

Performance Results

SET	GRI	Data	Unit	2023	2024	2025	Notes
G1 Board Composition							
Board Structure							
G1.1C		Individual Board Member Profiles	Yes/No	Yes	Yes	Yes	
G1.2C	2-9	Total Number of Board Members	People	10	10	10	
G1.2C	2-9	Number of Executive Directors	People	9	7	7	
G1.3C	2-9	Number of Independent Directors	People	4	4	4	
G1.4C	2-9	Number of Non-Executive Directors (excluding Independent Directors)	People	1	1	1	
G1.5C	405-1	Number of Female Directors	People	5	5	5	
G1.6C	2-9	Chairman is an Independent Director	Yes/No	Yes	Yes	Yes	
G1.7C	2-11	Chairman and Managing Director are not the same person	Yes/No	Yes	Yes	Yes	
G1.8C		Number of independent directors in each sub-committee					
		Audit Committee	People	3	3	3	
		Nomination and Remuneration Committee	People	2	2	2	
		Corporate Governance and Sustainability Development Committee	People	No	3	3	
		Executive Committee	People	0	0	0	
G1.9C		Chair of each sub-committee is an independent director					
		Audit Committee	Yes/No	Yes	Yes	Yes	
		Risk Management Committee	Yes/No	Yes	Yes	Yes	
		Nomination and Remuneration Committee	Yes/No	Yes	Yes	Yes	
		Corporate Governance and Sustainable Development Committee	Yes/No	No	Yes	Yes	
		Executive Committee	Yes/No	No	No	No	
G1.10C	2-9	Tenure of Individual Directors					
		Warapatr Todhanakasem, PH.D.	Year	2	3	4	
		Assoc. Prof. Somchai Supattarakul, PH.D.	Year	2	3	4	
		Miss Vasana Thieansirisak	Year	2	3	4	
		Sittiphol Viboonthanakul , PH.D.	Year	0	0	0	
		Assoc. Prof. Wannee Taechoyotin, PH.D.	Year	1	2	3	

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		Mr. Sa-nga Boonsongkor	Year	2	3	4	
		Mr. Somchai Boonsongkorh	Year	2	3	4	
		Miss Monthana Asavametha	Year	2	3	4	
		Miss Natha Boonsongkroh	Year	2	3	4	
		Mr. Achira Boonsongkor	Year	2	3	4	
		Miss Supharada Rojwattana	Year	2	3	4	

Board Roles and Responsibilities

G1.11C		Number of Board Meetings	Times	8	6	7	
G1.11C		Number of Board Meeting Attendees	%	100%	100%	94.29%	
		Average Number of Attendees per Board Meeting	Persons	10	10	9.429	
G1.12C		Board Performance Results	Yes/No	Yes	Yes	Yes	
G1.13C		Number of Audit Committee Meetings	Times	6	4	5	
G1.14C		Audit Committee Performance Results	Yes/No	Yes	Yes	Yes	
G1.15C		Number of Subcommittee Meetings (per committee)					
		Audit Committee	Times	4	4	5	
		Risk Management Committee	Times	2	2	2	
		Nomination and Remuneration Committee	Times	3	2	2	
		Corporate Governance and Sustainability Development Committee	Times	0	2	3	
		Executive Committee	Times	12	12	12	
G1.16C		Performance Results of Each Subcommittee	Yes/No	Yes	Yes	Yes	
G1.17R		Succession Plan Implementation Results	Yes/No	No	Yes	Yes	

Board Recruitment

G1.18C		Policy and Criteria for Selecting Directors with Qualifications Aligned with Corporate Strategy	Yes/No	Yes	Yes	Yes	
G1.19C		Analysis of Directors' Skills and Experience Based on Business Nature	Yes/No	Yes	Yes	Yes	
G1.20C		Profile of the newly appointed directors	Yes/No	Yes	Yes	Yes	

Remuneration of Directors and Senior Executives

G1.21C	2-19	Policy and Criteria for Director Remuneration Payment	Yes/No	Yes	Yes	Yes	
G1.22C	2-19	Individual Director Remuneration Amount					

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		Warapatr Todhanakasem, PH.D.	Baht (THB)	800,000	1,258,000	1,318,000	
		Assoc. Prof. Somchai Supattarakul, PH.D.	Baht (THB)	660,000	934,000	954,000	
		Sittiphol Viboonthanakul, PH.D.	Baht (THB)	300,000	0	0	
		Miss Vasana Thieansirisak	Baht (THB)	670,000	954,000	894,000	
		Assoc. Prof. Wannee Taechoyotin, PH.D.	Baht (THB)	310,000	802,750	934,000	
G1.23C	2-19	Non-monetary Remuneration of Directors	Yes/No	No	No	Yes	
G1.24C	2-19	Policy and Criteria for Executive Remuneration Payment	Yes/No	Yes	Yes	Yes	
G1.25C	2-19	Total Executive Remuneration	Baht (THB)	30.97 million baht in salaries and bonuses (8 persons)	31.50 million baht in salaries and bonuses (7 persons)	33.59 million baht in salaries and bonuses (7 persons)	
G1.26R	2-19	Other Remuneration and Long-term Benefits for Executives	Yes/No	Yes	Yes	Yes	
Director Development							
G1.27C		Policy on Board Development Plan	Yes/No	Yes	Yes	Yes	
G1.28R		Individual Director Development Performance Results	Yes/No	Yes	Yes	Yes	
Performance Evaluation of the Board of Directors and Executives							
G1.29C	2-18	Criteria for Board Performance Evaluation	Yes/No	Yes	Yes	Yes	
G1.30C	2-18	Overall Board Performance Evaluation Results	Yes/No	Yes	Yes	Yes	
G1.31C	2-18	Performance Evaluation Results for Each Sub-Committee	Yes/No	Yes	Yes	Yes	
G1.32R	2-18	Individual Director Performance Evaluation Results	Yes/No	Yes	Yes	Yes	
G1.33R	2-18	Performance Evaluation Criteria for the Managing Director	Yes/No	Yes	Yes	Yes	
Business Ethics							
G1.34C		Business Ethics (Code of Conduct)	Yes/No	Yes	Yes	Yes	
G1.35C		Anti-Corruption Policy and Guidelines	Yes/No	Yes	Yes	Yes	
G1.36C		Number of business ethics or corruption violations, along with corrective measures	Number of cases	na	7	14	
G1.37C		Whistleblowing and Complaint Handling Policy	Yes/No	Yes	Yes	Yes	
G1.38R		Measures to Prevent Business Ethics Violations	Yes/No	Yes	Yes	Yes	
GRI Disclosures beyond the SET Guidelines							
	205-1	Operations assessed for risks related to corruption	Yes/No	Yes	Yes	Yes	
	205-2	Anti-corruption policy and procedure communications and training	Number of persons	na	258	763	

