 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	●	●	●		1,096	3,756	0	0	4,852	915	2,432	0	0	3,347	748	1,668	0	0	2,416	612	1,935	0	0	2,547	
	- 30-50 years old					475	973	0	0	1,448	802	2,036	0	0	2,838	290	260	0	0	550	253	522	0	0	775	
	- Over 51 years old					7	1	0	0	8	12	6	0	0	18	8	4	0	0	12	13	10	0	0	23	
	Rate of New Employees by age				%	26.1%	28.6%	0	0	27.3%	23.6%	22.2%	0	0	22.2%	15.5%	10.9%	0	0	11.8%	11.3%	12.4%	0	0	11.6%	✓
	- 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	●	●	●		50.1%	51.9%	0	0	50.3%	30.4%	28.8%	0	0	28.8%	29.4%	22.0%	0	0	23.5%	18.8%	21.0%	0	0	20.1%	
	- 30-55 years old					12.8%	10.6%	0	0	10.9%	19.9%	18.5%	0	0	18.6%	7.1%	2.6%	0	0	3.7%	6.2%	5.4%	0	0	5.4%	
	- Over 55 years old					5.3%	1.3%	0	0	3.8%	4.4%	0.9%	0	0	1.9%	6.6%	6.7%	0	0	6.4%	2.7%	1.0%	0	0	1.4%	



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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	New Employees by level				FTE	1,578	4,730	0	0	6,308	1,729	4,474	0	0	6,203	1,046	1,932	0	0	2,978	878	2,467	0	0	3,345	✓
	- Executives (level P&M)					8	6	0	0	14	6	5	0	0	11	9	4	0	0	13	14	1	0	0	15	
	- Middle Management (level S1-S5)	●	●	●		154	263	0	0	417	59	27	0	0	86	49	40	0	0	89	116	65	0	0	181	
	- Senior and Operative (level A1-A7)					622	614	0	0	1,236	531	345	0	0	876	194	119	0	0	313	325	235	0	0	560	
	- Production operators					794	3,847	0	0	4,641	1,133	4,097	0	0	5,230	794	1,769	0	0	2,563	423	2,166	0	0	2,589	
	Rate of New Employees by level				%	26.1%	28.6%	0	0	27.3%	23.6%	22.3%	0	0	22.2%	15.5%	10.9%	0	0	11.8%	11.2%	12.4%	0	0	11.6%	✓
	- Executives (level P&M)					15.7%	66.7%	0	0	21.9%	5.2%	12.7%	0	0	7.2%	4.7%	7.3%	0	0	5.2%	6.8%	1.9%	0	0	1.8%	
	- Middle Management (level S1-S5)	●	●	●		21.9%	74.7%	0	0	38.7%	6.2%	6.9%	0	0	6.3%	3.3%	6.5%	0	0	4.1%	10.6%	10.2%	0	0	10.2%	
	- Senior and Operative (level A1-A7)					31.4%	47.7%	0	0	33.5%	20.8%	23.3%	0	0	20.2%	8.9%	7.4%	0	0	7.1%	10.5%	12.4%	0	0	10.8%	
	- Production operators					24.0%	25.9%	0	0	25.4%	30.7%	22.5%	0	0	23.7%	27.6%	11.4%	0	0	13.8%	12.4%	12.5%	0	0	12.4%	
	New Employees by Function				FTE	1,578	4,730	0	0	6,308	1,729	4,474	0	0	6,203	1,046	1,932	0	0	2,978	878	2,467	0	0	3,345	✓
	- Administration					33	35	0	0	68	78	66	0	0	144	50	30	0	0	80	75	61	0	0	136	
	- Production	●	●	●		826	3,782	0	0	4,608	963	3,952	0	0	4,915	603	1,533	0	0	2,136	375	1,894	0	0	2,269	
	- Sales and service					46	87	0	0	133	111	20	0	0	131	103	22	0	0	125	32	24	0	0	56	
	- Supply chain management					359	411	0	0	770	208	242	0	0	450	174	161	0	0	335	101	279	0	0	380	
	- Technical					314	415	0	0	729	369	194	0	0	563	116	186	0	0	302	295	209	0	0	504	
	Rate of New Employees by Function				%	26.1%	28.6%	0	0	27.3%	23.6%	22.2%	0	0	22.2%	15.5%	10.9%	0	0	11.8%	11.3%	12.4%	0	0	11.6%	✓
	- Administration					5.7%	2.2%	0	0	3.1%	16.6%	15.2%	0	0	15.7%	12.6%	2.4%	0	0	4.8%	16.5%	15.3%	0	0	15.2%	
	- Production	●	●	●		37.3%	29.1%	0	0	30.0%	31.5%	23.1%	0	0	24.2%	15.1%	11.9%	0	0	12.5%	15.8%	13.0%	0	0	13.3%	
	- Sales and service					7.5%	52.4%	0	0	15.0%	16.9%	10.0%	0	0	14.5%	17.5%	12.9%	0	0	14.9%	5.2%	8.8%	0	0	5.4%	
	- Supply chain management					46.7%	61.2%	0	0	53.4%	21.1%	24.9%	0	0	22.9%	24.9%	16.5%	0	0	19.9%	9.9%	17.4%	0	0	14.4%	
	- Technical					16.8%	37.8%	0	0	22.2%	17.2%	14.1%	0	0	14.9%	10.7%	7.6%	0	0	7.4%	8.8%	6.7%	0	0	7.2%	
	Internal hire rate	●	●	●	%	14.1%					16.3%					24.5%					45.7%					✓
	Average Hiring cost				THB /Head	2,646					3,999					8,809					11,117					



