



2024

Sustainability in Numbers

Delta Electronics (Thailand) Public Company Limited

Reporting Period : January to December 2023

Boundary : Major Manufacturing site in Thailand, India and Slovakia

Data collection standard : GRI Standard



Sustainability in Number

Performance mapping with GRI 302 Energy



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020	2021	2022	2023	Assure by independent auditor
		TH	IN	SK						
	Production Amount	●	●	●	MUSD	1,814.36	2,347.71	2,757.83	3,674.59	
	GRI 302 Energy									
GRI 302-1 (E)	Total energy consumption within the organization	●	●	●	GJ	348,413.49	401,197.22	375,408.95	779,381.53	✓
					MWh	96,781.52	111,443.67	104,280.26	216,494.87	
GRI 302-1 (A)	Total non-renewable energy	●	●	●	GJ	10,900.33	13,227.14	11,398.55	12,640.67	✓
					MWh	3,027.87	3,674.20	3,166.26	3,511.30	
	- Gasoline				GJ	192.85	150.02	150.15	1,475.74	
	- Diesel					3,353.90	4,335.42	4,044.99	4,441.11	
	- LPG					4.44	n/a	n/a	3.19	
	- Natural Gas					7,349.14	8,741.70	7,203.41	6,720.62	
GRI 302-1 (B)	Total renewable energy	●	●	●	GJ	34,819.70	35,826.20	46,648.88	228,992.73	✓
					MWh	9,672.14	9,951.72	12,958.02	63,609.09	
	- Solar energy, self - generation				GJ	34,545.83	35,483.21	32,647.73	33,406.64	
	- Unbundle Energy Attribute Certificate Such as I-REC, TIGRs.					n/a	n/a	13,680.00	195,251.72	
	- Ethanol					21.43	16.67	16.68	145.74	
	- Biodiesel					252.44	326.32	304.46	188.63	
GRI 302-1 (C)	Total electricity and stream purchased for consumption	●	●	●	GJ	302,693.46	352,143.88	317,361.52	537,748.13	✓
					MWh	84,081.52	97,817.75	88,155.98	149,374.48	
GRI 302-3	Total energy consumption intensity	●	●	●	MWh/MUSD	53.34	47.47	37.81	58.92	✓
	Non-renewable energy consumption intensity					48.01	43.23	33.11	41.61	
	- Electricity purchase intensity					46.34	41.67	31.97	40.65	
	- Fossil fuel consumption intensity					1.67	1.57	1.15	0.96	
	Renewable energy consumption intensity					5.29	4.20	4.67	17.31	
	- Solar energy, self - generation					5.29	4.20	3.29	2.53	
	- Unbundle Energy Attribute Certificate Such as I-REC, TIGRs.					n/a	n/a	1.38	14.76	



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Performance mapping with GRI 302 Energy



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020	2021	2022	2023	Assure by independent auditor
		TH	IN	SK						
GRI 302-3	- Biofuels (Ethanol and Bio Diesel)	●	●	●	MWh/MUSD	0.04	0.04	0.03	0.03	✓
GRI 302 -4 (A)	Total reduction of energy consumption within the organization	●	●	●	GJ	9,778.96	7,280.64	9,936.15	1,558.94	✓
					MWh	2,716.38	2,022.40	2,760.04	433.04	
GRI 302 -4 (B)	- Reduction of electricity consumption	●	●	●	GJ	9,778.96	7,280.64	9,936.15	1,558.94	✓
	- Reduction of fossil fuel consumption					n/a	n/a	n/a	n/a	
	- Reduction of energy consumption intensity (Saving energy intensity)				MWh/MUSD	1.50	0.86	1.00	0.12	

Note

- 1 N/A means not available
- 2 Total energy consumption within the organization covers total non-renewable energy consumption, total renewable energy and total electricity purchased.
- 3 In 2020, scope was expand reporting covers DET's subsidiaries (India and Slovakia) for the full coverage of manufacturing.
- 4 The 2023 disclosed of environmental performance baseline is 2021.
- 5 Reduction of energy consumption is covered on the sites in Thailand only.
- 6 In 2023, the gasoline consumption scope was expand reporting covers company's van and sales activities of DGIT.
- 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.



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Performance mapping with GRI 303 Water & Effluent



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020	2021	2022	2023	Assure by independent auditor
		TH	IN	SK						
	Production Amount	●	●	●	MUSD	1,814.36	2,347.71	2,757.83	3,674.59	
	GRI 303 Water & Effluent					GRI 303 Water & Effluent				
GRI 303-5	Water consumption intensity				Million Litter	0.09	0.08	0.08	0.08	✓
GRI 303-5 (A)	Total water consumption from all areas	●	●	●		162.17	184.16	225.68	293.04	✓
GRI 303-5 (B)	Total water consumption from all areas with water stress area					10.37	135.51	149.36	104.33	
GRI 303-3 (A)	Water withdrawal intensity				Million Liters	0.20	0.18	0.16	0.19	✓
	Total water withdrawal					368.95	430.87	438.89	689.70	✓
	- Surface water	●	●	●		4.21	6.66	1.30	6.72	
	- Groundwater					15.31	14.91	19.06	15.90	
	- Third-party water					349.44	409.31	418.53	667.08	
GRI 303-3 (C)	Freshwater with Total Dissolved Solids ≤ 1000 mg/L				Million Liters	301.36	372.38	428.14	689.70	✓
	- Surface water	●	●	●		4.21	6.66	1.30	6.72	
	- Groundwater					15.31	14.91	19.06	15.90	
	- Third-party water					281.84	350.82	407.78	667.08	
	Other water with Total Dissolved Solids > 1000 mg/L					67.60	58.49	10.75	n/a	
	- Surface water	●	●	●		n/a	n/a	n/a	n/a	
	- Groundwater					n/a	n/a	n/a	n/a	
	- Third-party water					67.60	58.49	10.75	n/a	
GRI 303-3 (B)	Total water withdrawal from water stress area				Million Liters	10.37	315.15	305.30	254.36	✓
	- Surface water	●	●	●		N/A	6.66	1.30	3.40	
	- Groundwater					8.78	n/a	n/a	15.90	
	- Third-party water					1.59	308.50	304.00	235.07	
GRI 303-3 (C)	Freshwater with Total Dissolved Solids ≤ 1000 mg/L (water stress area)				Million Liters	10.37	277.54	305.30	254.36	✓
	- Surface water	●	●	●		n/a	6.66	1.30	3.40	
	- Groundwater					8.78	n/a	n/a	15.90	
	- Third-party water					1.59	270.88	304.00	235.07	



