

| Social performance | | | | | | | | | | | | | |
|-----------------------------------|---------------------------|--|--------------------|--------------------|--------------------|-----------|------|-----------|------|-----------|--------|-----------|-----|
| ESG metrics | GRI STANDARD | List | Unit | 2021 | 2022 | 2023 | 2024 | | | | | | |
| S2.1C EUT-S2.2 | | 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 | | Number of | % | Number of | % | Number of | % | Number of | % | | |
| | | Total employees | Number of people/% | 560 | 100% | 578 | 100% | 573 | 100% | 573 | 100% | | |
| | | male | Number of people/% | 389 | 69% | 384 | 66% | 383 | 67% | 389 | 68% | | |
| | | female | Number of people/% | 171 | 31% | 194 | 34% | 190 | 33% | 184 | 32% | | |
| | | by nationality | | Number of | % | Number of | % | Number of | % | Number of | % | | |
| | | Thai | Number of people/% | 560 | 100% | 578 | 100% | 572 | 100% | 569 | 99.30% | | |
| | | 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% | 1 | 0% | 4.00 | 0.70% | | |
| | | by Generation | | Number of | % | Number of | % | Number of | % | Number of | % | | |
| | | Baby Boom (B.E. 2489 - 2507) | Number of people/% | 13 | 2% | 10 | 2% | 9 | 2% | 4 | 1% | | |
| | | Generation X (B.E. 2508 - 2523) | Number of people/% | 151 | 27% | 149 | 26% | 154 | 27% | 150 | 26% | | |
| | | Generation Y (B.E. 2524 - 2543) | Number of people/% | 393 | 70% | 411 | 71% | 399 | 70% | 412 | 71% | | |
| | | Generation Z (since B.E. 2544) | Number of people/% | 3 | 1% | 8 | 1% | 11 | 2% | 13 | 2% | | |
| EUT-S3.2 | GRI 401-1 GRI405-1 | by level | | Number of | % | Number of | % | Number of | % | Number of | % | | |
| | | Executive up | Number of people/% | 17 | 3% | 18 | 3% | 30 | 5% | 21 | 4% | | |
| | | male | Number of people/% | 11 | 2% | 12 | 2% | 18 | 3% | 18 | 3% | | |
| | | female | Number of people/% | 6 | 1% | 6 | 1% | 12 | 2% | 3 | 1% | | |
| | | Senior Officer | Number of people/% | 41 | 7% | 42 | 7% | 40 | 7% | 20 | 3% | | |
| | | male | Number of people/% | 31 | 6% | 30 | 5% | 14 | 2% | 10 | 2% | | |
| | | female | Number of people/% | 10 | 2% | 12 | 2% | 26 | 4% | 10 | 2% | | |
| | | Officer | Number of people/% | 136 | 24% | 136 | 24% | 127 | 22% | 151 | 26% | | |
| | | male | Number of people/% | 89 | 16% | 86 | 15% | 73 | 13% | 89 | 15% | | |
| | | female | Number of people/% | 47 | 8% | 50 | 9% | 54 | 9% | 62 | 11% | | |
| | | Practitioner | Number of people/% | 366 | 65% | 382 | 66% | 376 | 66% | 381 | 66% | | |
| | | male | Number of people/% | 258 | 46% | 256 | 44% | 278 | 48% | 272 | 47% | | |
| | | female | Number of people/% | 108 | 19% | 126 | 22% | 98 | 17% | 109 | 19% | | |
| | | S2.1C | | by age | | Number of | % | Number of | % | Number of | % | Number of | % |
| | | | | less than 30 years | Number of people/% | 145 | 26% | 128 | 22% | 123 | 21% | 90 | 16% |
| Male employees less than 30 years | Number of people/% | | | 89 | 16% | 82 | 14% | 73 | 13% | 66 | 11% | | |
| Female employees less than 30 | Number of people/% | | | 39 | 7% | 41 | 7% | 30 | 5% | 24 | 4% | | |
| Between 30-50 years | Number of people/% | | | 366 | 65% | 387 | 67% | 402 | 70% | 417 | 73% | | |
| Male employees between 30-50 | Number of people/% | | | 269 | 48% | 267 | 46% | 256 | 44% | 273 | 47% | | |
| Female employees between 30-50 | Number of people/% | | | 118 | 21% | 135 | 23% | 144 | 25% | 144 | 25% | | |
| Over 50 years | Number of people/% | | | 48 | 9% | 45 | 8% | 53 | 9% | 66 | 12% | | |
| Male employees over 50 years | Number of people/% | | | 31 | 6% | 35 | 6% | 54 | 9% | 50 | 9% | | |
| Female employees over 50 years | Number of people/% | | | 14 | 3% | 18 | 3% | 16 | 3% | 16 | 3% | | |
| by area | | | | Number of | % | Number of | % | Number of | % | Number of | % | | |
| BBGI-HQ (head office) | Number of people/% | | | 30 | 5% | 45 | 8% | 44 | 8% | 46 | 8% | | |
| BBGI-BI | Number of people/% | | | 118 | 21% | 121 | 21% | 122 | 21% | 123 | 21% | | |
| BBGI-PS | Number of people/% | | | 130 | 23% | 125 | 22% | 124 | 21% | 119 | 21% | | |
| BBFB | Number of people/% | | | - | - | - | - | - | - | 12 | 2% | | |
| BBGI Bio Ethanol - BP | Number of people/% | 140 | 25% | 122 | 21% | 123.00 | 21% | 117 | 20% | | | | |
| BBGI Bio Ethanol - NP | Number of people/% | 142 | 25% | 165 | 29% | 160 | 28% | 156 | 27% | | | | |