Performance Results

SET	GRI	Data	Unit	2023	2024	2025	Notes
	205-3	Confirmed incidents of corruption and actions take	Number of cases	na	4	5	
	206-1	Legal proceedings for anti-competitive practices, anti-trust violations, and monopolistic conduct	Number of cases	na	0	0	

G2 Sustainability Policy and Strategy

G2.1C	2-22	Corporate-Level Sustainability Policy and Goals	Yes/No	Yes	Yes	Yes	
G2.2R	3-2	Organization's Material Sustainability Topics (material topics)	Yes/No	Yes	Yes	Yes	
G2.3R		Sustainability Report	Yes/No	No	Yes	Yes	
G2.4R		Sustainability Performance Disclosure Standards (e.g., GRI Standards)	Yes/No	Yes	Yes	Yes	

G3 Sustainability Risk Management

G3.1C		Sustainability Risk Management Policy and Practices	Yes/No	na	Yes	Yes	
G3.2C		ESG Risk Factors and Opportunities	Yes/No	Yes	Yes	Yes	
G3.3C		Emerging Sustainability Risks with Potential Near-Term Business Impact	Yes/No	Yes	Yes	Yes	
G3.4C		Business Continuity Management (e.g., Business Continuity Plan - BCP)	Yes/No	na	Yes	Yes	
G3.5R		Sustainability Risk Management Standards	Yes/No	Yes	Yes	Yes	

G4 Sustainable Supply Chain Management

G4.1C		Sustainable Supply Chain Management Policy and Guidelines	Yes/No	No	Yes	Yes	
G4.2C		Sustainable Supply Chain Management Plan	Yes/No	na	na	Yes	
		Percentage of new suppliers screened for environmental criteria	%	na	238%	100%	
G4.3R	308-1	Total number of new suppliers	List	50	102	42	
		Number of new suppliers screened for environmental criteria (วัสดุสิ้นเปลือง)	List	na	63	100	
		Percentage of new suppliers screened for social criteria	%	na	62%	100%	
G4.3R	414-1	Number of new suppliers screened for social criteria	List	na	63	42	
G4.4R		Supplier Code of Conduct	Yes/No	Yes	Yes	Yes	
		Percentage of key suppliers committed to Supplier Code of Conduct	%	na	100%	100%	
		Number of key suppliers committed	List	na	11	3	
G4.5R		Number of key suppliers committed	List	na	11	3	
		Total number of key suppliers	List	na	11	3	

Definition of key suppliers as specified by the company (Tier 1 key suppliers are those with annual purchase value exceeding 10 million baht and providing irreplaceable products)

GRI Disclosures beyond SET Guidelines

Performance Results

SET	GRI	Data	Unit	2023	2024	2025	Notes
	204-1	Local Supplier Expenditure Ratio	Ratio	na	na	na	
	308-1	New Suppliers Screened Using Environmental Criteria	0	0	0	42	
	308-2	Negative Environmental Impacts in Supply Chain and Mitigation Actions	List	0	0	0	
	414-1	New Suppliers Screened Using Social Criteria	0	na	na	42	
	414-2	Negative Social Impacts in Supply Chain and Remedial Measures	List	na	na	0	
COM-G1 Cybersecurity and Personal Data Protection							
COM-G1.1		Cybersecurity and Personal Data Protection Policy and Practices	Yes/No	Yes	Yes	Yes	
		Percentage of IT infrastructure certified with cybersecurity standards (e.g., ISO 27001 or equivalent)	%	na	na	na	
COM-G1.2		Total number of IT infrastructure assets	Project	2	2	2	
		Number of IT infrastructure assets certified with cybersecurity standards (e.g., ISO 27001 or equivalent)	Project	na	na	na	
COM-G1.3		Personal Data Protection Measures and Guidelines	Yes/No	Yes	Yes	Yes	
		Percentage of employees trained on cybersecurity and personal data protection	%	6%	84%	100%	
COM-G1.4		Number of employees trained on cybersecurity and personal data protection	Person	50	275	400	
COM-G1.5		Number of cyberattack incidents and corrective actions taken	Number of Cases	0	0	0	
COM-G1.6	418-1	Number of personal data breaches and remediation measures	Number of Cases	0	0	0	
GRI Disclosures beyond SET Guidelines							
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Number of Cases	0	0	0	
COM-G2 Product Quality and Recalls							
COM-G2.1		Product Quality Management Policy and Practices (aligned with international standards e.g., ISO 9001:2015 or equivalent)	Yes/No	Yes	Yes	Yes	
COM-G2.2		Product Recall Plan	Yes/No	na	na	yes	
COM-G2.3		Number of product recall incidents with corrective and remedial actions	Number of Cases	na	na	0	
Recommended Additional Indicators							
		Number of product quality complaints with corrective and remedial actions (moved to Customer Responsibility section)	Times	61	136	31	
		Number of substantiated complaint cases	Number of Cases	61	131	30	