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Performance mapping with GRI 303 Water & Effluent



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020	2021	2022	2023	Assure by independent auditor
		TH	IN	SK						
GRI 303-3 (C)	Other water with Total Dissolved Solids > 1000 mg/L (water stress area)				Million Liters	n/a	37.62	n/a	n/a	✓
	- Surface water	●	●	●		n/a	n/a	n/a	n/a	
	- Groundwater					n/a	n/a	n/a	n/a	
	- Third-party water					n/a	37.62	n/a	n/a	
GRI 303-4 (A)	Total water discharge to all areas				Million Litter	206.79	246.72	213.20	382.97	✓
	- Surface water	●	●	●		n/a	n/a	n/a	6.56	
	- Groundwater					n/a	n/a	n/a	n/a	
	- Third-party water					206.79	246.72	213.20	376.40	
GRI 303-4 (B)	Discharge with Total Dissolved Solids ≤ 1000 mg/L	●	●	●	Million Litter	206.79	246.72	213.20	382.97	✓
	Other water with Total Dissolved Solids > 1000 mg/L					n/a	n/a	n/a	n/a	
GRI 303-4 (C)	Total water discharge to all areas from water stress area				Million Litter	n/a	179.64	155.94	136.34	✓
	- Surface water	●	●	●		n/a	n/a	n/a	n/a	
	- Groundwater					n/a	n/a	n/a	n/a	
	- Third-party water					n/a	179.64	155.94	136.34	
	Discharge with Total Dissolved Solids ≤ 1000 mg/L	●	●	●		n/a	179.64	155.94	136.34	
	Other water with Total Dissolved Solids > 1000 mg/L					n/a	n/a	n/a	n/a	
GRI 303-5	Total water recycled and reused by the organization.				Million Litter	118.12	121.49	191.27	79.35	✓
	- Total water reused	●	●	●		34.47	25.80	42.70	72.59	
	- Total water recycled					83.65	95.69	148.57	6.76	
GRI 303-5	Percentage of water reused per water withdrawal				Percentage	32.01	28.20	43.58	11.50	✓
	- Percentage of water reused per water withdrawal	●	●	●		9.34	5.99	9.73	10.53	
	- Percentage of water reused per water withdrawal					22.67	22.21	33.85	0.98	

Note

- 1 N/A means not available
- 2 In 2023, scope of waste data was expanded to DET 7



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Performance mapping with GRI 303 Water & Effluent



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020	2021	2022	2023	Assure by independent auditor
		TH	IN	SK						
3	The 2023 disclosed of environmental performance baseline is 2021.									
4	Water reuse are included in water consumption such as gardening and sanitary flush									
5	Water stress area are assessed by the WWF 'Water Risk Filter'.									
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).									



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Performance mapping with GRI 305 Greenhouse gases emission



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020	2021	2022	2023	Assure by independent auditor
		TH	IN	SK						
	Production Amount	●	●	●	MUSD	1,814.36	2,347.71	2,757.83	3,674.59	
	GRI 305 Greenhouse gases emission					GRI 305 Greenhouse gases emission				
GRI 305-1	Total GHG emissions (Scope 1 + Scope 2) Location based	●	●	●	Ton CO2e	43,520.05	54,763.63	64,465.51	76,071.29	✓
	Total GHG emissions (Scope 1 + Scope 2) Market based					43,520.05	54,763.63	62,565.89	49,345.63	✓
GRI 305-1 (A)	Direct (scope 1) GHG emissions	●	●	●	Ton CO2e	1,359.72	1,641.30	2,113.75	2,654.28	✓
	- Thailand	●				764.48	802.56	1,486.35	2,030.07	
	- India		●			146.68	328.19	163.50	89.13	
	- Slovakia			●		448.56	510.55	463.90	535.08	
GRI 305-1 (B)	Gases included in GHG scope 1 calculation				Ton CO2e					✓
	- CO2					n/a	n/a	729.84	896.86	
	- CH4	●	●	●		n/a	n/a	683.88	854.07	
	- N2O					n/a	n/a	32.66	13.97	
	- HFCs					n/a	n/a	667.37	891.56	
GRI 305-2 (A)	Total Energy indirect (Scope 2) GHG emissions (Location based)	●	●	●	Ton CO2e	42,160.33	53,122.33	62,351.76	73,417.01	✓
	- Thailand	●				39,779.41	50,693.46	59,865.53	70,991.10	
	- India		●			1,779.91	1,892.96	1,857.00	2,105.06	
	- Slovakia			●		601.01	535.91	629.23	320.85	
GRI 305-2 (B)	Total Energy indirect (Scope 2) GHG emissions (Market based)	●	●	●	Ton CO2e	42,160.33	53,122.33	60,452.14	46,691.35	✓
	- Thailand	●				39,779.41	50,693.46	57,965.91	44,265.44	
	- India		●			1,779.91	1,892.96	1,857.00	2,105.06	
	- Slovakia			●		601.01	535.91	629.23	320.85	
GRI 305-3 (A)	Total Other indirect (Scope 3) GHG emissions	●	●	●	Ton CO2e	95,149.07	149,858.68	189,340.85	171,817.25	✓
	- Thailand	●				81,628.38	127,378.53	167,322.25	144,302.58	
	- India		●			2,046.00	3,834.15	2,864.00	3,087.63	
	- Slovakia			●		11,474.69	18,646.00	19,154.60	24,427.04	



