

## **Sustainable Performance – Information on Occupational Health and Safety**

The occupational health and safety information in this report is aligned with the GRI Standards 2021 reporting guidelines; GRI 403-9 (2018) Work related injuries, and has been verified for accuracy by SGS (Thailand) Limited.

Additionally, the following details are important to highlight:

1. In 2021, data were gathered from November 1 of the preceding year to October 31 of the reporting year. Starting in 2022, the data collection period was adjusted to span from January 1 to December 31 of the reporting year.
2. The abbreviation "NA" refers to "Not Available" or indicates that no data was collected.
3. In 2024, two new companies were added: Mitrphol Sugar Co., Ltd., and Kasetsombun Bio-Power Co., Ltd.

### Information on Occupational Health and Safety Management System

| Data   | Unit    | 2021   | 2022   | 2023   | 2024   |
|--|---------|--------|--------|--------|--------|
| <b>GRI 403-8 (2018) Employees and Contractors Covered by Occupational Health and Safety Management System</b>      |         |        |        |        |        |
| Occupational health and safety management system   |         |        |        |        |        |
| Employees covered by occupational health and safety management system  | persons | 7,161  | 7,619  | 7,582  | 7,885  |
|  | percent | 100    | 100    | 100    | 100    |
| Contractors covered by occupational health and safety management system  | persons | 19,187 | 12,899 | 17,166 | 18,450 |
|  | percent | 100    | 100    | 100    | 100    |
| Occupational health and safety management system that has been internally audited                                  |         |        |        |        |        |
| Employees covered by occupational health and safety management system that has been internally audited             | persons | 7,161  | 7,619  | 7,582  | 7,885  |
|  | percent | 100    | 100    | 100    | 100    |
| Contractors covered by occupational health and safety management system that has been internally audited           | persons | 19,187 | 12,899 | 17,166 | 18,450 |
|  | percent | 100    | 100    | 100    | 100    |
| Occupational health and safety management system that has been audited by an external party                        |         |        |        |        |        |
| Employees covered by occupational health and safety management system that has been audited by an external party   | persons | 5,279  | 6,063  | 6,234  | 7,239  |
|  | percent | 73.72  | 79.58  | 82.22  | 91.81  |
| Contractors covered by occupational health and safety management system that has been audited by an external party | persons | 10,334 | 11,923 | 16,156 | 17,673 |
|  | percent | 53.86  | 92.43  | 94.12  | 95.79  |

**Information on Occupational Health and Safety**

| Data  | Unit                            | 2021       | 2022       | 2023       | 2024       |
|---|---------------------------------|------------|------------|------------|------------|
| <b>GRI 403-9 (2018) Work-related injuries</b>                 |                                 |            |            |            |            |
| Number of hours worked  |                                 |            |            |            |            |
| Employees   | hours                           | 18,075,748 | 20,462,925 | 19,383,791 | 19,299,171 |
| Contractors   | hours                           | 12,483,220 | 12,460,616 | 13,360,010 | 15,482,335 |
| Fatalities as a result of work-related injury                 |                                 |            |            |            |            |
| Employees   | persons                         | 1          | 1          | 1          | 1          |
|   | persons/ 1,000,000 hours worked | 0.06       | 0.05       | 0.05       | 0.05       |
| Contractors   | persons                         | 2          | 0          | 0          | 1          |
|   | persons/ 1,000,000 hours worked | 0.16       | 0          | 0          | 0.06       |
| High-consequence work-related injuries (excluding fatalities) |                                 |            |            |            |            |
| Employees   | persons                         | 3          | 2          | 0          | 0          |
|   | persons/ 1,000,000 hours worked | 0.17       | 0.10       | 0          | 0          |
| Contractors   | persons                         | 0          | 0          | 1          | 0          |
|   | persons/ 1,000,000 hours worked | 0          | 0          | 0.07       | 0          |
| Total recordable work-related injuries (excluding FAC)        |                                 |            |            |            |            |
| Employees   | persons                         | 46         | 42         | 54         | 35         |
|   | persons/ 1,000,000 hours worked | 2.54       | 2.05       | 2.79       | 1.81       |
| Contractors   | persons                         | 28         | 16         | 25         | 24         |
|   | persons/ 1,000,000 hours worked | 2.24       | 1.28       | 1.87       | 1.66       |

| Data  | Unit                            | 2021 | 2022 | 2023 | 2024 |
|---|---------------------------------|------|------|------|------|
| <b>Lost Time Injury Frequency Rate (LTIFR)</b>    |                                 |      |      |      |      |
| Employees   | persons                         | 14   | 12   | 21   | 14   |
|   | persons/ 1,000,000 hours worked | 0.77 | 0.59 | 1.08 | 0.73 |
| Contractors                                       | persons                         | 12   | 7    | 10   | 11   |
|   | persons/ 1,000,000 hours worked | 0.96 | 0.56 | 0.75 | 0.71 |
| <b>GRI 403-10 (2018) Work-related Ill Health</b>  |                                 |      |      |      |      |
| Fatalities as a result of work-related ill health |                                 |      |      |      |      |
| Employees   | persons                         | 0    | 0    | 0    | 0    |
|   | persons/ 1,000,000 hours worked | 0    | 0    | 0    | 0    |
| Contractors                                       | persons                         | 0    | 0    | 0    | 0    |
|   | persons/ 1,000,000 hours worked | 0    | 0    | 0    | 0    |
| Total recordable work-related ill health          |                                 |      |      |      |      |
| Employees   | persons                         | 0    | 0    | 0    | 0    |
|   | persons/ 1,000,000 hours worked | 0    | 0    | 0    | 0    |
| Contractors                                       | persons                         | 0    | 0    | 0    | 0    |
|   | persons/ 1,000,000 hours worked | 0    | 0    | 0    | 0    |

Remarks:

1. Collecting data of work-related injury and illness are in accordance with the Mitr Phol Group's Incident Management Procedure.
2. Employees refer to monthly and daily permanent employees of Mitr Phol Sugar Corp., Ltd. and subsidiaries.
3. Contractors refer to representatives of juristic person who work for Mitr Phol and are in accordance with the Mitr Phol's hiring procedure. The contractors include consultant and temporary employees by employment contract.

4. Injury data refers to work-related injury that results in any of medical treatment, lost workday from one day onward, disability and death.
5. Lost time injury refers to injuries arising from work-related incident that results in lost workday and the employee is not able to work the scheduled work day.
6. Work-related ill health refers to illness arising from work due to the diagnosis of the occupational medicine physician.