

# ESG

## Performance Data 2025

Vanachai Group Public Company Limited





# Key ESG Performance Summary

Environmental Performance										
Standards			Disclosure Topic	Performance of Vanachai Group					Remarks	
SDGs	GRI	FTSE Russell		Unit	2021*	2022	2023	2024		2025
SDG 12	GRI 301-2	EPRO6 / EPRO9 / EPR11 / EPR15 / EPR26 / EPR27	• Quantity of materials reused	Tonnes	1,918,616	1,785,198	2,140,663	3,183,003	2,776,398	
			- Reusable or recyclable material use rate	%	94.85%	95.07%	95.34%	95.00%	94.72%	
			- Reusable or recyclable material use rate relative to production capacity	% per m³ of production	80.23%	89.52%	88.61%	83.92%	88.21%	
				% per tonne of production	114.62%	127.88%	126.59%	120.80%	127.46%	
			- Board production capacity, excluding adhesive resins	m³	1,341,154	1,118,455	1,354,874	2,127,179	1,765,269	
				Tonnes	938,808	782,918	948,412	1,477,845	1,221,640	
			• Reclaimed products and packaging materials	Tonnes	28,092	23,638	28,492	47,013.17	41,538	
			- Reclaimed product and packaging material rate	%	146%	132%	133%	148%	150%	
			- Other renewable raw material use rate relative to production capacity	% per tonne of production	2.99%	3.02%	3.00%	3.18%	3.40%	
			- Non-recyclable material rate in the production process	%	5.15%	4.93%	4.66%	5.02%	5.29%	
	EPR27	• Total cost of environmental fines and penalties in the fiscal year	THB million	0	0	0	0	0		
	EPR15	• Investment to reduce or avoid waste-related impacts	THB million	0	0	0	0	0		
	EPR28	• Share of operating sites covered by recognized environmental management systems, such as ISO 14001	%	25.0%	25.0%	25.0%	25.0%	25.0%		
	Energy(4)									
Energy Management										
SDG 7	GRI 103-1 / GRI 2-23	ECC31	• Environmental policy on energy use	Policy	N/A	N/A	N/A	VNG-ENV-EVT-PL-01	VNG-ENV-EVT-PL-02	*Note: GRI 103 will replace GRI 302 from 2027 onward when future-readiness disclosure is provided.
		GRI 103-2	ECC14 / ECC15 / ECC31 / ECC38 / ECC39/ ECC77 / ECC78	• Total energy consumption within the organization	GJ	3,746,738	3,391,156	3,796,024	5,283,639	
	• Total direct energy consumption			GJ	2,867,124	2,729,216	3,039,737	4,078,923	3,764,600	
	• Total non-renewable energy consumption			GJ	970,112	883,409	1,001,507	306,482	297,945	
	- Diesel			GJ	970,112	883,409	1,001,507	208,026	200,023	
	- Gasoline			GJ				581	983	
	- Fuel oil			GJ				21,598	151	
	- Natural Gas			GJ				75,869	69,823	
	- LPG for industrial use			GJ				408	26,965	
	• Total renewable energy consumption			GJ	1,897,012	1,845,807	2,038,230	3,772,441	3,466,655	
	- Solar photovoltaic			GJ	90,498	221,470	255,220	66,951	70,453	
	- Grid based Renewable Energy	GJ	N/A	N/A	N/A	245,333	206,949			

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SDGs	GRI	FTSE Russell		Unit	2021*	2022	2023	2024		2025	
SDG 7	GRI 103-2		- Biomass	GJ	1,806,514	1,624,337	1,783,010	3,460,157	3,189,254		
			<b>Total indirect energy consumption</b>	<b>GJ</b>	<b>879,614</b>	<b>661,940</b>	<b>756,287</b>	<b>1,204,716</b>	<b>1,075,393</b>		
			- Purchased electricity consumption	GJ	879,614	661,940	756,287	1,204,716	1,075,393		
SDG 7 / SDG 13	GRI 103-2	ECC15	<b>Renewable electricity and heat consumption within the organization</b>	<b>GJ</b>	<b>1,897,012</b>	<b>1,845,807</b>	<b>2,038,230</b>	<b>3,772,441</b>	<b>3,466,655</b>		
				%	50.6%	54.4%	53.7%	71.4%	71.6%		
			- Board and adhesive resin production capacity	m³	1,341,154	1,118,455	1,354,874	2,246,184	1,870,354		
				Tonnes	938,808	782,918	948,412	1,629,563	1,354,870		
SDG 7	GRI 103-3		Energy intensity per unit of production	GJ per unit of production (m³)	2.14	2.32	2.14	2.33	2.59		
				GJ per unit of production (tonne)	3.99	4.33	4.00	3.24	3.57		
	GRI 103-5	ECC78	Reduction in total energy consumption, including electricity and/or fuel, compared with the 2024 base year	GJ per unit of production (m³)	N/A	N/A	N/A	-	0.26		
				GJ per unit of production (tonne)	N/A	N/A	N/A	-	0.33		
				Reduction in energy requirements of products and services	% per m³	N/A	N/A	N/A	0.00%	-0.2577 GJ/m3 and -11.06%	
					% per tonne	N/A	N/A	N/A	0.00%	-0.3299 GJ/t and -10.18%	
Water and Effluents											
Water Management											
SDG 6	GRI 2-23	EWT13	<b>Environmental policy on water management</b>	Policy	N/A	N/A	N/A	VNG-ENV-EVT-PL-01	VNG-ENV-EVT-PL-02		
			GRI 303-3	EWT24 / EWT31 / EWT32	<b>Water withdrawal volume by source</b>	<b>m³</b>	<b>804,099</b>	<b>785,308</b>	<b>946,730</b>	<b>1,403,054</b>	<b>1,141,026</b>
	- On-site produced water (Chonburi and Surat Thani plants)	m³			637,687	616,853	758,117	1,006,000	769,315		
	- Industrial estate piped water supply (Saraburi and Rayong plants)	m³			136,483	127,669	153,438	368,245	335,288		
	- Provincial Waterworks Authority piped water supply (Depot by Vanachai)	m³			N/A	N/A	N/A	7,160	3,388		
	- Groundwater (Surat Thani plant)	m³			29,929	40,786	35,175	21,649	33,035		
	<b>Net water consumption across all operating sites</b>	<b>m³</b>			<b>712,330</b>	<b>668,500</b>	<b>841,160</b>	<b>1,392,953</b>	<b>1,107,991</b>		
	- Vanachai Group Head Office, Bangkok	m³			0	0	0	0	0		
	- Surat Thani plant, Wiang Sa District	m³			575,847	540,831	687,722	857,548	623,607		
	- Rayong plant, Map Ta Phut Industrial Estate	m³	N/A	N/A	N/A	202,986	180,984				
- Chonburi plant, Ban Bueng District	m³	N/A	N/A	N/A	160,000	145,708					
- Saraburi plant, Kaeng Khoi Industrial Estate	m³	136,483	127,669	153,438	165,259	154,304					

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Standards			Disclosure Topic	Performance of Vanachai Group					2025	Remarks		
SDGs	GRI	FTSE Russell		Unit	2021*	2022	2023	2024				
SDG 6	GRI 303-3	EWT24 / EWT31 / EWT32	- Depot by Vanachai, Chachoengsao Province	m³	N/A	N/A	N/A	7,160	3,388			
			<b>• Volume of reserve water supply</b>	<b>m³</b>	<b>91,769</b>	<b>116,808</b>	<b>105,570</b>	<b>261,863</b>	<b>338,761</b>			
			- Vanachai Group Head Office, Bangkok	m³	N/A	N/A	N/A	N/A	0			
			- Surat Thani plant, Wiang Sa District	m³	91,769	116,808	105,570	130,000	173,333			
			- Rayong plant, Map Ta Phut Industrial Estate	m³	N/A	N/A	N/A	N/A	0			
			- Chonburi plant, Ban Bueng District	m³	N/A	N/A	N/A	131,863	165,428			
			- Saraburi plant, Kaeng Khoi Industrial Estate	m³	N/A	N/A	N/A	N/A	0			
			- Depot by Vanachai, Chachoengsao Province	m³	N/A	N/A	N/A	N/A	0			
	GRI 303-3			<b>• Water withdrawal volume by source</b>	<b>m³</b>	<b>804,099</b>	<b>785,308</b>	<b>946,730</b>	<b>1,403,054</b>	<b>1,141,026</b>		
				- On-site produced water (Chonburi and Surat Thani plants)	m³	637,687	616,853	758,117	1,006,000	769,315		
				- Industrial estate piped water supply (Saraburi and Rayong plants)	m³	136,483	127,669	153,438	368,245	335,288		
				- Provincial Waterworks Authority piped water supply (Depot by Vanachai)	m³	N/A	N/A	N/A	7,160	3,388		
				- Groundwater (Surat Thani plant)	m³	29,929	40,786	35,175	21,649	33,035		
	GRI 303-5			<b>• Net water consumption</b>	<b>m³</b>	<b>712,330</b>	<b>668,500</b>	<b>841,160</b>	<b>1,392,953</b>	<b>1,107,991</b>		
				- Water consumption intensity per total production volume	m³ per unit of production (m³)	0.38	0.43	0.40	0.62	0.59		
				- Water withdrawal intensity per total production volume	m³ per unit of production (tonne)	0.53	0.60	0.62	0.85	0.82		
		EWT27			<b>• Water withdrawal / consumption in water-stressed areas</b>	<b>m³</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
					- Vanachai Group Head Office, Bangkok	m³	0	0	0	0	0	
					- Surat Thani plant, Wiang Sa District	m³	0	0	0	0	0	
					- Rayong plant, Map Ta Phut Industrial Estate	m³	0	0	0	0	0	
- Chonburi plant, Ban Bueng District					m³	0	0	0	0	0		
- Saraburi plant, Kaeng Khoi Industrial Estate	m³	0	0	0	0	0						
- Depot by Vanachai, Chachoengsao Province	m³	0	0	0	0	0						
SDG 6	GRI 303-4	EWT33	<b>• Total wastewater generated</b>	<b>m³</b>	<b>119,700</b>	<b>105,700</b>	<b>133,700</b>	<b>198,626</b>	<b>181,538</b>			
			- Vanachai Group Head Office, Bangkok	m³	N/A	N/A	N/A	0	0			
			- Surat Thani plant, Wiang Sa District	m³	N/A	N/A	N/A	132,700	137,000			
			- Rayong plant, discharged to Map Ta Phut Industrial Estate for third-party treatment	m³	N/A	N/A	N/A	56,815	35,252			

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Standards			Disclosure Topic	Performance of Vanachai Group					2025	Remarks	
SDGs	GRI	FTSE Russell		Unit	2021*	2022	2023	2024			
SDG 6	GRI 303-4	EWT33	- Chonburi plant, Ban Bueng District	m³	N/A	N/A	N/A	4,911	5,086		
			- Saraburi plant, discharged to Kaeng Khoi Industrial Estate for third-party treatment	m³	N/A	N/A	N/A	4,200	4,200		
			- Depot by Vanachai, Chachoengsao Province	m³	N/A	N/A	N/A	0	0		
	GRI 303-4	EWT33	• <b>Total treated effluent discharged</b>	<b>m³</b>	<b>54,580</b>	<b>41,630</b>	<b>28,560</b>	<b>62,701</b>	<b>32,566</b>		
			- Share of treated effluent discharged in compliance with applicable standards	%	6.79%	5.30%	3.02%	4.47%	2.85%		
		• <b>Total wastewater recycled and reused</b>	<b>m³</b>	<b>65,120</b>	<b>64,070</b>	<b>105,140</b>	<b>135,926</b>	<b>148,972</b>			
			%	54.4%	60.6%	78.6%	68.4%	82.1%			
		EWT26	• <b>Areas with water stress or water scarcity</b>	<b>m³</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
			- Vanachai Group Head Office, Bangkok	m³	0	0	0	0	0	0	
	- Surat Thani plant, Wiang Sa District		m³	0	0	0	0	0	0		
	- Rayong plant, Map Ta Phut Industrial Estate		m³	0	0	0	0	0	0		
	- Chonburi plant, Ban Bueng District		m³	0	0	0	0	0	0		
	- Saraburi plant, Kaeng Khoi Industrial Estate		m³	0	0	0	0	0	0		
	- Depot by Vanachai, Chachoengsao Province		m³	0	0	0	0	0	0		
	EWT35	• Target to reduce water consumption / withdrawal at operating sites affected by water stress	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
		• Reduction rate in water consumption / withdrawal at operating sites affected by water stress against target	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		
		<b>Company-level reduction in water consumption / withdrawal</b>									
	EWT34	- Target	%	10%	10%	10%	10%	10%	10%		
	EWT09	- Performance	%	N/A	-13.2%	-17.0%		60.4%	54.30%		
	EWT29	- Incidents of non-compliance with regulatory water quality / quantity requirements	Cases	0	0	0	0	0	0		
EPR28	- Investment to reduce or avoid water-related impacts	THB million	0	0	0	0	0	0			
EWT28	• <b>Investment to reduce or avoid effluent / wastewater impacts</b>	<b>THB million</b>	<b>1,616</b>	<b>153</b>	<b>190</b>	<b>199</b>	<b>199</b>	<b>189</b>			
	- Rayong plant, discharged to Map Ta Phut Industrial Estate for third-party treatment	THB million	0.749	0.701	0.936	0.931	0.902				
	- Saraburi plant, discharged to Kaeng Khoi Industrial Estate for third-party treatment	THB million	0.867	0.827	0.969	1.058	0.988				