Sustainability in Number

Performance mapping with GRI 305 Greenhouse gases emission



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020	2021	2022	2023	Assure by independent auditor
		TH	IN	SK						
GRI 305-3 (D)	GHG Scope 3 by category				Ton CO2e					✓
	- Category 1 : Purchased goods and services					10,298.52	14,671.16	15,990.74	17,876.62	
	- Category 2 : Capital goods					125.47	77.52	208.36	96.45	
	- Category 3 : Fuel- and energy-related activities					13.54	10.41	13.70	n/a	
	- Category 4 : Upstream transportation and distribution					83,798.59	25,279.33	21,342.19	25,033.14	
	- Category 5 : Waste generated in operations					138.67	100.16	180.72	n/a	
	- Category 6 : Business travel					276.60	199.23	1,074.40	1,112.27	
	- Category 7 : Employee commuting	●	●	●		70.92	59.86	67.88	69.30	
	- Category 8 : Upstream leased assets					n/a	n/a	n/a	n/a	
	- Category 9 : Downstream transportation and distribution					426.76	109,461.01	150,462.86	127,629.47	
	- Category 10 : Processing of sold products					n/a	n/a	n/a	n/a	
	- Category 11 : Use of sold products					n/a	n/a	n/a	n/a	
	- Category 12 : End-of-life treatment of sold products					n/a	n/a	n/a	n/a	
	- Category 13 : Downstream leased assets					n/a	n/a	n/a	n/a	
	- Category 14 : Franchises					n/a	n/a	n/a	n/a	
	- Category 15 : Investments					n/a	n/a	n/a	n/a	
GRI 305-4	Total GHG emissions (Scope 1 and Scope 2) intensity (Location Based)	●	●	●	Ton CO2e /MUSD	23.99	23.33	23.38	20.70	✓
	- Thailand	●				22.35	21.93	22.25	19.87	
	- India		●			1.06	0.95	0.73	0.60	
	- Slovakia			●		0.58	0.45	0.40	0.23	
	Total GHG emissions (Scope 1 and Scope 2) intensity (Market Based)	●	●	●		23.99	23.33	22.69	13.43	
	- Thailand	●				22.35	21.93	21.56	12.60	
	- India		●			1.06	0.95	0.73	0.60	
	- Slovakia			●		0.58	0.45	0.40	0.23	



Sustainability in Number

Performance mapping with GRI 305 Greenhouse gases emission



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020	2021	2022	2023	Assure by independent auditor
		TH	IN	SK						
GRI 305-4	Total other indirect GHG emissions (Scope 3) intensity	●	●	●	Ton CO2e /MUSD	52.44	63.83	68.66	46.76	✓
	- Thailand	●				44.99	54.26	60.67	39.27	
	- India		●			1.13	1.63	1.04	0.84	
	- Slovakia			●		6.32	7.94	6.95	6.65	
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air em	●	●	●	Tons / Year					✓
	- NOX					7.7836	8.9862	21.4772	15.6495	
	- SOX					0.0641	0.0245	0.0153	0.5029	
	- CO					6.1225	12.8842	9.5482	2.2100	
	- Tin (Sn)					0.0496	0.1847	0.3686	0.1218	
	- Lead (Pb)					0.0366	0.8332	0.0397	0.0141	
	- Xylene					0.2334	0.3737	2.9281	3.0234	
	- Toluene					0.1981	0.4049	3.1866	7.7368	
	- Volatile Organic Compounds (VOCs)					28.2995	83.5800	65.1494	118.1400	
	- Total suspended particulate (TSP)					34.5709	48.7600	104.7296	52.6412	
	- Xylene intensity					0.0001	0.0002	0.0011	0.0008	
	- Toluene intensity					0.0001	0.0002	0.0012	0.0021	
	- VOCs intensity					0.0156	0.0356	0.0236	0.0322	

Note

- 1 N/A means not available
- 2 Scope 3 covers greenhouse gas emissions from product transportation and distribution (upstream level) and business travel.
- 3 In 2020, scope was expand reporting covers DET's subsidiaries (India and Slovakia) for the full coverage of manufacturing.
- 4 The 2023 disclosed of environmental performance baseline is 2021.



Sustainability in Number

Performance mapping with GRI 306 Waste



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020	2021	2022	2023	Assure by independent auditor
		TH	SK	IN						
	Production Amount	●	●	●	MUSD	1,814.36	2,347.71	2,757.83	3,674.59	
	GRI 306 Waste					GRI 306 Waste				
GRI 306-3	Total weight of waste generated	●	●	●	Ton	4,110.58	4,222.93	5,669.07	9,269.34	✓
	Total weight of <u>hazardous waste</u> generated					50.29	39.50	69.86	51.69	
GRI 306-4	Total weight of <u>hazardous waste</u> divert from disposal				Ton	35.10	15.77	52.00	34.36	✓
	- Preparation for reuse	●	●	●		n/a	1.05	n/a	n/a	
	- Recycling					31.17	14.72	52.00	34.36	
	- Other recovery operations					3.93	n/a	n/a	n/a	
GRI 306-5	Total weight of <u>hazardous waste</u> directed to disposal				Ton	15.20	23.73	17.86	17.32	✓
	- Incineration (with energy recovery)	●	●	●		n/a	4.47	2.73	4.02	
	- Incineration (without energy recovery)					n/a	0.01	n/a	n/a	
	- Landfilling					15.20	19.19	11.80	13.30	
	- Other disposal operations					n/a	0.06	3.33	n/a	
GRI 306-3	Total weight of <u>non - hazardous waste</u> generated	●	●	●	Ton	4,060.29	4,183.43	5,599.22	9,217.66	✓
	Total weight of <u>non - hazardous waste</u> generated from <u>production</u>					4,016.64	4,042.24	5,438.48	8,133.18	
	Total weight of <u>non - hazardous waste</u> generated from <u>non - production</u>					43.65	141.19	160.74	1,084.48	
GRI 306-4	Total weight of <u>non - hazardous waste (Production)</u> divert from disposal				Ton	4,016.64	4,020.91	5,438.48	8,044.63	✓
	- Preparation for reuse	●	●	●		31.50	497.17	n/a	n/a	
	- Recycling					3,975.74	3,523.74	5,438.48	8,044.63	
	- Other recovery operations					9.40	n/a	n/a	n/a	
GRI 306-5	Total weight of <u>non - hazardous waste (Production)</u> directed to disposal				Ton	n/a	21.33	n/a	88.55	✓
	- Incineration (without energy recovery)	●	●	●		n/a	21.33	n/a	88.55	
	- Landfilling					n/a	n/a	n/a	n/a	
	- Other disposal operations					n/a	n/a	n/a	n/a	



Sustainability in Number

Performance mapping with GRI 306 Waste



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020	2021	2022	2023	Assure by independent auditor
		TH	SK	IN						
GRI 306-4	Total weight of <u>non - hazardous waste (Non - Production)</u> divert from disposal				Ton	1.12	n/a	n/a	829.88	✓
	- Preparation for reuse	●	●	●		n/a	n/a	n/a	n/a	
	- Recycling					n/a	n/a	n/a	102.27	
GRI 306-4	- Food waste donation for animal Food	●			Ton	1.12	n/a	n/a	725.82	✓
	- Write off Asset donation					n/a	n/a	n/a	1.79	
GRI 306-5	Total weight of <u>non - hazardous waste (Non - Production)</u> directed to disposal				Ton	42.53	141.19	160.74	254.60	✓
	- Incineration (without energy recovery)	●	●	●		n/a	n/a	n/a	n/a	
	- Landfilling					42.53	141.19	160.74	254.60	
	- Other disposal operations					n/a	n/a	n/a	n/a	
GRI 306-3	Total weight of waste direct to disposal	●	●	●	Ton	57.73	186.25	178.60	360.47	✓
	Total weight of waste has been utilized					4,051.74	4,036.68	5,490.48	8,079.00	
	Waste Diversion rate (Waste diverted divided by the total amount of waste)				Percentage	98.57	95.59	96.85	87.16	
	Waste intensity per production amount				Ton/MUSD	2.27	1.80	2.06	2.52	
	Hazardous waste intensity per production amount					0.03	0.02	0.03	0.01	
	Non-hazardous waste intensity per production amount					2.24	1.78	2.03	2.51	

