

Social performance													
ESG metrics	GRI STANDARD	List	Unit	2020	2021	2022	2023						
S2.1C EUT-S2.2	GRI 401-1	Employment											
		Employee* (person) *The Company hires employees on permanent and full-time contract only. There is no temporary or part-time employment, self-employed employment, and seasonal manpower changes.											
		by gender		No. of people	%	No. of people	%	No. of people	%	No. of people	%		
		Total employees	Number of people/%	559	100%	560	100%	578	100%	573	100%		
		male	Number of people/%	388	69%	389	69%	384	66%	383	67%		
		female	Number of people/%	171	31%	171	31%	194	34%	190	33%		
		by nationality		No. of people	%	No. of people	%	No. of people	%	No. of people	%		
		Thai	Number of people/%	559	100%	560	100%	578	100%	572	99.83%		
		Myanmar	Number of people/%	0	0%	0	0%	0	0%	0	0%		
		Laos	Number of people/%	0	0%	0	0%	0	0%	0	0%		
		Other	Number of people/%	0	0%	0	0%	0	0%	1.00	0.17%		
		by Generation		No. of people	%	No. of people	%	No. of people	%	No. of people	%		
		Baby Boom (B.E. 2489 - 2507)	Number of people/%	15	3%	13	2%	10	2%	9	2%		
		Generation X (B.E. 2508 - 2523)	Number of people/%	152	27%	151	27%	149	26%	154	27%		
		Generation Y (B.E. 2524 - 2543)	Number of people/%	390	70%	393	70%	411	71%	399	69%		
		Generation Z (since B.E. 2544)	Number of people/%	2	0%	3	1%	8	1%	11	2%		
EUT-S3.2	GRI405-1	by level		No. of people	%	No. of people	%	No. of people	%	No. of people	%		
		Executive up	Number of people/%	17	3%	17	3%	18	3%	30	5%		
		male	Number of people/%	10	2%	11	2%	12	2%	18	3%		
		female	Number of people/%	7	1%	6	1%	6	1%	12	2%		
		Senior Officer	Number of people/%	41	7%	41	7%	42	7%	40	7%		
		male	Number of people/%	31	6%	31	6%	30	5%	14	2%		
		female	Number of people/%	10	2%	10	2%	12	2%	26	4%		
		Officer	Number of people/%	132	24%	136	24%	136	24%	127	22%		
		male	Number of people/%	91	16%	89	16%	86	15%	73	13%		
		female	Number of people/%	41	7%	47	8%	50	9%	54	9%		
		Practitioner	Number of people/%	369	66%	366	65%	382	66%	376	65%		
		male	Number of people/%	256	46%	258	46%	256	44%	278	48%		
		female	Number of people/%	113	20%	108	19%	126	22%	98	17%		
		S2.1C		by age		No. of people	%	No. of people	%	No. of people	%	No. of people	%
				less than 30 years	Number of people/%	145	26%	128	23%	123	21%	103	18%
				Male employees less than 30 years	Number of people/%	101	18%	89	16%	82	14%	73	13%
Female employees less than 30	Number of people/%			44	8%	39	7%	41	7%	30	5%		
Between 30-50 years	Number of people/%			366	65%	387	69%	402	70%	400	69%		
Male employees between 30-50	Number of people/%			254	45%	269	48%	267	46%	256	44%		
Female employees between 30-50	Number of people/%			112	20%	118	21%	135	23%	144	25%		
Over 50 years	Number of people/%			48	9%	45	8%	53	9%	70	12%		
Male employees over 50 years	Number of people/%			33	6%	31	6%	35	6%	54	9%		
Female employees over 50 years	Number of people/%			15	3%	14	3%	18	3%	16	3%		
by area				No. of people	%	No. of people	%	No. of people	%	No. of people	%		
BBGI-HQ (head office)	Number of people/%			27	5%	30	5%	45	8%	44	8%		
BBGI-BI	Number of people/%			118	21%	118	21%	121	21%	122	21%		
BBGI-PS	Number of people/%			130	23%	130	23%	125	22%	124	21%		
BBGI Bio Ethanol - BP	Number of people/%			143	26%	140	25%	122.00	21%	123	21%		
BBGI Bio Ethanol - NP	Number of people/%			141	25%	142	25%	165	29%	160	28%		