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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 Turnover Employees	●	●	●	FTE	951	1,483	0	0	2,434	862	2,393	0	0	3,255	705	1,673	0	0	2,378	355	969	0	0	1,324	✓
	- Rate of employee turnover				%	15.7%	9.0%	0	0	10.5%	11.8%	11.9%	0	0	11.7%	10.4%	9.4%	0	0	9.4%	4.5%	4.9%	0	0	4.6%	
	Employees turnover by area	●	●	●	FTE	951	1,483	0	0	2,434	862	2,393	0	0	3,255	705	1,673	0	0	2,378	355	969	0	0	1,324	✓
	- Thailand	●				242	1,274	0	0	1,516	304	1,372	0	0	1,676	160	571	0	0	731	249	906	0	0	1,155	
	- India		●			639	148	0	0	787	454	936	0	0	1,390	438	1,035	0	0	1,473	11	14	0	0	25	
	- Slovakia			●		70	61	0	0	131	104	85	0	0	189	107	67	0	0	174	84	48	0	0	132	
	- Other					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	1	0	0	12	
	Rate of Employees turnover by area	●	●	●	%	15.7%	9.0%	0	0	10.5%	11.8%	11.9%	0	0	11.7%	10.4%	9.4%	0	0	9.4%	4.5%	4.9%	0	0	4.6%	✓
	- Thailand	●				6.0%	8.7%	0	0	8.1%	7.3%	8.1%	0	0	7.9%	4.0%	3.8%	0	0	3.8%	5.3%	5.3%	0	0	5.3%	
	- India		●			49.1%	10.7%	0	0	29.3%	18.5%	35.2%	0	0	27.2%	21.7%	51.6%	0	0	36.7%	0.5%	0.6%	0	0	0.5%	
	- Slovakia			●		9.7%	11.5%	0	0	10.4%	14.7%	17.1%	0	0	15.7%	15.4%	12.7%	0	0	14.3%	11.9%	10.0%	0	0	11.1%	
	- 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%	
	Employees turnover by age	●	●	●	FTE	951	1,483	0	0	2,434	862	2,393	0	0	3,255	705	1,673	0	0	2,378	355	969	0	0	1,324	✓
	- 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					496	1,016	0	0	1,512	500	1,850	0	0	2,350	433	1,390	0	0	1,823	188	635	0	0	823	
	- 30-55 years old					439	457	0	0	896	328	504	0	0	832	257	271	0	0	528	136	308	0	0	444	
	- Over 55 years old					16	10	0	0	26	34	38	0	0	72	15	12	0	0	27	31	26	0	0	57	
	Rate of Employees turnover by age	●	●	●	%	15.7%	9.0%	0	0	10.5%	11.8%	11.9%	0	0	11.7%	10.4%	9.4%	0	0	9.4%	4.5%	4.9%	0	0	4.6%	✓
	- 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					22.7%	14.0%	0	0	15.7%	16.6%	21.9%	0	0	20.2%	17.0%	18.3%	0	0	17.8%	5.8%	6.9%	0	0	6.5%	
	- 30-55 years old					11.8%	5.0%	0	0	6.7%	8.1%	4.6%	0	0	5.4%	6.3%	2.7%	0	0	3.6%	3.3%	3.2%	0	0	3.1%	
	- Over 55 years old					12.1%	13.2%	0	0	12.5%	12.6%	5.4%	0	0	7.4%	12.3%	20.0%	0	0	14.4%	6.5%	2.7%	0	0	3.6%	