Note

- 1 N/A means not available
- 2 In 2023, scope of waste data was expanded to DET 7
- 3 The 2023 disclosed of environmental performance baseline is 2021.
- 4 In 2023, scope of waste data covers food waste generated in Thailand.
- 5 The non-hazardous waste was separate to 1) Production waste and 2) Non-production waste since 2023 disclosure.
- 6 Write-off asset was disclosed in non-hazardous and non-production waste divert from disposal since 2023 disclosure.
- 7 Change type of hazardous waste disposal code 042 from recycling to incineration without energy recovery.



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022				2023				Assure by independent auditor
		TH	IN	SK		Male	Female	Male	Female	Male	Female	Other	Not Disclose	Male	Female	Other	Not Disclose	
	GRI 2 General Disclosures																	
GRI 2-7	Total number of employees	●	●	●	FTE	4,784	11,263	4,862	12,897	6,045	16,518	143	n/a	7,315	20,109	183	n/a	✓
	- Permanent employee (salary-based)					3,187	1,445	3,266	1,750	3,686	2,009	85	n/a	4,713	8,173	96	n/a	✓
	- Temporary employees					807	3,909	1,172	4,787	1,917	8,400	58	n/a	2,602	11,936	87	n/a	✓
	- Daily wage workers					790	5,909	424	6,360	442	6,109	n/a	n/a	n/a	n/a	n/a	n/a	✓
GRI 2-8	Total workforce (Sub-contact and other worker excluded)	●	●	●	FTE	3,977	7,354	3,690	8,110	6,045	16,518	143	n/a	4,656	8,102	93	n/a	✓
	- Other workers					41	53	46	65	51	64	n/a	n/a	57	71	3	n/a	✓
GRI 2-7	Employee by Level	●	●	●	FTE	4,784	11,263	4,862	12,897	6,045	16,518	143	n/a	7,315	20,109	183	n/a	✓
	- Executives (level P&M)					28	6	38	15	51	9	n/a	n/a	106	43	n/a	n/a	✓
	- Middle Management (level S1-S5)					398	462	418	521	703	352	n/a	n/a	956	393	3	n/a	✓
	- Senior and Operative (level A1-A7)					2,761	977	1,789	1,290	1,984	1,288	14	n/a	2,558	1,477	30	n/a	✓
	- Daily employees (level D1-D5)					1,597	9,818	2,617	11,071	3,307	14,869	129	n/a	3,695	18,196	150	n/a	✓
	Employees by Age	●	●	●	FTE	4,784	11,263	4,862	12,897	6,045	16,518	143	n/a	7,315	20,109	183	n/a	✓
	- 18-29 years old					1,807	6,192	1,324	4,344	2,188	7,237	86	n/a	3,009	8,433	104	n/a	✓
	- 30-50 years old					2,885	4,996	3,285	7,937	3,725	9,205	57	n/a	4,035	10,976	79	n/a	✓
	- Over 51 years old					92	75	253	616	132	76	n/a	n/a	271	700	n/a	n/a	✓
	Employees by Areas	●	●	●	FTE	4,784	11,263	4,862	12,897	6,045	16,518	143	n/a	7,315	20,109	183	n/a	✓
	- Thailand	●				2,627	9,627	2,431	12,174	3,219	14,608	143	n/a	4,152	16,952	183	n/a	✓
	- India		●			1,162	908	1,770	221	2,102	1,380	n/a	n/a	2,455	2,661	n/a	n/a	✓
	- Slovakia			●		995	728	661	502	724	530	n/a	n/a	708	496	n/a	n/a	✓



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022				2023				Assure by independent auditor
		TH	IN	SK		Male	Female	Male	Female	Male	Female	Other	Not Disclose	Male	Female	Other	Not Disclose	
GRI 2-7	Employee by Religions				FTE	n/a	n/a	n/a	n/a	3,132	14,564	85	4,925	4,151	16,656	85	6,715	✓
	- Buddhism					n/a	n/a	n/a	n/a	3,091	14,541	85	0	4,098	16,630	85	0	✓
	- Christianity	●	●	●		n/a	n/a	n/a	n/a	24	9	0	0	32	17	0	0	✓
	- Hinduism					n/a	n/a	n/a	n/a	11	1	0	0	0	0	0	0	✓
	- Rislamism					n/a	n/a	n/a	n/a	6	13	0	0	21	9	0	0	✓
	- Prefer not to say					n/a	n/a	n/a	n/a	0	0	0	4,925	0	0	0	6,715	✓
	Employees by Function				FTE	4,784	11,263	4,862	12,897	6,045	16,518	143	n/a	7,315	20,109	183	n/a	✓
	- Administration					254	205	98	50	581	1,573	10	n/a	470	434	12	n/a	✓
	- Production	●	●	●		1,660	9,688	2,529	11,096	2,215	13,009	131	n/a	3,057	17,132	141	n/a	✓
	- Sales and service					525	125	549	235	613	166	0	n/a	657	200	3	n/a	✓
	- Supply chain management					386	551	458	571	769	672	2	n/a	986	971	9	n/a	✓
	- Technical					1,959	694	1,228	945	1,867	1,098	0	n/a	2,144	1,372	18	n/a	✓
	Number of disable worker	●	●	●	FTE	31	40	35	51	28	13	n/a	n/a	4	12	0	0	✓
GRI 2-7	Employees by nationality / citizenship				FTE	4,784	11,263	4,862	12,897	6,045	16,518	143	n/a	7,316	20,109	183	n/a	✓
	• American					1	0	1	0	1	0	0	n/a	1	0	0	n/a	✓
	• Australian					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Austrian	●	●	●		0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Bangladesh					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• British					1	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Burmese					0	0	1	0	1	0	0	n/a	1	0	0	n/a	✓
	• Cambodian					2	0	1	0	2	0	0	n/a	2	0	0	n/a	✓



