

## Performance Results

SET	GRI	Data	Unit	2022	2023	2024	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	8	9	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	4	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	No	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	No	Yes	
		Executive Committee	Yes/No	No	No	No	
G1.10C	2-9	Tenure of Individual Directors					
		Warapatr Todhanakasem, PH.D.	Year	1	2	3	
		Assoc. Prof. Somchai Supattarakul, PH.D.	Year	1	2	3	
		Miss Vasana Thieansirisak	Year	1	2	3	

## Performance Results

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		Sittiphol Viboonthanakul , PH.D.	Year	1	0	0	
		Assoc. Prof. Wannee Taechoyotin, PH.D.	Year	0	1	2	
		Mr. Sa-nga Boonsongkor	Year	1	2	3	
		Mr. Somchai Boonsongkorh	Year	1	2	3	
		Miss Monthana Asavametha	Year	1	2	3	
		Miss Natha Boonsongkroh	Year	1	2	3	
		Mr. Achira Boonsongkor	Year	1	2	3	
		Miss Supharada Rojwattana	Year	1	2	3	

## Board Roles and Responsibilities

G1.11C	Number of Board Meetings	Times	11	8	6
G1.11C	Number of Board Meeting Attendees	%	100%	100%	100%
	Average Number of Attendees per Board Meeting	Persons	10	10	10
G1.12C	Board Performance Results	Yes/No	Yes	Yes	Yes
G1.13C	Number of Audit Committee Meetings	Times	6	6	4
G1.14C	Audit Committee Performance Results	Yes/No	Yes	Yes	Yes
G1.15C	Number of Subcommittee Meetings (per committee)				
	Audit Committee	Times	6	4	4
	Risk Management Committee	Times	2	2	2
	Nomination and Remuneration Committee	Times	2	3	2
	Corporate Governance and Sustainability Development Committee	Times	0	0	2
	Executive Committee	Times	9	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	No	Yes	Yes
G1.19C	Analysis of Directors' Skills and Experience Based on Business Nature	Yes/No	No	Yes	Yes

## Performance Results

SET	GRI	Data	Unit	2022	2023	2024	Notes
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	No	Yes	Yes	
G1.22C	2-19	Individual Director Remuneration Amount					
		Warapatr Todhanakasem, PH.D.	Baht (THB)	880,000	800,000	853,000	
		Assoc. Prof. Somchai Supattarakul, PH.D.	Baht (THB)	730,000	660,000	934,000	
		Sittiphol Viboonthanakul , PH.D.	Baht (THB)	730,000	300,000	0	
		Miss Vasana Thieansirisak	Baht (THB)	670,000	670,000	954,000	
		Assoc. Prof. Wannee Taechoyotin, PH.D.	Baht (THB)	0	310,000	982,000	
G1.23C	2-19	Non-monetary Remuneration of Directors	Yes/No	No	No	No	
G1.24C	2-19	Policy and Criteria for Executive Remuneration Payment	Yes/No	No	Yes	Yes	
G1.25C	2-19	Total Executive Remuneration	Baht (THB)	19.4 million baht in salaries and bonuses (6 persons)	30.97 million baht in salaries and bonuses (8 persons)	33.55 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	No	Yes	Yes	
G1.28R		Individual Director Development Performance Results	Yes/No	No	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	No	Yes	Yes	
G1.31C	2-18	Performance Evaluation Results for Each Sub-Committee	Yes/No	No	Yes	Yes	
G1.32R	2-18	Individual Director Performance Evaluation Results	Yes/No	No	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	

