



2023

Sustainability in Numbers

Delta Electronics (Thailand) Public Company Limited



Cycle:	January – December 2022
Boundary:	Major Manufacturing sites in Thailand, India and Slovakia
Data collection: standard	GRI standard

Sustainability in Number

Performance mapping with GRI Standard



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2019	2020	2021	2022	Assured by independent auditor
		TH	SK	IN						
Economic Performance										
GRI 201-1	Direct economic value generated and distributed									
	Total Revenue	•	•	•	MUSD	1,447.692	1,776.279	2,607.243	3,468.659	✓
	Dividends from shareholdings in subsidiary companies	•	•	•	MUSD	0	0	5.445	0	✓
	Total Asset	•	•	•	MUSD	1,282.651	1,585.513	2,107.549	2,632.470	✓
	Intangible Asset: Customer relationship value	•	•	•	MUSD	2.400	2.272	2.158	1.620	✓
	Intangible Asset: Patent rights	•	•	•	MUSD	6.838	7.094	1.702	1.418	✓
	Earning before Tax (interest, depreciation and amortization)	•	•	•	MUSD	82.902	201.156	206.719	457.477	✓
	Cost of Sales; Expense (operating cost)	•	•	•	MUSD	1,120.565	1,309.117	2,007.293	2,593.595	✓
	Employee wage and benefit	•	•	•	MUSD	240.297	258.891	339.453	384.696	✓
	Provision for long-term employee benefits	•	•	•	MUSD	39.840	42.735	48.503	38.462	✓
	Provident fund paid	•	•	•	MUSD	3.098	3.353	4.012	4.687	✓
	Corporate income tax	•	•	•	MUSD	3.713	2.519	5.759	3.823	✓
	Average training expense per FTE	•	•	•	USD	55.92	48.55	40.40	42.64	✓
	Community investment	•	•	•	MUSD	0.166	0.232	0.177	0.348	✓
	Spending by commercial initiatives	•	•	•	MUSD	0.219	0.160	0.233	0.176	✓
GRI 102-13	Membership of associations	•	•	•	MUSD	0.010	0.008	0.010	0.009	

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GRI Standard Disclosure Number	Material Aspects	Unit	Coverage			2019		2020		2021		2022				Assured by independent auditor
			TH	SK	IN	Male	Female	Male	Female	Male	Female	Male	Female	Other	Not Disclose	
Our People																
2-7	Permanent employee (salary-based)	FTE	•	•	•	2,861	1,198	3,187	1,445	3,266	1,750	3,686	2,009	85	0	✓
	Daily wage workers	FTE	•	•	•	480	6,999	790	5,909	424	6,360	442	6,109	0	0	✓
	Sub contracted workers	FTE	•	•	•	525	1,380	807	3,909	1,172	4,787	1,917	8,400	58	0	✓
2-8	Total workforce (Sub- contract and other workers excluded)	FTE	•	•	•	3,341	8,197	3,977	7,354	3,690	8,110	6,045	16,518	143	0	✓
	Other workers	FTE	•	•	•	46	67	41	53	46	65	51	64	0	0	✓
2-7	Employee by level	FTE	•	•	•	3,866	9,577	4,784	11,263	4,862	12,897	6,045	16,518	143	0	✓
	• Executives (level 10-12)	FTE	•	•	•	19	5	28	6	38	15	51	9	0	0	✓
	• Middle Management (level 7-9)	FTE	•	•	•	385	302	398	462	418	521	703	352	0	0	✓
	• Senior and Operative (level 3-6)	FTE	•	•	•	2,100	891	2,761	977	1,789	1,290	1,984	1,288	14	0	✓
2-7	• Daily employees (level 1-2)	FTE	•	•	•	1,362	8,379	1,597	9,818	2,617	11,071	3,307	14,869	129	0	✓
	Employees by age	FTE	•	•	•	3,866	9,577	4,784	11,263	4,862	12,897	6,045	16,518	143	0	✓
	• 18-29 years old	FTE	•	•	•	1,744	5,429	1,807	6,192	1,324	4,344	2,188	7,237	86	0	✓
	• 30-51 years old	FTE	•	•	•	2,023	4,003	2,885	4,996	3,285	7,937	3,725	9,205	57	0	✓
	• Over 51 years old	FTE	•	•	•	99	145	92	75	253	616	132	76	0	0	✓
	Employees by areas	FTE	•	•	•	3,866	9,577	4,784	11,263	4,862	12,897	6,045	16,518	143	0	✓
	• Thailand	FTE	•	•	•	2,427	8,867	2,667	9,627	2,431	12,174	3,219	14,608	143	0	✓
	• Slovakia	FTE	•	•	•	329	251	955	728	661	502	724	530	0	0	✓
• India	FTE	•	•	•	1,110	459	1,162	908	1,770	221	2,102	1,380	0	0	✓	
205-3	Total number and nature of confirmed incidents of corruption.	case	•	•	•	0		0		0			7		✓	
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	case	•	•	•	1		0		0			0		✓	
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	case	•	•	•	0		0		0			0		✓	

