

ESG Performance Data 2024

Vanachai Group Public Company Limited

Summary of Key ESG Performance Results: Environmental Dimension

Environment								
Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
Sustainability resources								
Material Management								
Goal 12	301-1	• All Materials Used	Ton	2,022,765	1,877,794	2,245,191	2,320,142	
		– Rubber Wood	Ton	1,918,616	1,785,198	2,140,663	2,208,486	
		– Urea Formaldehyde Adhesive	Ton	102,695	91,231	102,695	109,982	
		– Others (Moisture-resistant agent, anti-fungal agent, and wood preservative)	Ton	1,454	1,365	1,833	1,674	
		• Non-renewable Materials	Ton	104,149	92,596	104,528	113,331	
		– Urea Formaldehyde Adhesive and Others	Ton	104,149	92,596	104,528	111,656	
		• Recyclable Materials	Ton	1,918,616	1,785,198	2,140,663	2,208,486	
		– Raw Wood Material	Ton	1,918,616	1,785,198	2,140,663	2,208,486	
	301-2	Recycled Input Materials Used	Ton	1,918,616	1,785,198	2,140,663	2,208,486	
		Rate of utilization of materials that are reusable or recyclable	Percentage	94.85%	95.07%	95.34%	95.19%	
		Utilization rate of reusable or recyclable materials relative to production capacity	% Tons of production	95.60%	98.45%	97.80%	98.52%	
	301-3	Recliamed Products and their packaging Materials	Ton	28,092	23,638	28,492	28,910	
		Rate of utilization of reused products and packaging materials	Percentage	3.02%	3.04%	3.03%	3.05%	
		Utilization rate of other recycled raw materials relative to production capacity	% Tons of production	1.55%	1.55%	1.54%	1.55%	
		Rate of non-recyclable materials in the production process	Percentage	5.15%	4.93%	4.66%	4.81%	
Energy								
Energy Management								
Goal 7	302-1	• Energy Consumption within the Organization	Gigajoule	3,834,245	3,472,504	3,914,995	4,197,757	
		• Total electricity consumption within the organization	Gigajoule	1,940,224	1,766,819	2,013,014	2,043,503	
		– Amount of non-renewable electricity consumption	Gigajoule	970,112	883,409	1,001,507	1,021,674	
		– Amount of indirect non-renewable electricity consumption	Gigajoule	879,614	661,940	756,287	762,039	
		– Amount of renewable electricity consumption	Gigajoule	90,498	221,470	255,220	259,790	
		– Rate of renewable electricity usage	Percentage	4.7%	12.5%	12.7%	12.7%	

Summary of Key ESG Performance Results: Environmental Dimension

Environment								
Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
Goal 7	302-1	• Total thermal energy consumption from fuels within the organization	Gigajoule	1,894,021	1,705,685	1,901,981	2,154,254	
		– Amount of non-renewable thermal energy consumption from fuels	Gigajoule	87,507	81,348	118,971	109,353	
		• Total thermal energy consumption from fuels within the organization						
		– Amount of thermal energy consumption from renewable fuels	Gigajoule	1,806,514	1,624,337	1,783,010	2,044,901	
		• Total thermal energy consumption from fuels within the organization						
		– Rate of renewable thermal energy usage	Percentage	95.4%	95.2%	93.7%	94.9%	
		• Renewable energy consumption (electricity and heat) within the organization	Gigajoule	1,897,012	1,845,807	2,038,230	2,304,691	
		– Consumption of renewable electricity and heat from fuels	Percentage	49.48%	53.15%	52.06%	54.90%	
	302-2	Amount of indirect energy consumption	Gigajoule	879,614	661,940	746,287	762,039	
	302-3	Energy intensity per unit of production	Gigajoules per unit of production (sq.m.)	2.14	2.32	2.14	2.33	
302-4	Reduction in total energy consumption (electricity and/or fuel oil)	Gigajoule		0.18	–0.01	0.19		
302-5	Reduction in energy demand of products and services	Percentage		8.38%	–0.33%	9.08%		
Water and Effluents								
Water Management								
Goal 6	303-1	• Interactions with Water as a shared Resource	Cubic meter (m³)	804,099	785,308	946,730	856,321	
		– Self-produced water (Chonburi Plant and Surat Thani Plant)	Cubic meter (m³)	637,687	616,853	758,117	669,413	
		– Tap water from industrial estates (Saraburi Plant and Rayong Plant)	Cubic meter (m³)	136,483	127,669	153,438	165,259	