Performance Results							
SET	GRI	Data	Unit	2022	2023	2024	Notes
G1.36C		Number of business ethics or corruption violations, along with corrective measures	Number of cases	na	na	7	
G1.37C		Whistleblowing and Complaint Handling Policy	Yes/No	Yes	Yes	Yes	
G1.38R		Measures to Prevent Business Ethics Violations	Yes/No	No	Yes	Yes	
GRI Disclosures beyond the SET Guidelines							
	205-1	Operations assessed for risks related to corruption	Yes/No	na	Yes	Yes	
	205-2	Anti-corruption policy and procedure communications and training	Number of persons	na	na	258	
	205-3	Confirmed incidents of corruption and actions take	Number of cases	na	na	4	
	206-1	Legal proceedings for anti-competitive practices, anti-trust violations, and monopolistic conduct	Number of cases	na	na	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	No	Yes	
G2.4R		Sustainability Performance Disclosure Standards (e.g., GRI Standards)	Yes/No	No	Yes	Yes	
G3 Sustainability Risk Management							
G3.1C		Sustainability Risk Management Policy and Practices	Yes/No	No	na	Yes	
G3.2C		ESG Risk Factors and Opportunities	Yes/No	No	Yes	Yes	
G3.3C		Emerging Sustainability Risks with Potential Near-Term Business Impact	Yes/No	No	Yes	Yes	
G3.4C		Business Continuity Management (e.g., Business Continuity Plan - BCP)	Yes/No	Yes	na	Yes	
G3.5R		Sustainability Risk Management Standards	Yes/No	No	Yes	Yes	
G4 Sustainable Supply Chain Management							
G4.1C		Sustainable Supply Chain Management Policy and Guidelines	Yes/No	No	No	Yes	
G4.2C		Sustainable Supply Chain Management Plan	Yes/No	na	na	na	
		Percentage of new suppliers screened for environmental criteria	%	na	na	62%	
G4.3R	308-1	Total number of new suppliers	List	50	58	102	
		Number of new suppliers screened for environmental criteria	List	na	na	63	
G4.3R	414-1	Percentage of new suppliers screened for social criteria	%	na	na	62%	

## Performance Results

SET	GRI	Data	Unit	2022	2023	2024	Notes
G4.3R	414-1	Number of new suppliers screened for social criteria	List	na	na	63	
G4.4R		Supplier Code of Conduct	Yes/No	No	Yes	Yes	
G4.5R		Percentage of key suppliers committed to Supplier Code of Conduct	%	na	na	100%	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)
		Number of key suppliers committed					
		Number of key suppliers committed	List	na	na	11	
		Total number of key suppliers	List	na	na	11	
GRI Disclosures beyond SET Guidelines							
	204-1	Local Supplier Expenditure Ratio	Ratio	na	na	99% : 1%	4 international suppliers and 318 domestic suppliers
	308-1	New Suppliers Screened Using Environmental Criteria	0	0	0	0	
	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	0	
	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	
COM-G1.4		Percentage of employees trained on cybersecurity and personal data protection	%	100%	6%	84%	
		Number of employees trained on cybersecurity and personal data protection	Person	19	50	275	
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	

## Performance Results

SET	GRI	Data	Unit	2022	2023	2024	Notes
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	na	
COM-G2.3		Number of product recall incidents with corrective and remedial actions	Number of Cases	na	na	na	
Recommended Additional Indicators							
		Number of product quality complaints with corrective and remedial actions (moved to Customer Responsibility section)	Times	na	61	136	
		Number of substantiated complaint cases	Number of Cases	na	61	131	
		Percentage of verified complaints successfully resolved	%	na	100%	100%	
G5 Innovation Development							
G5.1C		Corporate Innovation Development Policy and Practic	Yes/No	na	na	Yes	
G5.2C		Innovation Culture Development and Promotion Process	Yes/No	na	na	Yes	
G5.3C		Innovation Research and Development Expenditure	Baht (THB)	na	na	30,000,000	
G5.4R		Benefits Derived from Innovation Development	Yes/No	na	na	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	na	Yes	
E2.2C	GRI 302-1	Energy consumption (electricity/fuel)	kWh	0	7,237,975.14	8,968,081.77	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	
E2.4R	GRI 3-3	energy management targets	kWh	na	na	1,440,183.13	The company calculates electricity consumption for warehouses/HQ and only branches under the company's control, using 2023 as the base year (calculated per 1 million baht of revenue).
E2.5R	GRI 302-3	energy intensity (energy consumption per unit)	kWh/Unit	na	na	8,338,592.01	
Additional indicators for which data is being collected.							

