



TECK BEE HANG CO., LTD.

GRI CONTENT INDEX

2024

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ESG DATA Economics Performance

Financial Operations

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 201-1 (2016)	Revenue from Sales and Services	Million Baht	5,547	7,557.00	9,507.00	7,433.00	8,394.04
	Profit for the Year	Million Baht	30	216.00	332.00	0.45	(24.39)
	Dividends Paid to Shareholders	Million Baht	0	0.00	0.00	0.00	0.00
	Wages and Employee Compensation	Million Baht	219	255.21	283.88	251.11	258.34
	Interest and Financial Expenses Paid to Lenders	Million Baht	81	80.96	82.92	72.42	85.60
	axes Paid to the Government and Local Authorities , e.g., corporate income tax, local maintenance tax, school tax, or others (please specify)	Million Baht	1	0.31	54.22	0.00	2.98
	Expenses for Implementing Projects to Develop and Support Society and Communities	Million Baht	0	0.40	0.40	1.06	0.50
Disclosure 201-1 (2016)	Employer Contributions Paid by the Organization to Social Security Fund, Provident Fund, and Retirement Benefits for Employees	Million Baht	7	6.14	6.76	8.70	9.41
	Employer Contributions Paid to Social Security Fund	Million Baht	5	3.94	4.26	1.99	6.62
	Employer Contributions Paid to Provident Fund	Million Baht	2	2.20	2.50	2.75	2.79
	Retirement Benefits Provided to Employees	Million Baht	64	60.80	58.71	49.64	52.47
	Percentage of Managers and Above Who Are Local Hires (within a 5 km radius or within the province), calculated from managers and monthly employees	%		84.00	84.00	84.00	87.00

Compliance

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 307-1 (2016)	Numbers of Cases associated with non-compliance with environmental laws and regulations	Case	0	0	0	2	0
	Monetary value of fines associated with non-compliance with environmental laws and regulations	Baht	0	0	0	0	0
Disclosure 419-1 (2016)	Numbers of Cases associated with non-compliance with Economics and Social laws and regulations	Case	0	0	0	0	0
	Monetary value of fines associated with non-compliance with Economics and Social laws and regulations	Baht	0	0	1	160	0

Anti-Corruption

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024	
Disclosure 205-2 (2016)	Communication about anti-corruption policy	%	100	100	100	100	100	
	Training about anti-corruption policy	%	100	100	100	100	100	
	By Level							
	Top Management (L7-L11)	%	100	100	100	100	100	
	● Male	%	100	100	100	100	100	
	● Female	%	100	100	100	100	100	
	Management (L5-L6)	%	100	100	100	100	100	
	● Male	%	100	100	100	100	100	
	● Female	%	100	100	100	100	100	
	Operation (L1-L4)	%	100	100	100	100	100	
	● Male	%	100	100	100	100	100	
	● Female	%	100	100	100	100	100	
	Disclosure 205-3 (2016)	Confirmed incidents of corruption	Case	0	0	0	0	0

Customer Relationship

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
TBH Indicator	Customer satisfaction	%	1	1	1	94.00	94.00
	Percentage of customers responding to the assessment	%	-	-	-	-	100.00
Disclosure 416-2 (2016)	The number of matters or products that affect the health and safety of customer	Case	0	0	0	0	0
Disclosure 418-3 (2016)	Number of non-compliance with the personal data protection act	Case	0	0	0	0	0
Disclosure 2-27 (2016)	Number of legal non-compliance cases	Case	0	0	1	0	0

Supply chain management

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 2-6 (2021)	Tier 1 Suppliers	Numbers	141	138	170	147	234
Disclosure 204-1 (2021)	Expenses for procuring natural rubber from local suppliers as a proportion of total raw material supplier expenses	%	-	-	-	-	38
Disclosure 308-1 (2021)	Proportion of new suppliers experiencing environmental impacts	%	N/A	N/A	N/A	N/A	100
Disclosure 308-2 (2016)	Number of suppliers assessed for environmental impacts	Numbers	62	138	132	122	127
	Number of suppliers identified as having significant actual and potential negative environmental impacts.	Numbers	0	0	0	0	0
	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.	%	0	0	0	0	0
	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment	%	0	0	0	0	0
Disclosure 414-2 (2016)	Number of suppliers assessed for social impacts.	Numbers	62	126	121	122	127
	"Number of suppliers identified as having significant actual and potential negative social impacts."	Numbers	0	0	0	0	0
	"Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment."	%	0	0	0	0	0
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment	%	0	0	0	0	0

Remark:

1. Started to collect raw material Supplier Teir - 1 data
2. In 2021, data collection began for raw material suppliers and first-tier product transportation companies.