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Standards			Disclosure Topic	Performance of Vanachai Group					2025	Remarks	
SDGs	GRI	FTSE Russell		Unit	2021*	2022	2023	2024			
<b>Emissions(3)</b>											
<b>Emissions Management</b>											
SDG 13	GRI 2-23 / GRI 102-1 /		Climate Change Policy, including carbon dioxide and greenhouse gas emissions	Policy	N/A	N/A	N/A	N/A	VNG-ENV-CC-PL-01		
	GRI 102-5	ECC01 / ECC31	• Scope 1 direct greenhouse gas emissions	tCO <sub>2</sub> e/year	6,165	5,929	6,261	35,122	31,037	Premature use of the new GRI climate standard before its 2027 effective date. Scope 1, Scope 2, Scope 3, intensity and emissions reduction data should be aligned with GRI 305, the current emissions standard.	
			- Fuel combustion from boilers / thermal systems	tCO <sub>2</sub> e/year	N/A	N/A	N/A	N/A	17,653		
			- Company-owned vehicles and forklifts	tCO <sub>2</sub> e/year	N/A	N/A	N/A	N/A	9,905		
			- Refrigerant leakage	tCO <sub>2</sub> e/year	N/A	N/A	N/A	N/A	3,479		
	GRI 102-6		• Scope 2 energy indirect greenhouse gas emissions	tCO <sub>2</sub> e/year	118,675	69,307	100,667	211,207	142,262		
			- Scope 2 emissions, location-based method, calculated using the average grid emission factor for purchased electricity in the	tCO <sub>2</sub> e/year	N/A	N/A	N/A	N/A	178,863		
			- Scope 2 emissions, market-based method, calculated based on the Company's electricity procurement choices	tCO <sub>2</sub> e/year	N/A	N/A	N/A	N/A	142,262		
		ECC14	• Scope 1 and Scope 2 greenhouse gas emissions	tCO <sub>2</sub> e/year	124,840	75,236	106,928	246,329	173,299		
			• Scope 1 and Scope 2 greenhouse gas emissions intensity per unit of production (tonne)	tCO <sub>2</sub> e/year per tonne of production	0.085	0.078	0.072	0.151	0.128		
			- Vanachai Group Head Office, Bangkok	tCO <sub>2</sub> e/year per tonne of production	N/A	N/A	N/A	N/A	0		
			- Surat Thani plant, Wiang Sa District	tCO <sub>2</sub> e/year per tonne of production	N/A	N/A	N/A	N/A	0.130		
			- Rayong plant, Map Ta Phut Industrial Estate	tCO <sub>2</sub> e/year per tonne of production	N/A	N/A	N/A	N/A	0.124		
			- Chonburi plant, Ban Bueng District	tCO <sub>2</sub> e/year per tonne of production	N/A	N/A	N/A	N/A	0.162		
			- Saraburi plant, Kaeng Khoi Industrial Estate	tCO <sub>2</sub> e/year per tonne of production	N/A	N/A	N/A	N/A	0.107		
			- Depot by Vanachai, Chachoengsao Province	tCO <sub>2</sub> e/year per tonne of production	N/A	N/A	N/A	N/A	0		
		GRI 102-4		• Target to reduce Scope 1 and Scope 2 greenhouse gas emissions intensity per production volume from the 2024 base year	tCO <sub>2</sub> e/year per tonne of production	N/A	N/A	N/A	N/A		0.125
				%	N/A	N/A	N/A	N/A	17%		
		GRI 102-9	ECC78	• Performance against Scope 1 and Scope 2 greenhouse gas emissions reduction intensity target from the 2024 base year	tCO <sub>2</sub> e/year per tonne of production	N/A	N/A	N/A	0.000		0.023
				%	N/A	N/A	N/A	-	15.38%		
		GRI 102-7	ECC49	• Total Scope 3 other indirect greenhouse gas emissions (Categories 1 to 15)	tCO <sub>2</sub> e/year	N/A	N/A	N/A	684,349.57		612,075.61
				%	N/A	N/A	N/A	N/A	77.93%		
			Indirect greenhouse gas emissions in the value chain, material upstream categories		N/A	N/A	N/A	651,191.54	582,384.09		
			- Category 1. Purchased goods and services, high materiality	%	N/A	N/A	N/A	83.313%	83.268%		
				tCO <sub>2</sub> e/year	N/A	N/A	N/A	570,153.40	509,660.12		

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## Environmental Performance

Standards			Disclosure Topic	Performance of Vanachai Group					Remarks			
SDGs	GRI	FTSE Russell		Unit	2021*	2022	2023	2024		2025		
SDG 13	GRI 102-7	ECC49	- Category 2. Capital goods, low materiality	%	N/A	N/A	N/A	0.432%	0.434%			
				tCO <sub>2</sub> e/year	N/A	N/A	N/A	2,958.80	2,657.00			
			- Category 3. Fuel- and energy-related activities not included in Scope 1 or 2, medium materiality	%	N/A	N/A	N/A	6.120%	6.145%			
				tCO <sub>2</sub> e/year	N/A	N/A	N/A	41,881.61	37,613.87			
			- Category 4. Upstream transportation and distribution, high materiality	%	N/A	N/A	N/A	3.256%	3.267%			
				tCO <sub>2</sub> e/year	N/A	N/A	N/A	22,279.45	19,995.81			
			- Category 5. Waste generated in operations, medium materiality	%	N/A	N/A	N/A	0.028%	0.028%			
				tCO <sub>2</sub> e/year	N/A	N/A	N/A	188.57	168.60			
			- Category 6. Business travel, low materiality	%	N/A	N/A	N/A	1.075%	1.076%			
				tCO <sub>2</sub> e/year	N/A	N/A	N/A	7,356.89	6,588.83			
			- Category 7. Employee commuting, medium materiality	%	N/A	N/A	N/A	0.920%	0.920%			
				tCO <sub>2</sub> e/year	N/A	N/A	N/A	6,296.91	5,631.96			
			- Category 8. Upstream leased assets, low materiality / not relevant	%	N/A	N/A	N/A	0.011%	0.011%			
				tCO <sub>2</sub> e/year	N/A	N/A	N/A	75.91	67.89			
			<b>Indirect greenhouse gas emissions in the value chain, material downstream categories</b>				<b>N/A</b>	<b>N/A</b>	<b>N/A</b>		<b>33,158.03</b>	<b>29,691.52</b>
			- Category 9. Downstream transportation and distribution, high materiality	%	N/A	N/A	N/A	4.646%	4.652%			
				tCO <sub>2</sub> e/year	N/A	N/A	N/A	31,795.50	28,472.87			
			- Category 10. Processing of sold products, low materiality / not relevant	%	N/A	N/A	N/A	0.000%	0.000%			
				tCO <sub>2</sub> e/year	N/A	N/A	N/A	0.00	0.00			
			- Category 11. Use of sold products, low materiality / not relevant	%	N/A	N/A	N/A	0.000%	0.000%			
tCO <sub>2</sub> e/year	N/A	N/A		N/A	0.00	0.00						
- Category 12. End-of-life treatment of sold products, medium materiality	%	N/A	N/A	N/A	0.192%	0.192%						
	tCO <sub>2</sub> e/year	N/A	N/A	N/A	1,311.47	1,172.98						
- Category 13. Downstream leased assets, low materiality / not relevant	%	N/A	N/A	N/A	0.007%	0.007%						
	tCO <sub>2</sub> e/year	N/A	N/A	N/A	51.06	45.67						
- Category 14. Franchises, low materiality / not relevant	%	N/A	N/A	N/A	0.000%	0.000%						
	tCO <sub>2</sub> e/year	N/A	N/A	N/A	0.00	0.00						

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SDGs	GRI	FTSE Russell		Unit	2021*	2022	2023	2024			
SDG 13	GRI 102-7	ECC49	- Category 15. Investments, low materiality	%	N/A	N/A	N/A	0.000%	0.000%		
				tCO <sub>2</sub> e/year	N/A	N/A	N/A	0.00	0.00		
	GRI 102-8	ECC43	<b>Five-year Scope 1 and Scope 2 greenhouse gas emissions intensity from Vanachai Group operations</b>								
			Climate-related risks and opportunities with financial planning implications for the Company	THB million	N/A	N/A	N/A	0.00	0.00		
	GRI 102-10 & carbon credits purchased/retired		<b>Carbon credits</b>								
			Volume of carbon credits purchased and retired	tCO <sub>2</sub> e removed	0	0	0	280,871	280,056		
Pollutions											
Pollution Management											
SDG 3 / SDG 11 / SDG 12	GRI 2-23	EPR01	Environmental policy covering pollution management	Policy	N/A	N/A	N/A	VNG-ENV-EVT-PL-01	VNG-ENV-EVT-PL-02		
	GRI 305-6	EPR07	Ozone-depleting substances (ODS) emissions	kg CFC-11e	0	0	0	0	0	0	
				kg CFC-11e per tonne of production	0	0	0	0	0	0	
	GRI 305-7	EPR18	Nitrogen oxides (NOx) emissions	kg	86,901	116,518	68,928	50,226	101,180		
				kg per tonne of production	0.07	0.10	0.06	0.04	0.07		
		EPR19	Sulphur oxides (SOx) emissions	kg	-	-	-	-	-	-	
				kg per tonne of production	-	-	-	-	-	-	
			Carbon monoxide (CO) emissions	kg	238,146	593,261	423,066	521,175	572,263		
				kg per tonne of production	0.18	0.53	0.31	0.38	0.76		
		EPR21	Volatile organic compounds (VOCs) emissions	kg	-	-	-	-	34		
				kg per tonne of production	-	-	-	-	0.00		
			Particulate matter emissions, including PM2.5 and PM10 (Total Suspended Particulate: TSP)	kg	5,950	40,799	33,704	39,967	30,612		
				kg per tonne of production	0.00	0.04	0.02	0.03	0.04		
			<b>Total significant air emissions</b>	kg	325,047.81	709,779.15	491,993.88	571,400.43	704,088.61		
				kg per tonne of production	0.24	0.63	0.37	0.42	0.87		
	EPR07		<b>Overall pollution reduction or avoidance*</b>	%	N/A	N/A	N/A	0.00%	108%		
	EPR04		<b>Target to reduce or avoid overall pollution</b>	%	N/A	N/A	N/A	10%	15%	Urgent corrective action should be considered	
			Overall pollution reduction rate against target	%	N/A	N/A	N/A	125%	719%	(2024 compared with the previous year)	