ESG metrics	GRI STANDARD	List	Unit	2020	2021	2022	2023				
EUT-S1.2	GRI202-2	Local labor									
		Employees from local communities	%	77%	77%	81%	74%				
Employee diversity											
Percentage of women share of total workforce		%	31%	31%	34%	33%					
Percentage of female executive up (Level 10-15)		%	N/A	N/A	1%	2%					
Percentage of female senior officer (Level 8-9)		%	N/A	N/A	2%	4%					
Percentage of female officer (Level 5-7)		%	N/A	N/A	9%	9%					
Percentage of female practitioner (Level 1-4)		%	N/A	N/A	22%	17%					
S2.2C		GRI 401-1	Terminated employee								
			Resignation rate	%	2%	9%	10%	16%			
	Voluntary resignation rate		%	100.00	100.00	100.00	86%				
	by gender		No. of people	%	No. of people	%	No. of people	%			
	male		Number of people/%	5	0.9%	38	6.8%	40	6.9%	43	7.5%
	female		Number of people/%	7	1.3%	11	2.0%	19	3.3%	47	8.2%
	by age		No. of people	%	No. of people	%	No. of people	%	No. of people	%	
	less than 30 years		Number of people/%	5	0.9%	20	3.6%	22	3.8%	31	5.4%
	Between 30-50 years		Number of people/%	7	1.3%	27	4.8%	32	5.5%	44	7.7%
	Over 50 years		Number of people/%	0	0.0%	2	0.4%	5	0.9%	15	2.6%
S2.18C	GRI 401-1	Number of labor disputes									
EUT-S2.3		Number of labor disputes	Case	0	0	0	0				
EUT-S4.2		Labor and human rights complaints	Case	0	0	0	0				
		Harassment and discrimination complaints	Case	0	0	0	0				
S2.20R	Employee engagement score										
		Employee engagement score	%	N/A	60.70%	77.50%	77.10%				
	New employees										
	New employees employment rate		No. of people	%	No. of people	%	No. of people	%			
	New employees employment rate	Number of people/%	32	5.7%	30	5.4%	70	12.1%	67	11.7%	
	by gender		No. of people	%	No. of people	%	No. of people	%			
	male	Number of people/%	13	2.3%	11	2.0%	16	2.8%	34	5.9%	
	female	Number of people/%	19	3.4%	19	3.4%	54	9.3%	33	5.8%	
S2.7C	GRI 404-1	Employee development (training hours per person per year)									
		Total number of hours	hours/year	N/A	N/A	12,096	9,837				
		Total average number	hours/person/year	N/A	N/A	20.9	17.17				
		Employee development and	baht/year	N/A	N/A	1,764,529.64	1,663,764.19				