Performance Results

SET	GRI	Data	Unit	2023	2024	2025	Notes
		Percentage of verified complaints successfully resolved	%	100%	100%	100%	
G5 Innovation Development							
G5.1C		Corporate Innovation Development Policy and Practic	Yes/No	na	Yes	Yes	
G5.2C		Innovation Culture Development and Promotion Process	Yes/No	na	Yes	Yes	
G5.3C		Innovation Research and Development Expenditure	Baht (THB)	na	30,000,000	11,000,000	
G5.4R		Benefits Derived from Innovation Development	Yes/No	na	Yes	Yes	
For energy management calculations (E2), conversions follow this sequence: original unit to Mega-Joules to kilowatt-hours (kWh), with 1 megajoule equivalent to 0.277777778 kWh.							
E2.1C	GRI 3-3	Energy Management Plan	Yes/No	na	Yes	Yes	
E2.2C	GRI 302-1	Energy consumption (electricity/fuel)	kWh	7,237,975.14	8,968,081.77	10,433,050.42	The company collects electricity and energy consumption data for warehouses/HQ and all branches.
E2.3C	GRI 302-1	renewable energy usage	kWh	0	84,642.00	174,583.89	
E2.4R	GRI 3-3	energy management targets	kWh	na	1,440,183.13	1,367,193.75	The Company calculates electricity consumption only for the Warehouse, HQ, and branches under its operational control, using 2023 as the base year. (For 2025, the intensity is calculated based on total revenue per 1 million Baht)
E2.5R	GRI 302-3	energy intensity (energy consumption per unit)	kWh/Unit	na	8,338,592.01	10,607,634.31	Total internal energy consumption (Consisting of fuel, electricity, and renewable energy)
Additional indicators for which data is being collected.							
		Electricity consumption	kWh (units) per year	6,872,972.20	8,507,591.49	10,246,470.58	The company collects electricity consumption data for warehouses/HQ and all branches.
		Diesel consumption	Liters per year	33,794	35,051	32,485	
		Gasoline consumption	Liters per year	2,644	2,430	10,701	
		LPG consumption (cooking gas)	Kilograms per year				The company does not use this type of fuel.
		LPG consumption (fuel)	Liters per year				The company does not use this type of fuel.
		NGV consumption (fuel)	Kilograms per year				The company does not use this type of fuel.
		Aviation fuel (Jet Fuel) consumption	Liters per year	na	na	na	
		Chilled water consumption	Square meters of air-conditioned area				The company does not use this type of fuel.
		Renewable energy consumption from solar energy	kWh per year	na	84,642	174,584	
		Renewable energy consumption from biomass fuel (please specify type: wood chips, agricultural residues, rice husks)	Kilograms per year				The company does not use this type of fuel.

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SET	GRI	Data	Unit	2023	2024	2025	Notes
		Renewable energy consumption from biofuel	Cubic meters per year				The company does not use this type of fuel.
Energy Unit Conversion: Original Units to Kilo-Joules (kJ). Calculate the conversion from original units to kilo-Joules (kJ). If the original unit is kWh, there is no unit conversion							
			Calculate conversion from original units	Convert from the original unit to kilo-Joules (kJ), then divide by 1000 to get Mega-Joules (MJ)			Reference source for unit conversion from the Ministry of Energy
		Amount of electrical energy usage 1 kWh	Not converted from kWh	6,872,972.20	8,507,591.49	10,246,470.58	The company collects electricity consumption data for warehouses/HQ and all branches.
		Amount of diesel fuel usage 1 liter	36,420	1,230,777	1,276,557	389,717	
		Amount of gasoline usage 1 liter	31,480	83,233	76,496	336,856	
		Amount of LPG (cooking gas) usage 1 kilogram	49,296	0	0	0	The company does not use this type of fuel.
		Amount of LPG (fuel) usage 1 liter	26,620	0	0	0	The company does not use this type of fuel.
		Amount of NGV (fuel) usage 1 kilogram	38,148	0	0	0	The company does not use this type of fuel.
		Amount of Jet Fuel usage 1 liter	34,530	0	0	0	
		Amount of chilled water usage / air conditioning cooling		0	0	0	The company does not use this type of fuel.
		Amount of renewable energy usage from solar energy	Not converted from kWh	na	84,642	174,584	
		Amount of renewable energy usage from biomass fuel, please specify type: wood chips, agricultural residues, rice husks 1 kilogram	12,680	0	0	0	The number 1 Kg = 12,680 kJ for Agricultural waste from the energy unit conversion calculator website of the Ministry of Energy https://public.tableau.com/app/profile/epposite/viz/shared/G6944HP72 . However, the company does not use this type of fuel.
		Amount of renewable energy usage from biofuel 1 cubic meter	20,930	0	0	0	The company does not use this type of fuel.
E3 Water Management							
E3.1C	GRI 3-3	Water Management Plan	Yes/No	na	Yes	Yes	
E3.2C	GRI 303-5	Water Usage Volume	Cubic meter	4,283.60	5,397.00	6,658.00	Disclosed only for warehouses and standalone branches
E3.3R	GRI 3-3	Water Usage Targets	Cubic meter	na	15.39	14.93	The company has set a target to reduce water usage per employee by 3% annually, reaching 18% by 2030. The target for water reuse at warehouses is 20% by 2030 and 50% by 2034 (applicable only to warehouses, standalone stores, Sampheng, and The OK Station). The base year is 2024.