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022				2023				Assure by independent auditor
		TH	IN	SK		Male	Female	Male	Female	Male	Female	Other	Not Disclose	Male	Female	Other	Not Disclose	
GRI 2-7	• Chinese				FTE	12	4	30	4	17	2	0	n/a	20	4	0	n/a	✓
	• Croatian					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Czech					0	0	1	1	1	1	0	n/a	0	0	0	n/a	✓
	• Filipino					18	4	19	4	18	3	0	n/a	18	3	0	n/a	✓
	• Finnish					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• French					1	0	1	0	1	0	0	n/a	1	0	0	n/a	✓
	• German					0	0	0	0	2	0	0	n/a	2	0	0	n/a	✓
	• Hongkonger					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Hungarian					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Indian					1,669	121	1,768	223	2,116	1,380	0	n/a	2,466	2,518	0	n/a	✓
	• Indonesian	•	•	•		0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Italian					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Japanese					1	0	1	0	1	0	0	n/a	1	0	0	n/a	✓
	• Korean					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Laotian					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Malaysian					8	1	7	1	6	1	0	n/a	6	1	0	n/a	✓
	• Nepali					0	0	0	0	0	0	0	n/a	1	0	0	n/a	✓
	• New Zealander					0	0	1	0	0	0	0	n/a	0	0	0	n/a	✓
	• Nicaragua					0	0	1	-	1	0	0	n/a	1	0	0	n/a	✓
	• Polish					1	0	1	0	2	1	0	n/a	2	0	0	n/a	✓
	• Russian					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022				2023				Assure by independent auditor
		TH	IN	SK		Male	Female	Male	Female	Male	Female	Other	Not Disclose	Male	Female	Other	Not Disclose	
GRI 2-7	• Singaporean				FTE	6	0	5	0	4	0	0	n/a	4	0	0	n/a	✓
	• Slovak					949	729	654	499	705	524	0	n/a	689	490	0	n/a	✓
	• Swiss					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Taiwanese					63	18	54	17	69	15	0	n/a	87	17	0	n/a	✓
	• Thai					2,052	10,386	2,316	12,148	3,095	14,589	143	n/a	4,010	17,074	183	n/a	✓
	• Ukrainian	•	•	•		0	0	0	0	1	2	0	n/a	1	2	0	n/a	✓
	• Uyghur					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Lybanonese					0	0	0	0	1	0	0	n/a	1	0	0	n/a	✓
	• Saudi Arabia					0	0	0	0	1	0	0	n/a	1	0	0	n/a	✓
	• Jordan					0	0	0	0	0	0	0	n/a	1	0	0	n/a	✓
	• Myanmar					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓
	• Others (please specify)					0	0	0	0	0	0	0	n/a	0	0	0	n/a	✓



Sustainability in Number

Performance mapping with GRI 2 General Disclosures



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022				2023				Assure by independent auditor
		TH	IN	SK		Male	Female	Male	Female	Male	Female	Other	Not Disclose	Male	Female	Other	Not Disclose	
Note																		
1	Information of employee number, gender, employee type, religions and so on have consolidated directly from our payroll system while information of other workers have collected from work permit databas																	
2	There were 1 new manufacturing sites in 2023. The company strictly adheres to the Ministry of Labor’s regulation to manage labor rights . In case Delta, the employer, relocates its operation sites to another location which significantly impacts on the normal life of the employee or his family, the company will give advance notice to the employee at least thirty days before moving. If the employee does not wish to go to work. Our employee has the right to terminate the employment contract by receiving special severance pay not less than the rate of severance payable to the employee under section 118.																	
3	There was no forced worker nor worker recruited from non-voluntary immigrant affected from major countries confrontation in 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 pe r day, week, or month, but who may need to make themselves available for work as required. • Full-time employees refer to employees whose working hours per week, month, or year are defined according to national law or practice regarding working time. • Part-time employees refer to employees whose working hours per week, month, or year are less than the number of working hours for full-time employees. • Worker who are not employee include guards, canteen workers, contractor companies' coordinator, logistics companies coordinators and nurses in the medical room which increase due to warehouse expansion to another warehouse building in Thailand.																	
5	In 2023, increasing number of our FTE were fromThailand and India production site's expansion																	
6	Major employee-related information has been collected from the Payroll and SAP system based on ISO 9001 standard.																	
7	According to Slovakia labor law, maternity leave is available for male workers.																	
8	Number of disabled worker declaration based on the submission of disables' ID card issue by the Department of Empowerment of Persons with Disabilities and other organizations in India and Slovakia that established with the same objective.																	
9	By 2030, Delta target to maintain at least 80%share of women in total workforce, 40% in all level of management positions of all function, 30% of top management and 50% in in STEM related position																	
10	Over 99% of new employees by areas in Thailand, India and Slovakia are local citizen and 0.8% of them are in management level.																	
11	For current employee breakdown of "others" gender, we realize the number of this group of employee through our internal activities and stakeholder engagement such as SD Week Quick Quiz, interview for internal magazine, DEI training and Delta club. 99% of this group of employees are female at birth.																	



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022			2023				Assure by independent auditor
		TH	IN	SK		Male	Female	Male	Female	Male	Female	Other	Male	Female	Other	Not Disclose	
	GRI 401 Employment																
GRI 401-1	Total New Employees	•	•	•	FTE	678	4,635	1,006	4,595	1,578	4,730	n/a	1,729	4,474	n/a	n/a	✓
	- New hire rate				%	14.17	41.15	20.7	35.6	26.1	28.6	n/a	23.6	22.2	n/a	n/a	✓
	New Employees by areas				FTE	678	4,635	1,006	4,595	1,578	4,730	n/a	1,729	4,474	n/a	n/a	✓
	- Thailand	•			FTE	256	4,577	862	4,501	787	3,439	n/a	885	2,656	n/a	n/a	✓
	New hire rate				%	9.7	47.5	35.5	37.0	24.4	23.5	n/a	21.3	15.7	n/a	n/a	✓
	- India		•		FTE	376	35	12	6	678	1,230	n/a	756	1,766	n/a	n/a	✓
	New hire rate				%	32.4	3.9	0.7	2.7	32.3	89.1	n/a	30.8	66.4	n/a	n/a	✓
	- Slovakia			•	FTE	46	23	132	88	113	61	n/a	88	52	n/a	n/a	✓
	New hire rate				%	4.6	3.2	20.0	17.5	15.6	11.5	n/a	12.4	10.5	n/a	n/a	✓
	New Employees by age				FTE	678	4,635	1,006	4,595	1,578	4,730	n/a	1,729	4,474	n/a	n/a	✓
	- 18-29 years old	•	•	•		451	3,507	867	4,534	1,096	3,756	n/a	915	2,432	n/a	n/a	✓
	- 30-55 years old					222	1,128	129	57	475	973	n/a	802	2,036	n/a	n/a	✓
	- Over 55 years old					5	0	10	4	7	1	n/a	12	6	n/a	n/a	✓
	New Employees by level				FTE	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1,729	4,474	n/a	n/a	✓
	- Executives (level P&M)					n/a	n/a	n/a	n/a	n/a	n/a	n/a	6	5	n/a	n/a	✓
	- Middle Management (level S1-S5)	•	•	•		n/a	n/a	n/a	n/a	n/a	n/a	n/a	59	27	n/a	n/a	✓
	- Senior and Operative (level A1-A7)					n/a	n/a	n/a	n/a	n/a	n/a	n/a	531	345	n/a	n/a	✓
	- Daily employees (level D1-D5)					n/a	n/a	n/a	n/a	n/a	n/a	n/a	1,133	4,097	n/a	n/a	✓