Summary of Key ESG Performance Results: Environmental Dimension

Environment								
Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
Goal 6	303-1	- Groundwater (Surat Thani Plant)	Cubic meter (m³)	29,929	40,786	35,175	21,649	
		• Net water consumption	Cubic meter (m³)	712,330	668,500	841,160	846,220	
		• Volume of water sourced from water-stressed areas	Cubic meter (m³)	91,769	116,808	105,570	10,101	
	303-2	• Management of impacts related to wastewater discharge to the environment	Cubic meter (m³)	54,580	41,630	28,560	0.00	
		- Total volume of wastewater	Cubic meter (m³)	119,700	105,700	133,700	132,700	
		- Volume of wastewater reused (Recycle)	Cubic meter (m³)	65,120	64,070	105,140	132,700	
			Percentage	54.4%	60.6%	78.6%	100.0%	
	303-3	• Volume and sources of water used by the organization	Cubic meter (m³)	804,099	785,308	946,730	856,321	
		- Self-produced water (Chonburi Plant and Surat Thani Plant)	Cubic meter (m³)	637,687	616,853	758,117	669,413	
		• Volume and sources of water used by the organization						
		- Tap water from industrial estates (Saraburi Plant and Rayong Plant)	Cubic meter (m³)	136,483	127,669	153,438	165,259	
		- Groundwater (Surat Thani Plant)	Cubic meter (m³)	29,929	40,786	35,175	21,649	
	303-4	• Volume of wastewater discharge	Cubic meter (m³)	54,580	41,630	28,560	0	
		- Proportion of treated wastewater discharged in compliance with standards	Percentage	7%	5%	3%	0%	
	303-5	• Net water consumption	Cubic meter (m³)	712,330	668,500	841,160	846,220	
		- Water consumption rate per unit of total production volume	Cubic meter per unit of production (m³)	0.38	0.43	0.40	0.49	
		- Water withdrawal rate per unit of total production volume	Cubic meter per unit of production (m³)	0.53	0.60	0.62	0.64	
Emissions								
Emissions Management								
Goal 13		Total Greenhouse Gas Emissions	tCO ₂ e	124,840	75,236	106,928	96,329	
	305-1	• Scope 1 Greenhouse Gas Emissions (Direct)	tCO ₂ e	6,165	5,929	6,261	6,146	

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Environment								
Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
Goal 13	305-2	• Scope 2 Greenhouse Gas Emissions (Indirect)	tCO ₂ e	118,675	69,307	100,667	90,184	
	305-3	• Scope 3 Greenhouse Gas Emissions (Other Indirect)	tCO ₂ e	N/A	N/A	N/A	N/A	To commence operations in 2025
	305-4	Intensity of Scope 1 and 2 emissions per unit of production	tCO ₂ e per unit of production	0.085	0.078	0.072	0.071	
	305-5	Reduction in Scope 1 and 2 GHG emissions per unit of production compared to the 2021 baseline	tCO ₂ e per unit of production		-0.007	-0.013	-0.014	
			Percentage		-8.24%	-15.29%	-16.47%	
	305-6	• Emissions of Ozone-Depleting Substances (ODS)	kg CFC-11e	N/A	N/A	N/A	N/A	
			kg CFC-11e per ton of production	N/A	N/A	N/A	N/A	
	305-7	• Emissions of Nitrogen Oxides (NOx)	Kilogram	86,901	116,518	68,928	50,226	
			Kilograms per ton of production	0.07	0.10	0.06	0.04	
		• Emissions of Sulfur Oxides (SOx)	Kilogram	N/A	N/A	N/A	N/A	
			Kilograms per ton of production	N/A	N/A	N/A	N/A	
		• Emissions of Carbon Monoxide (CO)	Kilogram	238,146	593,261	423,066	521,175	
			Kilograms per ton of production	0.18	0.53	0.31	0.38	
		• Emissions of Volatile Organic Compounds (VOCs)	Kilogram	N/A	N/A	N/A	N/A	
			Kilograms per ton of production	N/A	N/A	N/A	N/A	
		• Emissions of Total Suspended Particulates (TSP), including PM10	Kilogram	5,950	40,799	33,704	39,967	
			Kilograms per ton of production	0.00	0.04	0.02	0.03	