# Key ESG Performance Summary

Environmental Performance												
Standards			Disclosure Topic	Performance of Vanachai Group					2025	Remarks		
SDGs	GRI	FTSE Russell		Unit	2021*	2022	2023	2024				
<b>Spill</b>												
<b>Chemical spills in production</b>												
SDG 12	GRI 306-3 (2016)		<b>Significant production-related spills: chemical use</b>	Tonnes	0.00	0.00	0.00	0.00	0.00			
			* Chemical spill volume (adhesives / binders / formaldehyde)	Cases	0.00	0.00	0.00	0.00	0.00	0.00		
			* Chemical spill volume (adhesives / binders / formaldehyde)	litres	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
			* Number of chemical spill incidents between 10 and 9,420 litres per incident	Cases	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
			* Chemical spill volume between 10 and 9,420 litres per incident	litres	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
			* Number of chemical spill incidents ≥ 9,420 litres per incident	number of incidents	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
			* Chemical spill volume ≥ 9,420 litres per incident	Tonnes	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
			<b>• Chemical spills</b>									
			- Number of chemical spill incidents	Cases	0	0	0	0	0	0	0	0
			- Chemical spill volume	m³	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Effluents and Waste(5)</b>												
<b>Effluents and Waste</b>												
SDG 12	GRI 2-23 / GRI 306-2	EPR02	<b>Environmental policy on waste and effluent management</b>	<b>Policy</b>	N/A	N/A	N/A	VNG-ENV-EVT-PL-01	VNG-ENV-EVT-PL-02			
		GRI 306-3 (2020)	EPR08	<b>Total waste generated, by operating site</b>	<b>Tonnes</b>	<b>262.77</b>	<b>174.71</b>	<b>304.38</b>	<b>340.16</b>	<b>672.32</b>		
			- Vanachai Group Head Office, Bangkok	Tonnes	N/A	N/A	N/A	N/A	N/A	N/A		
			- Surat Thani plant, Wiang Sa District	Tonnes	N/A	N/A	N/A	N/A	N/A	266.82		
			- Rayong plant, Map Ta Phut Industrial Estate	Tonnes	N/A	N/A	N/A	N/A	N/A	351.57		
			- Chonburi plant, Ban Bueng District	Tonnes	N/A	N/A	N/A	N/A	N/A	N/A		
			- Saraburi plant, Kaeng Khoi Industrial Estate	Tonnes	N/A	N/A	N/A	N/A	N/A	53.93		
			- Depot by Vanachai, Chachoengsao Province	Tonnes	N/A	N/A	N/A	N/A	N/A	N/A		
			<b>• Hazardous waste generated</b>	<b>Tonnes</b>	<b>50.07</b>	<b>44.25</b>	<b>57.56</b>	<b>49.22</b>	<b>225.14</b>			
			<b>• Non-hazardous waste generated</b>	<b>Tonnes</b>	<b>212.70</b>	<b>130.46</b>	<b>246.82</b>	<b>290.94</b>	<b>447.18</b>			
GRI 306-4 (2020)	EPR24	<b>Total waste diverted from disposal</b>		<b>Tonnes</b>	<b>262.77</b>	<b>174.71</b>	<b>104.38</b>	<b>340.16</b>	<b>533.54</b>			
		<b>- Hazardous waste diverted from disposal, on-site</b>		<b>Tonnes</b>	<b>50.07</b>	<b>44.25</b>	<b>57.56</b>	<b>49.22</b>	<b>86.36</b>			
		© Reuse		Tonnes	0	0	0	0	0	0.54		

# Key ESG Performance Summary

Environmental Performance											
Standards			Disclosure Topic	Performance of Vanachai Group					2025	Remarks	
SDGs	GRI	FTSE Russell		Unit	2021*	2022	2023	2024			
SDG 12	GRI 306-4 (2020)	EPR24	♻️ Recycling	Tonnes	50.07	44.25	57.56	49.22	85.82		
			♻️ Other recovery operations	Tonnes	0	0	0	0	0		
			<b>- Hazardous waste diverted from disposal, off-site</b>	<b>Tonnes</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	
			♻️ Reuse	Tonnes	0	0	0	0	0	0	
			♻️ Recycling	Tonnes	0	0	0	0	0	0	
			♻️ Other recovery operations	Tonnes	0	0	0	0	0	0	
			<b>- Non-hazardous waste diverted from disposal, on-site</b>	<b>Tonnes</b>	<b>212.70</b>	<b>130.46</b>	<b>46.82</b>	<b>290.94</b>	<b>447.18</b>		
			♻️ Reuse	Tonnes	0	0	0	0	0	-	
			♻️ Recycling	Tonnes	212.70	130.46	46.82	290.94	447.18		
			♻️ Other recovery operations	Tonnes	0	0	0	0	0	-	
			<b>- Non-hazardous waste diverted from disposal, off-site</b>	<b>Tonnes</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
			♻️ Reuse	Tonnes	0	0	0	0	0	0	
			♻️ Recycling	Tonnes	0	0	0	0	0	0	
	♻️ Other recovery operations	Tonnes	0	0	0	0	0	0			
	GRI 306-5 (2020)	EPR25	<b>• Total waste directed to disposal, on-site</b>	<b>Tonnes</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>138.78</b>		
			<b>- Hazardous waste directed to disposal, on-site</b>	<b>Tonnes</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>138.78</b>		
			♻️ Energy recovery	Tonnes	0	0	0	0	125.84		
			♻️ Incineration	Tonnes	0	0	0	0	-		
			♻️ Secure landfill	Tonnes	0	0	0	0	132		
			♻️ Other disposal methods	Tonnes	0	0	0	0	11.62		
			♻️ Disposal method unknown	Tonnes	0	0	0	0	-		
			<b>- Non-hazardous waste directed to disposal, on-site</b>	<b>Tonnes</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>		
			♻️ Energy recovery	Tonnes	0	0	0	0	-		
♻️ Incineration			Tonnes	0	0	0	0	-			
♻️ Secure landfill	Tonnes	0	0	0	0	-					
♻️ Other disposal methods	Tonnes	0	0	0	0	-					
♻️ Disposal method unknown	Tonnes	0	0	0	0	-					

# Key ESG Performance Summary

Environmental Performance											
Standards			Disclosure Topic	Performance of Vanachai Group					2025	Remarks	
SDGs	GRI	FTSE Russell		Unit	2021*	2022	2023	2024			
SDG 12	GRI 306-4 (2020)	EPR24	- Hazardous waste directed to disposal, on-site	Tonnes	0	0	0	0	-		
			⊙ Energy recovery	Tonnes	0	0	0	0	-		
			⊙ Incineration	Tonnes	0	0	0	0	-		
			⊙ Secure landfill	Tonnes	0	0	0	0	-		
			⊙ Other disposal methods	Tonnes	0	0	0	0	-		
			⊙ Disposal method unknown	Tonnes	0	0	0	0	-		
			- Non-hazardous waste directed to disposal, on-site	Tonnes	0	0	0	0	-		
			⊙ Energy recovery	Tonnes	0	0	0	0	-		
			⊙ Incineration	Tonnes	0	0	0	0	-		
			⊙ Secure landfill	Tonnes	0	0	0	0	-		
			⊙ Other disposal methods	Tonnes	0	0	0	0	-		
			⊙ Disposal method unknown	Tonnes	0	0	0	0	-		
			EPR26	• Total recoverable waste	Tonnes	262.77	174.71	104.38	340.16	533.54	
			EPR25	• Total non-recoverable waste	Tonnes	0	0	0	0	138.78	
			EPR05	• Target to reduce / avoid waste generation, compared with the 2021 base year	%	N/A	-30%	-40%	-50%	-50%	
EPR08	- Waste reduction rate, compared with the 2021 base year	%		-88.06	41.61	77.39	409.55				
	- Overall pollution reduction rate against target	%	N/A	-34%	-60%	29%	103%				
EPR15	• Investment to reduce or avoid waste-related impacts	THB million	N/A	N/A	N/A	N/A	2,560.00	*OPEX budget for projects to reduce waste-related			
Biodiversity											
Biodiversity Management											
SDG 15	GRI 2-23 / GRI 101-1	EBD17	• Biodiversity policy or commitment, including commitments to reduce or avoid impacts	Policy	N/A	N/A	N/A	VNG-ENV-BD-PL-01	VNG-ENV-BD-PL-02	Vanachai Group conducted its first biodiversity risk assessment in 2024.	
			• Percentage of operations covered by the biodiversity policy	%	N/A	N/A	N/A	100%	100%		
			• Number of biodiversity restoration or conservation projects implemented each year	Project	N/A	N/A	N/A	1	1		
			• Area restored or conserved	hectare/year	N/A	N/A	N/A	63.22	73.68		
				% of total area	N/A	N/A	N/A	3.57%	26.00%		Total area restored or conserved by the Company: 283.38 hectare

# Key ESG Performance Summary

Environmental Performance											
Standards			Disclosure Topic	Performance of Vanachai Group					2025	Remarks	
SDGs	GRI	FTSE Russell		Unit	2021*	2022	2023	2024			
SDG 15	GRI 101-2	EBD09	• Percentage of biodiversity risks mitigated within 12 months	%	N/A	N/A	N/A	100%	100%		
			• Number of Biodiversity Impact Assessments (BIA) conducted per year	assessments/year	N/A	N/A	N/A	100%	100%		
	GRI 101-3	EBD08	• Percentage of benefits from biodiversity use shared with local communities	%	N/A	N/A	N/A	N/A	N/A	N/A	
			• Number of community biodiversity capacity-building projects	Project	N/A	N/A	N/A	100	100		
	GRI 101-4	EBD05	• Percentage of operating sites with biodiversity impact assessment	%	N/A	N/A	N/A	100%	100%		
			• Number of ecological baseline studies conducted before project commencement	studies/year	N/A	N/A	N/A	1	1		
	GRI 101-5	EBD06	• Number of sites with significant biodiversity value reviewed	% of total risk-area reviews	N/A	N/A	N/A	100%	100%		
	GRI 101-6	EBD12	• Percentage reduction in deforestation rate associated with supplier activities	%	N/A	N/A	N/A	N/A	N/A		
GRI 101-7	EBD02	• Number of biodiversity monitoring projects at operating sites	Project	N/A	N/A	N/A	1	1			
GRI 101-8	EBD14	• Number of ecosystem service assessments conducted per year	%	N/A	N/A	N/A	100%	100%			
Supplier Environmental Assessment											
Sustainable Supply Chain and Responsible Sourcing											
SDG 12	GRI 2-23	ESC02	• Sustainable procurement policy	Policy	N/A	N/A	N/A	VNG-GOV-SP-PL-01	VNG-GOV-SP-PL-02		
		ESC03 / ESC04 / ESC02 / ESC05	• Supplier sustainable procurement policy	Policy	N/A	N/A	N/A	VNG-GOV-SCC-ET-01	VNG-GOV-SCC-ET-02		
		ESC02 / ESC05	- Sustainable wood procurement policy	Policy	N/A	N/A	N/A	N/A	VNG-ENV-SWP-PL-01		
		ESC22	- Sustainable construction and building management policy	Policy	N/A	N/A	N/A	VNG-ENV-SCB-PL-01	VNG-ENV-SCB-PL-02		
	GRI 308-1	ESC09	- Number of new suppliers screened using environmental criteria	suppliers	N/A	N/A	N/A	33	42		
Supplier Environmental Assessment											
SDG 12 / SDG15	GRI 308-2 / 301-1 / 301-2	EBD12 / ESC02/ESCO5	• Percentage of raw materials sourced from sustainable sources, relative to total forest products produced, used or processed	%	100%	100%	100%	100%	100%		
			• Total greenhouse gas emissions from upstream suppliers	tCO <sub>2</sub> e/year	N/A	N/A	N/A	N/A	N/A		
			• Percentage of suppliers with science-based greenhouse gas reduction targets (SBTs)	%	N/A	N/A	N/A	N/A	N/A		
		ESC11	• Number of suppliers monitored through on-site visits	number of suppliers	N/A	N/A	N/A	N/A	N/A	N/A	
			• Percentage of suppliers located near Key Biodiversity Areas (KBAs) with biodiversity management plans	%	N/A	N/A	N/A	N/A	N/A	0.00	

**Notes:**

N/A (Not Available): data not collected

(1) Reduction in total energy consumption, including electricity and/or fuel, for 2021 to 2025 compared with the 2021 base year

(2) Covers the Head Office, Depot by Vanachai and four manufacturing sites, namely Chonburi, Saraburi, Rayong and Surat Thani plants.