ESG metrics	GRI STANDARD	List	Unit	2020	2021	2022	2023					
S2.3C	GRI 405-2	Total employee compensation										
		by gender			female	male	female	male	female	male	female	male
		gender	million baht	93.53	148.73	92.99	149.29	97.58	144.98	90.42	145.18	
		Total employee compensation	baht	242,260,004.02		242,280,023.01		242,560,088		235,602,451		
S2.4C	GRI 405-2	Percentage of employees who are provident fund members										
		Employees who are provident fund	people	435		470		465		457		
		Employees who are provident fund	%	78%		84%		80%		79%		
		The amount of money that the Company contributes to the provident fund	baht	5,890,000		6,320,000		6,773,396		7,234,494		
S2.5R	GRI 405-2	Proportion of employee compensation (female : male)										
		by gender			female	male	female	male	female	male	female	male
		gender	Ratio	N/A	N/A	N/A	N/A	N/A	N/A	0.04	0.62	
		by age			female	male	female	male	female	male	female	male
		less than 30 years	Ratio	N/A	N/A	N/A	N/A	N/A	N/A	0.03	0.07	
		Between 30-50 years	Ratio	N/A	N/A	N/A	N/A	N/A	N/A	0.31	0.44	
		Over 50 years	Ratio	N/A	N/A	N/A	N/A	N/A	N/A	0.04	0.11	
		by level			female	male	female	male	female	male	female	male
		Executive up (Level 10-15: Executive up)	Ratio	N/A	N/A	N/A	N/A	0.87	1.00	0.08	0.12	
		Senior Officer (Level 8-9: Senior Officer)	Ratio	N/A	N/A	N/A	N/A	1.00	0.94	0.09	0.04	
Officer (Level 5-7: Officer)	Ratio	N/A	N/A	N/A	N/A	1.00	0.83	0.11	0.17			
Practitioner (Level 1-4 : Practitioner)	Ratio	N/A	N/A	N/A	N/A	1.00	0.88	0.10	0.29			
S3.7R	GRI102-43 Approach to stakeholder engagement	Customer satisfaction										
		Industrial factory entrepreneur										
	- Ethanol industry customer satisfaction score	%	N/A		N/A		97.84%		99.72%			
	- Biodiesel industry customer satisfaction score	%	N/A		N/A		99.26%		99.37%			
S3.7R	GRI102-44 Key topics and concerns raised	- Glycerin industry customer satisfaction score	%	N/A		N/A		96.43%		98.13%		
S3.2C	GRI417-3	Compliance with marketing communication requirements										
		Leaked customer information or secret complaints	Case	0		0		0		0		
S3.3C		Number of customer rights violation cases/complaints	Case	0		0		0		0		
	GRI419-1	Compliance with economic and social laws										
		Significant fine amount/value for economic and social laws violation	baht	0		0		0		0		

ESG metrics	GRI STANDARD	List	Unit	2020	2021	2022	2023
S4.3C		Number of disputes with communities					
		Number of disputes with communities	Case	0	0	1*	0
		*In 2022, there was 1 complaint from the community regarding the smell from the raw material storage pond used in biogas production because High Density Polyethylene plastic sheet (HDPE) that covers the pond was broken. The Company has conducted prevention measure for smell that may disturb people around the factory and has changed the HDPE sheet that covers the entire pond to be in perfect condition.					
EUT-S2.3		Number of cases of business ethics violations.					
		Number of cases of business ethics violations.	กรณี	N/A	N/A	0	0
	GRI 406-1	Number of incidents or complaints related to human rights					
		Number of incidents or complaints related to human rights	กรณี	N/A	N/A	0	0

Remark

1. Social operation data reporting scope of BBGI Public Company Limited Group 2023 covers company groups as follow:

- 1.1. BBGI Public Company Limited Head Office
- 1.2. BBGI Bioethanol Public Company Limited
- 1.3. BBGI Bioethanol (Chachoengsao) Company Limited
- 1.4. BBGI Biodiesel Company Limited
- 1.5. BBGI Utility and Power Company Limited

2. In 2022, BBGI Public Company Limited Group started to report social operation data within the organization in accordance with GRI400. Previous data from 2020 - 2023 has been reclassified to report in accordance with GRI. Data from 2020 - 2023 that do not have a database according to the new criteria will be replaced with N/A

3. Employee voluntary resignation evaluated from 1-15 level employees who resigned voluntarily from the Company Group for various reasons.