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		TH	SK	IN						
Environmental Performance										
	Production amount	•	•	•	MUSD	1,372.87	1,814.36	2,347.71	2,757.83	
GRI 302-1	Energy consumption within the organization									
(1+2+3+4)	Total energy consumption within the organization	•	•	•	GJ	300,589.09	348,413.49	401,197.22	375,408.95	✓
					MWh	83,496.97	96,781.52	111,443.67	104,280.26	✓
1	Total fuel consumption within the organization	•	•	•	GJ	11,258.97	11,174.20	13,570.13	11,719.70	✓
					MWh	3,127.49	3,103.95	3,769.48	3,255.47	✓
	- Gasoline	•	•	•	GJ	142.39	214.28	166.69	166.83	✓
	- Diesel	•	•	•	GJ	3,766.02	3,606.35	4,661.74	4,349.45	✓
	- LPG	•	•	•	GJ	4.43	4.44	-	-	✓
	- Natural Gas	•	•	•	GJ	7,346.12	7,349.14	8,741.70	7,203.41	✓
2	Electricity and stream purchased for consumption	•	•	•	GJ	258,001.32	302,693.46	352,143.88	317,361.52	✓
					MWh	71,667.03	84,081.52	97,817.75	88,155.98	✓
	- Electricity consumption	•	•	•	GJ	258,001.32	302,693.46	352,143.88	317,361.52	✓
3	Renewable Energy Self-Generation	•	•	•	GJ	31,328.80	34,545.83	35,483.21	32,647.73	✓
					MWh	8,702.44	9,596.06	9,856.45	9,068.81	✓
	- Solar energy	•	•	•	GJ	31,328.80	34,545.83	35,483.21	32,647.73	✓
4	Renewable Energy purchased for consumption	•	•	•	GJ	-	-	-	13,680.00	✓
					MWh	-	-	-	3,800.00	✓
	- Unbundle Energy Attribute Certificates (UEACs) such as I-REC, TIGRs.	•	•	•	GJ	-	-	-	13,680.00	✓
5	Total Non-renewable energy consumption	•	•	•	GJ	269,260.29	313,867.66	365,714.01	329,081.22	✓
					MWh	74,794.52	87,185.46	101,587.23	91,411.45	✓
6	Total Renewable energy consumption	•	•	•	GJ	31,328.80	34,545.83	35,483.21	46,327.73	✓
					MWh	8,702.44	9,596.06	9,856.45	12,868.81	✓
	Total Energy consumption intensity	•	•	•	MWh/MUSD	60.82	53.34	47.47	37.81	✓
	Non-renewable consumption intensity	•	•	•	MWh/MUSD	54.48	48.05	43.27	33.15	✓
	- Electricity intensity	•	•	•	MWh/MUSD	52.20	46.34	41.67	31.97	✓
	- Total fuel consumption intensity	•	•	•	MWh/MUSD	2.28	1.71	1.61	1.18	✓
	Renewable consumption intensity	•	•	•	MWh/MUSD	6.34	5.29	4.20	4.67	✓
	- Solar	•	•	•	MWh/MUSD	6.34	5.29	4.20	3.29	✓
	- Unbundle Energy Attribute Certificates (UEACs) such as I-REC, TIGRs.	•	•	•	MWh/MUSD	-	-	-	1.38	✓

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		TH	SK	IN						
Environmental Performance										
GRI 302-4	Reduction of energy consumption									
	Total Reduction of energy consumption within the organization	•1			GJ	18,395.50	9,778.96	7,280.64	9,936.15	✓
		•1			MWh	5,109.86	2,716.38	2,022.40	2,760.04	✓
	- Reduction of electricity consumption	•1			GJ	18,395.50	9,778.96	7,280.64	9,936.15	✓
	- Reduction of electricity consumption intensity (Saving energy intensity)	•1			MWh/MUSD	4.2414	1.6404	0.8614	1.0008	✓
GRI303-3	Water withdrawal by source									
	Total water withdrawal (including rain water)	•2	•2	•2	Megaliters	356.8301	368.9536	430.8710	438.8856	✓
	Total water withdrawal (including rain water)	•2	•2	•2	Million cubic meters	0.3568	0.3690	0.4309	0.4389	✓
	Total water withdrawal (excluding rain water)	•2	•2	•2	Megaliters	350.8271	364.7486	424.2150	437.5856	✓
	Total water withdrawal (excluding rain water)	•2	•2	•2	Million cubic meters	0.3508	0.3647	0.4242	0.4376	✓
	Total Water withdrawal Intensity (Ground+Municipal water+rain water)	•2	•2	•2	Megaliters/ MUSD	0.2599	0.2034	0.1835	0.1591	✓
	Total Water withdrawal Intensity (Ground+Municipal water+rain water)	•2	•2	•2	m3/MUSD	259.9161	203.3524	183.5279	159.1414	✓
	Total Water withdrawal Intensity (excluding rain water)	•2	•2	•2	Megaliters/ MUSD	0.2555	0.2010	0.1807	0.1587	✓
	Total Water withdrawal Intensity (excluding rain water)	•2	•2	•2	m3/MUSD	255.5435	201.0348	180.6928	158.6700	✓
	Total surface water withdrawn (Rain water)	•2	•2	•2	Megaliters	6.0030	4.2050	6.6560	1.3000	✓
	Total surface water withdrawn (Rain water)	•2	•2	•2	Million cubic meters	0.0060	0.0042	0.0067	0.0013	✓
	Surface water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	6.0030	4.2050	6.6560	1.3000	✓
	Surface water (Other water > 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	-	-	✓
	Total groundwater withdrawn	•2	•2	•2	Megaliters	24.6274	15.3135	14.9064	19.0556	✓
	Total groundwater withdrawn	•2	•2	•2	Million cubic meters	0.0246	0.0153	0.0149	0.0191	✓
	Groundwater (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	24.6274	15.3135	14.9064	19.0556	✓
	Groundwater (Other water > 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	-	-	✓
	Total seawater withdrawn	•2	•2	•2	Megaliters	-	-	-	-	✓
	Seawater (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	-	-	✓
	Seawater (Other water > 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	-	-	✓
	Total produced water withdrawn	•2	•2	•2	Megaliters	-	-	-	-	✓
	Produced water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	-	-	✓
	Produced water (Other water > 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	-	-	✓
	Total third-party water withdrawn	•2,3	•2,3	•2,3	Megaliters	326.1997	349.4351	409.3086	418.5300	✓
	Total third-party water withdrawn	•2,3	•2,3	•2,3	Million cubic meters	0.3262	0.3494	0.4093	0.4185	✓
	Third-party water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	•2,3	•2,3	•2,3	Megaliters	319.9215	281.8400	350.8212	407.7840	✓
	Third-party water (Other water > 1000 mg/L Total Dissolved Solids)	•2,3	•2,3	•2,3	Megaliters	6.2782	67.5951	58.4874	10.7460	✓