Performance Results

SET	GRI	Data	Unit	2023	2024	2025	Notes
E3.4R		Water Usage per Unit (water intensity)	Cubic meter/unit	449.43	529.82	6,658.00	Disclosed only for warehouses and standalone branches. The increase in water usage is due to the increase in the number of standalone branches.
E3.5R		Percentage of Wastewater Treated before Discharge	%	na	100	100	Disclosed only for warehouses and standalone branches. The increase in water usage is due to the increase in the number of standalone branches.
E4 Waste and waste management							
E4.1C	GRI 3-3	Waste and Waste Management Plan	Yes/No	na	Yes	Yes	
	GRI 306-3	Amount of Waste Generated	Kilogram	na	225.00	13,102.71	
E4.2C		Amount of Hazardous Waste Generated	Kilogram	na	na	674	
		Amount of Non-Hazardous Waste Generated	Kilogram	na	na	12,429	
E4.3R		Waste and Waste Management Targets	Kilogram	na	na	Yes	
E4.4R		Amount of Waste That Has Gone Through Reuse and/or Recycle Processes	Kilogram	165.35	198.52	246.03	
GRI Disclosures beyond the SET manual							
GRI 302: Energy							
	GRI 302-2	Energy consumption outside of the organization	kWh	na	na	na	
	GRI 302-4	Reduction of energy consumption	kWh	na	0	0	
	GRI 302-5	Reductions in energy requirements of products and services	kWh	na	na	0	
GRI 303: Water and Effluents 2018							
	GRI 303-1	Interactions with water as a shared resource	Yes/No	na	na	na	The company has no interaction with public water sources.
	GRI 303-2	Management of water discharge related impacts	Yes/No	na	Yes	Yes	The company contracts external agencies to review wastewater values for warehouses.
	GRI 303-3	Water withdrawal	Cubic meter	4,283	5,397	6,658	Disclosed only for warehouses and standalone branches.
	GRI 303-4	Water discharge	Liter	na	na	na	The company contracts external agencies to review wastewater values for warehouses.
GRI 306: Waste 2020							
	GRI 306-2	Management of significant waste related impacts	No unit	7.32	8.82	12.43	
	GRI 306-4	Wasted diverted from disposal	Ton	165.35	198.52	246.03	

Performance Results

SET	GRI	Data	Unit	2023	2024	2025	Notes
		Hazardous waste	Ton	na	na	674.11	
		Preparation for reuse	Ton	na	na	na	
		Recycling	Ton	165.35	198.52	237.19	
		Other recovery operations	Ton	na	na	na	
		Non-hazardous waste	Ton	na	na	12.43	
		Preparation for reuse	Ton	na	na	na	
		Recycling	Ton	165.35	198.52	237.19	
		Other recovery operations	Ton	na	na	na	
GRI 306-5		Wasted directed to disposal	Ton	7.32	28.82	13.10	
		Hazardous waste	Ton	na	na	0.67	
		Incineration with energy recovery	Ton	na	na	na	
		Incineration without energy	Ton	na	na	na	
		Landfilling	Ton	7.32	8.82	12.43	
		Disposal by other methods	Ton	na	20.00	0.67	
		Non-hazardous waste	Ton	na	na	12.43	
		Incineration with energy recovery	Ton	na	na	na	
		Incineration without energy	Ton	na	na	na	
E5 Greenhouse Gas Management							
E5.1C	GRI 3-3	Greenhouse Gas Management Plan	Yes/No	na	Yes	Yes	
E5.2C	GRI 305-1	Direct greenhouse gas emissions, Scope 1	Tons of carbon dioxide equivalent	99.54	101.58	185.22	EF = 2,049.8134
	GRI 305-2	Indirect greenhouse gas emissions from energy use, Scope 2	Tons of carbon dioxide equivalent	3435.28	4252.94	5122.21	EF = 0.49999
E5.3C		Verification of greenhouse gas emissions data by external agencies	Yes/No	No	No	No	
E5.4R	GRI 3-3	Greenhouse gas management targets	Tons of carbon dioxide equivalent	na	Scope 1 = 116.31 Scope 2 = 719.95 Total = 836.25	Scope 1 = 144.92 Scope 2 = 897.04 Total = 1041.96	The company calculates greenhouse gas emissions only for warehouses/HQ and branches that the company has control over, using 2023 as the base year (For 2025, emissions are calculated based on total revenue of 1 million THB).