ESG metrics	GRI STANDARD	List	Unit	2020		2021		2022		2023	
				male	female	male	female	male	female	male	female
		Safety, occupational health, and environment									
		Total working hours									
		- Employee	hours	1,321,628.00		1,326,518.00		1,328,144.00		1,364,324.00	
			hours	925,313	396,315	921,669	404,849	915,050	413,094	973,199	391,125
			Data coverage (%)	100		100		100		100	
		- Contractor	hours	147,440.00		138,104.00		154,840.00		161,960.00	
			hours	90,170	57,270	84,765	53,339	95,405	59,435	98,499	63,461
			Data coverage (%)	80		80		80		100	
		Rate of fatality as a result of Work-Related Injury									
		- Employee	Number of cases	0.00		0.00		1.00		0.00	
				0.00	0.00	0	0	1	0	0	0
			Number of time / one million working hours	0.00		0.00		0.75		0.00	
		Data coverage (%)	100		100		100		100		
		- Contractor	Number of cases	N/A		N/A		0.00		0.00	
				N/A	N/A	N/A	N/A	0	0	0	0
			Number of time / one million working hours	N/A		N/A		0.00		0.00	
		Data coverage (%)	N/A		N/A		100		100		
		High-Consequence Work-Related Injuries excluding fatalities									
		- Employee	Number of cases	0.00		1.00		0.00		0.00	
				0.00	0.00	1	0	0	0	0	0
			Number of time / one million working hours	0.00		0.75		0.00		0.00	
		Data coverage (%)	100		100		100		100		
		- Contractor	Number of cases	N/A		N/A		0.00		0.00	
				N/A	N/A	N/A	N/A	0	0	0	0
			Number of time / one million working hours	N/A		N/A		#DIV/0!		0.00	
		Data coverage (%)	N/A		N/A		100		100		

ESG metrics	GRI STANDARD	List	Unit	2020		2021		2022		2023		
				male	female	male	female	male	female	male	female	
		Recordable work-related injuries										
		- Employee	Number of cases	3.00		1.00		1.00		1.00		
				3.00	0.00	1	0	1	0	1	0	
			Number of time / one million working hours	3.78		2.26		0.75		0.73		
		Data coverage (%)	100		100		100		100			
		- Contractor	Number of cases	N/A		N/A		0.00		0.00		
				N/A	N/A	N/A	N/A	0	0	0	0	
			Number of time / one million working hours	N/A		N/A		0.00		0.00		
		Data coverage (%)	N/A		N/A		100		100			
		Lost-Time Injury Frequency Rate (LTIFR)										
S2.13C	GRI403-9	- Employee	Number of cases	2.00		2.00		0.00		0.00		
				2.00	0.00	2	0	0	0	0	0	
			Number of time / one million working hours	1.51		1.51		0.00		0.00		
			Data coverage (%)	100		100		100		100		
S2.15R		GRI403-9	- Contractor	Number of cases	N/A		N/A		0.00		0.00	
					N/A	N/A	N/A	N/A	0	0	0	0
	Number of time / one million working hours			N/A		N/A		0.00		0.00		
			Data coverage (%)	N/A		N/A		100		100		
			Recordable work-related ill health									
	GRI403-10		- Employee	Number of cases	0.00		0.00		0.00		0.00	
0.00		0.00			0	0	0	0	0	0		
Number of time / one million working hours		0.00		0.00		0.00		0.00				
			Data coverage (%)	100		100		100		100		
		- Contractor	Number of cases	N/A		N/A		0.00		0.00		
N/A				N/A	N/A	N/A	0	0	0	0		
			Number of time / one million working hours	N/A		N/A		0.00		0.00		
		Data coverage (%)	N/A		N/A		100		100			

Remark

1. Safety, occupational health, and working environment data reporting scope within BBGI Public Company Limited Group 2023 covers company groups as follow:

- 1.1. BBGI Public Company Limited Head Office
- 1.2. BBGI Bioethanol Public Company Limited
- 1.3. BBGI Bioethanol (Chachoengsao) Company Limited
- 1.4. BBGI Biodiesel Company Limited
- 1.5. BBGI Utility and Power Company Limited

2. In 2022, BBGI Public Company Limited Group started to report safety, occupational health, and working environment data within the organization in accordance with GRI 403, version 2018. Previous data from 2020 - 2023 has been reclassified to report in accordance with GRI 403, version 2018. Data from 2020 - 2023 that do not have a database according to the new criteria will be replaced with N/A.

3. Work injury calculation calculated from the case where employees are absent from work for 1 working day or more, excluding first aid level injuries.