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022			2023				Assure by independent auditor
		TH	IN	SK		Male	Female	Male	Female	Male	Female	Other	Male	Female	Other	Not Disclose	
GRI 401-1	New Employees by Function				FTE	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1,729	4,474	n/a	n/a	✓
	- Administration					n/a	n/a	n/a	n/a	n/a	n/a	n/a	78	66	n/a	n/a	✓
	- Production	•	•	•		n/a	n/a	n/a	n/a	n/a	n/a	n/a	963	3,952	n/a	n/a	✓
	- Sales and service					n/a	n/a	n/a	n/a	n/a	n/a	n/a	111	20	n/a	n/a	✓
	- Supply chain management					n/a	n/a	n/a	n/a	n/a	n/a	n/a	208	242	n/a	n/a	✓
	- Technical					n/a	n/a	n/a	n/a	n/a	n/a	n/a	369	194	n/a	n/a	✓
	Employee turnover (All type of employee)				FTE	305	385	397	429	951	1,483	n/a	862	2,393	n/a	n/a	✓
	Employee turnover rate (All type of employee)	•	•	•	%	6.4	3.4	8.2	3.3	15.7	9.0	n/a	11.8	11.9	n/a	n/a	✓
	Voluntary employee turnover rate				%	100.0	100.0	99.5	97.2	99.4	99.8	n/a	96.3	99.8	n/a	n/a	✓
	Turnover rate from disciplinary action				%	0.0	0.0	0.0	0.0	0.0	0.0	n/a	3.7	0.2	n/a	n/a	✓
	Employees turnover by area	•	•	•	FTE	305	385	397	429	951	1,483	n/a	862	2,393	n/a	n/a	✓
	- Thailand	•				144	305	149	340	242	1,274	n/a	304	1,372	n/a	n/a	✓
	Turnover rate					5.5	3.2	6.1	2.8	7.5	8.7	n/a	7.3	8.1	n/a	n/a	✓
	- India		•		FTE	90	10	161	34	639	148	n/a	454	936	n/a	n/a	✓
	Turnover rate					7.7	1.1	9.1	15.4	30.4	10.7	n/a	18.5	35.2	n/a	n/a	✓
	- Slovakia					71	70	87	55	70	61	n/a	104	85	n/a	n/a	✓
	Turnover rate			•		7.1	9.6	13.2	11.0	9.7	11.5	n/a	14.7	17.1	n/a	n/a	✓
	Employees turnover by age				FTE	305	385	397	429	951	1,483	n/a	862	2,393	n/a	n/a	✓
	- 18-29 years old	•	•	•		100	94	240	317	496	1,016	n/a	500	1,850	n/a	n/a	✓
	- 30-55 years old					180	260	146	102	439	457	n/a	328	504	n/a	n/a	✓
	- Over 55 years old					25	31	11	10	16	10	n/a	34	38	n/a	n/a	✓



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022			2023				Assure by independent auditor
		TH	IN	SK		Male	Female	Male	Female	Male	Female	Other	Male	Female	Other	Not Disclose	
GRI 401-1	New Employees by level				FTE	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1,729	4,474	n/a	n/a	✓
	- Executives (level P&M)					n/a	n/a	n/a	n/a	n/a	n/a	n/a	6	5	n/a	n/a	✓
	- Middle Management (level S1-S5)	●	●	●		n/a	n/a	n/a	n/a	n/a	n/a	n/a	59	27	n/a	n/a	✓
	- Senior and Operative (level A1-A7)					n/a	n/a	n/a	n/a	n/a	n/a	n/a	531	345	n/a	n/a	✓
	- Daily employees (level D1-D5)					n/a	n/a	n/a	n/a	n/a	n/a	n/a	1,133	4,097	n/a	n/a	✓
	New Employees by Function				FTE	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1,729	4,474	n/a	n/a	✓
	- Administration					n/a	n/a	n/a	n/a	n/a	n/a	n/a	78	66	n/a	n/a	✓
	- Production	●	●	●		n/a	n/a	n/a	n/a	n/a	n/a	n/a	963	3,952	n/a	n/a	✓
	- Sales and service					n/a	n/a	n/a	n/a	n/a	n/a	n/a	111	20	n/a	n/a	✓
	- Supply chain management					n/a	n/a	n/a	n/a	n/a	n/a	n/a	208	242	n/a	n/a	✓
	- Technical					n/a	n/a	n/a	n/a	n/a	n/a	n/a	369	194	n/a	n/a	✓
GRI 407-1	Employees covered by Collective Bargaining Agreement	●	●	●	%	75		70		54			29				✓

Note

- 1 N/A means not available
- 2 parental leave ended was counted by end of parental leave without pay.
- 3 In 2023, when excluding leavers due to the expiration of their contract periods, the total turnover rate at Delta was 6.4%. Of the employees who departed, 97.80% did so voluntarily. The remaining 2.2% were classified as involuntary turnover, mainly due to resignations triggered by disciplinary actions, such as violations of the code of conduct and unexcused absences exceeding three days.