(3) GRI code transition for greenhouse gas emissions: GRI 102 Climate Change 2025

(4) GRI code transition for energy: GRI 103 Energy 2025

(5) GRI code transition for waste: GRI 306 Waste 2020

# Key ESG Performance Summary

## Labor Practices and Diversity Indicators

Standards			Disclosure Topic	Unit of Measurement	Vanachai Group Performance										
SDGs	GRI	FTSE Russell			2021*		2022		2023		2024		2025		
					Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
<b>Employment</b>															
SDG 8 / SDG 5 / SDG 10	GRI 2-23, GRI 2-24, GRI 3-3	SLS07 / SLS10 / SLS12 / SLS14	Human Rights Policy covering the prevention of excessive working hours	Policy	N/A		N/A		N/A		VNG-SOC-HRS-PL-01 / VNG-SOC-EMP-PL-01		VNG-SOC-HRS-PL-02 / VNG-SOC-EMP-PL-02		
			Policy commitment to internationally recognized labour standards												
			Corporate Labour Standards Policy												
	<b>Permanent employees and contractor or temporary workers</b>														
	GRI 2-7, GRI 2-8			Total permanent employees by gender	Number of people	572	1,254	684	1,378	653	1,367	580	1,306	1,018	2,325
	GRI 2-7, GRI 405-1			Total permanent employees	Number of people	1,826		2,062		2,020		1,886		3,343	
	GRI 2-7, GRI 405-1			Female permanent employees as a percentage of total permanent employees	%	31.33%		33.17%		32.33%		30.75%		30.45%	
	GRI 2-8			Total contractor or temporary workers by gender	Number of people	0	0	0	0	0	0	0	0	133	278
	GRI 2-8			Total contractor or temporary workers	Number of people	0		0		0		0		411	
	GRI 2-8, GRI 405-1			Female contractor or temporary workers as a percentage of total contractor or temporary workers	%	N/A		N/A		N/A		N/A		32.36%	
	GRI 2-7, GRI 2-8, GRI 405-1			Total permanent employees and contractor or temporary workers by gender	Number of people	572	1,254	684	1,378	653	1,367	580	1,306	1,151	2,603
	GRI 2-7, GRI 2-8			Total permanent employees and contractor or temporary workers	Number of people	1,826		2,062		2,020		1,886		3,754	
	GRI 2-7, GRI 2-8, GRI 405-1			Female permanent employees and contractor or temporary workers as a percentage of the total workforce	%	31.33%		33.17%		32.33%		30.75%		30.66%	
	GRI 2-8			Contractor or temporary workers as a proportion of the total workforce	%	0.00%		0.00%		0.00%		0.00%		10.95%	
	GRI 2-7, GRI 405-1			<b>Permanent employees by location</b>											
GRI 2-7, GRI 405-1			- Bangkok	Number of people	31	12	44	38	47	37	46	37	50	40	
GRI 2-7, GRI 405-1			- Other provinces	Number of people	43		82		84		83		90		
GRI 2-7, GRI 405-1			- Surat Thani	Number of people	541	1,242	640	1,340	606	1,330	534	1,269	968	2,285	
GRI 2-7, GRI 405-1			- Rayong	Number of people	1,783		1,980		1,936		1,803		3,253		
GRI 2-7, GRI 405-1			- Chonburi	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	462	1,191	
GRI 2-7, GRI 405-1			- Saraburi	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1,653		
GRI 2-7, GRI 405-1			- Chachoengsao	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	53	120	
GRI 2-7, GRI 405-1			- Chachoengsao	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	173		
GRI 2-8			- Chonburi	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	190	427	
GRI 2-8			- Saraburi	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	259	543	
GRI 2-8			- Chachoengsao	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	802		
GRI 2-8			- Chachoengsao	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4	4	
GRI 405-1			- Chachoengsao	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8		
GRI 405-1			Outsourced workers	Number of people	0	0	0	0	0	0	0	0	0	0	
GRI 405-1			Total permanent employees by gender and age group	Number of people	572	1,254	684	1,378	653	1,367	580	1,306	1,018	2,325	
GRI 405-1			Aged 50 years and above	%	1.752%	2.136%	1.843%	2.425%	2.228%	2.772%	2.545%	3.871%	5.41%	8.88%	
GRI 405-1			Aged 30 to 50 years	%	16.758%	40.854%	16.343%	38.021%	17.228%	39.901%	17.338%	43.001%	18.46%	44.03%	
GRI 405-1			Aged below 30 years	%	12.815%	25.685%	14.403%	26.382%	12.822%	25.050%	10.870%	22.375%	6.58%	16.63%	
GRI 405-1			Women across all position levels	%	31.325%		32.590%		32.277%		30.753%		30.5%		
GRI 405-1			Senior executives (Director level)	People	2	8	2	9	2	9	2	9	4	13	
GRI 405-1			Aged 50 years and above	%	0.00%	40.00%	0.00%	63.64%	0.00%	63.64%	9.09%	72.73%	17.65%	70.59%	
GRI 405-1			Aged 30 to 50 years	%	20.00%	40.00%	18.18%	18.18%	18.18%	18.18%	9.09%	9.09%	5.88%	5.88%	
GRI 405-1			Aged below 30 years	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GRI 405-1			Women in senior executive positions	%	20.00%		18.18%		18.18%		18.18%		23.53%		
GRI 405-1			Middle management (Section Manager level)	People	7	14	9	17	9	19	8	19	11	41	
GRI 405-1			Aged 50 years and above	%	23.81%	14.29%	19.23%	15.38%	17.86%	17.86%	14.81%	22.22%	13.46%	50.00%	
GRI 405-1			Aged 30 to 50 years	%	9.52%	52.38%	15.38%	50.00%	14.29%	50.00%	14.81%	48.15%	7.69%	28.85%	
GRI 405-1			Aged below 30 years	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GRI 405-1			Women in middle management positions	%	33.33%		34.62%		32.14%		29.63%		21.15%		

# Key ESG Performance Summary

## Labor Practices and Diversity Indicators

Standards			Vanachai Group Performance													
SDGs	GRI	FTSE Russell	Disclosure Topic	Unit of Measurement	2021*		2022		2023		2024		2025			
					Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		
SDG 8 / SDG 5 / SDG 10	GRI 405-1		<b>First-line management (Department Manager / Supervisor level)</b>	<b>People</b>	<b>23</b>	<b>75</b>	<b>36</b>	<b>92</b>	<b>42</b>	<b>92</b>	<b>42</b>	<b>94</b>	<b>97</b>	<b>177</b>		
			Aged 50 years and above	%	5.10%	0.00%	4.69%	156%	4.48%	149%	4.41%	2.94%	4.74%	5.11%		
			Aged 30 to 50 years	%	14.29%	41.84%	17.97%	39.06%	17.91%	39.55%	16.91%	39.71%	20.44%	41.24%		
			Aged below 30 years	%	4.08%	34.69%	5.47%	31.25%	8.96%	27.61%	9.56%	26.47%	10.22%	18.25%		
			<b>Women in first-line management positions</b>	%	23.47%		28.13%		31.34%		30.88%		<b>35.40%</b>			
			<b>Employees (Operational level)</b>	<b>People</b>	<b>540</b>	<b>1,157</b>	<b>637</b>	<b>1,260</b>	<b>599</b>	<b>1,247</b>	<b>528</b>	<b>1,184</b>	<b>907</b>	<b>2,097</b>		
			Aged 50 years and above	%	1.30%	1.89%	1.42%	1.95%	1.84%	2.28%	2.16%	3.21%	5.29%	8.22%		
			Aged 30 to 50 years	%	16.97%	40.66%	16.87%	37.90%	17.23%	39.87%	17.46%	43.40%	18.51%	46.30%		
			Aged below 30 years	%	13.55%	25.63%	15.29%	26.57%	13.38%	25.41%	11.21%	22.55%	6.39%	16.84%		
			GRI 405-1		<b>Women in first-line management positions</b>	%	31.82%		33.58%		32.45%		30.84%		<b>30.19%</b>	
	GRI 202-1			<b>Ratio of entry-level wage to local minimum wage by location</b>										<b>1:17 : 1</b>	<b>1:17 : 1</b>	
				• Bangkok	ratio company: local	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	150 : 1	108 : 1
				• Surat Thani	ratio company: local	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	133 : 1	133 : 1
				• Rayong	ratio company: local	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1 : 1	1 : 1
• Chonburi				ratio company: local	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1 : 1	1 : 1	
• Saraburi				ratio company: local	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1 : 1	1 : 1	
• Chachoengsao				ratio company: local	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	103 : 1	1 : 1	
SDG 8 / SDG 5 / SDG 10	GRI 401-1		<b>New employee hires</b>													
			<b>Total new employee hires</b>	<b>Headcount</b>	<b>186</b>	<b>220</b>	<b>164</b>	<b>180</b>	<b>57</b>	<b>74</b>	<b>18</b>	<b>27</b>	<b>36</b>	<b>71</b>		
			<b>New permanent employees in Thailand - Bangkok</b>	Headcount	0	0	2	3	5	3	2	3	7	4		
				%	0.00%	0.00%	40.00%	60.00%	62.50%	37.50%	40.00%	60.00%	<b>63.64%</b>	<b>36.36%</b>		
			<b>New permanent employees in Thailand - other provinces</b>	Headcount	186	220	162	177	52	71	16	24	29	67		
				%	45.81%	54.19%	47.79%	52.21%	42.28%	57.72%	40.00%	60.00%	<b>30.21%</b>	<b>69.79%</b>		
			- Surat Thani	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2	2		
					N/A		N/A		N/A		N/A		4			
			- Rayong	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	2		
					N/A		N/A		N/A		N/A		5			
	- Chonburi	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5	4				
			N/A		N/A		N/A		N/A		9					
	- Saraburi	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	19	58				
			N/A		N/A		N/A		N/A		77					
	- Chachoengsao	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	1				
			N/A		N/A		N/A		N/A		1					
	GRI 401-1			<b>New employees by age group</b>		<b>186</b>	<b>220</b>	<b>164</b>	<b>177</b>	<b>57</b>	<b>74</b>	<b>18</b>	<b>27</b>	<b>36</b>	<b>71</b>	
				Aged 50 years and above	Headcount	0	0	0	0	0	0	1	0	0	1	
					%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.22%	0.00%	<b>0.00%</b>	<b>0.93%</b>	
				Aged 30 to 50 years	Headcount	42	40	44	30	16	9	5	5	22	28	
%					10.34%	9.85%	12.90%	8.80%	12.21%	6.87%	11.11%	11.11%	<b>20.56%</b>	<b>26.17%</b>		
Aged below 30 years				Headcount	144	180	120	147	41	65	12	22	14	42		
				%	35.47%	44.33%	35.19%	43.11%	31.30%	49.62%	26.67%	48.89%	<b>13.08%</b>	<b>39.25%</b>		
<b>New hire rate</b>				%	32.52%	17.54%	23.98%	12.84%	8.73%	5.41%	3.10%	2.07%	<b>3.54%</b>	<b>3.05%</b>		
<b>Recruitment</b>				%	100.00%	100.0%	100.00%	100.00%	100.00%	100.00%	100.0%	100.0%	100.0%	100.0%		
				% target	100.00%	100.0%	100.00%	100.0%	100.00%	100.0%	100.00%	100.0%	100.0%	100.0%		
<b>Internal replacement rate for vacant positions</b>	%	N/A		N/A		N/A		N/A		0.00%		0.04%				
GRI 401-3			<b>Return-to-work rate after maternity or parental leave</b>	%												
			Employees entitled to maternity or parental leave	Headcount	18	0	31	0	30	0	20	0	1,018	2,325		
					18		31		30		20		<b>3,343</b>			
			Employees who took maternity or parental leave	Headcount	18	0	31	0	30	0	20	0	24	0		
					18		31		30		20		<b>24</b>			
			Employees who returned to work after maternity or parental leave	Headcount	15	0	24	0	15	0	20	0	22	0		
					15		24		15		20		<b>22</b>			
Return-to-work rate after maternity or parental leave	%	83.33%		77.42%		50.00%		100.00%		<b>91.67%</b>						
Employees who returned to work after maternity or parental leave and were retained for 12 months following their return to work [6]	Headcount	15	0	24	0	15	0	20	0	22	0					
		15		24		15		20		<b>22</b>						