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Environmental Performance										
GRI303-3	Total water withdrawal in water stressed areas (including rain water)	•2	•2	•2	Megaliters	13.2870	10.3660	315.1540	305.2970	✓
	Total water withdrawal in water stressed areas (including rain water)	•2	•2	•2	Million cubic meters	0.0133	0.0104	0.3152	0.3053	✓
	Total water withdrawal in water stressed areas (excluding rain water)	•2	•2	•2	Megaliters	13.2870	10.3660	308.4980	303.9970	✓
	Total water withdrawal in water stressed areas (excluding rain water)	•2	•2	•2	Million cubic meters	0.0133	0.0104	0.3085	0.3040	✓
	Total surface water withdrawn (Rain water)	•2	•2	•2	Megaliters	-	-	6.6560	1.3000	✓
	Surface water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	6.6560	1.3000	✓
	Surface water (Other water > 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	-	-	✓
	Total groundwater withdrawn	•2	•2	•2	Megaliters	11.8690	8.7760	-	-	✓
	Total groundwater withdrawn	•2	•2	•2	Million cubic meters	0.0119	0.0088	-	-	✓
	Groundwater (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	11.8690	8.7760	-	-	✓
	Groundwater (Other water > 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	-	-	✓
	Total seawater withdrawn	•2	•2	•2	Megaliters	-	-	-	-	✓
	Seawater (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	-	-	✓
	Seawater (Other water > 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	-	-	✓
	Total produced water withdrawn	•2	•2	•2	Megaliters	-	-	-	-	✓
	Produced water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	-	-	✓
	Produced water (Other water > 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	-	-	✓
	Total third-party water withdrawn (from the Metropolitan Waterworks Authority - Chaophraya river)	•2	•2	•2	Megaliters	1.4180	1.5900	308.4980	303.9970	✓
	Total third-party water withdrawn	•2	•2	•2	Million cubic meters	0.0014	0.0016	0.3085	0.3040	✓
	Third-party water (Freshwater ≤ 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	1.4180	1.5900	270.8820	303.9970	✓
Third-party water (Other water > 1000 mg/L Total Dissolved Solids)	•2	•2	•2	Megaliters	-	-	37.6160	-	✓	
Water recycled and reused										
Total volume of water recycled and reused by the organization.	•	•	•	Megaliters	91.4636	118.1194	121.4888	191.2720	✓	
Total volume of water recycled and reused by the organization.	•	•	•	Million cubic meters	0.0915	0.1181	0.1215	0.1913	✓	
- Water reused	•	•	•	Megaliters	17.1100	34.4676	25.7987	42.7013	✓	
- Water recycled	•	•	•	Megaliters	74.3536	83.6518	95.6901	148.5707	✓	
Total volume of water recycled and reused as a percentage of the total water withdrawal	•	•	•	%	0.2563	0.3201	0.2820	0.4358	✓	
- Total volume of water reused as a percentage of the total water withdrawal	•	•	•	%	0.0479	0.0934	0.0599	0.0973	✓	
- Total volume of water recycled as a percentage of the total water withdrawal	•	•	•	%	0.2084	0.2267	0.2221	0.3385	✓	

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		TH	SK	IN						
Environmental Performance										
GRI303-4	Water Discharge									
	Total volume of water discharge in all areas	•4,6	•4,8	•4,7	Megaliters	186.7751	206.7862	246.7151	213.2033	✓
	Total volume of water discharge in all areas	•4,6	•4,8	•4,7	Million cubic meters	0.1868	0.2068	0.2467	0.2132	✓
	Surface water	•4,6	•4,8	•4,7	Megaliters	-	-	-	-	✓
	Groundwater	•4,6	•4,8	•4,7	Megaliters	-	-	-	-	✓
	Seawater	•4,6	•4,8	•4,7	Megaliters	-	-	-	-	✓
	Third-party water	•4,6	•4,8	•4,7	Megaliters	186.7751	206.7862	246.7151	213.2033	✓
	Total volume of water discharge in water stressed areas	•4,6	•4,8	•4,7	Megaliters	-	-	179.6400	155.9419	✓
	Surface water	•4,6	•4,8	•4,7	Megaliters	-	-	-	-	✓
	Groundwater	•4,6	•4,8	•4,7	Megaliters	-	-	-	-	✓
	Seawater	•4,6	•4,8	•4,7	Megaliters	-	-	-	-	✓
	Third-party water	•4,6	•4,8	•4,7	Megaliters	-	-	179.6400	155.9419	✓
	Water discharge by freshwater and other water	•4,6	•4,8	•4,7	Megaliters	-	-	-	-	✓
	Total volume of freshwater discharge (≤ 1000 mg/L Total Dissolved Solids)	•4,6	•4,8	•4,7	Megaliters	-	-	-	-	✓
	Total volume of other water discharge (> 1000 mg/L Total Dissolved Solids)	•4,6	•4,8	•4,7	Megaliters	-	-	-	-	✓
	Total volume of water discharge in water stressed areas	•4,6	•4,8	•4,7	Megaliters	-	-	179.6400	155.9419	✓
	Total volume of freshwater discharge in water stressed areas (≤ 1000 mg/L Total Dissolved Solids)	•4,6	•4,8	•4,7	Megaliters	-	-	179.6400	155.9419	✓
	Total volume of other water discharge in water stressed areas (> 1000 mg/L Total Dissolved Solids)	•4,6	•4,8	•4,7	Megaliters	-	-	-	-	✓
GRI 303-5	Water consumption									
	Total water consumption (including rain water)	•5	•5	•5	Megaliters	170.0550	162.1674	184.1559	225.6823	✓
	Total water consumption (including rain water)	•5	•5	•5	Million cubic meters	0.1701	0.1622	0.1842	0.2257	✓
	Total water consumption (excluding rain water)	•5	•5	•5	Megaliters	164.0520	157.9624	177.4999	224.3823	✓
	Total water consumption (excluding rain water)	•5	•5	•5	Million cubic meters	0.1641	0.1580	0.1775	0.2244	✓
	Total water consumption in water stressed areas	•5	•5	•5	Megaliters	13.2870	10.3660	135.5140	149.3551	✓
	Total water consumption in water stressed areas	•5	•5	•5	Million cubic meters	0.0133	0.0104	0.1355	0.1494	✓
	Change in water storage, if water storage has been identified as having a significant water-related impact	•5	•5	•5	Megaliters	-	-	-	-	✓
	Total Water consumption Intensity (including rain water)	•5	•5	•5	Megaliters/ MUSD	0.1239	0.0894	0.0784	0.0818	✓
	Total Water consumption Intensity (including rain water)	•5	•5	•5	m3/MUSD	123.8686	89.3801	78.4405	81.8332	✓
	Total Water consumption Intensity (excluding rain water)	•5	•5	•5	Megaliters/ MUSD	0.1195	0.0871	0.0756	0.0814	✓
	Total Water consumption Intensity (excluding rain water)	•5	•5	•5	m3/MUSD	119.4960	87.0625	75.6054	81.3618	✓