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Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
Effluents, Waste and Pollution								
Effluents, Waste and Pollution Management								
Goal 12	306-2	• Total Waste Volume and Significant Waste-Related Impacts	Ton	262.77	174.71	103.38	340.16	
		- Total hazardous waste disposed	Ton	50.07	44.25	57.56	49.22	
		* Recycling	Ton	50.07	44.25	57.56	49.22	
		* Disposal by licensed companies	Ton	-	-	-	-	
Goal 12	306-2	- Total non-hazardous waste disposed	Ton	212.70	130.46	45.82	290.94	
		* Recycling	Ton	212.70	130.46	46.82	290.94	
		* Safe landfill disposal	Ton	-	-	-	-	
Biodiversity								
Biodiversity Management								
Goal 15	101-1	• Percentage of operations covered by a biodiversity policy	Percentage	N/A	N/A	N/A	100%	Vanachai Group initiated its first Biodiversity Risk Assessment in 2024
		• Number of biodiversity restoration or conservation projects implemented each year	Project	N/A	N/A	N/A	1	
		• Area restored or conserved	Hectares / Year	N/A	N/A	N/A	283.39	
	101-2	• Percentage of biodiversity risks mitigated within 12 months	Percentage	N/A	N/A	N/A	100%	
		• Number of Biodiversity Impact Assessments (BIA) conducted annually	Percentage	N/A	N/A	N/A	100%	
	101-3	• Percentage of benefits from biodiversity use shared with local communities	Percentage	N/A	N/A	N/A	N/A	
		• Number of biodiversity capacity-building projects for communities	Project	N/A	N/A	N/A	1.00	
	101-4	• Percentage of operational sites with biodiversity impact assessments	Percentage	N/A	N/A	N/A	100%	
		• Number of ecological baseline studies conducted prior to project commencement	Percentage	N/A	N/A	N/A		

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Environment								
Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
Goal 15	101-5	• Number of key biodiversity sites monitored	% of all high-risk areas monitored	N/A	N/A	N/A	100%	
	101-6	• Percentage reduction in deforestation rates related to partner activities	Percentage	N/A	N/A	N/A		
	101-7	• Number of biodiversity monitoring projects at operational sites	Percentage	N/A	N/A	N/A	100%	
	101-8	• Number of ecosystem services assessments conducted annually	Percentage	N/A	N/A	N/A	100%	
Supplier environmental assessment								
Supplier environmental assessment								
Goal 12	308-1	• Number of new partners screened using environmental criteria	entity (partner)	N/A	N/A	N/A	33	
	308-2	• Percentage of raw materials sourced from sustainable sources	Percentage	100%	100%	100%	100%	
		• Total greenhouse gas emissions from all upstream partners	tCO ₂ e/ Year	N/A	N/A	N/A	N/A	
		• Percentage of partners with science-based targets (SBTs) for GHG emissions reduction	Percentage	N/A	N/A	N/A	N/A	
		• Percentage of suppliers located near Key Biodiversity Areas (KBA) with biodiversity management plans	Percentage	N/A	N/A	N/A	N/A	

Note:

NA (Not Available): No data collected

(1) Total energy reduction (electricity and/or fuel oil) during 2021–2024 compared to the 2021 baseline

(2) Covers: Headquarters, Depot by Vanachai, and four manufacturing plants: Chonburi Plant, Saraburi Plant, Rayong Plant, and Surat Thani Plant

Summary of Key ESG Performance Results: Social Dimension

Labor Practices												
Standards		Disclosure Topics	Performance of Vanchai Group									Notes
SDGs	GRI		Unit of measurement	2021		2022		2023		2024		
				Femal	Male	Femal	Male	Femal	Male	Female	Male	
Employment												
Goal 5	405-1	Total number of employees by gender	Headcount	583	1,328	698	1,438	673	1,432	578	1,305	
		Total number of all employees	Headcount	1,911		2,136		2,105		1,883		
Goal 10	405-1	Employees by Location										
		• Permanent employees – Bangkok	Manpower	42	86	58	98	67	102	44	36	
		• Permanent employees – Other provinces	Manpower	541	1,242	640	1,340	606	1,330	534	1,269	
		Employees by Level and Age (Thailand)										
		Senior Executives (Director level)										
		• Aged 50 and above	Percentage	6.3%	18.8%	5.9%	29.4%	5.3%	31.6%	5.3%	36.8%	
		• Aged between 30 – 50	Percentage	6.3%	68.8%	5.9%	58.8%	5.3%	57.9%	5.3%	52.6%	
		• Aged below 30	Percentage	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
		Middle Management (Manager level)										
		• Aged 50 and above	Percentage	0.0%	0.0%	0.0%	2.2%	0.0%	2.2%	0.0%	2.2%	
		• Aged between 30 – 50	Percentage	9.4%	47.1%	13.5%	44.9%	14.4%	46.7%	13.0%	48.9%	
		• Aged below 30	Percentage	3.5%	40.0%	0.0%	39.3%	1.1%	35.6%	3.3%	32.6%	
		Operational Staff										
		• Aged 50 and above	Percentage	0.9%	1.8%	1.1%	1.8%	1.5%	2.1%	1.7%	3.0%	
		• Aged between 30 – 50	Percentage	16.9%	40.9%	16.9%	38.2%	17.3%	40.1%	17.6%	43.7%	
• Aged below 30	Percentage	13.6%	25.8%	15.4%	26.6%	13.5%	25.5%	11.3%	22.7%			
SDG 5	401-1	New Hires										
		New hires by location										
		• New permanent employees in Thailand – Bangkok	Manpower	0	0	0	0	0	0	0	0	
			Percentage	0%	0%	0%	0%	0%	0%	0%	0%	
		• New permanent employees in Thailand – Other provinces	Manpower	186	220	162	174	52	71	16	24	
			Percentage	45.8%	54.2%	48.2%	51.8%	42.3%	57.7%	40.0%	60.0%	
		New hires by age										
		• Aged 50 and above	Manpower	0	0	0	0	0	0	0	0	
			Percentage	0%	0%	0%	0%	0%	0%	0	0	
		• Aged between 30 – 50	Manpower	42	40	44	29	15	7	5	3	
			Percentage	10.3%	9.9%	13.1%	8.6%	12.2%	5.7%	12.5%	7.5%	
		• Aged below 30	Manpower	144	180	118	145	37	64	11	21	
			Percentage	35.5%	44.3%	35.1%	43.2%	30.1%	52.0%	27.5%	52.5%	