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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 level				FTE	951	1,483	0	0	2,434	862	2,393	0	0	3,255	705	1,673	0	0	2,378	355	969	0	0	1,324	✓
	- Executives (level P&M)					4	4	0	0	8	3	7	0	0	10	3	5	0	0	8	5	1	0	0	6	
	- Middle Management (level S1-S5)	●	●	●		44	70	0	0	114	40	112	0	0	152	32	78	0	0	110	49	25	0	0	74	
	- Senior and Operative (level A1-A7)					314	282	0	0	596	285	455	0	0	740	233	318	0	0	551	80	48	0	0	128	
	- Production operators					589	1,127	0	0	1,716	534	1,819	0	0	2,353	437	1,272	0	0	1,709	221	895	0	0	1,116	
	Rate of Employees turnover by level				%	15.7%	9.0%	0	0	10.5%	11.8%	11.9%	0	0	11.7%	10.4%	9.4%	0	0	9.4%	4.5%	4.9%	0	0	4.6%	✓
	- Executives (level P&M)					7.8%	44.4%	0	0	12.5%	2.8%	16.3%	0	0	6.6%	1.6%	9.1%	0	0	3.2%	2.4%	1.9%	0	0	0.7%	
	- Middle Management (level S1-S5)	●	●	●		6.3%	19.9%	0	0	10.6%	4.2%	28.5%	0	0	11.1%	2.1%	12.7%	0	0	5.1%	4.5%	3.9%	0	0	4.2%	
	- Senior and Operative (level A1-A7)					15.8%	21.9%	0	0	16.1%	11.1%	30.8%	0	0	17.1%	10.7%	19.9%	0	0	12.5%	2.6%	2.5%	0	0	2.5%	
	- Production operators					17.8%	7.6%	0	0	9.4%	14.5%	10.0%	0	0	10.7%	15.2%	8.2%	0	0	9.2%	6.5%	5.2%	0	0	5.3%	
	Employees turnover by Function				FTE	951	1,483	0	0	2,434	862	2,393	0	0	3,255	705	1,673	0	0	2,378	355	969	0	0	1,324	✓
	- Administration					62	122	0	0	184	33	35	0	0	68	28	17	0	0	45	13	21	0	0	34	
	- Production	●	●	●		239	1,156	0	0	1,395	542	2,253	0	0	2,795	414	1,482	0	0	1,896	178	790	0	0	968	
	- Sales and service					406	114	0	0	520	87	3	0	0	90	54	17	0	0	71	10	12	0	0	22	
	- Supply chain management					105	34	0	0	139	79	50	0	0	129	87	72	0	0	159	38	83	0	0	121	
	- Technical					139	57	0	0	196	121	52	0	0	173	122	85	0	0	207	116	63	0	0	179	
	Rate of Employees turnover by Function				%	15.7%	9.0%	0	0	10.5%	11.8%	11.9%	0	0	11.7%	10.4%	9.4%	0	0	9.4%	4.5%	4.9%	0	0	4.6%	✓
	- Administration					10.7%	7.8%	0	0	8.5%	7.0%	8.1%	0	0	7.4%	7.1%	1.3%	0	0	2.7%	2.9%	5.3%	0	0	3.8%	
	- Production	●	●	●		10.8%	8.9%	0	0	9.1%	17.7%	13.2%	0	0	13.7%	10.4%	11.5%	0	0	11.1%	7.5%	5.4%	0	0	5.7%	
	- Sales and service					66.2%	68.7%	0	0	58.6%	13.2%	1.5%	0	0	10.0%	9.2%	10.0%	0	0	8.5%	1.6%	4.4%	0	0	2.1%	
	- Supply chain management					13.7%	5.1%	0	0	9.6%	8.0%	5.1%	0	0	6.6%	12.4%	7.4%	0	0	9.4%	3.7%	5.2%	0	0	4.6%	
	- Technical					7.4%	5.2%	0	0	6.0%	5.6%	3.8%	0	0	4.6%	11.3%	3.5%	0	0	5.1%	3.5%	2.0%	0	0	2.5%	