Social Performance

Employee

GRI Standard	Topic	2020		2021		2022		2023		2024		
		Person	%	Person	%	Person	%	Person	%	Person	%	
Disclosure 2-7 (2021),	Total employees	1,416	100.00	1,079	100.00	1,152	100.00	1,146	100.00	1,125	100.00	
	Total Permanent Employees	1,381	97.53	1,045	96.85	1,112	96.53	1,106	96.51	1,077	95.73	
	Total Temporary Employees	35	2.47	34	3.15	40	3.47	40	3.62	48	4.27	
	By Sex and Type											
	Male	739	52.19	525	48.66	560	48.61	574	50.09	558	49.60	
	Permanent	721	50.92	507	46.99	534	46.35	549	47.91	529	47.02	
	Temporary contract	18	1.27	18	1.67	26	2.26	25	2.18	29	2.58	
	Female	677	47.81	554	51.34	592	51.39	572	49.91	567	50.40	
	Permanent	721	50.92	507	46.99	534	46.35	549	47.91	529	47.02	
	Temporary contract	18	1.27	18	1.67	26	2.26	25	2.18	29	2.58	
	Total number of confirmed corruption incidents	Case	0	0	0	0	0	0	0	0	0	
	By Area and Type											
	Songkhla	72	100.00	73	100.00	68	100.00	161	100.00	74	6.58	
	Permanent	62	86.11	65	89.04	59	86.76	148	91.93	65	5.78	
	Temporary contract	10	13.89	8	10.96	9	13.24	13	8.78	9	0.80	
	Narathiwat	293	100.00	231	100.00	233	100.00	218	100.00	214	19.02	
	Permanent	284	96.93	220	95.24	222	95.28	208	95.41	207	18.40	
	Temporary contract	9	3.07	11	4.76	11	4.95	10	4.81	7	0.62	
	Suratthani	230	100.00	188	100.00	203	100.00	195	100.00	153	13.60	
	Permanent	224	97.39	182	96.81%	198	97.54%	192	98.46%	147	13.07	
Temporary contract	6	2.68	6	3.19%	5	2.46%	3	1.54%	6	0.53		
Nakornsrihammarat	184	100.00	156	100.00	157	100.00	156	100.00	156	13.87		
Permanent	180	97.83	154	98.72	151	96.18	148	94.87%	152	13.51		
Temporary contract	4	2.17	2	1.28	6	3.82	8	5.13%	4	0.36		
Yala	453	100.00	271	100.00	320	100.00	283	100.00	323	28.71		
Permanent	450	99.34	267	98.52	315	98.44	281	99.29%	313	27.82		
Temporary contract	3	0.67	4	1.48	5	1.56	2	0.71%	10	0.89		
Others	184	100.00	160	100.00	171	100.00	215	100.00	205	18.22		
Permanent	181	98.37	157	98.13	167	97.66	207	96.28%	193	17.16		
Temporary contract	3	1.63	3	1.88	4	2.34	8	3.72%	12	1.07		

GRI Standard	Topic	2020		2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%	Person	%
Disclosure 401-1 (2016)	New Employee										
	Total New Employee	133	9.39	164	15.20	177	15.36	148	12.91	144	12.80
	New Employee by Sex										
	Male	9	0.64	9	0.83	9	0.78	9	0.79	7	0.62
	Female	7	0.49	7	0.65	7	0.61	7	0.61	5	0.44
	New Employee by Age										
	Under 30 years	79	59.40	87	53.05	93	52.54	89	61.38	86	59.72
	30-50 years	54	40.60	75	45.73	82	46.33	53	36.55	48	33.33
	Upper 50 years	0	0.00	2	1.22	2	1.13	3	2.07	10	6.94
	New Employee by Area										
	Songkhla	5	3.76	5	3.05	10	5.65	4	2.76	16	11.11
	Narathiwat	35	26.32	31	18.90	53	29.94	32	22.07	13	9.03
	Pattani	20	15.04	9	5.49	9	5.08	20	13.79	27	18.75
	Suratthani	17	12.78	23	14.02	30	16.95	36	24.83	43	29.86
	Nakornsrihammarat	25	18.80	60	36.59	27	15.25	17	11.72	20	13.89
	Yala	26	19.55	29	17.68	45	25.42	34	23.45	25	17.36
	Others	5	3.76	7	4.27	3	1.69	2	1.38	0	0.00
	Employee Termination										
	Total	130	9.18	154	14.27	161	13.98	161	13.98	207	18.40
	Employee Termination by Sex										
	Male	68	52.31	69	44.81	92	57.14	88	54.66	112	54.11
Female	62	47.69	85	55.19	69	42.86	73	45.34	95	45.89	
Employee Termination by Aex											
Under 30 years	69	53.08	72	44.17	56	34.78	55	34.16	82	39.61	
30-50 years	52	40.00	82	50.31	77	47.83	72	44.72	96	46.38	
Upper 50 years	9	6.92	9	5.52	28	17.39	34	21.12	29	14.01	