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SET	GRI	Data	Unit	2022	2023	2024	Notes
		Electricity consumption	kWh (units) per year	na	6,872,972.20	8,507,591.49	The company collects electricity consumption data for warehouses/HQ and all branches.
		Diesel consumption	Liters per year	na	33,794	35,051	
		Gasoline consumption	Liters per year	na	2,644	2,430	
		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		
		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	na	84,642	
		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.
		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	na	6,872,972	8,507,591	
		Amount of diesel fuel usage 1 liter	36,420	0	1,230,777	1,276,557	
		Amount of gasoline usage 1 liter	31,480	0	83,233	76,496	
		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	na	84,642	

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SET	GRI	Data	Unit	2022	2023	2024	Notes
		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 <a href="https://public.tableau.com/app/profile/epposite/viz/shared/G6944HP72">https://public.tableau.com/app/profile/epposite/viz/shared/G6944HP72</a> . 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.
<b>E3 Water Management</b>							
E3.1C	GRI 3-3	Water Management Plan	Yes/No	na	na	Yes	
E3.2C	GRI 303-5	Water Usage Volume	Cubic meter	na	4,283.60	5,397.00	Disclosed only for warehouses and standalone branches
E3.3R	GRI 3-3	Water Usage Targets	Cubic meter	na	na	15	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.
E3.4R		Water Usage per Unit (water intensity)	Cubic meter/unit	na	449.43	529.82	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	na	100	Disclosed only for warehouses and standalone branches. The increase in water usage is due to the increase in the number of standalone branches.
<b>E4 Waste and waste management</b>							
E4.1C	GRI 3-3	Waste and Waste Management Plan	Yes/No	na	na	Yes	
	GRI 306-3	Amount of Waste Generated	Kilogram	na	na	225.00	
E4.2C		Amount of Hazardous Waste Generated	Kilogram	na	na	na	
		Amount of Non-Hazardous Waste Generated	Kilogram	na	na	na	
E4.3R		Waste and Waste Management Targets	Kilogram	na	na	na	



## Performance Results

SET	GRI	Data	Unit	2022	2023	2024	Notes
E4.4R		Amount of Waste That Has Gone Through Reuse and/or Recycle Processes	Kilogram	na	165.35	198.52	
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	na	
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	na	Yes	The company contracts external agencies to review wastewater values for warehouses.
	GRI 303-3	Water withdrawal	Cubic meter	na	4283	5397	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	13.02	7.32	8.82	
	GRI 306-4	Wasted diverted from disposal	Ton	na	165.35	198.52	
		Hazardous waste	Ton	na	na	na	
		Preparation for reuse	Ton	na	na	na	
		Recycling	Ton	na	165.35	198.52	
		Other recovery operations	Ton	na	na	na	
		Non-hazardous waste	Ton	na	na	na	
		Preparation for reuse	Ton	na	na	na	
		Recycling	Ton	na	165.35	198.52	
		Other recovery operations	Ton	na	na	na	
	GRI 306-5	Wasted directed to disposal	Ton	13.02	7.32	28.82	

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		Hazardous waste	Ton	na	na	na	
		Incineration with energy recovery	Ton	na	na	na	
		Incineration without energy	Ton	na	na	na	
		Landfilling	Ton	13.02	7.32	8.82	
		Disposal by other methods	Ton	na	na	20.00	
		Non-hazardous waste	Ton	na	na	na	
		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	na	Yes	
E5.2C	GRI 305-1	Direct greenhouse gas emissions, Scope 1	Tons of carbon dioxide equivalent	na	99.54	101.58	EF = 2,049.8134
	GRI 305-2	Indirect greenhouse gas emissions from energy use, Scope 2	Tons of carbon dioxide equivalent	na	3435.28	4252.94	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	na	Scope 1 = 116.31 Scope 2 = 719.95 Total = 836.26	The company calculates greenhouse gas emissions only for warehouses/HQ and branches that the company has control over, using 2023 as the base year (calculated based on revenue of 1 million baht).
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	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)	Currently, the company collects data only for Scope 1 and Scope 2 greenhouse gas emissions for all branches overall.