# Key ESG Performance Summary

## Labor Practices and Diversity Indicators

Standards			Disclosure Topic	Unit of Measurement	Vanachai Group Performance									
SDGs	GRI	FTSE Russell			2021*		2022		2023		2024		2025	
					Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
SDG 8 / SDG 5 / SDG 10	GRI 401-1	SLS24	<b>Total employee turnover</b>	Headcount	58	108	118	106	120	161	112	117	155	259
					166	224	281	229	414					
			<b>Permanent employee turnover - Bangkok</b>	Headcount	0	0	3	4	2	3	3	3	5	5
				%	0.00%	0.00%	42.86%	57.14%	40.00%	60.00%	50.00%	50.00%	50.00%	50.00%
			<b>Employee turnover in Thailand - other provinces</b>	Headcount	58	108	115	102	118	158	109	114	150	254
				%	34.94%	65.06%	53.00%	47.00%	42.75%	57.25%	48.88%	51.12%	37.13%	62.87%
			- Surat Thani	Headcount	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	90	101
					N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	191	
			- Rayong	Headcount	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	5
					N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	8	
			- Chonburi	Headcount	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	18	35
					N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	53	
			- Saraburi	Headcount	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	35	111
					N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	146	
			- Chachoengsao	Headcount	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4	2
					N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6	
			<b>Employee turnover by age group</b>	Headcount	58	108	118	106	120	161	112	117	155	259
			Aged 50 years and above	Headcount	4	18	4	0	3	5	2	10	16	34
				%	2.41%	10.84%	1.79%	0.00%	1.07%	1.78%	0.87%	4.37%	3.86%	8.21%
			Aged 30 to 50 years	Headcount	29	46	30	44	39	79	50	43	68	106
				%	17.47%	27.71%	13.39%	19.64%	13.88%	28.11%	21.83%	18.78%	16.43%	25.60%
			Aged below 30 years	Headcount	25	44	84	62	78	77	60	64	71	119
				%	15.06%	26.51%	37.50%	27.68%	27.76%	27.40%	26.20%	27.95%	17.15%	28.74%
	SLS28	Voluntary turnover rate of permanent employees in the construction/building materials sector	%	16.9%	16.9%	16.9%	16.9%	16.9%	16.9%	16.9%				
		Voluntary turnover rate of permanent employees compared with the construction/building materials sector average	%	-7.81%	-6.04%	-2.99%	-4.76%	-4.52%						
		Thailand average voluntary turnover rate of permanent employees	%	12.9%	12.9%	12.9%	12.9%	12.9%						
		Voluntary turnover rate of permanent employees compared with the Thailand average	%	-3.81%	-2.04%	1.01%	-0.76%	-0.52%						
SDG 10	GRI 405-1	SLS11	<b>Employees or workers with disabilities</b>											
			<b>Employment policy supporting the employment of disadvantaged groups</b>	Policy							VNG-SOC-EMP-PL-01	VNG-SOC-EMP-PL-02		
			Number of employees or workers with disabilities or other disadvantaged groups	Number of employees	21	27	26	23	39					
			<b>Employees with disabilities as a percentage of total employees</b>	%	115%	131%	129%	122%	117%					
			Employment rate of persons with disabilities as required by law	%	115.01%	130.94%	128.71%	121.95%	116.66%					
			<b>Employees or workers with disabilities by location</b>	Headcount	5	16	8	19	6	20	5	18	8	31
			<b>Employees or workers with disabilities in Thailand - Bangkok</b>	Headcount	0	0	0	0	0	0	0	0	0	0
			<b>Employees or workers with disabilities in Thailand - other provinces</b>	Headcount	5	16	8	19	6	20	5	18	8	31
			- Surat Thani	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4	17
					N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	21	
			- Rayong	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
					N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	
			- Chonburi	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	6
					N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9	
			- Saraburi	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1	8
					N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	9	
			- Chachoengsao	Number of people	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	0
		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0				
	GRI 412-2		Training provided by the organization to the Board of Directors on compliance with the Human Rights Policy	Number of participants trained	15	15	15	15	15	15				
			%	100%	100%	100%	100%	100%	100.0%					
Training provided by the organization to employees on compliance with the Human Rights Policy			Number of participants trained	213	822	693	947	3,343						
			%	11.66%	39.86%	34.31%	50.21%	100.00%						

# Key ESG Performance Summary

## Labor Practices and Diversity Indicators

Standards			Disclosure Topic	Unit of Measurement	Vanachai Group Performance									
SDGs	GRI	FTSE Russell			2021*		2022		2023		2024		2025	
					Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
<b>Remuneration of Managing Director and Senior Executives</b>														
	GRI 2-19, GRI 2-20, GRI 2-21	GCG31	<b>Managing Director and Deputy Managing Directors remuneration</b>											
			Total remuneration	THB million	N/A	N/A	N/A	9.31	8.82					
			Bonus	THB million	N/A	N/A	N/A	0	0					
			Total compensation	THB million	N/A	N/A	N/A	9.31	8.82					
			<b>Total remuneration of senior executives as defined by the SEC</b>											
			Total number of senior executives as defined by the SEC	Persons	8	8	8	5	5					
			Total remuneration	THB million	24.4	25.8	26.6	25.9	27.8					
			Bonus	THB million	2.6	2.3	1.4	1.3	0.0					
			Total compensation	THB million	27.0	28.1	28.0	27.2	27.8					
			SDG 5	GRI 405-2, GRI 202-1		Overall female-to-male remuneration ratio	Female to male ratio	0.89 : 1	0.85 : 1	0.91 : 1	0.99 : 1	0.75 : 1		
Senior executives (Director level)	Female to male ratio	0.94 : 1				0.97 : 1	1.00 : 1	1.00 : 1	0.81 : 1					
Middle management (Manager level)	Female to male ratio	0.97 : 1				0.96 : 1	0.96 : 1	1.00 : 1	0.75 : 1					
Employees (Operational level)	Female to male ratio	0.79 : 1				0.79 : 1	0.80 : 1	0.97 : 1	0.70 : 1					
<b>Ratio of standard entry-level wage by gender to local minimum wage</b>														
Ratio of male entry-level wage to local minimum wage	%	N/A				N/A	N/A	100%	117%					
Ratio of female entry-level wage to local minimum wage	%	N/A				N/A	N/A	100%	117%					
Gender pay equity index comparing entry-level wages between male and female employees	%	N/A				N/A	N/A	100%	100.0%					
GRI 202-2		Percentage of senior management hired from the local community				%	N/A	N/A	N/A	0	0.0%			
		Number of senior management positions held by individuals from the local community				%	N/A	N/A	N/A	0	0			
<b>Employee Training and Development</b>														
SDG 4	GRI 2-23, GRI 404-2	SLS29	<b>Employment policy covering employee training to enhance skills and capabilities</b>											
			Policy	N/A	N/A	N/A	VNG-SOC-EMP-PL-01	VNG-SOC-EMP-PL-02						
	GRI 404-1	SLS26	Total training hours and knowledge development activities for employees/workers	Hours	N/A	N/A	N/A	N/A	N/A	N/A	9,266.19	21,155.63		
					12,837	23,280	27,048	19,294	30,422					
			Average training and knowledge development hours per employee/worker	Hours per person per year	N/A	N/A	N/A	N/A	N/A	9.10	9.10			
	GRI 2-17, GRI 404-1	GRI 404-1	<b>Board of Directors</b>											
			Average training hours of directors	Hours per person per year	N/A	N/A	N/A	N/A	6.5					
			<b>Executives</b>											
	<b>Employees at all levels</b>													
	<b>Employees at all levels</b>													
	Average training hours of employees	Hours per person per year	N/A	N/A	N/A	N/A	8.81	8.92						
	No direct GRI disclosure		<b>Return on human capital investment (HCROI)</b>	ratio	N/A	N/A	N/A	N/A	176 : 1					
	GRI 404-2		Number of employee upskilling and transition assistance programmes	Number of programmes	6	15	22	18	138	138				
Expenditure on employee upskilling and development			THB million	1.30	2.83	93.50	59.43	3.15						
GRI 410-1		Number of security personnel trained on human rights policies or procedures	Number of people	N/A	N/A	425	759	13	91					
<b>Performance Appraisal</b>														
SDG 8	GRI 404-3	SLS29 / SLS30 (performance appraisal and development disclosure, where applicable)	<b>Performance appraisal of executives and employees</b>											
			Performance appraisal based on individual KPIs	% of employees assessed	100%	100%	100%	100%	100%					
			360-degree performance appraisal	% of employees assessed	100%	100%	100%	100%	100%					
			Team-based performance appraisal	% of employees assessed	100%	100%	100%	100%	100%					
			Continuous performance progress monitoring	% of employees assessed	100%	100%	100%	100%	100%					

# Key ESG Performance Summary

## Labor Practices and Diversity Indicators

Standards			Disclosure Topic	Unit of Measurement	Vanachai Group Performance										
SDGs	GRI	FTSE Russell			2021*		2022		2023		2024		2025		
					Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
<b>Employee Engagement</b>															
SDG 8 / SDG 3	GRI 2-29 (supplementary employee engagement disclosure)		Employee engagement score	%	94.13%		95.49%		96.64%		97.01%		96.59%		
			Employee engagement target	%	80%		80%		80%		80%		80%		
			Employee coverage in satisfaction survey	Percentage of Total Workforce	90%		90%		90%		90%		90%		
	GRI 402-1		Minimum notice period for significant operational changes	Days	30		30		30		30		30		
<b>Employee Engagement</b>															
SDG 5/ SDG 10	GRI 2-30, GRI 407-1		<b>Employee Welfare Committee, with a two-year term</b>												
		SLS05 / / SLS06	Policy supporting employees' freedom of association	Policy	N/A		N/A		N/A		N/A		VNG-SOC-SEFA-PL-01		
		SHR23	Number of employees serving on the Welfare Committee	Headcount	N/A	N/A	N/A	N/A	N/A	N/A	7	13	17	29	
			Welfare Committee members as a percentage of total employees	%	N/A	N/A	N/A	N/A	N/A	N/A	1.31%	1.02%	1.67%	1.25%	
		Percentage of employees covered by collective bargaining agreements	%	100%		100%		100%		100%		100%			
	GRI 401-2		<b>Benefits provided to full-time employees that are not provided to temporary or part-time employees</b>												
			Employees covered by the social security programme	%	N/A	N/A	N/A	N/A	N/A	N/A	100%	100%	100%	100%	
		Company contributions to social security	THB million	N/A	N/A	N/A	N/A	N/A	N/A	5.24	10.09	7.57	17.99		
<b>Defined Benefit Plan Obligations and Other Retirement Plans</b>															
SDG 8	GRI 201-3		<b>Company contributions to benefit and retirement plans</b>	THB million	N/A		N/A		N/A		274		18.05		
			Percentage of employees covered by benefit or retirement plans	%	N/A		N/A		N/A		100%		100%		
SDG 16	GRI 406-1	SLS16	<b>Incidents of discrimination and reporting</b>												
				Reported incidents of human rights violations and discrimination	Number of cases	0		0		0		0		0	
<b>Safety, Occupational Health and Working Environment</b>															
SDG 3	GRI 403-1, GRI 403-2, GRI 403-7, GRI 403-8	SHS01 / SHS39	<b>Comprehensive occupational health and safety policy, including mitigation of health and safety impacts</b>												
				Number of breaches of employee/worker personal health data	Number of breaches	0		0		0		0		0	
	GRI 403-1, GRI 403-8	SHS12	<b>Number of sites certified to ISO 45001</b>												
				Number of sites certified to ISO 45001	Sites	1		1		1		1		1	
		Percentage of sites certified to ISO 45001	%	25%		25%		25%		25%		25%			
	GRI 403-8	SHS12 / SHS13	<b>Employees/contractors covered by the occupational health and safety management system</b>												
				Number of employees	Number of people	1,826		2,062		2,020		1,886		3,343	
					%	100		100		100		100		100%	
				Number of contractors	Number of people	0		0		0		0		411	
			%	-		-		-		-		100%			
	GRI 403-9	SHS12 / SHS13	<b>Working hours</b>												
				Employee working hours	Working hours	4,716,608		5,266,560		5,183,776		4,909,632		7,917,832	
		Contractor working hours	Working hours	-		-		-		-		1,049,156			
GRI 403-4, GRI 403-5, GRI 403-6 GRI 403-5	SHS12 / SHS13	<b>Employees/contractors trained on occupational health and safety</b>													
			Employees trained on occupational health and safety	Number of people	213		822		693		947		915		
			Contractors trained on occupational health and safety	Number of people	-		-		-		-		411		