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E5.5R	GRI 305-1, GRI 305-2 and GRI 305-3	Total greenhouse gas emissions from Scope 1, Scope 2, and Scope 3	Tons of carbon dioxide equivalent	na	366.34 (for Scope 1, collected only from activities involving company transport vehicles and executive vehicles + Scope 2, electricity costs for warehouses and headquarters only)	6,315.79 (For Scope 1, data is collected specifically from company-owned delivery vehicles and executive cars, as well as septic tanks, refrigerants, and fire suppression agents. For Scope 2, data covers electricity consumption for the warehouse, Headquarters, and all branches nationwide.)	Currently, the company collects data only for Scope 1 and Scope 2 across all branches. For Scope 3, data is partially collected, specifically under Category 3.1: Purchased Goods and Services."
E5.6R	GRI 305-4	Greenhouse gas emissions per unit (carbon intensity)	Tons of carbon dioxide equivalent/unit	3,534.82 tons (warehouses/headquarters/all branches) 715.68 tons (warehouses/headquarters/controllable branches) which represents a ratio of 0.283 tons per revenue	4,354.52 tons (warehouses/headquarters/all branches) 759.89 tons (warehouses/headquarters/controllable branches) which represents a ratio of 0.244 tons per revenue	6,315.79 tons (warehouses/headquarters/all branches) 832.77 tons (warehouses/headquarters/controlable branches) which represents a ratio of 0.226 tons per total revenue	
COM-E3 Climate change risk							
COM-E3.1		Climate Change Risk Assessment, explaining potential impacts on business operations	Yes/No	Yes	Yes	Yes	
COM-E3.2		Goals, plans, and measures to mitigate risks from climate change	Yes/No	Yes	Yes	Yes	
GRI Disclosures beyond the SET manual							
	GRI 305-5	Reduction of GHG emissions	Tons of carbon dioxide equivalent	na	40	84	In 2025, the Company generated a total of 174,584 kWh of solar energy, accounting for 47% of the total electricity consumption at the Om Yai Warehouse throughout the year. This initiative is equivalent to reducing coal consumption by 69.83 tons or mitigating greenhouse gas emissions by 83.80 (tCOe)*."
	GRI 305-6	Emissions of ozone-depleting substances (ODS)	Tons of chlorofluorocarbon equivalent	na	na	na	
	GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Kilograms	na	na	na	Due to the company's various operations, no emissions of nitrogen oxides, sulfur oxides, and other air pollutants were found.
E1 Environmental Management Policy and Compliance with Environmental Management Standards							
E1.1C	GRI 3-3	Environmental management policy and practices	Yes/No	Yes	Yes	Yes	
E1.2C		Number of cases or incidents violating laws or creating environmental impacts with explanation of corrective measures	Number of cases	na	0	0	
E1.3R		Value of damages or fines resulting from violations of laws or creating environmental impacts	Baht	na	0	0	

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E1.4R		Compliance with international principles and standards regarding energy management	Yes/No	na	na	Yes	
E1.5R		Compliance with international principles and standards regarding water management	Yes/No	na	Yes	Yes	
E1.6R		Compliance with international principles and standards regarding waste and garbage management	Yes/No	na	Yes	Yes	
E1.7R		Compliance with international principles and standards regarding greenhouse gas management or climate change	Yes/N	na	Yes	Yes	

GRI Disclosures beyond the SET manual

GRI 3: Material Topics 2021

GRI 3-3	Management of material topics	Yes/No	Yes	Yes	Yes	
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COM-E1 Environmentally Friendly Products

COM-E1.1	Policies and practices regarding prevention of contamination or leakage from production processes	Yes/No	na	na	na	
COM-E1.2	Impact assessment and life cycle of products	Yes/No	na	na	na	
COM-E1.3	Percentage of sales of environmentally friendly products (eco products) to total product sales	%	na	0	0	

Suggested indicators for additional data collection (if any)

Eco-Friendly Product	SKU	0	0	0	
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GRI Disclosures beyond the SET manual

GRI 301: Materials 2016

GRI 301-1	Materials used by weight or volume	Kilograms	na	0	0	
GRI 301-2	Recycled input materials use	%	na	0	0	
GRI 301-3	Reclaimed products and their packaging materials	%	na	na	na	Will be executed in 2027

COM-E2 Eco- friendly packaging usage

COM-E2.1	GRI 301-1	Total weight of reusable packaging	Kilograms	na	0	0	
		Amount of reusable packaging by type	Kilograms	na	0	0	
		Total weight of recyclable packaging	Kilograms	na	0	0	
		Amount of recyclable packaging by type	Kilograms	na	0	0	
		Total weight of single-use packaging Reduced	Kilograms	na	0	0	
		Amount of single-use packaging by type	Kilograms	na	0	0	
COM-E2.2	GRI 301-2	Percentage of packaging with recycled materials as a component	%	na	0	0	
COM-E2.3		Percentage of biodegradable packaging	%	na	0	0	

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SET	GRI	Data	Unit	2023	2024	2025	Notes
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Suggested indicators for additional data collection (if any)

Number of SKUs with reduced plastic wrapping

SKU

na

8

4

The Company has discontinued the use of OPP plastic packaging for four product categories: pen sleeves, clip bags, hook bags, and pencil case boxes.

Number of recycled paper tags used

Pieces

na

na

743,234

GRI Disclosures beyond the SET manual

GRI 301: Materials 2016

GRI 301-1

Materials used by weight or volume

Kilograms

na

na

na

GRI 301-3

Products that have been returned and their packaging materials

%

na

na

na

Will be executed in 2027

S3 Customer/Consumer Responsibility

Consumer Rights

S3.1C

GRI 3-3

Data Privacy Policy for Customers

Yes/No

Yes

Yes

Yes

S3.2C

GRI 418

Number of Customer Data Breaches with Remedial A

Number of cases

0

0

0

S3.3C

GRI 418

Number of Consumer Rights Violation Cases/Compla

Number of cases

na

21

10

S3.4R

Company's Customer/Consumer Complaint Channels

Yes/No

Yes

Yes

Yes

S3.5R

Customer Satisfaction Improvement Plan

Yes/No

No

No

Yes

S3.6R

Customer Satisfaction Development Targets

Yes/No

Yes

Yes

Yes

A target has been set for measuring customer satisfaction, requiring a satisfaction level of more than 85%, based on the annual customer satisfaction survey conducted once per year.