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		TH	SK	IN						
Environmental Performance										
GRI 305-1	Direct (Scope 1) GHG emissions (Category 1)									
	Total Direct (Scope 1) GHG emissions	•	•	•	Tons CO2e	897.08	1,359.72	1,641.30	2,113.75	✓
	THAILAND				Tons CO2e	133.72	764.48	802.56	1,486.35	✓
	INDIA				Tons CO2e	265.36	146.68	328.19	163.50	✓
	SLOVAKIA				Tons CO2e	498.61	448.56	510.55	463.90	✓
	Gases included in GHG scope 1 calculation									
	CO2	•	•	•	Tons CO2e	-	-	-	729.84	✓
	CH4	•	•	•	Tons CO2e	-	-	-	683.88	✓
	N2O	•	•	•	Tons CO2e	-	-	-	32.66	✓
	HFCs	•	•	•	Tons CO2e	-	-	-	667.37	✓
GRI 305-2	Energy indirect (Scope 2) GHG emissions (Location based)									
	Energy indirect (Scope 2) GHG emissions	•	•	•	Tons CO2e	40,126.24	42,160.33	53,122.33	62,351.76	✓
	THAILAND				Tons CO2e	37,651.01	39,779.41	50,693.46	59,865.53	✓
	INDIA				Tons CO2e	2,057.23	1,779.91	1,892.96	1,857.00	✓
	SLOVAKIA				Tons CO2e	418.27	601.01	535.91	629.23	✓
	Energy indirect (Scope 2) GHG emissions (Market Based) *Unbundle Energy Attribute Certificates (EACs) such as I-REC, TIGRs.									
	Energy indirect (Scope 2) GHG emissions	•	•	•	Tons CO2e	40,126.24	42,160.33	53,122.33	60,452.14	✓
	THAILAND				Tons CO2e	37,651.01	39,779.41	50,693.46	57,965.91	✓
	INDIA				Tons CO2e	2,057.23	1,779.91	1,892.96	1,857.00	✓
	SLOVAKIA				Tons CO2e	418.27	601.01	535.91	629.23	✓
GRI 305-3	Other indirect (Scope 3) GHG emissions									
	Other indirect (Scope 3) GHG emissions	•	•	•	Tons CO2e	56,309.65	95,149.07	149,858.68	189,340.85	✓
	THAILAND				Tons CO2e	40,207.66	81,628.38	127,378.53	167,322.25	✓
	INDIA				Tons CO2e	4,733.99	2,046.00	3,834.15	2,864.00	✓
	SLOVAKIA				Tons CO2e	11,367.76	11,474.69	18,646.00	19,154.60	✓
	GHG Scope 3 by category									
	Scope 3 category 1: Purchased goods and services	•	•	•	Tons CO2e	9,786.00	10,298.52	14,671.16	15,990.74	✓
	Scope 3 category 2: Capital goods	•	•	•	Tons CO2e	-	125.47	77.52	208.36	✓
	Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)	•	•	•	Tons CO2e	226.00	13.54	10.41	13.70	✓
	Scope 3 category 4: Upstream transportation and distribution	•	•	•	Tons CO2e	43,470.36	83,798.59	25,279.33	21,342.19	✓
Scope 3 category 5: Waste generated in operations	•	•	•	Tons CO2e	318.00	138.67	100.16	180.72	✓	