| ESG metrics | GRI STANDARD | List | Unit | 2021 | | 2022 | | 2023 | | 2024 | |
|--------------------------|-------------------------------|---|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------|
| EUT-S1.2 | GRI202-2 | local labor | | | | | | | | | |
| | | Employees from local communities | % | 77% | | 81% | | 74% | | 75% | |
| S2.2C | | Employee diversity | | | | | | | | | |
| | | Percentage of women share of total workforce) (Percentage of women share of total workforce) | % | 31% | | 34% | | 33% | | 32% | |
| | | Percentage of female executive up (Level 10-15) | % | N/A | | 0.01 | | 2% | | 1% | |
| | | Percentage of female senior officer (Level 8-9) | % | N/A | | 0.02 | | 4% | | 2% | |
| | | Percentage of female officer (Level 5-7) | % | N/A | | 0.09 | | 9% | | 11% | |
| | | Percentage of female practitioner (Level 1-4) | % | N/A | | 0.22 | | 17% | | 19% | |
| S2.17C | GRI 401-1 | Terminated employee | | | | | | | | | |
| | | Resignation rate | % | 9% | | 10% | | 16% | | 11% | |
| | | Voluntary resignation rate | % | 1.00 | | 1.00 | | 0.86 | | 83% | |
| | | by gender | | Number of | % | Number of | % | Number of | % | Number of | % |
| | | male | Number of people/% | 38 | 6.8% | 40 | 6.9% | 43 | 7.5% | 27 | 4.7% |
| | | female | Number of people/% | 11 | 2.0% | 19 | 3.3% | 47 | 8.2% | 25 | 4.4% |
| | | by age | | Number of | % | Number of | % | Number of | % | Number of | % |
| | | less than 30 years | Number of people/% | 20 | 3.6% | 22 | 3.8% | 31 | 5.4% | 15 | 2.6% |
| | | Between 30-50 years | Number of people/% | 27 | 4.8% | 32 | 5.5% | 44 | 7.7% | 35 | 6.1% |
| | | Over 50 years | Number of people/% | 2 | 0.4% | 5 | 0.9% | 15 | 2.6% | 2 | 0.3% |
| S2.18C | | Number of labor disputes | | | | | | | | | |
| EUT-S2.3 | | Number of labor disputes | Case | 0 | | 0 | | 0 | | 1 | |
| 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 | % | 60.70% | | 77.50% | | 77.10% | | 77.80% | |
| | New employees | | | | | | | | | | |
| | New employees employment rate | | Number of | % | Number of | % | Number of | % | Number of | % | |
| | New employees employment rate | Number of people/% | 30 | 5.4% | 70 | 12.1% | 67 | 11.7% | 73 | 12.7% | |
| | by gender | | Number of | % | Number of | % | Number of | % | Number of | % | |
| | male | Number of people/% | 11 | 2.0% | 16 | 2.8% | 34 | 5.9% | 44 | 7.7% | |
| | female | Number of people/% | 19 | 3.4% | 54 | 9.3% | 33 | 5.8% | 29 | 5.1% | |
| | S2.7C | GRI 404-1 | Employee development (training hours per person per year) | | | | | | | | |
| Total number of hours | | | hours/year | N/A | | 12,096 | | 9,837 | | 14,431 | |
| Total average number | | | hours/person/year | N/A | | 21 | | 17 | | 25 | |
| Employee development and | | | baht/year | N/A | | 1,764,530 | | 1,663,764 | | 3,916,998 | |