Summary of Key ESG Performance Results: Social Dimension

Labor Practices

Standards		Disclosure Topics	Unit of measurement	Performance of Vanchai Group								Notes	
SDGs	GRI			2021		2022		2023		2024			
				Femal	Male	Femal	Male	Femal	Male	Female	Male		
SDG 5	401-1	Employee Resignations											
		Resignations by location											
		• Total number of employee resignations during the Resignation rate of all employees	Manpower								109	114	
			Percentage								48.9%	51.1%	
		• Permanent employees – Bangkok Resignation rate of Bangkok employees	Manpower								0	0	
			Percentage								0.0%	0.0%	
		• Permanent employees – Other provinces Resignation rate of employees in other provinces	Manpower								109	114	
			Percentage								48.9%	51.1%	
		New hire resignations by location											
		• Total number of new hires who resigned during the Resignation rate of all new hires	Manpower								3	5	
			Percentage								37.5%	62.5%	
		• New hires – Bangkok Resignation rate of new hires in Bangkok	Manpower								0	0	
			Percentage								0.0%	0.0%	
		• New hires – Other provinces Resignation rate of new hires in other provinces	Manpower								3	5	
			Percentage								37.5%	62.5%	
		Employee resignations by age group											
		• Aged 50 and above	Manpower								1	9	
			Percentage								0.4%	4.0%	
		• Aged between 30 – 50	Manpower								49	41	
			Mpercentage								22.0%	18.4%	
		• Aged below 30	Manpower								59	64	
			Percentage								26.5%	28.7%	
	407-1	Welfare Committee and Social Security											
		• Number of employees on the welfare committee	Manpower								7	13	
		• Proportion of employees on the welfare committee to total employees	Percentage								1.31%	1.02%	
	401-2	Social Security and Employee Benefits											
		• Number of employees benefiting from the Social Security scheme	Percentage								100%	100%	
		• Total employer contributions to Social Security	Ratio								5.24	10.09	
	401-3	Return-to-work rate of employees taking											
		• Number of employees who took maternity/parental leave	Manpower		18		31		30		20		
		• Number of employees who returned to work after taking	Manpower		15		24		15		20		
		• Return rate of employees after maternity/parental leave	Percentage		83.3%		77.4%		50.0%		100%		