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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					78.3%	78.9%	0	0	78.7%	86.0%	93.9%	0	0	91.8%	85.6%	92.8%	0	0	90.6%	56.1%	40.9%	0	0	45.0%	✓
	- 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%	0.1%	0.1%	0	0	0.1%	0.0%	0.0%	0	0	0.0%	
	- Health considerations					0.4%	0.5%	0	0	0.5%	0.0%	0.0%	0	0	0.0%	0.3%	0.6%	0	0	0.5%	1.5%	1.9%	0	0	1.8%	
	- Long travel time to workplace					0.1%	0.1%	0	0	0.1%	1.9%	0.3%	0	0	0.7%	0.1%	0.1%	0	0	0.1%	0.7%	0.2%	0	0	0.4%	
	- Military Service					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.1%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	
	- Own business establishment					0.6%	0.4%	0	0	0.5%	1.9%	0.5%	0	0	0.8%	1.3%	1.0%	0	0	1.1%	1.6%	0.7%	0	0	1.0%	
	- Dissatisfaction with Pay and benefits					0.0%	0.0%	0	0	0.0%	0.2%	0.1%	0	0	0.2%	0.3%	0.1%	0	0	0.1%	0.7%	0.1%	0	0	0.2%	
	- Personal or family commitments					2.2%	1.0%	0	0	1.5%	7.8%	3.3%	0	0	4.5%	2.0%	2.2%	0	0	2.1%	4.0%	2.0%	0	0	2.6%	
	- Pursuing new career opportunities					7.2%	3.5%	0	0	4.9%	5.9%	3.1%	0	0	3.8%	5.7%	5.4%	0	0	5.5%	15.1%	11.0%	0	0	12.1%	
	- Pursuit of further education	●	●	●	%	2.0%	1.8%	0	0	1.9%	2.9%	1.4%	0	0	1.8%	5.0%	1.7%	0	0	2.7%	2.1%	1.7%	0	0	1.8%	
	- Relocation to home province or abroad					2.0%	0.9%	0	0	1.3%	0.0%	0.0%	0	0	0.0%	2.7%	5.4%	0	0	4.6%	6.3%	9.0%	0	0	8.3%	
	- Retirement: the agreed contract term comp					30.9%	44.6%	0	0	39.3%	56.6%	69.5%	0	0	66.1%	40.3%	34.3%	0	0	36.2%	1.2%	4.2%	0	0	3.4%	
	- Retirement: reaching Delta age policy					0.8%	0.7%	0	0	0.7%	2.8%	1.3%	0	0	1.7%	4.4%	2.6%	0	0	3.2%	0.3%	0.1%	0	0	0.1%	
	- Voluntary early retirement					12.6%	8.0%	0	0	9.8%	5.6%	2.1%	0	0	3.0%	2.3%	3.7%	0	0	3.3%	1.3%	2.4%	0	0	2.1%	
	- Exercising the right to privacy in resignation					19.5%	17.3%	0	0	18.2%	0.5%	12.3%	0	0	9.2%	21.0%	35.5%	0	0	31.2%	17.5%	6.6%	0	0	9.5%	
	- Completion of Internship Program					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	3.1%	1.0%	0	0	1.5%	
	- Not Interested/ Less Passion in Current Role					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%	
	- Offered with Higher Package by the 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%	0.0%	0.0%	0	0	0.0%	
	- Work Pressure/ Overloaded/ Work Life Balance					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.6%	0.0%	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%	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	2022					2023					2024					2025					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 involuntary turnover					21.7%	21.1%	0	0	21.3%	14.0%	6.1%	0	0	8.2%	14.4%	7.2%	0	0	9.4%	43.9%	59.0%	0	0	55.0%	✓
	- 3-day no-show termination					19.7%	19.8%	0	0	19.8%	9.8%	4.9%	0	0	6.3%	9.4%	5.7%	0	0	6.8%	29.5%	55.9%	0	0	45.0%	
	- Ethical or disciplinary action termination					1.5%	0.9%	0	0	1.1%	2.8%	0.7%	0	0	1.2%	3.4%	0.9%	0	0	1.6%	0.2%	0.0%	0	0	0.0%	
	- Non-work-related employee death					0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0.1%	0	0	0.1%	0.7%	0.4%	0	0	0.5%	
	- 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%	0.5%	0.0%	0	0	0.2%	
	- Unable to meet probationary requirement					0.5%	0.4%	0	0	0.4%	1.4%	0.5%	0	0	0.7%	1.6%	0.5%	0	0	0.8%	1.2%	0.1%	0	0	0.4%	
	- 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%	11.6%	2.5%	0	0	5.0%	

Note

- 1 In 2025, increasing number of our FTE were mainly from Thailand and India production site's expansion and the available data from Thailand and R&D center in Germany including Soest and Teningen.
- 2 Major employee-related information has been collected from the Payroll and SAP systems based on ISO 9001 standards.



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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	2,026	16,518	0	0	18,544	3,163	20,109	0	0	23,272	2,709	17,722	0	0	20,431	7,803	19,893	211	807	28,714	✓				
	Employees that were entitled to parental leave					724	659	0	0	1,383	708	877	0	0	1,585	88	380	0	0	468	102	240	0	0	342					
GRI 401-3 (b.)	Employees that took parental leave					11	369	0	0	380	10	434	0	0	444	94	350	0	0	444	113	435	0	0	548	✓				
GRI 401-3 (c.)	Employees that returned to work after parental leave end					10	284	0	0	294	4	337	0	0	341	94	358	0	0	452	104	303	0	0	407	✓				
GRI 401-3 (d.)	Employees that returned to work after parental leave and still employed 12 months					2	284	0	0	286	4	297	0	0	301	84	160	0	0	244	18	58	0	0	76	✓				
GRI 401-3 (e.)	Rate of Employees that returned to work after parental leave					90.9%	77.0%	0	0	77.4%	40.0%	77.6%	0	0	76.8%	100.0%	102.3%	0	0	101.8%	92.0%	69.7%	0	0	74.3%	✓				
	Rate of Employees that returned to work after parental leave and still employed 12 months					20.0%	100.0%	0	0	97.3%	100.0%	88.1%	0	0	88.3%	89.4%	44.7%	0	0	54.0%	17.3%	19.1%	0	0	18.7%					
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining	●	●	●	%						100.0%						100.0%						100.0%						100.0%	✓

Note

- All employees within the reporting scope are eligible for parental leave benefits. The disclosure covers 98% of the Group's consolidated financial reporting scope. Parental leave data are reported on a headcount basis, while total employee data are based on FTE employees under GRI 2-7.
- Parental leave ended was counted by end of parental leave without pay.
- Major employee-related information has been collected from the Payroll and SAP system based on ISO 9001 standard.
- In 2021-2024, According to Slovakia labor law and India labor law, maternity leave is available for male workers.
- In 2025, In Thailand, parental leave entitlements apply to all employees regardless of gender.
- In 2025, increasing number of our FTE were from Thailand production site's expansion and the available data from R&D center in Germany including Soest and Teningen.
- The return-to-work rate exceeded 100% due to timing differences between the commencement of parental leave and employees returning to work within the reporting year.