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022			2023				Assure by independent auditor
		TH	IN	SK		Male	Female	Male	Female	Male	Female	Other	Male	Female	Other	Not Disclose	
	GRI 401-3 Parental leave																
	Total number of All employees that were entitled to parental leave, by gender.	●	●	●	FTE	211	374	324	487	724	659	n/a	708	877	n/a	n/a	✓
	- Number of <u>employees</u> that were entitled to parental leave.					211	374	324	487	724	659	n/a	708	513	n/a	n/a	✓
	- Number of <u>subcontractors</u> that were entitled to parental leave.					n/a	n/a	n/a	n/a	n/a	n/a	0	364	n/a	n/a	✓	
GRI 401-3 (b.)	Total number of all employees that took parental leave, by gender.	●	●	●	FTE	66	277	57	294	11	369	n/a	10	434	n/a	n/a	✓
	- Number of <u>employees</u> that took parental leave.					66	277	57	294	11	369	n/a	10	55	n/a	n/a	✓
	- Number of <u>subcontractors</u> that took parental leave.					n/a	n/a	n/a	n/a	n/a	n/a	0	379	n/a	n/a	✓	
GRI 401-3 (c.)	Total number of all employees that returned to work in the reporting period after parental leave ended, by gender.	●	●	●	FTE	60	233	51	214	5	584	n/a	4	337	n/a	n/a	✓
	- Number of <u>employees</u> that returned to work in the reporting period after parental leave ended.					60	233	51	214	5	584	n/a	4	28	n/a	n/a	✓
	- Number of <u>subcontractor</u> that returned to work in the reporting period after parental leave ended.					n/a	n/a	n/a	n/a	n/a	n/a	0	309	n/a	n/a	✓	
GRI 401-3 (d.)	Total number of all employees that returned to work after parental leave ended that were still employed 12 months after their return to work	●	●	●	FTE	60	233	51	214	2	284	n/a	4	297	n/a	n/a	✓
	- Number of <u>employees</u> that returned to work after parental leave ended that were still employed 12 months after their return to work.					60	233	51	214	2	284	n/a	4	28	n/a	n/a	✓
	- Number of <u>subcontractor</u> that returned to work after parental leave ended that were still employed 12 months after their return to work.					n/a	n/a	n/a	n/a	n/a	n/a	0	269	n/a	n/a	✓	



Sustainability in Number

Performance mapping with GRI 401 Employment



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022			2023				Assure by independent auditor
		TH	IN	SK		Male	Female	Male	Female	Male	Female	Other	Male	Female	Other	Not Disclose	
GRI 401-3 (e.)	- Percentage of employee return to work after parental leave end.				%	n/a	n/a	96	92	55	85	n/a	40	51	n/a	n/a	✓
	- Return to work rate of subcontractors after parental leave end.					n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	82	n/a	n/a	✓
	Retention rates of employee returned to work and still employed 12 month after parental leave)	●	●	●		n/a	n/a	93	79	33	91	n/a	100	100	n/a	n/a	✓
	Retention rates of Subcontractors (subcontrators returned to work and still employed 12 month after parental leave)					n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	87	n/a	n/a	✓

Note

- 1 N/A means not available
- 2 parental leave ended was counted by end of parental leave without pay.



Sustainability in Number

Performance mapping with GRI Standard



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022		2023						2023 (TH+SK+IN)		Assure by independent auditor
		TH	SK	IN		Male	Female	Male	Female	Male	Female	Thailand		Slovakia		India		Male	Female	
												Male	Female	Male	Female	Male	Female			
	GRI 403 Occupational Health and Safety																			
GRI 403-5	Worker training on occupational health and safety	●			hours	43,700		47,154		103,581		155,748						155,748		✓
	Worker training on occupational health and safety				%	20.5		11.7		14		15.1						15.1		✓
GRI 403-9	1) Number of fatalities as a result of work-related injuries																			
	- Number of fatalities of employee	●	●	●	Person	0		0		0		0		0		0		0		✓
						0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	Rate of fatalities as a result of work-related injuries				Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Number of fatalities of subcontractor and other workers	●	●	●	Person	0		0		0		0		0		0		0		✓
						0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	Rate of fatalities as a result of work-related injuries				Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Total number of fatalities	●	●	●	Person	0		0		0		0		0		0		0		✓
						0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	Rate of fatalities as a result of work-related injuries				Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	2) The number of high-consequence work-related injuries (excluding fatalities)																			
	- Number of high-consequence work-related injuries of employee	●	●	●	Person	0		0		0		0		0		0		0		✓
						0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	Rate of high-consequence work-related injuries				Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	- Number of high-consequencework-related injuries of subcontractor and other workers	●	●	●	Person	0		0		0		0		0		0		0		✓
						0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	Rate of high-consequence work-related injuries				Case/ million hours worked	0	0	-	-	0	0	0	0	0	0	0	0	0	0	✓
	- Total number of high-severity work-related injuries	●	●	●	Person	0		0		0		0		0		0		0		✓
						0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	Rate of high-consequence work-related injuries				Case/ million hours worked	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓
	3) The number of recordable work-related injuries																			
	- Number of recordable work-related injuries of employee	●	●	●	Person	32	29		28		33		2		0		35		✓	
							5	24	11	17	14	19	2	0	0	0	16	19	✓	
	Total Recordable Injury Frequency Rate : TRIFR				Case/ million hours worked	1.3	1.15	1.21	2.29	0.87	2.51	0.96	1.74	0.00	0	0	2.18	0.92	✓	