Summary of Key ESG Performance Results: Social Dimension

Labor Practices												
Standards		Disclosure Topics	Unit of measurement	Performance of Vanchai Group								Notes
SDGs	GRI			2021		2022		2023		2024		
				Femal	Male	Femal	Male	Femal	Male	Female	Male	
Goal 5 ua: Goal 10	405-1	• Number of employees or workers with disabilities or from	Headcount	21		27		26		23		
		• Employment rate of persons with disabilities as required	Percentage	111%		129%		136%		131%		
		Employees or Workers with Disabilities by Region		5	16	8	19	6	20	5	18	
		• Employees/workers with disabilities in Thailand –	Manpower	0	0	0	0	0	0	0	0	
		• Employees/workers with disabilities in Thailand – Other	Manpower	5	16	8	19	6	20	5	18	
Compensation												
Goal 5	405-2	Overall Female-to-Male Pay Ratio	Female: Male	1 : 1.12		1 : 1.67		1 : 1.10		1 : 1.01		
		• Senior Management (Director level)	Female: Male	1 : 1.06		1 : 1.03		1 : 1.00		1 : 1.00		
		• Middle Management (Manager level)	Female: Male	1 : 1.03		1 : 1.04		1 : 1.04		1 : 1.00		
		• Employees (Operational level)	Female: Male	1 : 1.26		1 : 1.27		1 : 1.25		1 : 1.03		
Engagement												
SDG 8	401-1	Employee engagement assessment results	Percentage	94.13%		95.49%		96.64%		97.01%		
		Employee Engagement and Turnover										
		• Total employee resignations	Manpower	166		217		276		223		
			Percentage	8.7%		10.2%		13.1%		12.4%		
		• Employee resignations by gender	Manpower	58	108	115	102	118	158	109	114	
			Percentage	34.9%	65.1%	53.0%	47.0%	42.8%	57.2%	48.9%	51.1%	
		Employee Resignations by Location										
		• Resignations of permanent employees – Bangkok	Manpower	0	0	0	0	0	0	0	0	
			Percentage	0%	0%	0%	0%	0%	0%	0%	0%	
		• Resignations of employees in Thailand – Other provinces	Manpower	58	108	115	102	118	158	109	114	
			Percentage	34.9%	65.1%	53.0%	47.0%	42.8%	57.2%	48.9%	51.1%	
		Employee Resignations by Age Group										
		• Aged 50 and above	Manpower	4	18	3	0	3	5	1	9	
			Percentage	2.41%	10.84%	1.38%	0%	1.09%	1.81%	0.45%	4.04%	
		• Aged between 30 – 50	Manpower	29	46	29	42	39	77	49	41	
			Percentage	17.47%	27.71%	13.36%	19.35%	14.13%	27.90%	21.97%	18.39%	
		• Aged below 30	Manpower	25	44	83	60	76	76	59	64	
			Percentage	15.06%	26.51%	38.25%	27.65%	27.54%	27.54%	26.46%	28.70%	
SDG 16	406-1	Discrimination Incidents and Reporting										
		• Reporting of human rights violations and discrimination	Number of case	0		0		0		0		

Notes :

NA (Not Available): No data collected

Summary of Key ESG Performance Results: Social Dimension

Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
Protection of Customer Privacy								
Human Rights								
SDG 16	412-3	Number of employee human rights complaints	Number of Cpmplaint	0	0	0	0	
		Number of human rights complaints related to committed suppliers	Number of Cpmplaint	0	0	0	0	
Community Development								
SDG 11	413-1	Spending or Resources for Social/Community Development						
		1) Community/Social Development Expenses	Million Baht	2.50	2.47	2.73	7.06	
		- Budget for social activities	Million Baht	1.20	1.20	1.20	5.54	
		- Management costs for social activities	Million Baht	1.04	0.94	1.14	0.20	
		- Donations	Million Baht				1.21	
		- Others (products/services)	Million Baht	0.26	0.33	0.39	0.10	
		2) Employee Participation in Social Activities						
		- Number of employees participating in social activities	Persons / Year	629	668	802	1,232	
		- Total hours spent by employees on social activities	Hour / Year	2,111	2,612	3,133	5,544	
		- Average hours per employee per year for social activities	Hour / Person / Year	3.36	3.91	3.91	4.50	
		- Participation rate in social activities	Employee participation rate	35.28%	34.08%	41.45%	68.33%	
	413-1	Social/Community Development Targets						
		- Maintain overall community satisfaction level	Percentage	N/A	N/A	N/A	85%	
		- Complaints related to environmental or human rights impacts on the community	Number of complaints	0	0	0	0	
	413-1	Community and Company Benefits from Projects (Quantitative and Qualitative)						
		- CSR projects/Activities	Number of Project / Activity	65	64	78	88	
		- Provinces with CSR activities	Number of Province	3	5	3	5	
		- Total number of trees planted	Ton	N/A	N/A	1,000	1,322	
		- Number of students trained by the company	Number of Student	95	53	229	61	

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Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
Protection of Customer Privacy								
SDG 11	413-2 411-1	Incidents or complaints related to environmental or human rights impacts on communities	Number of Incident	0	0	0	0	
Safety, Occupational Health and Working Environment								
SDG 3	403-5	Occupational Health and Safety Training						
		• Number of employees trained in occupational health and safety	Number of persons	213	822	693	947	
	403-8	Employees Covered by Occupational Health and Safety Management						
		• Number of employees	Number of persons	1,911	2,136	2,105	1,967	
			Percentage	100%	100%	100%	100%	
		Working Hours						
		• Total employee working hours	Working hours	4,716,608	5,266,560	5,183,776	4,909,632	
	403-9	Work-Related Incidents						
		Recordable Injuries (Beyond First Aid)						
		• Recordable injuries among all employees	Number of case	29	46	0	0	
		• Recordable injury rate among all employees	Cases per million working hours	6.15	8.73	0.00	0.00	
		• Recordable injury rate among all contractors	Cases per million working hours			0.00	0.00	
		Fatal Work-Related Incidents						
		• Number of employee fatalities	Number of person	0	0	0	0	
		Lost-Time Injuries from Work						
		• Number of lost-time injury cases among all employees	Number of case	13	15	11	14	
		• Lost-Time Injury Frequency Rate (LTIFR) among all employees	Cases per million working hours	2.39	2.37	1.69	2.12	
		• LTIFR among all contractors	Cases per million working hours			0.00	0.00	