Sustainability in Number

Performance mapping with GRI 403 Occupational Health and Safety



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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 403-9	Number of <u>fatalities</u> as a result of work-related injuries of <u>employees</u>	●	●	●	Case	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 <u>fatalities</u> as a result of work-related injuries of <u>employees</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 <u>fatalities</u> as a result of work-related injuries of <u>subcontractors</u>	●	●	●	Case	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 <u>fatalities</u> as a result of work-related injuries of <u>subcontractors</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 <u>fatalities</u> as a result of work-related injuries of <u>other workers</u>	●	●	●	Case	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 <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	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	2022					2023					2024					2025					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</u> work-related injuries of <u>employees</u> (exc. fatalities)	•	•	•	Case	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</u> work-related injuries of <u>employees</u> (exc. fatalities)	•	•	•	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</u> work-related injuries of <u>subcontractors</u> (exc. fatalities)	•	•	•	Case	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</u> work-related injuries of <u>subcontractors</u> (exc. fatalities)	•	•	•	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</u> work-related injuries of <u>other workers</u> (exc. fatalities)	•	•	•	Case	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</u> work-related injuries of <u>other workers</u> (exc. fatalities)	•	•	•	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	2022					2023					2024					2025					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>employees</u>	●	●	●	Case	11	17	0	0	28	16	19	0	0	35	4	3	0	0	7	3	6	0	0	9	✓
	- Thailand	●				11	17	0	0	28	14	19	0	0	33	2	3	0	0	5	2	4	0	0	6	
	- 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	2	0	0	0	2	2	0	0	0	2	1	2	0	0	3	
	- 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>employees</u>	●	●	●	Case/ million hours worked	2.29	0.87	0	0	1.16	2.18	0.92	0	0	1.25	0.38	0.14	0	0	0.22	0.28	0.28	0	0	0.28	✓
	- Thailand	●				2.29	0.87	0	0	1.16	2.51	0.96	0	0	1.30	0.33	0.15	0	0	0.19	0.29	0.20	0	0	0.22	
	- India		●			0	0	0	0	0	0	0	0	0	0	0.00	0	0	0	0	0.00	0	0	0	0	
	- Slovakia			●		0	0	0	0	0	1.74	0	0	0	1.02	1.69	0	0	0	0.96	0.93	3	0	0	1.69	
	- 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>subcontractors</u>	●	●	●	Case	21	34	0	0	55	24	28	0	0	52	3	11	0	0	14	2	5	0	0	7	✓
	- Thailand	●				21	34	0	0	55	23	28	0	0	51	3	11	0	0	14	2	5	0	0	7	
	- India		●			0	0	0	0	0	1	0	0	0	1	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>subcontractors</u>	●	●	●	Case/ million hours worked	7.16	1.84	0	0	2.57	4.29	1.08	0	0	1.65	0.58	0.48	0	0	0.49	0.29	0.16	0	0	0.19	✓
	- Thailand	●				7.16	1.84	0	0	2.57	4.82	1.08	0	0	1.67	0.76	0.51	0	0	0.55	0.46	0.19	0	0	0.23	
	- India		●			0	0	0	0	0	1.21	0	0	0	1.21	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 recordable work-related injuries of <u>other workers</u>	●	●	●	Case	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 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	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	2022					2023					2024					2025					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				Case	32	51	0	0	83	40	47	0	0	87	8	14	0	0	22	6	11	0	0	17	✓	
	• Total number case of Slip, Trips and Falls	•	•	•		2	7	0	0	9	3	2	0	0	5	0	1	0	0	1	0	0	0	0	0		
	• Slip, Trips and Falls of <u>employees</u>					1	2	0	0	3	1	2	0	0	3	0	0	0	0	0	0	0	0	0	0		
	- Thailand	•			Case	1	2	0	0	3	0	2	0	0	2	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	1	0	0	0	1	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>subcontractors</u>	•	•	•	Case	1	5	0	0	6	2	0	0	0	2	0	1	0	0	1	0	0	0	0	0	0	
	- Thailand	•				1	5	0	0	6	2	0	0	0	2	0	1	0	0	1	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	0	✓
	- Slovakia			•		0	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	0	
	• Slip, Trips and Falls of <u>other workers</u>	•	•	•	Case	0	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	0	
	- India		•			0	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	0	✓
	- Others					0	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	•	•	•	Case	10	10	0	0	20	6	9	0	0	15	3	4	0	0	7	2	7	0	0	9	0	✓
	• Knife injury of <u>employees</u>					2	3	0	0	5	3	4	0	0	7	1	2	0	0	3	1	4	0	0	5	0	
	- Thailand	•				2	3	0	0	5	3	4	0	0	7	0	2	0	0	2	0	2	0	0	2	0	
	- India		•			0	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	1	2	0	0	3	0	
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	• Knife injury of <u>subcontractors</u>	•	•	•	Case	8	7	0	0	15	3	5	0	0	8	2	2	0	0	4	1	3	0	0	4	0	✓
	- Thailand	•				8	7	0	0	15	3	5	0	0	8	2	2	0	0	4	1	3	0	0	4	0	
	- India		•			0	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	0	✓
	- Others					0	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 workers</u>	•	•	•	Case	0	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	0	
