

# Appendices

## Social Performance

Metrics	Unit	2021	2020	2019	2018
<b>Employment</b>					
Total Employees	No.	26,363	26,489	28,546	30,085
<b>Number of employees by employment type</b>					
Full-Time		21,059	22,004	22,935	25,123
Male	No.	15,524	16,260	16,899	18,085
Female	No.	5,535	5,744	6,036	7,038
Part-Time		5,304	4,485	5,611	4,962
Male	No.	0	0	0	0
Female	No.	5,304	4,485	5,611	4,962
<b>Number of employees by employment contract</b>					
Permanent	No.	19,814	20,747	21,499	23,259
Temporary	No.	6,549	5,742	7,047	6,826
<b>Number of full-time employees by age group</b>					
Under 30	No.	4,108	4,751	4,947	5,317
Between 30 and 50	No.	15,020	15,174	15,814	17,287
Above 50	No.	1,931	2,079	2,174	2,519
<b>Number of full-time employees by employee category</b>					
Managers	No.	5,434	5,572	5,952	4,804
Non-managers	No.	15,625	16,432	16,983	20,319
<b>Number of full-time employees by geographical region</b>					
Mainland China	No.	17,381	18,047	18,942	21,163
South Korea	No.	1,915	1,939	1,952	1,973
India	No.	1,348	1,593	1,643	1,615
Vietnam	No.	343	355	335	303
Japan	No.	61	59	51	60
New Zealand	No.	11	11	12	9
<b>Employee Turnover Rate</b>					
Turnover rate	%	6.8	6.45	7.69	8.18
<b>Turnover rate by gender</b>					
Male	%	6.9	6.39	7.38	8.33
Female	%	8.4	6.63	8.64	7.74
<b>Turnover rate by employee category</b>					
Managers	%	10.6	7.86	8.95	8.54
Non-managers	%	5.9	5.91	7.19	8.08
<b>Turnover rate by age group</b>					
Under 30	%	12.2	11.35	12.84	12.13
Between 30 and 50	%	5.9	5.20	6.58	7.16
Above 50	%	1.1	2.11	1.18	0.81
<b>Percentage of Employees Trained</b>					
<b>Percentage of employees trained by gender</b>					
Male	%	89	90	79	54
Female	%	93	90	80	54



Metrics	Unit	2021	2020	2019	2018
Percentage of employees trained by employee category					
Managers	%	99	97	87	88
Non-managers	%	89	88	77	46
Average Training Hours					
Average training hours by gender					
Male	Hours	26	11	6	7
Female	Hours	27	11	6	6
Average training hours by employee category					
Managers	Hours	36	11	7	10
Non-managers	Hours	23	10	6	6
Health and Safety					
Number of work-related fatalities for employees	No.	1	0	1	0
Rate of work-related fatalities for employees	/	0.02	0.00	0.93	0.00
Number of work-related fatalities for non-employees <sup>5</sup>	No.	0	0	0	1
Lost days due to work injury	days	619	383	561	450
Number of high consequences work related injuries (excluding fatalities) for employees	No.	2	1	1	1
Rate of high-consequence work-related injuries for employees (based on 200,000 hours worked)	/	0.03	0.01	0.01	0.01
Number of high consequences work related injuries (excluding fatalities) for non-employees	No.	0	1	2	3
Number of recordable work-related injuries (excluding fatalities) for employees	No.	15	20	26	27
Rate of recordable work-related injuries for employees (based on 200,000 hours worked)	/	0.19	0.25	0.24	0.27
Number of recordable work-related injuries (excluding fatalities) for non-employees	No.	8	17	21	25
Others					
Number of sites certified by the work safety standardization <sup>7</sup>	No.	22	21	20	20
Percentage of sites certified by the work safety standardization	%	52	46	41	39
Percentage of total products sold or shipped subject to recalls for safety and health reasons	%	0	0	0	0

1. The numbers stated in various tables of the Report may not add up to totals or 100% due to rounding.
2. Scope 1 includes CO<sub>2</sub>e from fuel used in our manufacturing processes (including all brewing and vertical operations) and in cogeneration plants that generate on-site electricity.
3. Scope 2 represents emissions from purchased electricity and steam.
4. Scope 3 emissions constitute estimates based on a mix of supplier-based numbers, APAC emission factors and assumptions. 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.
5. Non-employees include contractors/sub-contractors/service-providers.
6. 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.
7. The work safety standardization certification is awarded by a third-party and recognized by state safety authority.