GRI Standard	Topic	2020		2021		2022		2023		2024	
		Person	%	Person	%	Person	%	Person	%	Person	%
	Employee Termination by Area										
	Songkhla	0	0	1	0.61	15	9.32	0	0.00	7	3.38
	Narathiwat	25	19.23	33	20.25	42	26.09	43	26.71	16	7.73
	Pattani	5	3.85	3	1.84	10	6.21	16	9.94	25	12.08
	Suratthani	12	9.23	38	23.31	15	9.32	32	19.88	87	42.03
	Nakornsrihammarat	41	31.54	58	35.58	22	13.66	32	19.88	29	14.01
	Yala	34	26.15	12	7.36	30	18.63	32	19.88	43	20.77
	Others	13	10.00	18	11.04	27	16.77	6	3.73	0	0.00
	Maternity leave										
Disclosure 401-3 (2016)	Maternity leave										
	Male	0	0	0	0	0	0	0	0	0	0.00
	Female	11	100.00	13	100.00	12	100.00	14	100.00	8	100.00
	Return after maternity leave										
	Male	0	0	0	0	0	0	0	0	0	0
	Female	11	100.00	13	100.00	12	100.00	14	100.00	6	75.00
Disclosure 401-1 (2016)	Workers who are not employees										
	Contractor' workers	3	0.21	3	0.28	2	0.17	30.00	2.62	138	12.33

Remark: Remark: workers who are not employees are contractor' workers that entered annual contract such "Security Guard"

Remuneration

GRI Standard	Topic	2020	2021	2022	2023	2024
Disclosure 205-2 (2016)	Ratio of the basic salary and remuneration of women to men by Level					
	Base Salary Only					
	Top Management		0.32	0.10	1.35	0.92
	Management		1.54	0.91	0.11	0.14
	Operation (Monthly)		1.36	1.28	1.34	1.32
	Operation (Daily)		1.04	1.04	1.04	0.97
	Base Salary and Bonus					
	Top Management		0.33	0.12	1.03	0.92
	Management		1.59	0.75	0.13	0.14
	Operation (Monthly)		1.37	1.39	1.45	1.32
Operation (Daily)		1.04	0.74	1.04	0.97	

Remark: Other remuneration is bonus (Based on performance) and 13th month (fixed payment)

Topic	2024	
	Person	%
Total number of female employees	567	50.40
Number of female employees in Top Management positions	1	0.09
Number of female employees in Executive positions	1	0.09
Number of female employees in Manager positions	5	0.44
Number of female employees in General Staff positions	560	49.78

Training

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 205-2 (2016)	Employee training hours target	Hours/Person/year	-	-	-	20	30
	Training target						
	"Total training of employee	Hours	34,770	29,887	36,632	26,792	43,207
	"Average training of employee	Hours/Person/year	24.56	27.70	31.80	23.38	38.40
	By sex						
	Male	Hours	18,146	14,542	17,807	13,419	20,580
	Female	Hours	16,624	15,345	18,825	13,373	22,627
	By Level						
	Top Management	Hours	393	443	508	257	420
	Management	Hours	270	304	350	375	831
	Operator	Hours	34,107	29,140	35,774	26,160	41,956
	Employee training hours classified by skill						
	Management	Hours	-	-	-	2,876	4,638
	Manufacturue	Hours	-	-	-	2,322	3,745
	Specialist	Hours	-	-	-	2,575	4,153
	Service	Hours	-	-	-	2,282	3,680
	Technical	Hours	-	-	-	2,617	4,220
	Environment	Hours	-	-	-	3,078	4,964
	Occupational Health and Safety	Hours	-	-	-	3,093	4,980
	Quality	Hours	-	-	-	7,954	12,827
Employee training expenses	Baht	-	-	-	1,447,934	1,672,640	
Average employee training expenses	Bath/Person/year	-	-	-	1,378	1,524	

Occupational Health and Safety

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 403-9 (2016)	Total Worked Hours						
	Total Employee	Hours	2,358,247.00	2,214,413.00	2,314,782.50	2,369,939.00	2,323,328.04
	Fatality as a result of Work-Related Injury						
	Employee	Case	0	0	1	0.00	0.00
		Time/1,000,000 work hours	0	0	0.43	0.00	0.00
	Contractor	Case	0	0	0	0	0
		Time/1,000,000 work hours	0	0	0	0	0
	High-consequence work-related injuries (excluding fatalities);						
	Employee	Case	0	0	0	1	0
		Time/1,000,000 work hours	0	0	0	0	0
	Contractor	Case	-	-	-	-	0
		Time/1,000,000 work hours	-	-	-	-	-
	Recordable work-related injuries;						
	Employee	Case	2	13	6	4	0
		Time/1,000,000 work hours	1	5.87	2.59	1.69	0.00