Summary of Key ESG Performance Results: Social Dimension

Standards		Disclosure Topics	Performance of Vanchai Group				Notes		
SDGs	GRI		Unit of measurement	2021	2022	2023		2024	
Protection of Customer Privacy									
SDG 3	403-9	Fatal Incidents from Transportation Activities							
		• Number of fatal incidents from transportation involving employees	Number of case	0	0	0	0		
		• Number of fatal incidents from transportation involving contractors and partners	Number of case	0	0	0	0		
		• Fatality rate from transportation (employees)	Cases per million working hours	0	0	0	0		
		• Fatality rate from transportation (contractors and partners)	Cases per million working hours	0	0	0	0		
		Fatal Incidents from Transportation Activities							
		• Number of lost-time injury cases from transportation (employees)	Number of case	0	0	0	0		
		• Number of lost-time injury cases from transportation (contractors and partners)	Number of case	0	0	0	0		
	403-10	Work-Related Illnesses and Incidents							
		Leave Due to Work-Related Injuries							
		• Number of leave days due to work-related injuries (all employees)	Number of day	0	0	0	0		
	403-10	Fatal Work-Related Illnesses							
		• Number of fatal work-related illnesses (all employees)	Number of person	0	0	0	0		
		403-10	Serious Work-Related Illnesses (Causing Time Off)						
			• Number of serious work-related illness cases (all employees)	Number of case	0	0	0	0	
			• Occupational Illness Frequency Rate (OIFR)	Cases per million working hours	0	0	0	0	

Summary of Key ESG Performance Results: Social Dimension

Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
Protection of Customer Privacy								
Training and Education								
SDG 4	404-1	• Average number of training or knowledge development hours per employee/contractor	Hours / person / year	7.03	11.29	13.39	10.23	
	404-2	• Number of skill enhancement and transition support programs	Number of programs	6	15	22	18	
		• Amount spent on employee skill development	Million Baht	1.3	2.8	93.5	59.4	
	404-3	• Employees receiving regular performance evaluations and career development reviews	Percentage	100%	100%	100%	100%	
	410-1	• Number of security personnel trained in human rights policies or procedures	Number of person			425	759	
Supplier social assessment								
SDG 12 SDG 16	414-1	• Number of new suppliers screened using social (ESG) criteria	Number of suppliers				33	
	414-2	• Number of social impact complaints in the supply chain and actions taken	Number of complaints				0	
	Operations of business partners within the supply chain							
	408-1	• Number of complaints related to child labor risks among high-risk suppliers	Number of complaints	0	0	0	0	
	409-1	• Number of complaints related to forced labor risks among high-risk suppliers	Number of complaints	0	0	0	0	

Notes :
NA (Not Available): No data collected

Summary of Key ESG Performance Results: Governance Dimension

Good Corporate Governance								
Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
Board Performance								
Board Composition and Diversity								
Goal 16	102-18	Independent directors to total board members	Proportion of independent directors to total board members	05:15	05:15	05:15	06:15	
		Non-executive directors to total board members	Proportion of non-executive directors to total board members	6:15	6:15	6:15	06:15	
		Non-executive directors with experience in the company's core business	Proportion of non-executive directors with experience in the company's core business	1:15	1:15	1:15	00:15	
		Male-to-female board member	Male-to-female board member ratio	13:2	13:2	13:2	13:2	
		Board members with predefined essential skills (board skill matrix) relevant to the company's operations	Proportion of qualified directors to total board members	100%	100%	100%	100%	
Board Performance Evaluation								
Goal 16	102-28	Evaluation of the overall board performance (average score level)	Average score of the board's performance evaluation	N/A	N/A	97.5	97.6	
		Evaluation of individual board members' performance (average score level)	Average score of evaluation on accountability, training and development, and compliance with good governance principles	N/A	N/A	98.6	98.5	
		Cross-group board performance evaluation (anonymous)	Cross-group board assessment (anonymous 4-person per group format)	N/A	N/A	97.4	97.5	
Code of Conduct and Compliance								
Goal 16	102-17	Percentage of directors and employees trained on ethics	Percentage	100%	100%	100%	100%	
		Mechanism to ensure compliance with business code of conduct	Number of complaints	0	0	0	0	