Sustainability in Number

Performance mapping with GRI Standard



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2019	2020	2021	2022	Assured by independent auditor
		TH	SK	IN						
Environmental Performance										
GRI 305-3	Scope 3 category 6: Business travel	•	•	•	Tons CO2e	2,062.98	276.60	199.23	1,074.40	✓
	Scope 3 category 7: Employee commuting	•	•	•	Tons CO2e	76.31	70.92	59.86	67.88	✓
	Scope 3 category 8: Upstream leased assets	•	•	•	Tons CO2e	-	-	-	-	✓
	Scope 3 category 9: Downstream transportation and distribution	•	•	•	Tons CO2e	370.00	426.76	109,461.01	150,462.86	✓
	Scope 3 category 10: Processing of sold products	•	•	•	Tons CO2e	-	-	-	-	✓
	Scope 3 category 11: Use of sold products	•	•	•	Tons CO2e	-	-	-	-	✓
	Scope 3 category 12: End of life treatment of sold products	•	•	•	Tons CO2e	-	-	-	-	✓
	Scope 3 category 13: Downstream leased assets	•	•	•	Tons CO2e	-	-	-	-	✓
	Scope 3 category 14: Franchises	•	•	•	Tons CO2e	-	-	-	-	✓
	Scope 3 category 15: Investments	•	•	•	Tons CO2e	-	-	-	-	✓
	Scope 3: Other (upstream)	•	•	•	Tons CO2e	-	-	-	-	✓
	Scope 3: Other (downstream)	•	•	•	Tons CO2e	-	-	-	-	✓
GRI 305-4	GHG emissions intensity									
	Total GHG emissions (Scope 1 and Scope 2) intensity (Location Based)	•	•	•	Tons CO2e/MUSD	29.88	23.99	23.33	23.38	✓
	THAILAND				Tons CO2e/MUSD	27.52	22.35	21.93	22.25	✓
	INDIA				Tons CO2e/MUSD	1.69	1.06	0.95	0.73	✓
	SLOVAKIA				Tons CO2e/MUSD	0.67	0.58	0.45	0.40	✓
	Total GHG emissions (Scope 1 and Scope 2) intensity (Market Based)	•	•	•	Tons CO2e/MUSD	29.88	23.99	23.33	22.69	✓
	THAILAND				Tons CO2e/MUSD	27.52	22.35	21.93	21.56	✓
	INDIA				Tons CO2e/MUSD	1.69	1.06	0.95	0.73	✓
	SLOVAKIA				Tons CO2e/MUSD	0.67	0.58	0.45	0.40	✓
	Total Other indirect (Scope 3) GHG emissions intensity	•	•	•	Tons CO2e/MUSD	41.02	52.44	63.83	68.66	✓
	THAILAND				Tons CO2e/MUSD	29.29	44.99	54.26	60.67	✓
	INDIA				Tons CO2e/MUSD	3.45	1.13	1.63	1.04	✓
SLOVAKIA				Tons CO2e/MUSD	8.28	6.32	7.94	6.95	✓	

Sustainability in Number

Performance mapping with GRI Standard



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2019	2020	2021	2022	Assured by independent auditor
		TH	SK	IN						
Environmental Performance										
GRI 305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions									
	NOX (Slovakia's data was firstly consolidated in 2019)	•	•	•	Tons/year	5.52	7.78	8.99	21.48	✓
	SOX (Slovakia's data was firstly consolidated in 2019)	•	•	•	Tons/year	0.05	0.06	0.02	0.02	✓
	CO (Slovakia's data was firstly consolidated in 2019)	•	•	•	Tons/year	8.95	6.12	12.88	9.55	✓
	Tin (Sn) (Slovakia's data was firstly consolidated in 2019)	•	•	•	Tons/year	0.30	0.05	0.18	0.37	✓
	Lead (Pb) (Slovakia's data was firstly consolidated in 2019)	•	•	•	Tons/year	0.01	0.04	0.83	0.04	✓
	Xylene (Slovakia's data was firstly consolidated in 2019)	•	•	•	Tons/year	0.56	0.23	0.37	2.93	✓
	Toluene (Slovakia's data was firstly consolidated in 2019)	•	•	•	Tons/year	0.63	0.20	0.40	3.19	✓
	Xylene+Toluene intensity	•	•	•	Tons/MUSD	0.00	0.00	0.00	0.00	✓
	Xylene+Toluene	•	•	•	Tons/year	1.19	0.43	0.78	6.11	✓
	Total Volatile Organic Compounds intensity (t VOCs/ MUSD)	•	•	•	Tons/MUSD	0.060	0.016	0.036	0.024	✓
	Total Volatile Organic Compounds (t VOCs)	•	•	•	Tons/year	82.43	28.30	83.58	65.15	✓
	Total suspended particulate (TSP)	•	•	•	Tons/year	27.46	34.57	48.76	104.73	✓
GRI 306-3	Waste generated (HW – Hazardous waste, NHW – Non-hazardous waste)									
	Total waste generated (HW + NHW)	• ⁹	• ⁹	• ⁹	Tons/year	3,152.78	4,110.58	4,222.93	5,669.07	✓
	Total waste generated intensity (HW + NHW)	• ⁹	• ⁹	• ⁹	Tons/MUSD	2.30	2.27	1.80	2.06	✓
	Diversion rate (Waste diverted divided by the total amount of waste)	• ⁹	• ⁹	• ⁹	%	94.75	98.60	95.59	96.85	✓
GRI306-3 (HW)	Total Hazardous waste									
	Hazardous waste intensity	• ⁹	• ⁹	• ⁹	Tons/MUSD	0.029	0.028	0.017	0.025	✓
GRI306-4 (HW)	Waste diverted from disposal									
	- Preparation for reuse	• ⁹	• ⁹	• ⁹	Tons/year	0.16	-	1.05	-	✓
	- Recycling	• ⁹	• ⁹	• ⁹	Tons/year	27.23	31.17	14.72	52.00	✓
	Other recovery operations (Heat recovery)	• ⁹	• ⁹	• ⁹	Tons/year	-	3.93	-	-	✓
GRI306-5 (HW)	Waste directed to disposal									
	- Incineration (with energy recovery)	• ⁹	• ⁹	• ⁹	Tons/year	10.65	-	4.47	2.73	✓
	- Incineration (without energy recovery)	• ⁹	• ⁹	• ⁹	Tons/year	-	-	0.01	-	✓
	- Landfilling (secure landfill of stabilized and/or solidified wastes)	• ⁹	• ⁹	• ⁹	Tons/year	-	15.20	19.19	11.80	✓
	- Other disposal operations (Demulsification)	• ⁹	• ⁹	• ⁹	Tons/year	2.17	-	0.06	3.33	✓
GRI306-3 (NHW)	Total Non-hazardous waste									
	Non-hazardous waste intensity	• ⁹	• ⁹	• ⁹	Tons/MUSD	2.27	2.24	1.78	2.03	✓