S3.7R

Customer Satisfaction Assessment Results

Yes/No

Yes

Yes

Yes

In 2025, the customer satisfaction score was 92%.

Responsible Marketing and Advertising

S3.8R

Ethical Marketing and Advertising Guidelines

Yes/No

No

Yes

Yes

S3.9R

Transparency in Communicating Product/Service Imp

Yes/No

No

No

Yes

GRI Disclosures beyond SET Guidelines

GRI 416: Customer Health and Safety 2016

GRI 416-1

Assessment of the health and safety impacts of product and service categories

Yes

Yes

Yes

GRI 416-2

Incidents of non-compliance concerning the health and safety impacts of products and services

0

0

0

S4 Corporate Social Responsibility (CSR)

Performance Results

SET	GRI	Data	Unit	2023	2024	2025	Notes
S4.1C		Policy for Community Development and Engagement (Affected Communities)	Yes/No	Yes	Yes	Yes	
S4.2C	GRI 413-1	Community Development and Engagement Plan (Affected Communities)	Yes/No	na	Yes	Yes	
S4.3C		Number of Community Disputes with Remedial Measures	Number of cases	0	0	0	
S4.4R		Community Development and Engagement Targets (Affected Communities)	Yes/No	na	Yes	Yes	
S4.5R		Benefits from Community Development/Support Initiatives	Yes/No	Yes	Yes	Yes	
S4.6R		Total Expenditure on Community Development/Support Programs	Million Baht (MB)	4,710,264.28	5,631,902.38	8,294,002.18	

GRI Disclosures beyond SET Guidelines

GRI 413: Local Communities (2016)

	GRI 413-1	Operations with local community engagement, impact assessments, and development programs		na	na	na	
	GRI 413-2	Operations with significant actual and potential negative impacts on local communities		0	0	0	

Performance Results

			2023			2024			2025			Notes
			Male	Female	Total	Male	Female	Total	Male	Female	Total	
S1 Fair Labor Practices												
S1 Human Rights												
S1.1C	Human Rights Policy and Practices	Yes/No			No			Yes			Yes	
S1.2R	Comprehensive Human Rights Risk Assessment in Business Operations with Preventive Measures	Yes/No			No			No			No	
S1.3R	Number of Human Rights Violation Incidents with Remediation and Mitigation Measures	Number of cases			-			-			-	
S2 Ethical Treatment of Workers												
Hiring Practices												
S2.1C	Number of Employees by Gender, Age, Position Level, and Geographic Origin											
GRI 401	Total Number of Employees	People	153	878	1,031	174	1,038	1,212	227	1,244	1,471	
GRI 2-7	Employees by Geographic Origin											
	Bangkok and Metropolitan Area	People	104	537	641	114	606	720	150	709	859	
	Northern Region	People	17	37	54	16	52	68	21	73	94	
	Central Region	People	11	66	77	17	102	119	23	115	138	
	Northeastern Region	People	10	98	108	12	102	114	11	134	145	
	Southern Region	People	5	83	88	8	111	119	10	132	142	
	Eastern Region	People	6	57	63	7	65	72	12	81	93	
	Foreign Countries	People	7	21	28	8	21	29	7	20	27	
	Thai	People	146	857	1,003	166	1,017	1,183	220	1,224	1,444	
	Myanmar	People	6	20	26	7	20	27	6	19	25	
	Cambodia	People	-	-	-	-	-	-	-	-	-	
	Laos	People	1	1	2	1	1	2	1	1	2	
	Other Countries	People	-	-	-	-	-	-	-	-	-	
GRI 2-7	Total Number of Contract Employees (including all contractors and employees with special employment contracts)											
	Thailand	People	-	2	2	-	2	2	-	2	2	
	Thai	People	-	2	2	-	2	2	-	2	2	
	Myanmar	People	-	-	-	-	-	-	-	-	-	
	Cambodia	People	-	-	-	-	-	-	-	-	-	
	Laos	People	-	-	-	-	-	-	-	-	-	
	Others	People	-	-	-	-	-	-	-	-	-	
GRI 2-7	Employee Types											
	Total Number of Permanent Employees	People	153	878	1,031	174	1,038	1,212	227	1,244	1,471	