Summary of Key ESG Performance Results: Governance Dimension

Good Corporate Governance								
Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
ESG Risk Management								
Goal 1-17	GRI 102 – 15	Number of corruption-related complaints	Cases per year	0	0	0	0	
		Frequency of drills for handling unexpected events, such as: Emergency Plan, Crisis Management Plan, Business Continuity Plan	Number of times per year	1	1	1	1	
Supply Chain								
Supply Chain Management								
Goal 12, 16	308-1 414-1	Proportion of new suppliers screened based on environmental, social, or governance (ESG) criteria	Number of suppliers	0	0	0	33	
			Percentage of new suppliers in the year	0%	0%	0%	100%	
Customer Centric								
Customer Satisfaction								
Goal 8	102-43 102-44	Overall Customer Satisfaction Survey Results	Percentage	97.3%	97.3%	97.8%	98.0%	
		• Product satisfaction	Percentage	97.3%	97.1%	98.1%	98.1%	
		• Sales staff satisfaction	Percentage	97.4%	97.3%	97.7%	97.9%	
		• Sales support staff satisfaction	Percentage	97.4%	97.3%	97.7%	98.7%	
		• Technical service satisfaction	Percentage	97.4%	97.3%	97.7%	97.2%	
		• Delivery service satisfaction	Percentage	97.4%	97.3%	97.7%	97.9%	
		Total Number of Customer Complaints	Cases per Year				2	
		• Product quality complaints	Cases per year				2	
		• Quantity-related complaints	Cases per year				0	
		• Service-related complaints	Cases per year				0	
		• Packaging complaints	Cases per year				0	
		• Delivery complaints	Cases per year				0	
		Total Number of Resolved Customer Complaints	Cases per Year				2	
		• Product Quality Complaints	Cases per year				2	
		– Resolved within the specified timeframe	Cases per year				2	
		– Resolved after the specified timeframe	Cases per year				0	

Summary of Key ESG Performance Results: Governance Dimension

Good Corporate Governance								
Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
Goal 8	102-43 102-44	• Quantity Complaints	Cases per year				0	
		- Resolved within the specified timeframe	Cases per year				0	
		- Resolved after the specified timeframe	Cases per year				0	
		• Service Complaints	Cases per year				0	
		- Resolved within the specified timeframe	Cases per year				0	
		- Resolved after the specified timeframe	Cases per year				0	
		• Packaging Complaints	Cases per year				0	
		- Resolved within the specified timeframe	Cases per year				0	
		- Resolved after the specified timeframe	Cases per year				0	
		• Delivery Complaints	Cases per year				0	
		- Resolved within the specified timeframe	Cases per year				0	
		- Resolved after the specified timeframe	Cases per year				0	
Good Corporate Governance								
Direct Economic Value Generated and Distributed								
Goal 8	201-1	Total Revenue: Represents the economic value generated from the organization’s operations	Million Baht / Year	12,990	13,196	14,182	13,832	
		Operating Expenses: Measures the total expenses incurred from business activities	Million Baht / Year	1,616	1,556	1,881	1,928	
		Employee Wages and Benefits: Reflects the amount paid to employees in the form of wages and benefits	Million Baht / Year	1,201	1,320	1,446	1,433	
		Taxes and Contributions to Government: Measures the amount of taxes, fees, and contributions paid to the government	Million Baht / Year	7	88	83	112	
		Community Investment: Represents investments in community development projects and CSR activities	Million Baht / Year	2.50	2.47	2.73	4.80	
Financial Implications and Other Risks and Opportunities Due to Climate Change								
SDG 8	201-2	Financial Impact from Climate Risks: Measures damages or costs incurred due to climate-related risks	Million Baht / Year				0	
SDG 8	201-2	Investment in Climate Resilience: Measures the amount invested in projects that enhance climate adaptability (e.g., investment in Solar Rooftop installation)	Million Baht / Year				60	
		Cost Reduction from Climate-Related Opportunities: Cost savings from using clean energy and improving operational efficiency	Million Baht / Year				10	

Summary of Key ESG Performance Results: Governance Dimension

Good Corporate Governance								
Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
SDG 8	201-2	Greenhouse Gas (GHG) Emission Reduction from Climate Actions: Measures progress in reducing GHG emissions to mitigate climate risks	Percentage				9.91%	
Tax Management								
SDG 8	201-3	Total Company Contributions to Benefit and Retirement Plans: Measures the total amount contributed by the company	Million Baht / Year				2.74	
		Percentage of Employees Covered by Benefit Plans: Indicates the proportion of employees receiving entitlements under retirement benefit plans	Percentage				100%	
Financial Assistance Received from Government								
SDG 8	201-4	Total Value of Financial Assistance Received from the Government: Measures the total amount of support received from the government	Million Baht / Year				N/A	
		Tax Credits or Incentives Received from the Government: Tracks tax reductions and benefits received through government programs	Million Baht / Year				21.89	
Market Presence								
Ratio of Standard Entry-Level Wage by Gender Compared to Local Minimum Wage								
SDG 8	202-1	Ratio of Male Employees’ Entry-Level Wage to Local Minimum Wage	Percentage				100%	

