

Appendix

Metrics	Unit	2022	2021	2020	2019	2018
Percentage of employees trained by employee category						
Managers	%	94	99	97	87	88
Non-managers	%	85	89	88	77	46
Average Training Hours						
Average training hours by gender						
Male	Hours	67	26	11	6	7
Female	Hours	71	27	11	6	6
Average training hours by employee category						
Managers	Hours	65	36	11	7	10
Non-managers	Hours	70	23	10	6	6
Health and Safety⁵						
Number of work-related fatalities for employees	No.	0 ^a	1	0	1	1
Rate of work-related fatalities for employees	/	0	0.013	0	0.010	0.009
Number of work-related fatalities for non-employees ⁷	No.	1 ^b	0	0	0	1
Lost days due to work injury for employees	days	339	619	383	561	450
Number of high consequences work related injuries ⁸ (excluding fatalities) for employees	No.	0	2	1	1	1
Rate of high-consequence work-related injuries for employees (based on 200,000 hours worked)	/	0	0.026	0.01	0.01	0.01
Number of high consequences work related injuries (excluding fatalities) for non-employees	No.	0	0	1	2	3
Number of recordable work-related injuries (excluding fatalities) for employees	No.	23	15	20	25	26
Rate of recordable work-related injuries for employees (based on 200,000 hours worked)	/	0.09	0.19	0.25	0.24	0.23
Number of recordable work-related injuries (excluding fatalities) for non-employees	No.	8	9	17	21	32
Others						
Number of sites certified by ISO 45001 or work safety standardization ⁹	No.	23	22	21	20	20
Percentage of sites certified by ISO 45001 or work safety standardization	%	59	52	46	41	39
Percentage of total products sold or shipped subject to recalls for safety and health reasons	%	0	0	0	0	0

- The numbers stated in various tables of the Report may not add up to totals or 100% due to rounding.
- Scope 1 includes CO₂ equivalent ("CO₂e") from fuel used in our manufacturing processes (including all brewing and vertical operations) and in cogeneration plants that generate on-site electricity.
- Scope 2 represents emissions from purchased electricity and steam.
- Scope 3 emissions constitute estimates based on a mix of supplier-based numbers, APAC emission factors and assumptions. Data's main categories include, Purchased Goods and Services, Upstream and Downstream Transportation, Emissions from fuel used not included in Scope 1 and Scope 2, Product Cooling and End of Life.
- The scope of H&S data in this performance table covers all employees in 2022, while 2018 to 2021 data only covers supply employees.
- One fatality case of contractor is recorded in Vietnam.
- Non-employees include contractors/sub-contractors/service-providers.
- High-consequence work-related injury is defined as work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months.
- The work safety standardization certification is awarded by a third party or recognized by national/local safety authority.