Performance Results

			2023			2024			2025			Notes
			Male	Female	Total	Male	Female	Total	Male	Female	Total	
		Number of Temporary Employees	People	-	-	-	-	-	-	-	-	
		Number of Part-Time Employees	People	-	-	-	-	-	-	39	176	215
Employees Classified by Position Level												
GRI 2-9		Senior Management Level	People	3	5	8	2	5	7	2	5	7
		Percentage of Employees by Job Level	%	37.50	62.50		28.57	71.43		28.57	71.43	
GRI 405-1		Percentage of Senior Management from To	%			0.78			0.58			0.48
GRI 2-9		Middle Management Level	People	4	16	20	6	18	24	6	18	24
		Percentage of Employees by Job Level	%	20.00	80.00		25.00	75.00		25	75	
GRI 405-1		Percentage of Middle Management from To	%			1.94			1.98			1.63
GRI 2-9		Operational Management Level	People	146	857	1,003	166	1,015	1,181	219	1,221	1,440
		Percentage of Employees by Job Level	%	14.56	85.44		14.06	85.94		15.21	84.79	
GRI 405-1		Percentage of Operational Management fro	%			97.28			97.44			97.89
GRI 405-1		Employees by Age:										
		Under 30 Years	People	71	365	436	92	472	564	118	550	668
		Percentage of Employees by Age Group	%	16.28	83.72		16.31	83.69		17.66	82.34	
		Percentage of Senior Management from To	%			42.29			46.53			45.41
		Aged 30-50 Years	People	79	468	547	79	526	605	104	648	752
		Percentage of Employees by Age Group	%	14.44	85.56		13.06	86.94		13.83	86.17	
		Percentage of Senior Management from To	%			53.06			49.92			51.12
		Over 50 Years	People	3	45	48	3	40	43	5	46	51
		Percentage of Employees by Age Group	%	6.25	93.75		6.98	93.02		9.8	90.2	
		Percentage of Senior Management from To	%			4.66			3.55			3.47
GRI 405-1		Number of Disabled and/or Elderly Employe	People	5	10	15	7	9	16	7	9	16
S2.2C		Number of Disabled Employees	People	5	7	12	7	6	13	7	6	13
		Number of Elderly Employees	People	-	3	3	-	3	3	-	3	3
Employee Compensation												
S2.3C	GRI 405-2	Total Employee Compensation	Baht (THB)			270,277,082.17			330,978,620.13			418,097,171.35
S2.4C		% of Employees Who Are Members of Provident Fund	%			14.00			14.00			13
S2.5R		Compensation Differences by Gender	Female-to-Male Ratio			0.91 : 1			0.87 : 1			0.92:1
Occupational Health, Safety and Working Environment												
S2.12C	GRI 403-1	Safety, Occupational Health, and Workplace Environment Development Plans and Activities	Yes/No			Yes			Yes			Yes

Performance Results

				2023			2024			2025			Notes
				Male	Female	Total	Male	Female	Total	Male	Female	Total	
COM-S1.3	GRI 405-1	Number of incidents/complaints (re: rights violation, inequality, unfair labor practices with corrective/remedial actions)	Number of Cases			-						-	
COM-S2 Women's Workforce Empowerment													
COM-S2.1	GRI 405-1	Policy and Practices on Gender Equality and Women's Empowerment in the Workplace	Yes/No			na						na	Yes
COM-S2.2	GRI 405-1	Female Employee Data by Position Level:											
		Total number of female employees	People	-	878	878	1,038	1,038	1,244	1,244			
		Senior Management Level	People	-	5	5	5	5	5	5			
		Middle Management Level	People	-	16	16	18	18	18	18			
		Operational Level	People	-	857	857	1,015	1,015	1,221	1,221			
GRI Disclosures beyond the SET manual													
GRI 401: Employment 2016													
GRI 401-1	New Hires and Turnover Rate												
	New Employee Hiring												
	Total number of new employees	People	164	597	761	160	622	782	214	889	1,103		
	New hire rate (% of total workforce)	%	15.91	57.90	73.81	13.20	51.32	64.52	0.15	0.6	74.98		
	New hires by location:												
	Thailand	People	163	596	759	159	620	779	214	889	1,103		
	Percentage of total employees	%	15.81	57.81	73.62	13.12	51.16	64.27	0.15	0.6	74.98		
	Other countries	People	1	1	2	1	2	3	-	-	-		
	% of total employees	%	0.10	0.10	0.19	0.08	0.17	0.25	-	-	-		
	New hires by age group:												
	<30 years	People	108	413	521	133	444	577	161	650	811		
	% of total employees	%	10.48	40.06	50.53	10.97	36.63	47.61	0.11	0.44	55.13		
	30-50 years:	People	56	184	240	27	177	204	53	238	291		
	% of total employees	%	5.43	17.85	23.28	2.23	14.60	16.83	0.04	0.16	19.78		
	>50 years	People	-	-	-	-	1	1	-	1	1		
	% of total employees	%	-	-	-	-	0.08	0.08	-	0	0.07		
GRI 401-2	Benefits for Permanent Employees Only												
	Life insurance	Yes/No		Office locations only		Office locations only		Office locations only		Office locations only			
	Health insurance	Yes/No		Office locations only		Office locations only		Office locations only		Office locations only			

Performance Results

			2023			2024			2025			Notes
			Male	Female	Total	Male	Female	Total	Male	Female	Total	
	Disability protection and benefits	Yes/No			Office locations only			Office locations only			Office locations only	
	Parental leave	Yes/No			Yes			Yes			Yes	
	Retirement benefits	Yes/No			Yes			Yes			Yes	
	Stock ownership	Yes/No			No			No			No	
GRI 401-3	Maternity Leave											
	Employees eligible for maternity/parental leave	People	-	878	878	-	1,038	1,038		1,244	1,244	
	Employees who utilized maternity/parental leave	People	-	20	20	-	31	31		46	46	
	Employees who returned to work after maternity/parental leave	People	-	17	17	-	24	24		37	37	
	Employees who returned to work after maternity/parental leave and remained employed for at least 1 year	People	-	9	9	-	-	-		-	-	
	% of Employees Returning to Work After Utilizing Maternity/Parental Leave Benefits	% of Employees Who Utilized Full Maternity/Parental Leave Entitlements	-	85.00	85.00	-	77.00	77.00		80.43	80.43	