Human Rights

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 412-1 (2016)	Operations that have been subject to human rights reviews or impact assessments	%	100.00	100.00	100.00	100.00	100.00
Disclosure 412-2 (2016)	Employee training on human rights policies or procedures	%	100.00	100.00	100.00	100.00	100.00

Non-Discrimination

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 406-1 (2016)	Incidents of discrimination	Case	0	0	0	0	0
	corrective actions taken of Incidents of discrimination	Case	0	0	0	0	0
	Remediation plans being implemented	Case	0	0	0	0	0
	Remediation plans that have been implemented, with results reviewed	Case	0	0	0	0	0
	Incident no longer subject to action	Case	0	0	0	0	0

Environmental Performance

Energy Consumption

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 403-9 (2016)	Energy consumption within the organization						
	Total energy consumption	GJ	274,174.76	309,414	315,450.39	307,730.73	292,050.29
	Non-renewable energy consumption	GJ	274,174.76	309,413.77	315,450.39	304,364.61	284,974.07
	Gasoline	GJ	1,167.11	749.36	923.22	12,296.11	11,166.15
	LPG	GJ	168,045.55	192,566.62	195,123.86	185,337.24	169,468.70
	Purchased electricity	GJ	104,962.11	116,097.80	119,403.31	106,731.26	104,339.21
	Renewable energy consumption	GJ	-	-	-	3,366.13	7,076.22
	Solar Rooftop	GJ	-	-	-	3,366.13	7,076.22
Disclosure 403-9 (2016)	Energy intensity ratio	GJ / Ton	1.87	1.77	1.77	1.86	1.83

GHG Emissions

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 305-1 (2016)	Direct Scope 1 GHG emissions	tCO ₂ -eq	-	-	23,159.00	25,283.00	18,879.00
	- GHG (CO ₂ , CH ₄ , N ₂ O, HCFCs)	tCO ₂ -eq	-	-	23,159.00	25,283.00	18,879.00
	- Biogenic CO ₂	tCO ₂ -eq	-	-	-	-	-
Disclosure 305-2 (2016)	Energy indirect Scope 2 GHG emissions	tCO ₂ -eq	-	-	16,203.00	15,213.00	14,490.00
Disclosure 305-3 (2016)	Energy indirect Scope 3 GHG emissions -Others	tCO ₂ -eq	-	-	53,073.00	86,270.00	67,185.00
	Total scope 1 & 2 GHG emissions	tCO ₂ -eq	-	-	39,362.00	40,496.00	33,369.00
	Total scope 1 & 2 & 3 GHG emissions	tCO ₂ -eq	-	-	92,435.00	126,766.00	100,554.00
Disclosure 305-4 (2016)	"GHG emissions intensity scope 1 & 2 & 3"	tCO ₂ -eq	-	-	0.53	0.77	0.63
Disclosure 305-5 (2016)	Greenhouse gas emissions reduction compared to the 2022 baseline	tCO ₂ -eq	-	-	-	(0.07)	0.07
		%	-	-	-	-10%	10%

Remark:

- Scope 3 greenhouse gas emissions come from the transportation of raw materials, chemicals, waste, and products.
- In 2022, monthly data collection began for direct combustion, indirect, and other indirect activities to calculate greenhouse gas emissions for the five factories.

Water Withdrawal

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 303-3 (2018)	Water withdrawal by sources & by total dissolved solids	million cubic meters	-	0.89	1.39	1.14	0.60
	Water withdrawal from freshwater sources ≤ 1,000 mg/L Total Dissolve Solids	million cubic meters	-	0.89	1.39	1.14	0.60
	- Surface water/river water	million cubic meters	-	0.89	1.39	1.14	0.60
	- Groundwater	million cubic meters	-	-	-	-	-
	- Tap water	million cubic meters	-	-	-	-	-
	Water withdrawal from freshwater sources ≤ 1,000 mg/L Total Dissolve Solids		-	-	-	-	-
	- Surface water/river water	million cubic meters	-	-	-	-	-
	- Groundwater	million cubic meters	-	-	-	-	-
	- Tap water	million cubic meters	-	-	-	-	-
	Total water withdrawal from all areas with water stress	million cubic meters	-	-	-	-	-

