

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. The data covering the period from 2022 to 2025 were collected for the period of January 1 to December 31 of each reporting year.
2. The abbreviation "NA" refers to "Not Available" or indicates that no data was collected.
3. The scope of data collection for companies has been expanded as follows:
 - In 2024, two new companies were added: Mitrphol Sugar Co., Ltd., and Kasetsombun Bio-Power Co., Ltd.
 - In 2025, two new companies were added: Apcon Renewable Energy Company Limited, and Rungtiva Biomass Company Limited.

Information on Occupational Health and Safety Management System

Data	Unit	2022	2023	2024	2025
GRI 403-8 (2018) Employees and Contractors Covered by Occupational Health and Safety Management System					
Occupational health and safety management system					
Employees covered by occupational health and safety management system	persons	7,619	7,582	7,885	7,895
	percent	100	100	100	100
Contractors covered by occupational health and safety management system	persons	12,899	17,166	18,450	20,007
	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	7,619	7,582	7,885	7,895
	percent	100	100	100	100
Contractors covered by occupational health and safety management system that has been internally audited	persons	12,899	17,166	18,450	20,007
	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	6,063	6,234	7,239	7,094
	percent	79.58	82.22	91.81	89.85
Contractors covered by occupational health and safety management system that has been audited by an external party	persons	11,923	16,156	17,673	17,462
	percent	92.43	94.12	95.79	87.28

Information on Occupational Health and Safety

Data	Unit	2022	2023	2024	2025
GRI 403-9 (2018) Work-related injuries					
Number of hours worked					
Employees	hours	20,462,925	19,383,791	19,299,171	20,102,819
Contractors	hours	12,460,616	13,360,010	15,482,335	16,446,330
Fatalities as a result of work-related injury					
Employees	persons	1	1	1	1
	persons/ 1,000,000 hours worked	0.05	0.05	0.05	0.05
Contractors	persons	0	0	1	3
	persons/ 1,000,000 hours worked	0	0	0.06	1.8
High-consequence work-related injuries (excluding fatalities)					
Employees	persons	2	0	0	0
	persons/ 1,000,000 hours worked	0.10	0	0	0
Contractors	persons	0	1	0	0
	persons/ 1,000,000 hours worked	0	0.07	0	0
Total recordable work-related injuries (excluding First Aid Case)					
Employees	persons	42	54	35	32
	persons/ 1,000,000 hours worked	2.05	2.79	1.81	1.59
Contractors	persons	16	25	24	12
	persons/ 1,000,000 hours worked	1.28	1.87	1.66	0.73

Data	Unit	2022	2023	2024	2025
Lost Time Injury Frequency Rate (LTIFR)					
Employees	persons	12	21	14	9
	persons/ 1,000,000 hours worked	0.59	1.08	0.73	0.45
Contractors	persons	7	10	11	8
	persons/ 1,000,000 hours worked	0.56	0.75	0.71	0.49
GRI 403-10 (2018) Work-related Ill Health					
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.