# Key ESG Performance Summary

## Labor Practices and Diversity Indicators

Standards			Disclosure Topic	Vanachai Group Performance										
SDGs	GRI	FTSE Russell		Unit of Measurement	2021*		2022		2023		2024		2025	
					Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
SDG 3	GRI 403-9	SHS15 / SHS36 / SHS38 / SHS40 as applicable	<b>Work-related incidents</b>											
			<b>Total recordable injuries beyond first aid</b>											
			<b>Total recordable injury cases for employees (TRIC)</b>	<b>Number of incidents</b>	<b>29</b>	<b>46</b>	<b>33</b>	<b>39</b>	<b>27</b>					
			Total recordable injury rate for employees (TRIR)	Cases per 200,000 working hours	123	175	127	159	<b>0.68</b>					
				Cases per million working hours	6.15	8.73	6.37	7.94	<b>3.41</b>					
			<b>Total recordable injury cases for contractors</b>	<b>Number of incidents</b>	<b>N/A</b>	<b>N/A</b>	<b>0</b>	<b>0</b>	<b>0</b>					
			Total recordable injury rate for contractors (TRIR)	Cases per 200,000 working hours	N/A	N/A	0	0	<b>0.00</b>					
				Cases per million working hours	N/A	N/A	0	0	<b>0.00</b>					
			<b>Near-miss incidents</b>											
			Employees and contractors	Number of incidents	N/A	N/A	N/A	N/A	<b>2</b>					
			<b>Lost work cases and lost day rate (LWC, LDR)</b>											
			All employees	People	13	15	11	14	<b>16</b>					
				Lost days per 200,000 working hours	0.55	0.57	0.42	0.57	<b>0.40</b>					
			All contractors	People	N/A	N/A	N/A	N/A	<b>0</b>					
				Lost days per 200,000 working hours	N/A	N/A	N/A	N/A	<b>0</b>					
			<b>SHS15 / SHS36 / SHS38 / SHS40 as applicable</b>	<b>Work-related lost-time injuries</b>										
			Number of employee lost-time injuries	Number of incidents	13	15	11	14	<b>16</b>					
			Lost Time Injury Frequency Rate (LTIFR) for employees	Cases per 200,000 working hours	0.55	0.57	0.42	0.57	<b>0.40</b>					
				Cases per million working hours	2.76	2.85	2.12	2.85	<b>2.02</b>					
			Number of contractor lost-time injuries	Number of incidents	N/A	N/A	N/A	N/A	<b>0</b>					
			Lost Time Injury Frequency Rate (LTIFR) for contractors	Cases per 200,000 working hours	N/A	N/A	N/A	N/A	<b>0.00</b>					
				Cases per million working hours	N/A	N/A	N/A	N/A	<b>0.00</b>					
			<b>SHS15 / SHS36 / SHS38 / SHS40 as applicable</b>	<b>Work-related fatalities</b>										
			<b>Number of employee work-related fatalities</b>	Number of people	0	0	0	0	<b>0</b>					
			Employee work-related fatality rate per 1,000 employees	Persons per 1,000 workers	0%	0%	0%	0.00	<b>0.000</b>					
			<b>Number of contractor work-related fatalities</b>	Number of people	0	0	0	0	<b>0</b>					
			Contractor work-related fatality rate per 1,000 contractors	Persons per 1,000 workers	0.00	0.00	0.00	0.00	<b>0.000</b>					
			Construction/building materials sector average work-related fatality rate per 1,000 employees	Persons per 1,000 workers	0.0530	0.0530	0.0530	0.0530	<b>0.0530</b>					
			Employee work-related fatality rate compared with sector average	%	-0.053	-0.053	-0.053	-0.053	<b>-0.053</b>					
			<b>SHS38</b>	<b>Product transportation-related fatalities</b>										
Number of product transportation-related fatalities involving employees	Number of incidents	0	0	0	0	<b>0</b>								
Product transportation-related fatality rate for employees	Cases per million working hours	0	0	0	0	<b>0</b>								
<b>SHS40</b>	Number of product transportation-related fatalities involving contractors and business partners	Number of incidents	0	0	0	<b>0</b>								
Product transportation-related fatality rate for contractors and business partners	Cases per million working hours	0	0	0	0	<b>0</b>								

# Key ESG Performance Summary

## Labor Practices and Diversity Indicators

Standards			Disclosure Topic	Unit of Measurement	Vanachai Group Performance									
SDGs	GRI	FTSE Russell			2021*		2022		2023		2024		2025	
					Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
SDG 3	GRI 403-9	SHS15 / SHS36 / SHS38 / SHS40 as applicable	<b>Product transportation-related lost-time injuries</b>											
			Number of product transportation-related employee lost-time injuries	Number of incidents	0	0	0	0	0	0	0	0		
				Number of product transportation-related lost-time injuries involving contractors and business partners	Number of incidents	0	0	0	0	0	0	0	0	
	GRI 403-10	SHS series - occupational ill health metrics	<b>Work-related ill health</b>											
			<b>Absence due to work-related injuries</b>											
			Days lost due to employee work-related injuries	Days	0	0	0	0	0	0	0	155	0	
			Days lost due to contractor work-related injuries	Days	0	0	0	0	0	0	0	0	0	
			<b>Fatal work-related ill health</b>											
			Number of employee fatalities due to work-related ill health	Number of people	0	0	0	0	0	0	0	0	0	
			Number of contractor fatalities due to work-related ill health	Number of people	0	0	0	0	0	0	0	0	0	
			<b>Lost-time work-related ill health</b>											
			Number of employee lost-time work-related ill health cases	Number of incidents	0	0	0	0	0	0	0	0	0	
			Employee Occupational Illness Frequency Rate (OIFR)	Cases per million working hours	0	0	0	0	0	0	0	0	0	
Number of contractor lost-time work-related ill health cases	Number of incidents	0	0	0	0	0	0	0	0	0				
Contractor Occupational Illness Frequency Rate (OIFR)	Cases per million working hours	0	0	0	0	0	0	0	0	0				
<b>Customer and Key Stakeholder Responsibility</b>														
<b>Respect for Human Rights</b>														
SDG 16	GRI 2-23, GRI 2-24, GRI 2-25, GRI 412-1, GRI 412-2	SHR21 / SLS02 / SLS03	Policy on respecting and supporting the protection of human rights in line with international standards	Policy	N/A	N/A	N/A	N/A	N/A	VNG-SOC-HRS-PL-0	VNG-SOC-HRS-PL-02			
			GRI 2-23, GRI 408-1	SHR04 / SLS01	Policy addressing children's rights	Policy	N/A	N/A	N/A	N/A	N/A	N/A	VNG-SOC-HRS-PL-02	
				SHR22 / SHR25 / SHR11 / SLS13	Report identifying salient human rights issues and labour risk issues	Report	N/A	N/A	N/A	N/A	N/A	N/A	N/A	VNG-SOC-HRDD-RP-01
	GRI 412-2	SLS30	SHR24	Number of employees trained on the Human Rights Policy	Number of employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3,141	
				Management-level employees	Number of employees	N/A	N/A	N/A	N/A	N/A	N/A	142		
				General employees	Number of employees	N/A	N/A	N/A	N/A	N/A	2,998			
	GRI 2-25, GRI 2-26	SHR26	Grievance mechanism and commitment to remediate individuals and communities affected by the Company's operations	Code of Conduct	N/A	N/A	N/A	N/A	N/A	VNG-SOC-CCD-ET-01	VNG-SOC-CCD-ET-02			
	GRI 2-25, GRI 406-1	SHR27 / SLS21	Number of employee human rights grievances	Number of cases	0	0	0	0	0	0	0	0		
			Number of human rights grievances involving contracted business partners	Number of cases	0	0	0	0	0	0	0	0		
	<b>Protection of Customer and Relevant Stakeholder Data Privacy</b>													
<b>Data Privacy</b>														
SDG 16	GRI 2-25, GRI 2-27, GRI 418-1	SHR07	Personal Data Protection Policy	Policy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	VNG-GOV-DP-PL-01		
			Number of complaints related to personal data breaches	Number of cases	0	0	0	0	0	0	0			
			Number of substantiated complaints concerning breaches of customer privacy, including complaints from customers, regulators, or verified stakeholders	Incidents per year	N/A	N/A	0	0	0	0				
			Number of identified leaks, thefts, or losses of customer data	Incidents per year	N/A	N/A	0	0	0	0				
<b>Social and Community Development</b>														
<b>Social and Community Development</b>														
SDG 11	GRI 413-1, GRI 413-2	SHR03	Community and Social Engagement Policy	Policy	N/A	N/A	N/A	N/A	N/A	VNG-SOC-CSE-PL-01	VNG-SOC-CSE-PL-02			
			SHR05	Sustainable procurement policy covering local hiring or local procurement	Policy	N/A	N/A	N/A	N/A	N/A	VNG-GOV-SP-PL-01	VNG-GOV-SP-PL-02		

# Key ESG Performance Summary

## Labor Practices and Diversity Indicators

Standards			Disclosure Topic	Unit of Measurement	Vanachai Group Performance									
SDGs	GRI	FTSE Russell			2021*		2022		2023		2024		2025	
					Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
SDG 11	GRI 413-1, GRI 413-2	SHR17	<b>Expenditure or resources allocated to social and community development</b>											
			<b>Social and community development expenditure</b>											
			THB million											
			2.50											
			2.47											
		2.73												
		7.05												
		3.46												
		Budget for social activities												
		THB million												
	1.20													
	1.20													
	1.20													
	5.54													
	2.17													
	Administrative expenses for social activities													
	THB million													
	1.04													
	0.94													
1.14														
0.20														
0.89														
Donations														
THB million														
N/A														
N/A														
N/A														
1.21														
1.04														
Others (products/services)														
THB million														
0.26														
0.33														
0.39														
0.10														
0.46														
		SHR16	<b>Number of employees participating in corporate social activities</b>											
			Number of employees participating in social activities											
			People per year											
			629											
			668											
			802											
			1,232											
			910											
			Employee social activity hours											
			Hours per year											
2,111														
2,612														
3,133														
5,544														
3,937														
Average social activity hours per employee per year														
Hours per person per year														
3.36														
3.91														
3.91														
4.50														
1.18														
Employee participation rate in social activities														
% participation														
35.28%														
34.08%														
41.45%														
68.33%														
27.22%														
<b>Social and community development targets</b>														
Maintain the overall community satisfaction level														
Overall satisfaction (%)														
N/A														
N/A														
N/A														
85.0%														
87.5%														
Zero complaints related to environmental or human rights impacts on communities														
Number of complaints														
0														
0														
0														
0														
<b>Quantitative and qualitative outcomes delivered to communities and the Company through project implementation</b>														
Number of social responsibility projects and activities														
Number of projects/activities														
65														
64														
78														
88														
127														
Number of provinces where social projects and activities were implemented														
Number of provinces														
3														
5														
3														
5														
11														
Total number of trees planted														
Trees														
6,194														
6,955														
6,428														
2,682														
7,386														
Number of students receiving any type of training from the Company														
Number of students														
95														
53														
3500														
61														
59														
GRI 413-2	Number of incidents or complaints related to environmental or human rights impacts on communities, including management responses where applicable													
	Number of incidents													
0														
0														
0														
0														
0														
<b>Supplier Social Assessment</b>														
SDG 16	GRI 2-23,	SSC01	Supplier policy covering the prevention of child labour	Policy						VNG-GOV-SCC-ET-01	VNG-GOV-SCC-ET-02			
SDG 05	GRI 2-24, GRI 414-1, GRI 414-2	SSC02	Supplier policy covering the prevention of forced labour	Policy						VNG-GOV-SCC-ET-01	VNG-GOV-SCC-ET-02			
		SSC03	Supplier policy covering non-discrimination and equality	Policy						VNG-GOV-SCC-ET-01	VNG-GOV-SCC-ET-02			
		SSC04	Supplier policy supporting freedom of association	Policy						VNG-GOV-SCC-ET-01	VNG-GOV-SCC-ET-02			
		SSC05	Supplier policy supporting collective bargaining rights	Policy						VNG-GOV-SCC-ET-01	VNG-GOV-SCC-ET-02			
		SSC06	Supplier policy covering the elimination of excessive working hours	Policy						VNG-GOV-SCC-ET-01	VNG-GOV-SCC-ET-02			
		SSC07	Supplier policy supporting the right to minimum wage or living wage	Policy						VNG-GOV-SCC-ET-01	VNG-GOV-SCC-ET-02			
		SSC08	Supplier policy covering health and safety standards	Policy						VNG-GOV-SCC-ET-01	VNG-GOV-SCC-ET-02			
		SSC09	Supply chain social policy	Policy						VNG-GOV-SCC-ET-01	VNG-GOV-SCC-ET-02			
SDG 12 SDG 16	GRI 414-1	SSC10 / SSC11 (recommended supplier social screening/ monitoring mapping; validate against internal FTSE	Number of new suppliers screened using social (ESG) criteria	Number of suppliers	N/A	N/A	N/A			33	42			
	GRI 414-2	SSC12	Number of complaints related to negative social impacts in the supply chain and supplier social assessment actions	Number of complaints	N/A	N/A	0			0	0			
SDG 16	<b>Supplier social assessment section header</b>													
	GRI 408-1		Number of complaints involving supplier operations at high risk for child labour incidents	Number of complaints	0	0	0			0	0			
	GRI 409-1		Number of complaints involving supplier operations at high risk for forced or compulsory labour incidents	Number of complaints	0	0	0			0	0			
	GRI 414-2, GRI 2-24	SSC17	Number of suppliers developed and trained on social issues	Number of supplier companies	0	0	0			0	0			