Summary of Key ESG Performance Results: Governance Dimension

Good Corporate Governance								
Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
SDG 8	202-1	Ratio of Female Employees' Entry-Level Wage to Local Minimum Wage	Percentage				100%	
		Gender Pay Equity Index: Compares entry-level wages between male and female employees to assess wage equality	Pecenrage				100%	
	202-2	Percentage of Senior Management Hired from the Local Community: Measures the proportion of senior positions held by individuals from the local community	Percentage				0	
		Number of Senior Management Positions Appointed from the Local Community: Indicates the number of senior roles filled by individuals from the local community	Percentage				0	
Indirect economic impacts / Procurement practices								
SDG 8	203-1	Total Value of Infrastructure Investments: Investments in infrastructure projects such as education systems and well-being	Million Baht / Year				0.624	
		Community Infrastructure or Service Projects Supported: Size and frequency of support for projects that benefit the community	Number of Project / Year				41	
		Beneficiaries of Infrastructure Projects: Number of people who directly benefit from implemented projects	Number of Beneficiaries / Year				526	
	203-2/ 204-1	Procurement from Local Businesses or SMEs: Support for the local economy	Million Baht / Year				124	
		Local SME Partners or Suppliers Supported: Collaboration with local businesses through supplier development or purchase agreements	Number of suppliers				52	
Anti-corruption								
SDG 16	205-1	Units Assessed for Corruption Risk	Percentage				100%	
		Corruption Risk Assessments Conducted	Number of case / Year				1	

Summary of Key ESG Performance Results: Governance Dimension

Good Corporate Governance								
Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
SDG 16	205-2	Total Employees Trained on Anti-Corruption	Percentage				100%	
		Board Members or Senior Executives Trained	Percentage				100%	
		New Employees Oriented on Anti-Corruption Policies	Percentage				100%	
	205-3	Confirmed Corruption Incidents	Incidence / Year				0	
		Disciplinary Actions Taken (e.g., Warning or Dismissal)	Percentage				0	
Anti-competitive behavior								
SDG 16	206-1	Legal Cases Related to Anti-Competitive Behavior: Number of lawsuits or legal actions involving monopolies, bid rigging, or violations of competition law	Number of cases per year				0	
SDG 16	206-1	Business Units Covered by Competition Law Compliance Programs: Coverage of training or programs to prevent anti-competitive behavior within the organization	Percentage				0	
Tax								
SDG 16	207-2	Internal or External Tax Audits Conducted	Number of times per year				4	
	207-3	Tax Concerns or Inquiries Received and Resolved	Number of times per year				0	
Marketing and Labeling								
Responsible Marketing Communications								
Goal 3	417-1	Types of Products Subject to Information/Labeling Requirements: Percentage of products in the portfolio that are required to have labels or mandatory information	Percentage				9.13%	
		Number of Products with Sustainability or Environmental Information: Transparency in communicating sustainability to consumers	Item per Year				0	
	417-2	Confirmed Non-Compliance Incidents: Incorrect labeling, missing information, or misleading claims	Number of cases per year				0	
		Product Recalls Due to Manufacturing Issues	Number of times				0	

Summary of Key ESG Performance Results: Governance Dimension

Good Corporate Governance								
Standards		Disclosure Topics	Performance of Vanchai Group					Notes
SDGs	GRI		Unit of measurement	2021	2022	2023	2024	
SDG 3	417-3	Confirmed Non-Compliance in Marketing Communications: Exaggerated advertising or inaccurate information	Number of cases per year				0	
		Complaints Received Regarding Marketing: Concerns or complaints from consumers and the public	Number of cases per year				0	
Customer privacy								
	418-1	Number of confirmed complaints related to customer privacy violations: Based on complaints from customers, regulators, or stakeholders that were verified	Number of cases/year				0	
		Incidents of customer data loss or leakage: Frequency of confirmed data breach incidents	Number of cases/year				0	
Innovation								
Innovation Mangement								
SDG 9		Number of products certified with green labels or environmental standards: Measures success in developing sustainability-oriented products	Number of green-labeled products				5	
		GHG emissions avoided or reduced through innovation	tCO ₂ e / year				32,259	
		Innovation projects with environmental impact: Number of projects that help reduce impact (e.g., waste, carbon, improve resource efficiency)	Number of environmentally impactful products				5	
SDG 9		Innovation projects addressing social needs (e.g., health, safety, equality): Reflects the use of innovation to benefit communities	Number of socially impactful products				5	
		Percentage of revenue from new products/services (launched in the past 3 years)	Percentage				1.12%	
		Number of innovation training hours	Hours/employee/year				N/A	

Notes :
NA (Not Available): No data collected



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