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E5.6R	GRI 305-4	Greenhouse gas emissions per unit (carbon intensity)	Tons of carbon dioxide equivalent/unit	na	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	

## COM-E3 Climate change risk

COM-E3.1		Climate Change Risk Assessment, explaining potential impacts on business operations	Yes/No	na	Yes	Yes	
COM-E3.2		Goals, plans, and measures to mitigate risks from climate change	Yes/No	na	Yes	Yes	

## GRI Disclosures beyond the SET manual

	GRI 305-5	Reduction of GHG emissions	Tons of carbon dioxide equivalent	na	na	40	
	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	na	Yes	Yes	
E1.2C		Number of cases or incidents violating laws or creating environmental impacts with explanation of corrective measures	Number of cases	na	na	0	
E1.3R		Value of damages or fines resulting from violations of laws or creating environmental impacts	Baht	na	na	0	
E1.4R		Compliance with international principles and standards regarding energy management	Yes/No	na	na	na	
E1.5R		Compliance with international principles and standards regarding water management	Yes/No	na	na	Yes	
E1.6R		Compliance with international principles and standards regarding waste and garbage management	Yes/No	na	na	Yes	

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E1.7R		Compliance with international principles and standards regarding greenhouse gas management or climate change	Yes/No	na	na	Yes	
GRI Disclosures beyond the SET manual							
GRI 3: Material Topics 2021							
	GRI 3-3	Management of material topics	Yes/No	na	Yes	Yes	
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	na	0	
Suggested indicators for additional data collection (if any)							
		Eco-Friendly Product	SKU	0	0	0	
GRI Disclosures beyond the SET manual							
GRI 301: Materials 2016							
	GRI 301-1	Materials used by weight or volume	Kilograms	na	na	0	
	GRI 301-2	Recycled input materials use	%	na	na	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	na	0	
		Amount of reusable packaging by type	Kilograms	na	na	0	
		Total weight of recyclable packaging	Kilograms	na	na	0	
		Amount of recyclable packaging by type	Kilograms	na	na	0	
		Total weight of single-use packaging Reduced	Kilograms	na	na	0	
		Amount of single-use packaging by type	Kilograms	na	na	0	
COM-E2.2	GRI 301-2	Percentage of packaging with recycled materials as a component	%	na	na	0	
COM-E2.3		Percentage of biodegradable packaging	%	na	na	0	
Suggested indicators for additional data collection (if any)							
		Number of SKUs with reduced plastic wrapping	SKU	na	na	8	
		Number of recycled paper tags used	Pieces	na	na	na	

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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	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	na	21	
S3.4R		Company's Customer/Consumer Complaint Channels	Yes/No	Yes	Yes	Yes	
S3.5R		Customer Satisfaction Improvement Plan	Yes/No	No	No	No	The Customer Satisfaction Development Plan is expected to be completed in 2025
S3.6R		Customer Satisfaction Development Targets	Yes/No	No	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	No	Yes	Yes	In 2024, the customer satisfaction score was 85%.
Responsible Marketing and Advertising							
S3.8R		Ethical Marketing and Advertising Guidelines	Yes/No	No	No	Yes	
S3.9R		Transparency in Communicating Product/Service Imp	Yes/No	No	No	No	Currently in progress, expected to be disclosed in 2025
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)							
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	na	Yes	

## Performance Results

SET	GRI	Data	Unit	2022	2023	2024	Notes
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	na	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)	No	4,710,264.28	5,631,902.38	