Sustainability in Number

Performance mapping with GRI Standard



GRI Standard Disclosure Number	Material Aspects	Coverage			Unit	2019	2020	2021	2022	Assured by independent auditor
		TH	SK	IN						
Environmental Performance										
GRI306-4 (NHW)	Waste diverted from disposal	• ⁹	• ⁹	• ⁹	Tons/year	2,959.76	4,017.76	4,020.91	5,438.48	✓
	- Preparation for reuse	• ⁹	• ⁹	• ⁹	Tons/year	342.97	31.50	497.17	-	✓
	- Recycling	• ⁹	• ⁹	• ⁹	Tons/year	2,610.60	3,975.74	3,523.74	5,438.48	✓
	- Other recovery operations (Composting)	• ⁹	• ⁹	• ⁹	Tons/year	6.20	1.12	-	-	✓
	- Other recovery operations (Heat recovery)	• ⁹	• ⁹	• ⁹	Tons/year	-	9.40	-	-	✓
GRI306-5 (NHW)	Waste directed to disposal	• ⁹	• ⁹	• ⁹	Tons/year	152.81	42.53	162.52	160.74	✓
	Incineration (with energy recovery)	• ⁹	• ⁹	• ⁹	Tons/year	9.11	-	21.33	-	✓
	Incineration (without energy recovery)	• ⁹	• ⁹	• ⁹	Tons/year	-	-	-	-	✓
	Landfilling	• ⁹	• ⁹	• ⁹	Tons/year	143.70	42.53	141.19	160.74	✓
	Other disposal operations	• ⁹	• ⁹	• ⁹	Tons/year	-	-	-	-	✓
GRI308-1	New suppliers that were screened using environmental criteria	•	•	•	%	100.00	100.00	100.00	100.00	✓

Note:

From 2019-2020, the reporting of environmental performance was re-calculated to expand reporting scope covers DET's subsidiaries (India and Slovakia) for the full coverage of manufacturing (100 percentage coverage of manufacturing sites or 98% of consolidated sales revenue). The scope of 2019-2020 reporting were re-stated as follows:

- Reduction of energy consumption is covered on the sites in Thailand only.
- The numerical data of water withdrawal by source (GRI 303-3) and subtopics were re-calculated covering Delta's subsidiaries data according to GRI 303: water and effluents version 2018.
- The insufficient Total Dissolved Solids (TDS) data of raw water, the total third-party water withdrawn (GRI 303-3) was re-calculated from 2019-2020.
- The volume of wastewater is assumed to be 80% of Municipal water and transferred to Third-party who provide wastewater treatment services (IEAT: Industrial Estate Authority of Thailand). The numerical data of water discharge (GRI303-4) and subtopics were re-calculated according to GRI 303: water and effluents version 2018 since 2019-2020 to indicate the exact the total volume of discharged water to third-party.
- The volume of water consumption (GRI: 303-5) was re-calculated covering Delta's subsidiaries data according to GRI 303: water and effluents version 2018.
- Thailand sites, apart from water quality checking by Industrial Estate Authority of Thailand (IEAT), the discharged water is also examined heavy metals concentration annually by Third Party Specialist (Environmental Resource Development Co., Ltd.) to ensure and re-check the safety and quality of water before transfer to IEAT for treatment. (The average results of water parameter for heavy metals from 2019- 2020 was demonstrated in Delta Thailand's Sustainability in Numbers 2020 page 8)
- India's sites applies the zero water discharge process by installation their own Sewage Treatment Plants (STP) is to reduce wastewater economically. The discharge water is annually checked the water quality by Third-party (Eko Pro Engineers Pvt. Ltd. and Devansh Testing & Research Laboratory Pvt. Ltd.) according to EPA-1986 Schedule-VI Part-A, General Standards for Discharge of Effluents and recycled for domestic use (please see more detail in Delta Electronics (Thailand) Public Company Ltd. 's Sustainable Development Report 2021 page 67-70) and examine heavy metals concentration in water after treated. (The average results of water parameter for heavy metals from 2019- 2020 was demonstrated in Delta Thailand's Sustainability in Numbers 2020 page 8)
- Slovakia's sewage water is transferred to the public sewerage system to be treated by third-party who provide wastewater treatment services for the local district. <http://www.povs.sk/zakaznicka-zona/verejne-kanalizacie-a-kanalizacna-pripojka/>. Thus the water quality indicators, Slovakia's site reports the highest permissible rate of wastewater discharged into public sewerage according to Slovakia's local water quality standard.
- The numerical data of Waste (GRI:306) and subtopics were re-calculated and re-arranged 2019-2020 according to GRI 306: waste version 2020.