Water Discharge

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 303-4 (2018)	Water discharge by destination and by total dissolved solid	million cubic meters	-	0.89	1.39	1.14	0.60
	Water discharged to canals	million cubic meters	-	0.89	1.39	1.14	0.60
	- Freshwater ≤ 1,000 mg/L Total Dissolve Solids	million cubic meters	-	0.89	1.39	1.14	0.60
	- Other water >1,000 mg/L Total Dissolve Solids	million cubic meters	-	-	-	-	-
	Water discharged to canals in water stress areas	million cubic meters	-	-	-	-	-

Water & Effluent Management

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 303-3 (2018)	Total water recycled & reused	million cubic meters	-	2.85	3.93	3.88	3.71
	Percentage of water recycled and reused to total water withdrawal	%	-	76.20	73.87	77.28	86.02
	Water discharge quality						
	- BOD	mg/L	-	11.62	10.45	11.90	15.10
	- COD	mg/L	-	68.87	73.15	78.23	77.90
	- SS	mg/L	-	13.99	26.53	35.17	28.30
	- pH	-	-	6.49	7.70	7.67	7.36

Remark: Only Narathiwat Factory that discharge water to outside

Water Consumption

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 303-5 (2018)	Total Water consumption	million cubicmeters	-	3.74	5.32	5.02	4.31
	Water consumption without water stress areas	million cubic meters	-	3.74	5.32	5.02	4.31
	Water consumption in water stress areas	million cubic meters	-	-	-	-	-

Remark:

1. Aqueduct Water Risk Atlas of World Resources Institute WRI was used as a credible tool for assessing areas with water stress.
2. 2021, started to collect data using flow meter tool to measure water withdrawal, water consumption and water discharge

Waste Management

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 306-3 (2020)	Total weight of waste generated	Tons	-	-	175.29	199.16	157.85
	● Hazardous waste generated	Tons	-	-	38.03	28.33	21.49
	● Non-hazardous waste generated	Tons	-	-	137.26	170.83	136.36
Disclosure 306-4 (2020)	Total weight of waste diverted from disposal by reuse, recycling or other recovery	Tons	-	-	14.31	19.72	17.06
	"Total hazardous waste diverted from disposal by reuse, recycling or other recovery"	Tons	-	-	0	0	0
	Preparation for reuse	Tons	-	-	0	0	0
	● Onsite preparation for reuse	Tons	-	-	0	0	0
	● Offsite preparation for reuse	Tons	-	-	0	0	0
	Recycling	Tons	-	-	0	0	0
	● Onsite recycling	Tons	-	-	0	0	0
	● Offsite recycling	Tons	-	-	0	0	0
	Other recovery operations	Tons	-	-	0	0	0
	● Other onsite recovery	Tons	-	-	0	0	0
	● Other offsite recovery	Tons	-	-	0	0	0
	Total non-hazardous waste diverted from disposal by reuse, recycling or other recovery	Tons	-	-	14.31	19.72	17.06
	Preparation for reuse	Tons	-	-	0	0	0
	● Onsite preparation for reuse	Tons	-	-	0	0	0
	● Offsite preparation for reuse	Tons	-	-	0	0	0
	Recycling	Tons	-	-	14.31	19.72	17.06
	● Onsite recycling	Tons	-	-	0	0	0
	● Offsite recycling	Tons	-	-	14.31	19.72	17.06
	Other recovery operations	Tons	-	-	0	0	0
	● Other onsite recovery	Tons	-	-	0	0	0
	● Other offsite recovery	Tons	-	-	0	0	0

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 306-5 (2020)	Total weight of waste directed to disposal	Tons	-	-	160.98	179.44	140.79
	Total hazardous waste directed to disposal	Tons	-	-	38.03	28.33	21.49
	Incineration with energy recovery	Tons	-	-	38.03	28.33	21.49
	● Onsite incineration with energy recovery	Tons	-	-	0	0	0
	● Offsite incineration with energy recovery	Tons	-	-	38.03	28.33	21.49
	Incineration without energy recovery	Tons	-	-	0	0	0
	● Onsite incineration without energy recovery	Tons	-	-	0	0	0
	● Offsite incineration without energy recovery	Tons	-	-	0	0	0
	Landfilling	Tons	-	-	0	0	0
	● Onsite landfilling	Tons	-	-	0	0	0
	● Offsite landfilling	Tons	-	-	0	0	0
	Other disposal operations	Tons	-	-	0	0	0
	● Other onsite disposal operations	Tons	-	-	0	0	0
	● Other offsite disposal operations	Tons	-	-	0	0	0
	Total non-hazardous waste directed to disposal	Tons	-	-	122.95	151.10	119.30
	Incineration with energy recovery	Tons	-	-	0	0	0
	● Onsite incineration with energy recovery	Tons	-	-	0	0	0
	● Offsite incineration with energy recovery	Tons	-	-	0	0	0
	Incineration without energy recovery	Tons	-	-	0	0	0
	● Onsite incineration without energy recovery	Tons	-	-	0	0	0
	● Offsite incineration without energy recovery	Tons	-	-	0	0	0
	Landfilling	Tons	-	-	122.95	151.10	119.30
	● Onsite landfilling	Tons	-	-	0	0	0
	● Offsite landfilling	Tons	-	-	122.95	151.10	119.30
	Other disposal operations	Tons	-	-	0	0	0
	● Other onsite disposal operations	Tons	-	-	0	0	0
	● Other offsite disposal operations	Tons	-	-	0	0	0