## 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

			2022			2023			2024			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	119	726	845	153	878	1,031	174	1,038	1,212		
GRI 2-7	Employees by Geographic Origin												
	Bangkok and Metropolitan Area	People	78	438	516	104	537	641	114	606	720		
	Northern Region	People	13	32	45	17	37	54	16	52	68		
	Central Region	People	12	53	65	11	66	77	17	102	119		
	Northeastern Region	People	6	81	87	10	98	108	12	102	114		
	Southern Region	People	5	71	76	5	83	88	8	111	119		
	Eastern Region	People	5	51	56	6	57	63	7	65	72		
	Foreign Countries	People	5	16	21	7	21	28	8	21	29		
	Thai	People	114	710	824	146	857	1,003	166	1,017	1,183		
	Myanmar	People	5	16	21	6	20	26	7	20	27		
	Cambodia	People	-	-	-	-	-	-	-	-	-		
	Laos	People	-	-	-	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		
	Thai	People	-	-	-	-	2	2	-	2	2		
	Myanmar	People	-	-	-	-	-	-	-	-	-		
	Cambodia	People	-	-	-	-	-	-	-	-	-		
	Laos	People	-	-	-	-	-	-	-	-	-		
	Others	People	-	-	-	-	-	-	-	-	-		
GRI 2-7	Employee Types												

**Performance Results**

			2022			2023			2024			Notes
			Male	Female	Total	Male	Female	Total	Male	Female	Total	
	Total Number of Permanent Employees	People	119	726	845	153	878	1,031	174	1,038	1,212	
	Number of Temporary Employees	People	-	-	-	-	-	-	-	-	-	
	Number of Part-Time Employees	People	-	-	-	-	-	-	-	-	-	
	Employees Classified by Position Level											
GRI 2-9	Senior Management Level	People	2	4	6	3	5	8	2	5	7	
	Percentage of Employees by Job Level	%	33.33	66.67		37.50	62.50		28.57	71.43		
GRI 405-1	Percentage of Senior Management from Tr	%			71.00			78.00			58.00	
GRI 2-9	Middle Management Level	People	3	15	18	4	16	20	6	18	24	
	Percentage of Employees by Job Level	%	16.67	83.33		20.00	80.00		25.00	75.00		
GRI 405-1	Percentage of Middle Management from Tr	%			2.13			1.94			1.98	
GRI 2-9	Operational Management Level	People	114	707	821	146	857	1,003	166	1,015	1,181	
	Percentage of Employees by Job Level	%	13.89	86.11		14.56	85.44		14.06	85.94		
GRI 405-1	Percentage of Operational Management fr	%			97.16			97.28			97.44	
GRI 405-1	Employees by Age:											
	Under 30 Years	People	60	335	395	71	365	436	92	472	564	
	Percentage of Employees by Age Group	%	15.19	84.81		16.28	83.72		16.31	83.69		
	Percentage of Senior Management from Tr	%			46.75			42.29			46.53	
	Aged 30-50 Years	People	58	366	424	79	468	547	79	526	605	
	Percentage of Employees by Age Group	%	13.68	86.32		14.44	85.56		13.06	86.94		
	Percentage of Senior Management from Tr	%			50.18			53.06			49.92	
	Over 50 Years	People	1	25	26	3	45	48	3	40	43	
	Percentage of Employees by Age Group	%	3.85	96.15		6.25	93.75		6.98	93.02		
	Percentage of Senior Management from Tr	%			3.08			4.66			3.55	
GRI 405-1	Number of Disabled and/or Elderly Employ	People	3	11	14	5	10	15	7	9	16	
S2.2C	Number of Disabled Employees	People	3	10	13	5	7	12	7	6	13	
	Number of Elderly Employees	People	-	1	1	-	3	3	-	3	3	
Employee Compensation												
S2.3C	GRI 405-2	Total Employee Compensation	Baht (THB)		199,400,019.71			270,277,082.17			330,978,620.13	
S2.4C		% of Employees Who Are Members of Pro	%		15.00			14.00			14.00	
S2.5R		Compensation Differences by Gender	Female-to-Male Ratio		NA			0.91 : 1			0.87 : 1	
Occupational Health, Safety and Working Environment												