| ESG metrics | GRI STANDARD | List | Unit | 2021 | 2022 | 2023 | 2024 | | | | |
|-------------|--|--|--------------|----------------|--------|----------------|--------|-------------|--------|-------------|--------|
| S2.3C | GRI 405-2 | Total employee compensation | | | | | | | | | |
| | | by gender | | female | male | female | male | female | male | | |
| | | gender | million baht | 92.99 | 149.29 | 97.58 | 144.98 | 90.42 | 145.18 | 96.97 | 168.13 |
| | | Total employee compensation | baht | 242,280,023.01 | | 242,560,088.00 | | 235,602,451 | | 265,097,129 | |
| S2.4C | GRI 405-2 | Percentage of employees who are provident fund members | | | | | | | | | |
| | | Employees who are provident fund | people | 470 | | 465 | | 457 | | 437 | |
| | | Employees who are provident fund | % | 84% | | 80% | | 80% | | 76% | |
| | | The amount of money that the Company contributes to the | baht | 6,320,000 | | 6,773,396 | | 7,234,494 | | 7,489,076 | |
| 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 | 0.38 | 0.62 | 0.36 | 0.63 |
| | | by age | | female | male | female | male | female | male | female | male |
| | | less than 30 years | Ratio | N/A | N/A | N/A | N/A | 0.03 | 0.07 | 0.03 | 0.06 |
| | | Between 30-50 years | Ratio | N/A | N/A | N/A | N/A | 0.31 | 0.44 | 0.30 | 0.49 |
| | | Over 50 years | Ratio | N/A | N/A | N/A | N/A | 0.04 | 0.11 | 0.04 | 0.09 |
| | | by level | | female | male | female | male | female | male | female | male |
| | | Executive up (Level 10-15: Executive up) | Ratio | N/A | N/A | 0.87 | 1.00 | 0.08 | 0.12 | 0.08 | 0.15 |
| | | Senior Officer (Level 8-9: Senior Officer) | Ratio | N/A | N/A | 1.00 | 0.94 | 0.09 | 0.04 | 0.09 | 0.06 |
| | | Officer (Level 5-7: Officer)) | Ratio | N/A | N/A | 1.00 | 0.83 | 0.11 | 0.17 | 0.09 | 0.15 |
| | | Practitioner (Level 1-4 : Practitioner) | Ratio | N/A | N/A | 1.00 | 0.88 | 0.10 | 0.29 | 0.10 | 0.28 |
| S3.7R | GRI102-43 Approach to stakeholder engagement | Customer satisfaction | | | | | | | | | |
| | | Industrial factory entrepreneur | | | | | | | | | |
| | - Ethanol industry customer satisfaction score | % | N/A | | 97.84% | | 99.72% | | 99.70% | | |
| | - Biodiesel industry customer satisfaction score | % | N/A | | 99.26% | | 99.37% | | 98.70% | | |
| | GRI102-44 Key topics and concerns raised | - Glycerin industry customer satisfaction score | % | N/A | | 96.43% | | 98.13% | | 98.54% | |
| 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 | 2021 | 2022 | 2023 | 2024 |
|-------------|--------------|--|------|------|------|------|------|
| S4.3C | | Number of disputes with communities | | | | | |
| | | Number of disputes with communities | Case | 0 | 1* | 0 | 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. | | | | | |
| | | Business Ethics Violation | | | | | |
| | | Number of Business Ethics Violation | Case | N/A | 0 | 0 | 0 |
| EUT-S2.3 | GRI 406-1 | Number of incidents or complaints related to human rights. | | | | | |
| | | Number of human rights violations | Case | N/A | 0 | 0 | 0 |

Note

1. Social operation data reporting scope of BBGI Public Company Limited Group 2024 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. 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 | 2563 | | 2564 | | 2565 | | 2566 | |
|-------------|-----------------|---|--|--------------|---------|--------------|---------|--------------|---------|--------------|---------|
| | | | | male | female | male | female | male | female | male | female |
| | GRI403-9 | 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 | | 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 | | N/A | | 0.00 | |
| | | | | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| | | | Number of time / one million working hours | N/A | | N/A | | N/A | | 0.00 | |
| | | | Data coverage (%) | N/A | | N/A | | N/A | | 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 | |
| | GRI403-9 | - Contractor | Number of cases | N/A | | N/A | | N/A | | 0.00 | |
| | | | | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| | | | Number of time / one million working hours | N/A | | N/A | | N/A | | 0.00 | |
| | | | Data coverage (%) | N/A | | N/A | | N/A | | 100 | |

| ESG metrics | GRI STANDARD | List | Unit | 2562 | | 2563 | | 2564 | | 2565 | |
|--|-----------------|--|--|------|--------|------|--------|------|--------|------|--------|
| | | | | male | female | male | female | male | female | male | female |
| | | Recordable work-related injuries | | | | | | | | | |
| | | - Employee | Number of cases | 5.00 | | 3.00 | | 1.00 | | 1.00 | |
| | | | | 4.00 | 1.00 | 3 | 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 | | N/A | | 0.00 | |
| | | | | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| | | | Number of time / one million working hours | N/A | | N/A | | N/A | | 0.00 | |
| | | | Data coverage (%) | N/A | | N/A | | N/A | | 100 | |
| S2.13C | GRI403-9 | Lost-Time Injury Frequency Rate (LTIFR) | | | | | | | | | |
| | | - 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 | |
| | | - Contractor | Number of cases | N/A | | N/A | | N/A | | 0.00 | |
| | | | | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| | | | Number of time / one million working hours | N/A | | N/A | | N/A | | 0.00 | |
| | | | Data coverage (%) | N/A | | N/A | | N/A | | 100 | |
| S2.15R | GRI403-10 | Recordable work-related ill health | | | | | | | | | |
| | | - 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 | | N/A | | 0.00 | |
| | | | | N/A | N/A | N/A | N/A | N/A | N/A | 0 | 0 |
| Number of time / one million working hours | N/A | | N/A | | N/A | | 0.00 | | | | |

Note

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.