Remark : 1. In 2022, started to collect hazardous and non-hazardous wastes to control waste and discharge, permitted to store onsite

Air Pollutions

GRI Standard	Topic	Unit	2020	2021	2022	2023	2024
Disclosure 303-4 (2018)	NOx from combustion	ppm	-	-	43.00	5.13	N/A
	NOx intensity	Ton / Ton	-	-	0.00021	0.00003	N/A
	SO2 from combustion	ppm	-	-	< 1	<1	N/A
	SO2 intensity	Ton / Ton	-	-	0.000005	0.000006	N/A
	"Total Suspended Particulate TSP from combustion"	mg/M ³	-	-	25.56	22.68	N/A
	TSP intensity from combustion	Ton / Ton	-	-	0.00013	0.00014	N/A

Remark:

1. 2024, no data for laboratory and dryer's chimney due to the process has been upgraded with a bio-filter treatment.
2. 2022's data, measured only laboratory's chimney
3. 2020-2021, no data for laboratory and dryer's chimney due to Covid-19

GRI content index

Statement of use	Teck Bee Hang Co.,Ltd. has reported in accordance with the GRI Standards for the period 1st January - 31st December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	-

General disclosures

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
General disclosures							
GRI 2: General Disclosures 2021							
1. The Organization in Reporting Practice							
2-1	Organizational details	Sustainability Report : Page 15	-	-	-	-	-
2-2	Entities included in the organization's sustainability reporting	Sustainability Report : Page 15, 7	-	-	-	-	-
2-3	Reporting period, frequency and contact point	Sustainability Report : Page 7	-	-	-	-	-
2-4	Restatements of information	Sustainability Report : Page 7	-	-	-	-	-
2-5	External assurance	Sustainability Report : Page 7	-	-	-	-	-
2. Activities and workers							
2-6	Activities, value chain and other business relationships	Sustainability Report : Page 15-17, 23, 30, 35	-	-	-	-	-
2-7	Employees	Sustainability Report : Page 15, 154-155, 238-241	-	-	-	-	SDG 5, 8, 10
2-8	Workers who are not employees	Sustainability Report : Page 241	-	-	-	-	-
3. Governance							
2-9	Governance structure and composition	Sustainability Report : Page 29, 75	-	-	-	-	SDG 5, 16
2-10	Nomination and selection of the highest governance body	Omission	-	Not applicable	Not a public company	-	-
2-11	Chair of the highest governance body	Sustainability Report : Page 29	-	-	-	-	-
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Report : Page 29	-	-	-	-	-
2-13	Delegation of responsibility for managing impacts	Sustainability Report : Page 29, 75	-	-	-	-	-

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report : Page 7, 29	-	-	-	-	-
2-15	Conflicts of interest	Sustainability Report : Page 84	-	-	-	-	SDG 16
2-16	Communication of critical concerns	Sustainability Report : Page 91-92, 146-148	-	-	-	-	-
2-17	Collective knowledge of the highest governance body	Sustainability Report : Page 22	-	-	-	-	-
2-18	Evaluation of the performance of the highest governance body	Omission	-	Not applicable	Not a public company	-	-
2-19	Remuneration policies	Omission	-	Confidentiality constraints	Not a public company	-	-
2-20	Process to determine remuneration	Omission	-	Confidentiality constraints	Not a public company	-	-
2-21	Annual total compensation ratio	Sustainability Report : Page 242	-	-	-	-	-
4. Strategy, policies and practices							
2-22	Statement on sustainable development strategy	Sustainability Report : Page 25	-	-	-	-	-
2-23	Policy commitments	Sustainability Report : Page 70, 80, 84, 87, 91, 96, 108, 123, 141, 145, 150, 169, 180, 198, 199, 214, 223	-	-	-	-	-
2-24	Embedding policy commitments	Sustainability Report : Page 73, 80, 84, 87, 91, 98, 110, 126, 144, 153, 177, 183, 201, 211, 215, 225	-	-	-	-	-
2-25	Processes to remediate negative impacts	Sustainability Report : 91, 146	-	-	-	-	SDG 3, 8, 11, 13
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report : Page 91, 146	-	-	-	-	SDG 16
2-27	Compliance with laws and regulations	Sustainability Report : Page 91, 146	-	-	-	-	SDG 16
2-28	Membership associations	Sustainability Report : Page 23	-	-	-	-	-
5. Stakeholder engagement							
2-29	Approach to stakeholder engagement	Sustainability Report : Page 35-43	-	-	-	-	-
2-30	Collective bargaining agreements	Sustainability Report : Page 162	-	-	-	-	-