	- India		•			0	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	0	✓
	- Others					0	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	2022					2023					2024					2025					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	•	•	•	Case	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓		
	• Fire and hot objects of <u>employees</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>subcontractors</u>	•	•	•	Case	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓		
	- Thailand	•	•	•		0	1	0	0	1	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>other workers</u>	•	•	•	Case	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	•	•	•	Case	1	0	0	0	1	2	0	0	0	2	1	0	0	0	1	0	0	0	0	0	✓		
	• Transportation and vehicle related accidents of <u>employees</u>	•	•	•		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	0	0	0	0	0	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	1	0	0	0	1	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>subcontractors</u>	•	•	•	Case	1	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	✓		
	- Thailand	•	•	•		1	0	0	0	1	1	0	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				
	- 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				
	• Transportation and vehicle related accidents of <u>other workers</u>	•	•	•	Case	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	2022					2023					2024					2025					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	•	•	•	Case	0	2	0	0	2	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	✓
	• Electrocuted of <u>employees</u>	•	•	•		0	2	0	0	2	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	
	- Thailand	•	•	•		0	2	0	0	2	1	0	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	
	• Electrocuted of <u>subcontractors</u>	•	•	•	Case	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 workers</u>	•	•	•	Case	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	•	•	•	Case	17	22	0	0	39	21	29	0	0	50	4	6	0	0	10	3	3	0	0	6	✓
	• Machinery injury of <u>employees</u>	•	•	•		8	7	0	0	15	9	12	0	0	21	3	0	0	0	3	3	2	0	0	5	
	- Thailand	•	•	•		8	7	0	0	15	9	12	0	0	21	2	0	0	0	2	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	1	0	0	0	1	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>subcontractors</u>	•	•	•	Case	9	15	0	0	24	12	17	0	0	29	1	6	0	0	7	0	1	0	0	1	✓
	- Thailand	•	•	•		9	15	0	0	24	12	17	0	0	29	1	6	0	0	7	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	
	• Machinery injury of <u>other workers</u>	•	•	•	Case	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	2022					2023					2024					2025					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 Chemical injury	•	•	•	Case	0	4	0	0	4	4	7	0	0	11	0	3	0	0	3	1	0	0	0	1	✓
	• Chemical injury of <u>employees</u>	•	•	•		0	2	0	0	2	1	1	0	0	2	0	1	0	0	1	0	0	0	0	0	
	- Thailand	•	•	•		0	2	0	0	2	1	1	0	0	2	0	1	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	
	• Chemical injury of <u>subcontractors</u>	•	•	•	Case	0	2	0	0	2	3	6	0	0	9	0	2	0	0	2	1	0	0	0	1	✓
	- Thailand	•	•	•		0	2	0	0	2	3	6	0	0	9	0	2	0	0	2	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	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	
	• Chemical injury of <u>other workers</u>	•	•	•	Case	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 Physical demand	•	•	•	Case	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	• Physical demand of <u>employees</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	
	• Physical demand of <u>subcontractors</u>	•	•	•	Case	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	
	• Physical demand of <u>other workers</u>	•	•	•	Case	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	2022					2023					2024					2025					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	•	•	•	Case	2	5	0	0	7	3	0	0	0	3	0	0	0	0	0	0	1	0	0	1	✓
	• Others injury of <u>employees</u>					0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Thailand	•				0	1	0	0	1	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	
	• Others injury of <u>subcontractors</u>	•	•	•	Case	2	4	0	0	6	3	0	0	0	3	0	0	0	0	0	0	1	0	0	1	✓
	- Thailand	•				2	4	0	0	6	2	0	0	0	2	0	0	0	0	0	0	1	0	0	1	
	- India		•			0	0	0	0	0	1	0	0	0	1	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>other workers</u>	•	•	•	Case	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 employees</u>	•	•	•	Case	17	24	0	0	41	11	19	0	0	30	5	2	0	0	7	3	6	0	0	9	✓
	- Thailand	•				17	24	0	0	41	9	19	0	0	28	2	2	0	0	4	2	4	0	0	6	
	- 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	2	0	0	0	2	3	0	0	0	3	1	2	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 employees</u>	•	•	•	Case/ million hours worked	3.54	1.23	0	0	1.69	1.50	0.92	0	0	1.07	0.47	0.09	0	0	0.22	0.28	0.28	0	0	0.28	✓
	- Thailand	•				3.54	1.23	0	0	1.69	1.62	0.96	0	0	1.10	0.33	0.10	0	0	0.15	0.29	0.20	0	0	0.22	
	- 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	1.74	0	0	0	1.02	2.54	0	0	0	1.44	0.93	3	0	0	1.69	
	- 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 subcontractors</u>	•	•	•	Case	27	54	0	0	81	21	27	0	0	48	3	11	0	0	14	2	5	0	0	7	✓
	- Thailand	•				27	54	0	0	81	21	27	0	0	48	3	11	0	0	14	2	5	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	