Sustainability in Number

Performance mapping with GRI Standard



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022		2023						2023 (TH+SK+IN)		Assure by independent auditor
		TH	SK	IN		Male	Female	Male	Female	Male	Female	Thailand		Slovakia		India				
												Male	Female	Male	Female	Male	Female	Male	Female	
GRI 403-9	- Number of recordable work-related injuries of subcontractor and other workers	●	●	●	Person	11		24		55		51		0		1		52		✓
							2	22	21	34	23	28	0	0	1	0	24	28	✓	
	Total Recordable Injury Frequency Rate : TRIFR				Case/ million hours worked	-	-	1.16	1.48	7.16	1.84	4.82	1.08	0	0	1.21	0	4.29	1.08	✓
	- Total Number of recordable work-related injuries	●	●	●	Person	43		53		83		84		2		1		87		✓
							7	46	32	51	37	47	2	0	1	0	40	47	✓	
	Total Recordable Injury Frequency Rate : TRIFR				Case/ million hours worked	-	-	-	-	4.14	1.35	3.58	1.03	1.74	0.00	0.70	0	3.10	1.01	✓
	4) Number of Lost Time Injuries																			
	- Number of Lost Time injuries of employee	●	●	●	Person	-				22		28		2		0		30		✓
									8	14	9	19	2	0	0	0	11	19	✓	
	Lost Time Injuries Frequency Rate: LTIFR				Case/ million hours worked	-		2.53	3.14	1.67	0.72	1.62	0.96	1.74	0.00	0.00	0.00	1.50	0.92	✓
	- Number of Lost Time injuries of subcontractor and other workers	●	●	●	Person	-				48		48		0		0		48		✓
									18	30	21	27	0	0	0	0	21	27	✓	
	Lost Time Injuries Frequency Rate: LTIFR				Case/ million hours worked	-	-	25.61	23.53	6.14	1.63	4.40	1.05	0	0	0	0	3.75	1.05	✓
	- Total Number of Lost Time injuries	●	●	●	Person	0				70		76		2		0		78		✓
									26	44	30	46	2	0	0	0	32	46	✓	
	Lost Time Injuries Frequency Rate: LTIFR				Case/ million hours worked	-	-	N/A	N/A	3.36	1.16	2.90	1.01	1.74	0	0	0	2.48	0.99	✓
	5) The main types of work-related injury																			
	Total of injury had recorded	●	●	●	cases	43		53		83		84		2		1		87		✓
	● Slip, Trips and Falls																			
	○ Delta employees	●	●	●	cases	3	0	7	1	2	0	2	1	0	0	0	1	2	✓	
	○ Subcontractor and other workers	●	●	●	cases	1	2	0	1	5	2	0	0	0	0	0	2	0	✓	
	● Knife injury																			
	○ Delta employees	●	●	●	cases	9	3	3	2	3	3	4	0	0	0	0	3	4	✓	
	○ Subcontractor and other workers	●	●	●	cases	4	0	3	8	7	3	5	0	0	0	0	3	5	✓	
	● Fire and hot objects																			
	○ Delta employees	●	●	●	cases	1	0	0	0	0	0	0	0	0	0	0	0	0	✓	
	○ Subcontractor and other workers	●	●	●	cases	1	0	0	0	1	0	0	0	0	0	0	0	0	✓	



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Performance mapping with GRI Standard



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022		2023						2023 (TH+SK+IN)		Assure by independent auditor
		TH	SK	IN		Male	Female	Male	Female	Male	Female	Thailand		Slovakia		India		Male	Female	
												Male	Female	Male	Female	Male	Female			
GRI 403-9	● Transportation and vehicle related accidents																			
	o Delta employees	●	●	●	cases	1		0	0	0	0	0	0	1	0	0	0	1	0	✓
	o Subcontractor and other workers	●	●	●	cases	0		0	0	1	0	1	0	0	0	0	0	1	0	✓
	● Electrocutted																			
	o Delta employees	●	●	●	cases	0		0	0	0	2	1	0	0	0	0	0	1	0	✓
	o Subcontractor and other workers	●	●	●	cases	0		0	0	0	0	0	0	0	0	0	0	0	0	✓
	● Machinery injury																			
	o Delta employees	●	●	●	cases	12		2	12	8	7	9	12	0	0	0	0	9	12	✓
	o Subcontractor and other workers	●	●	●	cases	3		0	18	9	15	12	17	0	0	0	0	12	17	✓
	● Chemical injury																			
	o Delta employees	●	●	●	cases	4		0	2	0	2	1	1	0	0	0	0	1	1	✓
	o Subcontractor and other workers	●	●	●	cases	2	0	0	0	0	2	3	6	0	0	0	0	3	6	✓
	● Physical demand																			
	o Delta employees	●	●	●	cases	1		0	0	0	0	0	0	0	0	0	0	0	0	✓
	o Subcontractor and other workers	●	●	●	cases	0		0	0	0	0	0	0	0	0	0	0	0	0	✓
	● Others																			
	o Delta employees	●	●	●	cases	1		0	0	0	1	0	0	0	0	0	0	0	0	✓
	o Subcontractor and other workers	●	●	●	cases	0		0	1	2	4	2	0	0	0	1	0	3	0	✓
	6) The number of hours worked																			
	- The number of hours worked of employee	●	●	●	Hours	0		0		24,241,821		25,422,215		1,957,286		603,420		27,982,922		✓
						0	0	0	0	4,798,067	19,443,753	5,572,132	19,850,084	1,150,813	806,473	603,420	0	7,326,365	20,656,557	✓
	- The number of hours worked of subcontractor and other workers	●	●	●	Hours	0		0		21,363,719		30,606,407		0		827,197		31,433,604		✓
						0	0	0	0	2,932,644	18,431,074	4,769,656	25,836,751	0	0	827,197	0	5,596,853	25,836,751	✓
	- Total number of hours worked	●	●	●	Hours	0		0		45,605,539		56,028,623		1,957,286		1,430,617		59,416,526		✓
						0	0	0	0	7,730,712	37,874,828	10,341,788	#####	1,150,813	806,473	1,430,617	0	12,923,218	46,493,308	✓



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Performance mapping with GRI Standard



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2020		2021		2022		2023						2023 (TH+SK+IN)		Assure by independent auditor
		TH	SK	IN		Male	Female	Male	Female	Male	Female	Thailand		Slovakia		India		Male	Female	
												Male	Female	Male	Female	Male	Female			
GRI 403-10	7) Number of fatalities as a result of work-related ill health																			
	- Number of fatalities of employee	●	●	●	Person	0		0		0		0		0		0		0		✓
						0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Number of fatalities of subcontractor and other workers	●	●	●	Person	0		0		0		0		0		0		0		✓
						0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Total number of fatalities	●	●	●	Person	0		0		0		0		0		0		0		✓
						0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	8) Number of cases of recordable work-related ill health																			
	- Number of recordable work-related ill health of employee	●	●	●	Person	0		0		0		0		0		0		0		✓
						0	0	0	0	0	0	0	0	0	0	0	0	0		
	- Number of recordable work-related ill health of subcontractor and other workers	●	●	●	Person	0		0		0		0		0		0		0		✓
						0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	- Total number of recordable work-related ill health	●	●	●	Person	0		0		0		0		0		0		0		✓
						0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	9) Percentage of Employee expose to occupational disease risk	●	●	●	%	49		10		32		5		0		0		5		✓
	10) Hazardous substances related abnormality	●	●	●	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	✓

Note

- 1 N/A means not available
- 2 Contractor and other workers cover contractors entering the area, transportation suppliers, cleaning staff and security officer.
- 3 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)
- 4 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)
- 5 In 2020-2022, scope of GRI 403-9 and GRI 403-10 was only for Thailand.



For more information on our ESG Performance
E-mail: det.sd@deltaww.com