**Performance Results**

				2022			2023			2024			Notes
				Male	Female	Total	Male	Female	Total	Male	Female	Total	
S2.12C	GRI 403-1	Safety, Occupational Health, and Workplace Environment Development Plans and Activities	Yes/No			Yes			Yes			Yes	
<b>Work-Related Fatal Injuries</b>													
S2.13C	GRI 403	Number of work-related injury/fatality cases	Times			-			2			3	
		Work-related illness statistics	People			-			-			-	
		Employees	People			-			-			-	
		Contractors	People			-			-			-	
		Work-related fatality statistics	People			-			-			-	
		Employees	People			-			-			-	
		Contractors	People			-			-			-	
		Work-related injury statistics (no lost time)	People			-			1			2	
		Employees	People			-			1			2	
		Contractors	People			-			-			-	
		Work-related injury statistics (lost time)	People			-			1			1	
		Employees	People			-			1			1	
		Contractors	People			-			-			-	
		Number of lost-time work injury cases	Times			-			1			1	
S2.14R		Occupational health, safety and work environment improvement targets	No unit			Yes			Yes			Yes	
S2.15R	GRI 403-9	Lost Time Injury Frequency Rate: LTIFR (Number of lost time injuries × 1,000,000) / Total hours worked				-			0			0	
<b>COM-S1 Respect for Diversity and Equality</b>													
COM-S1.1	GRI 405-1	Policy and Practices on Respecting Diversity and Equality (within organization and supply chain without discrimination by gender, age, nationality, disability, religion, etc.)	Yes/No			na			Yes			Yes	
	GRI 405-1	Employee Data by Gender and Nationality											
		Total employees (by gender)	People	119	726	845	153	878	1,031	174	1,038	1,212	
		Thai	People	114	710	824	146	857	1,003	166	1,017	1,183	
COM-S1.2		Myanmar	People	5	16	21	6	20	26	7	20	27	
		Cambodian	People	-	-	-	-	-	-	-	-	-	
		Laotian	People	-	-	-	1	1	2	1	1	2	
		Others	People	-	-	-	-	-	-	-	-	-	

**Performance Results**

				2022			2023			2024			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			-			-			-	
<b>COM-S2 Women's Workforce Empowerment</b>													
COM-S2.1	GRI 405-1	Policy and Practices on Gender Equality and Women's Empowerment in the Workplace	Yes/No			na			na			na	
COM-S2.2	GRI 405-1	Female Employee Data by Position Level:											
		Total number of female employees	People	-	726	726	-	878	878	1,038		1,038	
		Senior Management Level	People	-	4	4	-	5	5	5		5	
		Middle Management Level	People	-	15	15	-	16	16	18		18	
		Operational Level	People	-	707	707	-	857	857	1,015		1,015	
<b>GRI Disclosures beyond the SET manual</b>													
<b>GRI 401: Employment 2016</b>													
GRI 401-1	New Hires and Turnover Rate												
	New Employee Hiring												
		Total number of new employees	People	134	553	687	164	597	761	160	622		782
		New hire rate (% of total workforce)	%	15.86	65.44	81.30	15.91	57.90	73.81	13.20	51.32		64.52
	New hires by location:												
		Thailand	People	134	553	687	163	596	759	159	620		779
		Percentage of total employees	%	15.86	65.44	81.30	15.81	57.81	73.62	13.12	51.16		64.27
		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	98	405	503	108	413	521	133	444		577
		% of total employees	%	11.60	47.93	59.53	10.48	40.06	50.53	10.97	36.63		47.61
		30-50 years:	People	36	148	184	56	184	240	27	177		204
		% of total employees	%	4.26	17.51	21.78	5.43	17.85	23.28	2.23	14.60		16.83
		>50 years	People	-	-	-	-	-	-	-	1		1
		% of total employees	%	-	-	-	-	-	-	-	0.08		0.08
GRI 401-2	Benefits for Permanent Employees Only												
		Life insurance	Yes/No		Office locations only			Office locations only			Office locations only		
		Health insurance	Yes/No		Office locations only			Office locations only			Office locations only		