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GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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: <u>LTIFR of subcontractors</u>	●	●	●	Case/ million hours worked	9.21	2.93	0	0	3.79	3.75	1.05	0	0	1.53	0.58	0.48	0	0	0.49	0.29	0.16	0	0	0.19	✓		
	- Thailand	●				9.21	2.93	0	0	3.79	4.40	1.05	0	0	1.57	0.76	0.51	0	0	0.55	0.46	0.19	0	0	0.23			
	- 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 other workers</u>	●	●	●	Case	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: <u>LTIFR of 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	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>hours worked of employees</u>	●	●	●	Hours Worked	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	10,904,356	21,118,561	0	0	32,022,917	✓		
	- Thailand	●				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	6,789,452	19,920,635	0	0	26,710,088			
	- India		●			0	0	0	0	0	603,420	0	0	603,420	3,447,911	403,760	0	0	3,851,671	2,226,363	369,743	0	0	2,596,106				
	- Slovakia			●		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	1,071,121	703,709	0	0	1,774,830			
	- Others					0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	817,420	124,474	0	0	941,893			
	The number of <u>hours worked of subcontractors</u>	●	●	●	Hours Worked	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	6,954,179	30,741,847	0	0	37,696,026	✓		
	- Thailand	●				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	4,335,462	25,895,886	0	0	30,231,348			
	- India		●			0	0	0	0	0	827,197	0	0	827,197	1,271,038	1,646,243	0	0	2,917,281	2,612,966	4,845,961	0	0	7,458,926				
	- 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	5,752	0	0	0	5,752			
	The number of <u>hours worked of other workers</u>	●	●	●	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			



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GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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 of employees</u>	●	●	●	Day	62	103	0	0	165	74	123	0	0	197	82	11	0	0	93	162	125	0	0	287	✓
	- Thailand	●				62	103	0	0	165	28	123	0	0	151	22	11	0	0	33	29	35	0	0	64	
	- 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	46	0	0	0	46	60	0	0	0	60	133	90	0	0	223	
	- 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 employees</u>	●	●	●	Day/ million hours worked	12.92	5.30	0	0	6.81	10.10	5.95	0	0	7.04	7.70	0.52	0	0	2.91	14.86	5.92	0	0	8.96	✓
	- Thailand	●				12.92	5.30	0	0	6.81	5.03	6.20	0	0	5.94	3.66	0.55	0	0	1.27	4.27	1.76	0	0	2.40	
	- 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	50.71	0	0	0	28.84	124.17	0	0	0	125.65	
	- 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 of subcontractors</u>	●	●	●	Day	110	142	0	0	252	104	137	0	0	241	5	68	0	0	73	11	41	0	0	52	✓
	- Thailand	●				110	142	0	0	252	104	137	0	0	241	5	68	0	0	73	11	41	0	0	52	
	- 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 subcontractors</u>	●	●	●	Day/ million hours worked	37.51	7.70	0	0	11.80	18.58	5.30	0	0	7.67	0.96	2.94	0	0	2.58	1.58	1.33	0	0	1.38	✓
	- Thailand	●				37.51	7.70	0	0	11.80	21.80	5.30	0	0	7.87	1.27	3.16	0	0	2.87	2.54	1.58	0	0	1.72	
	- 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 of other workers</u>	●	●	●	Day	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 workers</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	



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GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2022					2023					2024					2025					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 <u>fatalities</u> as a result of work-related ill health of <u>employees</u>	●	●	●	Case	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 <u>fatalities</u> as a result of work-related ill health of <u>employees</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 <u>fatalities</u> as a result of work-related ill health of <u>subcontractors</u>	●	●	●	Case	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 <u>fatalities</u> as a result of work-related ill health of <u>subcontractors</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 <u>fatalities</u> as a result of work-related ill health of <u>other workers</u>	●	●	●	Case	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 <u>fatalities</u> 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	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	2022					2023					2024					2025					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 employees</u>	•	•	•	Case	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 employees</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 subcontractors</u>	•	•	•	Case	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 subcontractors</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 other workers</u>	•	•	•	Case	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 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	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	2022					2023					2024					2025					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	●	●	●	%	32		0	0	32	5		0	0	5	4		0	0	4	3		0	0	3	✓
	Hazardous substances related abnormality				%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