Notes:

NA: Data not available

# Key ESG Performance Summary

## Good Corporate Governance Transparency

Standards			Disclosure Topic	Vanachai Group Performance					Remarks		
SDGs	GRI	FTSE Russell		Unit of Measurement	2564	2565	2566	2567		2568	
<b>Good Corporate Governance</b>											
<b>Organizational Structure</b>											
SDG 16	GRI 2-9 / GRI 2-10	GCG03	· Number of Directors on the Board of Directors	persons	15	15	15	15	15	*Global Best Practice** The appropriate average Board size is generally 10 to 13 directors. For benchmarking purposes, the average value used is 11.5 directors.	
		GCG41	· Board Size Based on International Good Practice	persons	115	115	115	115	115		
		GCG41	· Board Size Compared with International Good Practice	%	130%	130%	130%	130%	130%		
SDG 5 / SDG 10	GRI 2-9 / GRI 2-23	GCG06	· Board Diversity Policy	Policy	N/A	N/A	N/A	VNG-GOV-DBS-PL-01	VNG-GOV-DBS-PL-02	*Based on research and statistical reports by global organizations studying board structures, particularly among large companies such as the S&P 500, Fortune 100, Russell 3000, and studies by the OECD, Spencer Stuart, Heidrick & Struggles, EY, and Harvard CorpGov.	
SDG 5	GRI 405-1	GCG37	· Number of Female Directors on the Board of Directors	persons	2	2	2	2	2		
		GCG37	· Proportion of Female Directors on the Executive Committee	%	13.3%	13.3%	13.3%	13.3%	13.3%		
		GCG37	· Average Proportion of Female Directors on Boards Internationally	%	91%/3	28.5%/4	29.4%/4	30%/4	30%/4		30%/4
			· Proportion of Female Directors on the Board Compared with International Benchmarks	%	146.5%	46.8%	45.4%	44.4%	44.4%		44.4%
			· Average Proportion of Female Directors on Boards in Thailand's Property and Construction Materials Industry	%	20%/5	30%/6	30%/6	30%/6	30%/6		30%/6
· Proportion of Female Directors on the Board Compared with Domestic Industry Peers	%	66.7%	44.4%	44.4%	44.4%	44.4%	44.4%	44.4%			
SDG 16	GRI 2-9	· Number of Members of the Board of Directors and Board Committees									
		- Board of Directors			persons	15	15	15	15	15	
		- Audit Committee			persons	4	4	4	4	4	
		- Nomination and Remuneration Committee			persons				3	3	
		- Risk Management and Corporate Governance Committee			persons				3	3	
		- Sustainability Committee			persons				3	3	
- Executive Committee			persons	9	9	9	9	9			
SDG 16	GRI 2-9	GCG04	· Number of Independent Directors on the Board of Directors	persons	5	5	5	6	6	/7 AlphaValue Independent Equity Research /8 Spencer Stuart indicates /9 National Association of Corporate Directors: NACD /10 The 2021 guideline issued by the Securities and Exchange Commission, Thailand sets an aspirational target of at least 30% independent directors on company boards, representing a reference benchmark or aspirational level for Thai companies.	
		GCG36	· Proportion of Independent Directors to Total Directors	%	33.3%	33.3%	33.3%	40.0%	40.0%		
		· Average Proportion of Independent Directors on Boards			%	40-50%/7	50-60%/8	75%/9	75%/9		75%/9
		· Average Proportion of Independent Directors on the Board Compared with International Benchmarks			%	74.1%	60.6%	44.4%	53.3%		53.3%
		· Average Proportion of Independent Directors on Boards of Domestic Industry Peers			%	42.6%/10	42.6%/10	50%/10	50%/10		50%/10
		· Average Proportion of Independent Directors on the Board Compared			%	78.2%	78.2%	66.7%	80.0%		80.0%
		· Proportion of Non-executive Directors to Total Directors			Proportion of non-executive directors to total directors	06:15	06:15	06:15	06:15		6:15
		· Proportion of 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		00:15
		GCG47	· Composition of the Nomination and Remuneration Committee: Proportion of Independent Directors	Proportion of independent directors on the Nomination and Remuneration Committee	N/A	N/A	N/A	1:3	1:3		1:3
		GCG46	· Composition of the Audit Committee: Proportion of Independent Directors	Proportion of independent directors on the Audit Committee	4:4	4:4	4:4	4:4	4:4		4:4
		· Board Skills Composition Required for the Business, as Predefined, and Skills Matrix Analysis Against Requirements			Proportion of directors with skills required for the business to total directors	100%	100%	100%	100%		100%
		GCG10	· Number of Board and Board Committee Meetings Held								
		- Board of Directors			times	10	4	4	6		6
		- Audit Committee			times	5	4	4	4		4
		- Nomination and Remuneration Committee			times	N/A	N/A	N/A	N/A		2
- Risk Management and Corporate Governance Committee			times	N/A	N/A	N/A	N/A	2			
- Sustainability Committee			times	N/A	N/A	N/A	N/A	2			
- Executive Committee			times	12	12	12	12	12			
GCG11	· Directors' Meeting Attendance Rate										
- Board of Directors			%	94.67%	100%	100%	97.75%	97.80%			
- Audit Committee			%	93.33%	100%	100%	87.50%	100.0%			
- Nomination and Remuneration Committee			%	N/A	N/A	N/A	N/A	100.0%			
- Risk Management and Corporate Governance Committee			%	N/A	N/A	N/A	N/A	100.0%			
- Sustainability Committee			%	N/A	N/A	N/A	N/A	100.0%			
- Executive Committee			%	100.00%	100.00%	100.00%	100.00%	100.0%			

# Key ESG Performance Summary

Good Corporate Governance Transparency											
Standards			Disclosure Topic	Vanachai Group Performance						Remarks	
SDGs	GRI	FTSE Russell		Unit of Measurement	2564	2565	2566	2567	2568		
SDG 16	GRI 2-9	GCG19	· Annual General Meeting (AGM): Number of Days Between Dispatch of Meeting Notice and Meeting Date	days	14	14	14	14	14	14	Number of days for AGM agenda disclosure based on international practice = 21 days (legislation.gov.uk)  Under Thai law and the guidelines of the Securities and Exchange Commission, Thailand and the Stock Exchange of Thailand, listed companies must dispatch the AGM notice at least 7 days before the meeting date under general circumstances and at least 14 days in advance where agenda items require shareholder approval for significant matters.
		GCG38	· Number of Days for AGM Agenda Disclosure Based on International Practice	days	21	21	21	21	21	21	
			Ratio of AGM Agenda Disclosure Period Compared with International Practice	%	66.7%	66.7%	66.7%	66.7%	66.7%	66.7%	
			· Number of Days for AGM Agenda Disclosure Among Domestic Industry Peers	days	14	14	14	14	14	14	
		· Ratio of AGM Agenda Disclosure Period Compared with Domestic Industry Peers	%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		
<b>Board Performance Assessment</b>											
SDG 16	GRI 2-18	GCG08	· Board of Directors Performance Assessment Results (Average Score)	Average Board performance assessment score	N/A	N/A	97.5	97.6	97.6		
			· Individual Director Performance Assessment Results (Average Score)	Average assessment score for responsibility, training and development, and compliance with good corporate governance principles	N/A	N/A	98.6	98.5	98.5		
			· Cross-assessment Results of Directors' Performance (Anonymous)	Director responsibility and independence (anonymous assessment, 4 directors per group)	N/A	N/A	97.4	97.5	97.5		
<b>Board and Senior Executive Remuneration</b>											
SDG 16	GRI 2-19		- Independent Directors	THB million	5.60	5.25	4.41	4.83	4.08		
		GCG14	- Non-executive Directors	THB million	N/A	N/A	N/A	N/A	N/A		
		GCG27	- Senior Executives	THB million	N/A	N/A	N/A	N/A	36.60		
			- Total Remuneration of the Board of Directors	THB million	106.85	100.65	88.40	97.77	89.49		
<b>Fees Paid to External Auditor</b>											
SDG 16		GCG49	- Audit Fees	THB	1,193,000.00	1,193,000.00	1,253,000.00	1,355,000.00	1,375,000.00		
			- Non-audit Fees	THB	140,000.00	145,000.00	175,000.00	105,000.00	35,000.00		
			- Audit Fees Exceeded Non-audit Fees in the Previous Fiscal Year	THB	1,053,000.00	1,048,000.00	1,078,000.00	1,250,000.00	1,340,000.00		
<b>Code of Conduct and Compliance</b>											
SDG 16	GRI 2-17 / GRI 2-23 / GRI 2-24 / GRI 415-1	GAC12	· Code of Conduct Training for Directors and Employees	percentage	100%	100%	100%	100%	100%		
			· Process for Managing and Monitoring Compliance with the Code of Conduct	number of complaints	0	0	0	0	0		
	GRI 2-16	· Total Political Contributions	THB	0	0	0	0	0			
		· Number and Nature of All Critical Concerns Communicated to the Highest Governance Body During the Current Reporting Period	number of complaints	0	0	0	0	0			
		· Number of Incidents of Non-compliance with Laws and Regulations During the Current Reporting Period	number of complaints	0	0	0	0	0			
<b>Corporate Governance</b>											
SDG 16	GRI 2-23	GCG07	· Conflict of Interest Prevention Policy	Policy	N/A	N/A	N/A	VNG-GOV-CIP-PL-01	VNG-GOV-CIP-PL-02		
			GCG09	· Board of Directors Charter	Charter	N/A	N/A	N/A	VNG-GOV-BOD-CT-01		VNG-GOV-BOD-CT-02
				· Nomination and Remuneration Committee Charter	Charter	N/A	N/A	N/A	VNG-GOV-NRC-CT-01		VNG-GOV-NRC-CT-02
		· Audit Committee Charter		Charter	N/A	N/A	N/A	VNG-GOV-AC-CT-01	VNG-GOV-AC-CT-02		
		GRM05 / GRM07	· Risk Management and Corporate Governance Committee Charter	Charter	N/A	N/A	N/A	VNG-GOV-RMCG-CT-01	VNG-GOV-RMCG-CT-02		
			· Sustainability Committee Charter	Charter	N/A	N/A	N/A	VNG-GOV-SMC-CT-01	VNG-GOV-SMC-CT-02		
<b>Direct Economic Value Generated and Distributed</b>											
<b>Direct Economic Value Generated and Distributed</b>											
SDG 8	GRI 201-1		· Total Revenue: Economic Value Generated from the Organization's Operations (Revenue from Sales and Services)	THB million/year	12,988	13,138	14,148	13,540	11,300		
			· Net Sales Revenue plus Income from Financial Investments and Asset Disposals	THB million/year	13,045	13,278	14,243	13,962	11,344		
<b>Direct Economic Value Generated and Distributed</b>											
SDG 8	GRI 201-1		· Operating Costs: Total Expenses Incurred from Business Operations	THB million/year	1,674	1,558	1,881	1,513	1,304		
			· Employee Wages and Benefits: Monetary Payments to Employees in the Form of Wages and Benefits	THB million/year	1,079	1,184	1,244	1,262	1,222		