**Performance Results**

			2022			2023			2024			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	-	726	726	-	878	878	-	1,038	1,038	
	Employees who utilized maternity/parental leave	People	-	27	27	-	20	20	-	31	31	
	Employees who returned to work after maternity/parental leave	People	-	24	24	-	17	17	-	24	24	
	Employees who returned to work after maternity/parental leave and remained employed for at least 1 year	People	-	19	19	-	9	9	-	-	-	
	% of Employees Returning to Work After Utilizing Maternity/Parental Leave Benefits	% of Employees Who Utilized Full Maternity/Parental Leave Entitlements	-	89.00	89.00	-	85.00	85.00	-	77.00	77.00	

**GRI 405: Diversity and Equal Opportunity 2016**

GRI 405-1	Workforce Diversity in Supervisory and Organizational Staff											
	Proportion of Female Employees	%		85.90		85.20			86.00			
	Proportion of Female Employees in Senior Management	%		67.00		63.00			71.00			
	Proportion of Female Employees in Middle Management	%		83.00		80.00			75.00			
	Proportion of Female Employees in Operational Management	%		86.00		85.00			86.00			
	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		4		5			5			
	Proportion of female board members	%		40.00		50.00			50.00			
GRI 405-2	Average Salary											
	Senior Management Level (Base Salary Only):	Baht (THB)			na			24,674,286			26,158,235	
	Average base salary	Baht / Person			na			3,084,286			3,736,891	
	Total base salary	Baht (THB)			na			19,313,434			24,771,388	
	Middle Management Level (Base Salary Only)	Baht / Person			na			965,672			1,032,141	
	Average base salary	Baht (THB)			na			23,776,545			30,334,438	
	Total base salary	Baht / Person			na			269,469			232,418	
	Other Positions total salary	Baht (THB)			na			na			na	

**Performance Results**

		2022			2023			2024			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	-	na	na	na	1			1			
Middle management total base salary	-	na	na	na	2			2			
Operational management total compensation	-	na	na	na	1			1			
Other positions total salary	-	na	na	na	-	-	-	-	-	-	

**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		845		1,031		1,212
% of Employees Covered by OHS Management System	%		100.00		100.00		100.00
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		na
	Contractors/third-party workers covered by OHS management system						
Number of contractors/third-party workers covered by OHS management system	People		na		na		na
% of contractors/third-party workers covered by OHS management system	%		na		na		na
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		na
% of contractors/third-party workers covered by OHS management system with external certification/audit	%		na		na		na
GRI 403-10	Work-Related Illnesses and Occupational Diseases						

**Performance Results**

			2022			2023			2024			Notes
			Male	Female	Total	Male	Female	Total	Male	Female	Total	
(Definition: "Illness" refers to health impairments, encompassing diseases, ailments, and disorders - these terms are often used interchangeably depending on symptoms and diagnosis.)												
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		1			9			9	
S2.8R	GRI 404-3	Employee development plan as part of annual performance evaluation	Yes/No		na			na			na	
S2.9R		Employee development targets	Yes/No		Yes			Yes			Yes	
S2.10R		Employee development expenditure	Million baht (MB)		0			1			1	
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 (%)	%		53.30			41.60			30.00	
S2.18C		Number of major labor disputes with correct	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	75	547	622	81	720	801	104	769	873	
	Employee satisfaction score/rating	%	77.10	81.00	80.60	83.10	86.05	85.70	80.50	83.20	82.90	
	Employee satisfaction survey coverage rate	%	63.00	75.34	73.61	52.94	82.00	77.69	59.77	74.08	72.03	

**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			No			Yes	

Performance Results

			2022			2023			2024			Notes
			Male	Female	Total	Male	Female	Total	Male	Female	Total	
Work facilitation programs and Retirement/employment termination preparation programs	Yes/No				No			No			Yes	