Sustainability in Number

Performance mapping with GRI Standard



GRI Standard Disclosure Number	Material Aspects	Unit	Coverage			2019		2020		2021		2022			Assured by independent auditor	
			TH	SK	IN	Male	Female	Male	Female	Male	Female	Male	Female	Other		Not Disclose
Social Performance																
401-1	Total New Employees	FTE	•	•	•	771	813	678	4,635	1006	4595	1578	4730	0	0	✓
	New hire rate	%	•	•	•	16.02	7.21	13.84	35.90	16.50	13.91	26.39	25.53	0	0	✓
	New Employees by areas	FTE				771	813	678	4,635	1,006	4,595	1578	4,730	0	0	✓
	• Thailand	FTE	•			427	746	256	4,577	862	4501	787	3,439	0	0	✓
		%	•			13	9	5	35	14	37	24	24	0	0	✓
	• Slovakia	FTE		•		24	24	46	23	132	88	113	61	0	0	✓
		%		•		1	0	5	3	20	18	16	12	0	0	✓
	• India	FTE			•	320	43	376	35	12	6	678	1,230	0	0	✓
		%			•	10	1	8	0	1	3	32	89	0	0	✓
	New Employees by age	FTE				771	813	678	4,635	1,006	4,595	1,578	4,730	0	0	✓
	• 18-29 years old	FTE	•	•	•	381	425	451	3,507	867	4534	1,096	3,756	0	0	✓
	• 30-55 years old	FTE	•	•	•	382	384	222	1128	129	57	475	973	0	0	✓
	• Over 55 years old	FTE	•	•	•	8	4	5	0	10	4	7	1	0	0	✓
	Employee turnover (All type of employee)	FTE	•	•	•	318	506	305	385	397	429	951	1,483	0	0	✓
	Employee turnover rate (All type of employee)	%	•	•	•	9.50	6.20	7.70	5.20	10.80	5.30	2.63	2.28	0	0	✓
	Voluntary employee turnover rate	%	•	•	•	100	100	100	100	99.50	97.20	99.40	99.80	0	0	✓
	Employees turnover by area	FTE	•	•	•	318	506	305	385	397	429	951	1,483	0	0	✓
	• Thailand	FTE	•			194	483	144	305	149	340	242	1,274	0	0	✓
	• Slovakia	FTE		•		30	12	71	70	87	55	70	61	0	0	✓
	• India	FTE			•	94	11	90	10	161	34	639	148	0	0	✓
Employees turnover by age	FTE	•	•	•	318	506	305	385	397	429	951	1,483	0	0	✓	
• 18-29 years old	FTE	•	•	•	213	185	100	94	240	317	496	1,016	0	0	✓	
• 30-55 years old	FTE	•	•	•	96	303	180	260	146	102	439	457	0	0	✓	
• Over 55 years old	FTE	•	•	•	9	18	25	31	11	10	16	10	0	0	✓	
401-3	Number of employees entitled to maternity / parental leave	FTE	•	•	•	234	378	211	374	324	487	724	659	0	0	✓
	• Number of employees taken maternity / parental leave	FTE	•	•	•	4	273	66	277	57	294	11	369	0	0	✓
	• Number of employees return to work after maternity / parental leave	FTE	•	•	•	4	253	63	245	55	271	6	313	0	0	✓
	Retention Rate	%	•			93		90		93		94				✓
403-5	Worker training on occupational health and safety	hours	•			104,752		43,700		47,154		103,581				✓
	Worker training on occupational health and safety	%	•			39		20.5		11.7		14				✓

Sustainability in Number

Performance mapping with GRI Standard



GRI Standard Disclosure Number	Material Aspects	Unit	Coverage			2019		2020		2021		2022				Assured by independent auditor
			TH	SK	IN	Male	Female	Male	Female	Male	Female	Male	Female	Other	Not Disclose	
Social Performance																
403-9	Total of injury had recorded	cases	•			44		17	26	7	46	32	51	0	0	✓
	• Slip, Trips and Falls															
	o Delta employees	cases	•			5		3	0	7	1	2	0	0	0	✓
	o Subcontractor and other workers	cases	•			0		1	2	0	1	5	0	0	0	✓
	• Knife injury															
	o Delta employees	cases	•			10		9	3	3	2	3	0	0	0	✓
	o Subcontractor and other workers	cases	•			0		4	0	3	8	7	0	0	0	✓
	• Fire and hot objects															
	o Delta employees	cases	•			1		1	0	0	0	0	0	0	0	✓
	o Subcontractor and other workers	cases	•			0		1	0	0	0	1	0	0	0	✓
	• Transportation and vehicle related accidents															
	o Delta employees	cases	•			0		1	0	0	0	0	0	0	0	✓
	o Subcontractor and other workers	cases	•			0		0	0	0	1	0	0	0	0	✓
	• Electrocutted															
	o Delta employees	cases	•			1		0	0	0	0	2	0	0	0	✓
	o Subcontractor and other workers	cases	•			0		0	0	0	0	0	0	0	0	✓
	• Machinery injury															
	o Delta employees	cases	•			8		12	2	12	8	7	0	0	0	✓
	o Subcontractor and other workers	cases	•			0		3	0	18	9	15	0	0	0	✓
	• Chemical injury															
o Delta employees	cases	•			5		4	0	2	0	2	0	0	0	✓	
o Subcontractor and other workers	cases	•			0		2	0	0	0	2	0	0	0	✓	
• Physical demand																
o Delta employees	cases	•			1		1	0	0	0	0	0	0	0	✓	
o Subcontractor and other workers	cases	•			0		0	0	0	0	0	0	0	0	✓	
• Others																
o Delta employees	cases	•			13		1	0	0	0	1	0	0	0	✓	
o Subcontractor and other workers	cases	•			0		0	0	1	2	4	0	0	0	✓	