# Key ESG Performance Summary

## Good Corporate Governance Transparency

Standards			Disclosure Topic	Vanachai Group Performance						Remarks
SDGs	GRI	FTSE Russell		Unit of Measurement	2564	2565	2566	2567	2568	
SDG 8	GRI 201-1		· Dividend Payments for Annual Performance: Amount Returned to Shareholders Based on Annual Operating Results	THB million/year	694	347	35	174	0	
			· Community Investment: Investment in Community Development Projects and CSR Activities	THB million/year	2.50	2.47	2.73	7.05	3.46	
			· Economic Value Retained	THB million/year	9,594	10,187	11,081	11,006	8,814	
<b>Financial Implications and Other Risks and Opportunities Due to Climate Change</b>										
SDG 8	GRI 201-2	ECC45 / ECC14 / ECC44	· Financial Implications of Climate-related Risks: Monetary Losses or Costs Arising from Climate-related Risks	THB million/year	N/A	N/A	N/A	0	0	
			· Investment to Strengthen Climate Resilience: Capital Invested in Projects to Enhance Climate Adaptation Capacity, including Solar Rooftop and Biomass Investments	THB million/year	N/A	N/A	N/A	60.00	2,560	
			· Cost Savings from Climate-related Opportunities: Cost Savings from Clean Energy Use and Improved Operational Efficiency	THB million/year	N/A	N/A	N/A	10	308,820	
			· Greenhouse Gas (GHG) Emissions Reduction from Climate Actions: Progress in Reducing GHG Emissions to Mitigate Climate-related Risks (compared with the 2024 base year)	%	N/A	N/A	N/A	0.00%	29.65%	
<b>Financial Assistance Received from Government</b>										
SDG 8	GRI 201-4		· Total Value of Financial Assistance Received from Government: Total Amount of Government Support Received	THB million	113	0.56	0.00	0.00	0.00	
			· Tax Credits or Incentives Received from Government: Tax Relief and Incentives from Government Programs	THB million	10.51	26.77	34.42	23.68	17.20	
<b>Indirect Economic Impacts / Procurement Practices</b>										
SDG 8	GRI 203-1		· Total Value of Infrastructure Investment: Investment in Infrastructure Projects, such as Education Systems and Well-being	THB million	N/A	N/A	N/A	0.624	1486	
			· Infrastructure or Community Service Projects Supported: Scale and Frequency of Support for Projects Benefiting Communities	projects/year	N/A	N/A	N/A	41	97	
			· Beneficiaries of Infrastructure Projects: Number of People Directly Benefiting from Implemented Projects	beneficiaries/year	N/A	N/A	N/A	526	2,426	
	GRI 204-1		· Procurement from Local Operators or SMEs: Support for the Local Economy	THB million/year	N/A	N/A	N/A	124	130.64	
			· Local Suppliers or SME Operators Supported: Collaboration with Local Businesses through Supplier Development or Commercial Agreements	number of suppliers	N/A	N/A	N/A	52	192	
<b>Anti-corruption</b>										
SDG 16	GRI 2-23	GAC01	· Anti-corruption Policy Covering Anti-bribery	Policy	N/A	N/A	N/A	VNG-GOV-AC-PL-01	VNG-GOV-AC-PL-02	
		GAC02	· Comprehensive Anti-corruption Policy Covering Anti-money Laundering and Obstruction of Justice	Policy	N/A	N/A	N/A	VNG-GOV-AC-PL-01	VNG-GOV-AC-PL-02	
	GRI 205-1	GAC09	· Operations Assessed for Corruption Risks	%	N/A	N/A	N/A	100%	100%	
			· Corruption Risk Assessments Conducted	times/year	N/A	N/A	N/A	1	1	
	GRI 205-2	GCG08	· Total Employees Trained on Anti-corruption	%	N/A	N/A	N/A	29.4%	47.9%	
			· Board Members or Senior Executives Trained	%	N/A	N/A	N/A	46.7%	53.3%	
			· New Employees Oriented on the Anti-corruption Policy	%	N/A	N/A	N/A	100%	100%	
	GRI 205-3	GAC13	· Confirmed Incidents of Corruption	incidents/year	N/A	N/A	N/A	0	0	
			· Incidents Resulting in Disciplinary Action, such as Warnings or	%	N/A	N/A	N/A	0	0	
			· Number of Employees Disciplined or Removed from Position Due to Non-compliance with Policy	number of employees	N/A	N/A	N/A	0	0	
	GAC14	· Fines, Penalties, or Compensation Related to Corruption	THB	N/A	N/A	N/A	0	0		
<b>Tax Governance</b>										
SDG 16	GRI 2-23 / GRI 207-1	GTx01 / GTx02	· Tax Policy Covering Transparency and Accountability	Policy	N/A	N/A	N/A	VNG-GOV-TAX-PL-01	VNG-GOV-TAX-PL-02	
		GRI 207-4	GTx12	· Tax Incentives from the Thailand Board of Investment (BOI)	THB million/year	93.28	47.62	7.46	14.40	23.26
	· Taxes and Contributions Paid to Government: Taxes, Fees, and Contributions Paid to Government			THB million/year	59.59	101.77	94.11	95.39	33.17	
	GRI 207-2		· Internal or External Tax Reviews Conducted	number of times/year	N/A	N/A	N/A	4	4	
	GRI 207-3		· Tax Concerns or Questions Received and Resolved	number of times/year	N/A	N/A	N/A	0	0	

\*Cumulative training covering existing employees and new employees

# Key ESG Performance Summary

## Good Corporate Governance Transparency

Standards			Disclosure Topic	Vanachai Group Performance					Remarks
SDGs	GRI	FTSE Russell		Unit of Measurement	2564	2565	2566	2567	
<b>ESG Risk Management</b>									
<b>ESG Risk Management</b>									
SDG 1-17	GRI 205-3		· Number of Corruption-related Complaints	times/year	0	0	0	0	0
			· Frequency of Drills for Unexpected Events, such as Emergency Plans, Crisis Management Plans, and Business Continuity Plans	number of drills for unexpected event response plans	1	1	1	1	1
	GRM14	· Fines and Compensation Related to ESG Issues Disclosed in Audited Financial Statements	THB/year	0	0	0	0	0	
<b>Supply Chain Management</b>									
<b>Supply Chain Management</b>									
SDG 12 / SDG 16	GRI 308-1 / GRI 414-1	ESCO9	· Proportion of New Suppliers Screened Using Environmental, Social, or Governance Criteria	number of suppliers	0	0	0	33	42
				percentage of new suppliers	0%	0%	0%	100%	100%
<b>Anti-competitive Behavior</b>									
SDG 16	GRI 206-1 / GRI 2-15		· Legal Actions Related to Anti-competitive Behavior: Number of Legal Cases Involving Monopoly Practices, Bid Rigging, or Competition Law Violations	cases/year	N/A	N/A	N/A	0	0
			· Business Units Covered by Competition Law Compliance Programs: Coverage of Training or Programs to Prevent Anti-competitive Conduct Within the Organization	%	N/A	N/A	N/A	0	0
<b>Customer Centricity</b>									
<b>Customer Satisfaction</b>									
SDG 8	GRI 2-29 / GRI 2-25		· Overall Customer Satisfaction Assessment Result	%	97.3%	97.3%	97.8%	98.0%	98.1%
			- Product quality	%	97.3%	97.1%	98.1%	98.1%	98.2%
			- Sales personnel	%	97.4%	97.3%	97.7%	97.9%	98.0%
			- Sales support personnel	%	97.4%	97.3%	97.7%	98.7%	98.8%
			- Technical service	%	97.4%	97.3%	97.7%	97.2%	97.2%
			- Product delivery	%	97.4%	97.3%	97.7%	97.9%	98.1%
			· Total Number of Customer Complaints	cases				2	2
			- Total product quality complaints	cases	N/A	N/A	N/A	2	2
			- Total quantity complaints	cases	N/A	N/A	N/A	0	0
			- Total service complaints	cases	N/A	N/A	N/A	0	0
			- Total packaging complaints	cases	N/A	N/A	N/A	0	0
			- Total product delivery complaints	cases	N/A	N/A	N/A	0	0
			· Total Number of Customer Complaint Resolutions	cases				2	2
			· Total Resolutions of Product Quality Complaints	cases	N/A	N/A	N/A	2	2
			- Resolved within the defined timeframe	cases	N/A	N/A	N/A	2	2
			- Resolved after the defined timeframe	cases	N/A	N/A	N/A	0	0
		SDG 8 / SDG 12 / SDG 16	GRI 205-3		· Total Resolutions of Quantity Complaints	cases	N/A	N/A	N/A
	- Resolved within the defined timeframe			cases	N/A	N/A	N/A	0	0
	- Resolved after the defined timeframe			cases	N/A	N/A	N/A	0	0
	· Total Resolutions of Service Complaints			cases	N/A	N/A	N/A	0	0
	- Resolved within the defined timeframe			cases	N/A	N/A	N/A	0	0
	- Resolved after the defined timeframe			cases	N/A	N/A	N/A	0	0
	· Total Resolutions of Packaging Complaints			cases	N/A	N/A	N/A	0	0
	- Resolved within the defined timeframe			cases	N/A	N/A	N/A	0	0
	- Resolved after the defined timeframe			cases	N/A	N/A	N/A	0	0
	· Total Resolutions of Product Delivery Complaints			cases	N/A	N/A	N/A	0	0
	- Resolved within the defined timeframe	cases	N/A	N/A	N/A	0	0		
	- Resolved after the defined timeframe	cases	N/A	N/A	N/A	0	0		
<b>Marketing and Labeling</b>									
<b>Responsible Marketing Communications</b>									
SDG 3	GRI 416-1		· Percentage of Significant Product and Service Categories Assessed for Health and Safety Impacts	%	N/A	N/A	N/A	85.71	92.86%
		GRI 417-1	· Product Categories Subject to Information and Labeling Requirements: Percentage of the Product Portfolio Requiring Mandatory Labels or Information	%	N/A	N/A	N/A	9.13%	14.29%
	items/year			N/A	N/A	N/A	0	0	

# Key ESG Performance Summary

## Good Corporate Governance Transparency

Standards			Disclosure Topic	Vanachai Group Performance						Remarks
SDGs	GRI	FTSE Russell		Unit of Measurement	2564	2565	2566	2567	2568	
SDG 3	GRI 417-2		· Confirmed Incidents of Non-compliance: Incorrect, Missing, or Misleading Labels or Information	number of cases/year	N/A	N/A	N/A	0	0	
			· Product Recalls Due to Production Process Issues	number of times	N/A	N/A	N/A	0	0	
	GRI 417-3		· Confirmed Incidents of Non-compliance in Marketing Communications: Exaggerated Advertising or Inaccurate Information	number of cases/year	N/A	N/A	N/A	0	0	
			· Marketing-related Complaints Received: Concerns or Complaints from Consumers and the Public	number of cases/year	N/A	N/A	N/A	0	0	
<b>Innovation</b>										
SDG 9	GRI 2-23		· Innovation Management and Value Creation Policy	Policy	N/A	N/A	N/A	VNG-GOV-IMVC-PL-01	VNG-GOV-IMVC-PL-02	
			· Number of Products Certified with Green Labels or Environmental Standards: Measures the Success of Sustainability-driven Product Development	number of green-label products	N/A	N/A	N/A	5	7	
			· Greenhouse Gas Emissions Avoided or Reduced through Innovation	tCO <sub>2</sub> e/year	N/A	N/A	N/A	280,871	280,056	
			· Innovation Projects with Environmental Impact: Number of Innovation Projects that Reduce Environmental Impacts, such as Waste Reduction, Carbon Reduction, and Resource Efficiency Improvement	number of products with environmental impact	N/A	N/A	N/A	5	6	
			· Innovation Projects Addressing Social Needs, such as Health, Safety, and Equality: Reflects the Use of Innovation to Benefit Communities	number of products with social impact	N/A	N/A	N/A	5	3	
			· Percentage of Revenue from New Products or Services Launched Within the Last Three Years	%	N/A	N/A	N/A	112%	119%	
			· Innovation Training Hours	hours/employee/year	N/A	N/A	N/A	N/A	4.22	

Remarks:

NA: No data available