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
GRI 3: Material Topics 2021							
3-1	Process to determine material topics	Sustainability Report : Page 44-46	-	-	-	-	-
3-2	List of material topics	Sustainability Report : Page 47	-	-	-	-	-
Economic performance							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 44	-	-	-	-	-
GRI 201: Economic Performance 2016							
201-1	Direct economic value generated and distributed	Sustainability Report : Page 23, 235	-	-	-	-	SDG 2, 5, 8, 9
201-2	Financial implications and other risks and opportunities due to climate change	Sustainability Report : Page 67-67, 48-55	-	-	-	-	SDG 13
Anti-corruption							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 70-95	-	-	-	-	-
GRI 205: Anti-corruption 2016							
205-1	Operations assessed for risks related to corruption	Sustainability Report : Page 81					SDG 16
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report : Page 82					SDG 16
205-3	Confirmed incidents of corruption and actions taken	Sustainability Report : Page 92					SDG 16
Anti-competitive behavior							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 70-95	-	-	-	-	-
GRI 206: Anti-competitive Behavior 2016							
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability Report : Page 85	-	-	-	-	SDG 16
Energy							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 195-208	-	-	-	-	-

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
GRI 302: Energy 2016							
302-1	Energy consumption within the organization	Sustainability Report : Page 11, 204, 246	-	-	-	-	SDG 7, 8, 12, 13
302-3	Energy intensity	Sustainability Report : Page 204	-	-	-	-	SDG 7, 8, 12, 13
302-4	Reduction of energy consumption	Sustainability Report : Page 204, 246	-	-	-	-	SDG 7, 8, 12, 13
302-5	Reductions in energy requirements of products and services	Sustainability Report : Page 202, 207	-	-	-	-	SDG 7, 8, 12, 13
Water and effluents							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 210-215	-	-	-	-	-
GRI 303: Water and Effluents 2018							
303-1	Interactions with water as a shared resource	Sustainability Report : Page 212-213	-	-	-	-	SDG 6, 12
303-2	Management of water discharge-related impacts	Sustainability Report : Page 213	-	-	-	-	SDG 6
303-3	Water withdrawal	Sustainability Report : Page 212, 247	-	-	-	-	SDG 6
303-4	Water discharge	Sustainability Report : Page 247-248	-	-	-	-	SDG 6
303-5	Water consumption	Sustainability Report : Page 212	-	-	-	-	SDG 6
Biodiversity							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 223-234	-	-	-	-	-
GRI 304: Biodiversity 2016							
304-2	Significant impacts of activities, products and services on biodiversity	Sustainability Report : Page 226-233	-	-	-	-	-
304-3	Habitats protected or restored	Sustainability Report : Page 226-233	-	-	-	-	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omission		Not applicable			
Emissions							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 196-209	-	-	-	-	-

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
GRI 305: Emissions 2016							
305-1	Direct (Scope 1) GHG emissions	Sustainability Report : Page 205, 246	-	-	-	-	SDG 3, 12, 13, 14, 15
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report : Page 205, 246	-	-	-	-	SDG 3, 12, 13, 14, 15
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report : Page 205, 246	-	-	-	-	SDG 3, 12, 13, 14, 15
305-4	GHG emissions intensity	Sustainability Report : Page 205, 246	-	-	-	-	SDG 12, 13, 14, 15
305-5	Reduction of GHG emissions	Sustainability Report : Page 205, 246	-	-	-	-	SDG 3, 12, 13, 14, 15
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Report : Page 251	-	-	-	-	SDG 3, 12, 14, 15
Waste							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 214-222	-	-	-	-	-
GRI 306: Waste 2020							
306-1	Waste generation and significant waste-related impacts	Sustainability Report : Page 126	-	-	-	-	SDG 3, 6, 11, 12
306-2	Management of significant waste-related impacts	Sustainability Report : Page 126	-	-	-	-	SDG 3, 6, 11, 12
306-3	Waste generated	Sustainability Report : Page 126, 249-250	-	-	-	-	SDG 3, 11, 12
306-4	Waste diverted from disposal	Sustainability Report : Page 249-250	-	-	-	-	SDG 3, 11, 12
306-5	Waste directed to disposal	Sustainability Report : Page 126, 249-250	-	-	-	-	SDG 3, 11, 12
Supplier environmental assessment							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 108-122	-	-	-	-	-
GRI 308: Supplier Environmental Assessment 2016							
308-1	New suppliers that were screened using environmental criteria	Sustainability Report : Page 112-113, 231	-	-	-	-	-
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainability Report : Page 112-113, 231	-	-	-	-	-