GRI 405: Diversity and Equal Opportunity 2016

GRI 405-1 Workforce Diversity in Supervisory and Organizational Staff												
	Proportion of Female Employees	%		85.20			86.00			84.57		
	Proportion of Female Employees in Senior Management	%		63.00			71.00			71.43		
	Proportion of Female Employees in Middle Management	%		80.00			75.00			75		
	Proportion of Female Employees in Operational Management	%		85.00			86.00			84.79		
	Number of female employees in revenue-generating management roles	People		na			na			na		Cannot be clearly separated - includes both direct and indirect revenue generation
	Proportion of female employees in revenue-generating departments (e.g., Product Planning & Distribution, Marketing, Sales & Operations, Strategic Development)	%		na			na			na		
	Total number of board members	People		5			5			5		
	Proportion of female board members	%		50.00			50.00			50.00		
GRI 405-2 Average Salary												
	Senior Management Level (Base Salary Only):	Baht (THB)			24,674,286			26,158,235			27,085,579	
	Average base salary	Baht / Person			3,084,286			3,736,891			3,869,368	
	Total base salary	Baht (THB)			19,313,434			24,771,368			27,488,221	
	Middle Management Level (Base Salary Only)	Baht / Person			965,672			1,032,141			1,145,343	
	Average base salary	Baht (THB)			23,776,545			30,334,438			34,516,608	
	Total base salary	Baht / Person			269,469			232,418			242,929	
	Other Positions total salary	Baht (THB)			na			na			na	

Performance Results

		2023			2024			2025			Notes
		Male	Female	Total	Male	Female	Total	Male	Female	Total	
Other Positions average salary	Baht / Person			na			na			na	
Female-to-male average salary ratio											
Senior management total base salary	-		1			1			1		
Middle management total base salary	-		2			2			1		
Operational management total compensation	-		1			1			1		
Other positions total salary	-	-	-	-	-	-	-	-	-	-	

GRI 403 Occupational Health and Safety 2018

GRI 403-8	Employees Covered by Occupational Health and Safety Management System										
	Permanent Employees Covered by OHS Management System										
	Number of Employees Covered by OHS Management System	People		1,031		1,212			1,471		
	% of Employees Covered by OHS Management System	%		100.00		100.00			100		
	Number of employees covered by OHS management system and audited internally	People		na		na			na		
	% of employees covered by OHS management system and audited internally	%		na		na			na		
	Number of employees covered by OHS management system with external certification/audit	People		na		na			1,471		
	Contractors/third-party workers covered by OHS management system										
	Number of contractors/third-party workers covered by OHS management system	People		na		na			561		
	% of contractors/third-party workers covered by OHS management system	%		na		na			100		
	Number of contractors/third-party workers covered by OHS management system and internally audited	People		na		na			na		
	% of contractors/third-party workers covered by OHS management system and internally audited	%		na		na			na		
	Number of contractors/third-party workers covered by OHS management system with external certification/audit	People		na		na			561		
	% of contractors/third-party workers covered by OHS management system with external certification/audit	%		na		na			100		

GRI 403-10 Work-Related Illnesses and Occupational Diseases

(Definition: "Illness" refers to health impairments, encompassing diseases, ailments, and disorders - these terms are often used interchangeably depending on symptoms and diagnosis.)

Performance Results

			2023			2024			2025			Notes
			Male	Female	Total	Male	Female	Total	Male	Female	Total	
	Permanent Employees	People			-			-			-	
	Contract Workers/Third-Party Contractors	People			-			-			-	
Recordable Work-Related Illness Cases												
	Permanent Employees	People			-			-			-	
	Contract Workers/Third-Party Contractors	People			-			-			-	

S2 Ethical Treatment of Workers

Employee Development

S2.6C	Employee Development Programs/Activities	Yes/No			Yes			Yes			Yes	
S2.7C	GRI 404-1	Average training hours per employee	Hours /person / year		9			9			13.59	
S2.8R	GRI 404-3	Employee development plan as part of annual performance evaluation	Yes/No		na			na			Yes	
S2.9R	Employee development targets	Yes/No			Yes			Yes			Yes	
S2.10R	Employee development expenditure	Million baht (MB)			1			1			1.92	
S2.11R	Benefits gained by employees and/or organization from development programs	Yes/No			Yes			Yes			Yes	

Employee Engagement and Participation Promotion

S2.16C	Employee Engagement and Retention Plan	Yes/No			Yes			Yes			Yes	
S2.17C	Voluntary turnover rate (%)	%			41.60			30.00			27.3	
S2.18C	Number of major labor disputes with correc	Number of cases			-			-			-	
S2.19R	Employee engagement and retention target	Yes/No			Yes			Yes			Yes	
S2.20R	Employee engagement survey results	Yes/No			Yes			Yes			Yes	
S2.21R	GRI 407	Employee collective bargaining on benefits and welfare	Yes/No		Yes			Yes			Yes	

Additional KPIs Collected

	Number of employees surveyed	People	81	720	801	104	769	873	134	969	1,103	
	Employee satisfaction score/rating	%	83.10	86.05	85.70	80.50	83.20	82.90	84.71	85.09	85.02	
	Employee satisfaction survey coverage rate	%	52.94	82.00	77.69	59.77	74.08	72.03	59.03	77.89	74.98	

GRI Disclosures beyond the SET manual

GRI 404: Training and Education 2016

GRI 404-2	Employee Skill Development Programs Retirement/Employment Termination Preparation Initiatives											
	Types and scope of implemented programs	Yes/No			No			Yes			Yes	
	Work facilitation programs and Retirement/employment termination preparation programs	Yes/No			No			Yes			Yes	