Note

- Contractors and other workers cover contractors entering the area, transportation suppliers, cleaning staff and security officer.
- 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)
- 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)
- Lost Workday Rate (LWR) = Total number of lost workdays due to injuries (days) over the reporting period x 1,000,000 / Total hours worked (over the reporting period)
- In 2020-2022, scope of GRI 403-9 and GRI 403-10 was only for Thailand.
- Since 2023, the reporting scope for GRI 403-9 and GRI 403-10 has been expanded to cover operations in Thailand, India, and Slovakia.
- Since 2025, reporting scope has expanded to include the DET's R&D center in Germany including Soest and Teningen to the reporting scope of GRI 403-9 and GRI 403-10.
- Near-miss incidents are excluded from the reported recordable work-related injuries.
- Lost Workday Rate is used as a severity indicator, reflecting the number of lost workdays due to work-related injuries per 1,000,000 hours worked. This metric is referred to as a severity rate in other reporting practices

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 2025 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.

Company	Location	Type of Business	Headcount as of 31 Dec 2025	Listed / Not listed	Verified KPI																				
					2-7, 8	Energy					Water & Effluent			GHG emission				Waste			Employment		Health and Safety		
						302-1	302-2	302-3	302-4	303-3	303-4	303-5	305-1	305-2	305-3	305-7	306-3	306-4	306-5	401-1	401-2	401-3	403-9	403-10	
Delta Electronics (Thailand) Public Company Limited ¹ (HQ)	Thailand	- Trading /Marketing & Sales - R&D - Manufacturing - Integration, Biding, Installation and Service	21,850	L	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
1. DET International Holding B.V.	Netherlands	Business investment	10	N	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	
1.1 DET Logistics (USA) Corporation	USA	Trading of electronic products	6	N	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	
1.2 Delta Energy Systems (Germany) GmbH	Germany	- Marketing & Trading of electronic products - R&D	596	N	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	
1.2.1 Delta Energy Systems Property (Germany) GmbH	Germany	Property	-	N	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	
1.3 Delta Energy Systems (India) Pvt. Ltd.	India	Marketing & Sales of electronics products	-	N	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	•	•	•	
1.4 Delta Electronics (Slovakia), s.r.o	Slovakia	Manufacturing & Sales of electronics products	495	N	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
1.5 Delta Energy Systems (Romania) SRL	Romania	R&D	5	N	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	
1.6 Delta Electronics (Hungary) Kft.	Hungary	Manufacturing of electric vehicle and electronics products	8	N	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	
1.7 Eltek s.r.o.	Slovakia	Manufacturing electronics products	690	N	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
1.8 Delta Electronics (Automotive) Americas Inc.	USA	R&D	15	N	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	
2. Delta Energy Systems (Singapore) Pte. Ltd.	Singapore	- Business investment - Management and Consultancy Service - Trading of electronics products	4	N	•	•	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	
2.1 Delta Electronics (Australia) Pty Ltd	Australia	Local sales & Trading of electronic products	43	N	•	•	•	•	•	-	-	-	•	•	•	•	-	-	-	-	-	-	•	•	
2.2 Delta Electronics India Pvt. Ltd.	India	Manufacturing, Marketing & Sales of electronics products	3,709	N	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
2.3 Delta Electronics (Myanmar) Co., Ltd.	Myanmar	Manufacturing of electronics component	0	N	•	•	•	•	•	-	-	-	•	•	•	•	-	-	-	-	-	-	•	•	
2.4 Delta Energy Systems (UK) Ltd.	United Kingdom	R&D	30	N	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	
2.5 Delta Greentech (Netherlands) B.V.	Netherlands	Business Investment	-	N	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	
2.5.1 Delta Energy Systems LLC	Russia	Marketing & Sales of electronic products	10	N	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	
3. Delta Green Industrial (Thailand) Co., Ltd.	Thailand	Integration, Sales/Trading, Installation and Service	41	N	•	•	•	•	•	•	•	•	•	•	•	-	-	-	-	•	•	•	•	•	
4. Delta Electronics (Vietnam) Co., Ltd.	Vietnam	Trading and solution business	39	N	•	•	•	-	-	-	-	-	•	•	•	-	-	-	-	-	-	-	•	•	
5. Delta Electronics India Manufacturing Pvt. Ltd.	India	Manufacturing of electronics products	1,122	N	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
6. Delta Electronics Philippines Inc.	Philippines	Local sales & Trading of electronic products	30	N	•	•	•	•	•	-	-	-	•	•	•	-	-	-	-	-	-	-	•	•	
7. PT Delta Electronics Indonesia	Indonesia	Trading and bid local projects	10	N	•	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	•	•	



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For more information on our ESG Performance

E-mail: det.sd@deltaww.com