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Employment							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 401: Employment 2016							
401-1	New employee hires and employee turnover	Sustainability Report : Page 155, 238-241					SDG 5, 8, 10
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report : Page 160					SDG 3, 5, 8
401-3	Parental leave	Sustainability Report : Page 155, 241					SDG 5, 8
Occupational health and safety							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 169,179	-	-	-	-	-
GRI 403: Occupational Health and Safety 2018							
403-1	Occupational health and safety management system	Sustainability Report : Page 140, 171-172	-	-	-	-	SDG 8
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report : Page 172-173	-	-	-	-	SDG 3, 8
403-3	Occupational health services	Sustainability Report : Page 176-177	-	-	-	-	SDG 3, 8
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report : Page 178-179	-	-	-	-	SDG 8, 16
403-5	Worker training on occupational health and safety	Sustainability Report : Page 175, 178-179	-	-	-	-	SDG 8
403-6	Promotion of worker health	Sustainability Report : Page 176	-	-	-	-	SDG 3
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report : Page 174	-	-	-	-	SDG 8
403-8	Workers covered by an occupational health and safety management system	Sustainability Report : Page 169-179	-	-	-	-	SDG 8
403-9	Work-related injuries	Sustainability Report : Page 169, 175	-	-	-	-	SDG 3, 8, 16
403-10	Work-related ill health	Sustainability Report : Page 169, 175	-	-	-	-	SDG 3, 8, 16

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Training and education							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 404: Training and Education 2016							
404-1	Average hours of training per year per employee	Sustainability Report : Page 150, 159, 243	-	-	-	-	SDG 4, 5, 8, 10
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report : Page 156-158, 160-161	-	-	-	-	SDG 8
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report : Page 165-166	-	-	-	-	SDG 5, 8, 10
Diversity and equal opportunity							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 405: Diversity and Equal Opportunity 2016							
405-1	Diversity of governance bodies and employees	Sustainability Report : Page 154, 242					SDG 5, 8
405-2	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report : Page 242					SDG 5, 8, 10
Non-discrimination							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 406: Non-discrimination 2016							
406-1	Incidents of discrimination and corrective actions taken	Sustainability Report : Page 154, 162	-	-	-	-	-
Freedom of association and collective bargaining							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 407: Freedom of Association and Collective Bargaining 2016							
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report : Page 57, 162					

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Child labor							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 408: Child Labor 2016							
	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Report : Page 57, 112 Human Rights Due Diligence Report : Page 14					
Forced or compulsory labor							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168	-	-	-	-	-
GRI 409: Forced or Compulsory Labor 2016							
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report : Page 57 Human Rights Due Diligence Report : Page 14	-	-	-	-	-
Security practices							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 150-168, 52	-	-	-	-	-
GRI 410: Security Practices 2016							
	410-1 Security personnel trained in human rights policies or procedures	Sustainability Report : Page 157					
Local communities							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 180-193	-	-	-	-	-
GRI 413: Local Communities 2016							
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report : Page 180-193	-	-	-	-	-
413-2	Operations with significant actual and potential negative impacts on local communities	Sustainability Report : Page 180-193	-	-	-	-	SDG 1,2

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.	SDGs
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Customer health and safety							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 123-138	-	-	-	-	-
GRI 416: Customer Health and Safety 2016							
416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report : Page 126, 136	-	-	-	-	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report : Page 136-138	-	-	-	-	-
Marketing and labeling							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 123-138	-	-	-	-	-
GRI 417: Marketing and Labeling 2016							
417-2	Incidents of non-compliance concerning product and service information and labeling	Sustainability Report : Page 137-138	-	-	-	-	SDG 16
417-3	Incidents of non-compliance concerning marketing communications	Sustainability Report : Page 137-138	-	-	-	-	SDG 16
Customer privacy							
GRI 3: Material Topics 2021							
3-3	Management of material topics	Sustainability Report : Page 87-88, 137-138	-	-	-	-	-
GRI 418: Customer Privacy 2016							
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report : Page 87-88, 136	-	-	-	-	SDG 16