Sustainability in Number

Performance mapping with GRI Standard



GRI Standard Disclosure Number	Material Aspects	Unit	Coverage			2019		2020		2021		2022				Assured by independent auditor
			TH	SK	IN	Male	Female	Male	Female	Male	Female	Male	Female	Other	Not Disclose	
Social Performance																
403-9	Injury Rate (IR)															
	o Delta employees	case/ 100 workers	•			-	-	-	-	-	-				✓	
	o Subcontractor and other workers	workers	•			-	-	-	-	-	-				✓	
	Lost Day Rate (LDR)															
	o Delta employees	day : 100 workers	•			-	-	-	-	2.53	3.14					✓
	o Subcontractor and other workers	workers	•			-	-	-	-	25.61	23.53					✓
	Lost time Injury Frequency Rate (LTIFR)															
	o Delta employees	case: 1M hours	•			0.21	0.14	1.3		1.15	1.21	2.29	0.87	-	-	✓
	o Subcontractor and other workers	hours	•			-	-	-	-	1.16	1.48	7.16	1.84	-	-	✓
	Injury Severity Rate (I.S.R)															
	o Delta employees	day: 1M hours	•			3.69	1.48	-	-	-	-					✓
	o Subcontractor and other workers	hours	•			-	-	-	-	-	-					✓
Absentee Rate (AR)																
o Delta employees	case: 1M hours	•			-	-	-	-	-	-					✓	
o Subcontractor and other workers	hours	•			-	-	-	-	-	-					✓	
403-10	Percentage of Employee expose to occupational disease risk	%	•			30		49		10		32			✓	
	The number of cases of recordable work-related ill health	head	•			0	0	0	0	0	0	0	0	0	✓	
	Hazardous substances related abnormality	%	•			0	0	0	0	0	0	0	0	0	✓	
	The number of fatalities as a result of work-related ill health	head	•			0	0	0	0	0	0	0	0	0	✓	
404-1	In-house training hours	hours	•			-		-		-		749,721			✓	
	Off-site training hours	hours	•			-		-		-		-			✓	
	Total Training hours	hours	•			265,924		213,175		403,027		749,721			✓	
	Average hours per total employee	hours per FTE	•			14.6		17.2		27.6		41.7			✓	
	Average learning hours breakdown by Gender	FTE	•			17.50	21.00	24.50	20.70	34.58	26.20	45.10	41.00	-	-	✓
	Percentage of training hours breakdown by job level	%	•			100		100		100		100				✓
	o Operative and senior operative	%	•			-		18.00		31.00		10.00				✓
	o Senior Management	%	•			-		4.00		2.00		1.00				✓
	o Middle Management	%	•			-		36.00		20.00		15.00				✓
o Production	%	•			-		43.00		47.00		74.00				✓	
407-1	Employees covered by Collective Bargaining Agreement	%	•	•	•	76		75		70		54			✓	
412-1 and 419-1	number of case of any form of human right violation , harassment, discrimination, inhumane treatment, violation of labor right, in had been noted raised through	case	•	•	•	0	0	0	0	0	0	0	0	0	✓	
414-1	New suppliers that were screened using social criteria	%	•			100		100		100		100			✓	

Sustainability Reporting Boundary

for the reporting period: 1 Jan -31 Dec 2022

Company	Location	Type of Business	% Holding	ESG performance coverage			
				Economic	Environmental	Social	Governance
0. Delta Electronics (Thailand) Public Company Limited	Thailand	Manufacturing & Sales	100 (HQ)	✓	✓	✓	✓
1. DET International Holding B.V.	Netherlands	Business Investment	100	✓			✓
1.1 DET Logistics (USA) Corporation	United State of America	Sales	100	✓		✓	✓
1.2 Delta Energy Systems (Germany) GmbH	Germany	Marketing & Sales , R&D	100	✓		✓	✓
1.2.1 Delta Energy Systems Property (Germany) GmbH	Germany	Property	100	✓		✓	✓
1.3 Delta Energy Systems (India) Pvt. Ltd.	India	Marketing & Sales	100	✓	✓	✓	✓
1.4 Delta Electronics (Slovakia), s.r.o	Slovakia	Manufacturing & Sales	100	✓	✓	✓	✓
1.5 Delta Energy Systems (Romania) SRL	Romania	R&D	100	✓		✓	✓
2. Delta Energy Systems (Singapore) Pte. Ltd.	Singapore	Business Investment, Management and Consultancy Serv	100	✓			✓
2.1 Delta Electronics (Holdings) Australia Pty Ltd	Australia	Business Investment, Local sales & Trading	100	✓		✓	✓
2.2 Delta Electronics (Australia) Pty Ltd	Australia	Local sales & Trading	100	✓		✓	✓
2.3 Delta Electronics India Pvt. Ltd.	India	Marketing & Sales, Manufacturing	100	✓	✓	✓	✓
2.4 Delta Electronics (Myanmar) Co., Ltd. ¹	Myanmar	Manufacturing ¹	100	✓		✓	✓
2.5 Delta Energy Systems (UK) Ltd.	United Kingdom	R&D	100	✓		✓	✓
2.6 Delta Greentech (Netherlands) B.V.	Netherlands	Business Investment	100	✓		✓	✓
2.6.1 Eltek s.r.o. ²	Slovakia	Manufacturing ²	100	✓		✓	✓
2.6.2 Delta Electronics (Automotive) Americas Inc.	United State of America	R&D	100	✓		✓	✓
2.6.3 Delta Energy Systems LLC	Russia	Marketing & Sales	100	✓		✓	✓
3. Delta Green Industrial (Thailand) Co., Ltd.	Thailand	Integration, Sales/ Trading, Installation and Service	100	✓		✓	✓
4. Delta Electronics (Vietnam) Co., Ltd.	Vietnam	Trading and solution business	100	✓		✓	✓
5. Delta Electronics India Manufacturing Pvt. Ltd.	India	Manufacturing	100	✓	✓	✓	✓

Remark:

- Delta's Myanmar factory is the manufacturer of small components to supply Delta Thailand. We exclude this entity in our ESG performance reporting to avoid double count.
- Eltek SRO. (item 2.6.1) utilize Delta Electronics (Slovakia), s.r.o (item 1.4) manufacturing resources. We exclude this entity in our ESG performance reporting to avoid double count.
- 100% of our manufacturing sites covered by our ESG performance. These manufacturing sites made up 98% of our consolidated revenue of the latest reporting cycle.
- Due to PDPA, in-dept social performance analysis to disclose employee breakdown, health and safety statistics cannot be implemented for our marketing, sales, trading and R&D offices. However, these offices are included in some key social kpi reporting eg. talent development program, well-being promotion, health and safety promotion and social contribution.



For more information on our ESG Performance

Email: det.sd@deltaww.com