



CENTRAL **RETAIL**

THE NEXT

FRONTIER OF GROWTH

PERFORMANCE DATA 2022

GRI Standards	Data	Unit	Data Collection Period				Data Coverage 2022
			2019	2020	2021	2022	
Business Ethics							
	Reported Breaches of Business Ethics	Cases	85	89	80	48	Thailand
	- Corruption/Bribery	Cases	0	0	2	0	Thailand
	- Fraud	Cases	42	35	22	11	Thailand
	- Money Laundering and Insider Trading	Cases	0	0	0	0	Thailand
	- Conflict of Interest	Cases	0	3	1	0	Thailand
	- Internal Regulatory Non-Compliance	Cases	43	51	55	37	Thailand
	- Anti-Competitive Practices	Cases	0	0	0	0	Thailand
	Reported Other Types of Breaches of Business Ethics	Cases	3	8	7	2	Thailand
	- Society and Community	Cases	0	0	0	0	Thailand
	- Environment, Occupational Health and Safety	Cases	2	2	1	1	Thailand
	- Products and Packaging	Cases	1	5	0	0	Thailand
	- Human Rights Violations	Cases	0	0	1	0	Thailand
	- Discrimination & All Types of Harassment	Cases	0	0	0	0	Thailand
	- Others	Cases	0	1	5	1	Thailand
	Breaches of Business Ethics under Investigation	Cases	0	1	0	2	Thailand
	- Corruption/Bribery	Cases	0	0	0	0	Thailand
	- Fraud	Cases	0	0	0	1	Thailand
	- Money Laundering and Insider Trading	Cases	0	0	0	0	Thailand
	- Conflict of Interest	Cases	0	0	0	0	Thailand
	- Internal Regulatory Non-Compliance	Cases	0	1	0	1	Thailand
	- Anti-Competitive Practices	Cases	0	0	0	0	Thailand
	Other Types of Breaches of Business Ethics under Investigation	Cases	0	0	0	0	Thailand
	- Society and Community	Cases	0	0	0	0	Thailand
	- Environment, Occupational Health and Safety	Cases	0	0	0	0	Thailand
	- Products and Packaging	Cases	0	0	0	0	Thailand
	- Human Rights Violations	Cases	0	0	0	0	Thailand
	- Discrimination & All Types of Harassment	Cases	0	0	0	0	Thailand
	- Others	Cases	0	0	0	0	Thailand
205-3	Confirmed Breaches of Business Ethics	Cases	77	62	49	28	Thailand
	- Corruption/Bribery	Cases	0	0	1	0	Thailand
	- Fraud	Cases	38	25	15	8	Thailand

GRI Standards	Data	Unit	Data Collection Period				Data Coverage 2022	
			2019	2020	2021	2022		
Business Ethics								
-	- Money Laundering and Insider Trading	Cases	0	0	0	0	Thailand	
	- Conflict of Interest	Cases	0	3	0	0	Thailand	
	- Internal Regulatory Non-Compliance	Cases	39	34	33	20	Thailand	
206-1	- Anti-Competitive Practices	Cases	0	0	0	0	Thailand	
-	Confirmed Other Types of Breaches of Business Ethics	Cases	3	6	1	0	Thailand	
2-27	- Society and Community	Cases	0	0	0	0	Thailand	
2-27	- Environment, Occupational Health and Safety	Cases	2	1	0	0	Thailand	
-	- Products and Packaging	Cases	1	5	0	0	Thailand	
2-27	- Human Rights Violations	Cases	0	0	0	0	Thailand	
-	- Discrimination & All Types of Harassment	Cases	0	0	0	0	Thailand	
	- Others	Cases	0	0	1	0	Thailand	
205-3	Actions Taken against Confirmed Breaches of Business Ethics for Employees	Cases	80	68	47	26	Thailand	
	- Termination of Contract/ Dismissed	Cases	40	31	16	13	Thailand	
	- Warning/Disciplinary Actions	Cases	27	22	21	8	Thailand	
	- Transfer	Cases	2	1	1	0	Thailand	
	- Send Back	Cases	7	2	3	4	Thailand	
	- Corrective Actions as Complaint/Suggestion	Cases	2	10	6	1	Thailand	
	- No Action	Cases	2	2	0	0	Thailand	
	Actions Taken against Confirmed Breaches of Business Ethics for Business Partners (i.e. Suppliers, Contractors, etc.)	Cases	0	0	0	2	Thailand	
	- Termination of Contract/ Not Renew Contract	Cases	0	0	0	1	Thailand	
	- Warning/Disciplinary Actions	Cases	0	0	0	0	Thailand	
	- Corrective Actions as Complaint/Suggestion	Cases	0	0	3	1	Thailand	
	- No Action	Cases	0	0	0	0	Thailand	
	Public legal cases regarding corruption brought against the organization or its employees	Cases	0	0	0	0	Thailand	
	-	Written/Digital Acknowledgement to Codes of Conduct						
		- Employees	%	N/A	N/A	96	100	Thailand and Vietnam
- Contractors/ Suppliers/ Service Providers		%	N/A	N/A	3.2	35	"Thailand (Fashion,Food,Hardline)"	
- Subsidiaries		%	N/A	N/A	100	100	Thailand and Vietnam	
- Joint ventures (including stakes above 10%)		%	N/A	N/A	100	N/A	No Data	

GRI Standards	Data	Unit	Data Collection Period				Data Coverage 2022
			2019	2020	2021	2022	
Business Ethics							
-	Training on Codes of Conduct						
	- Employees	%	N/A	N/A	96	100	Thailand
	- Contractors/ Suppliers/ Service Providers	%	N/A	N/A	3.2	N/A	No Data
	- Subsidiaries	%	N/A	N/A	100	100	Thailand
	- Joint ventures (including stakes above 10%)	%	N/A	N/A	100	N/A	No Data
205-2	Communication on Anti-Corruption Policies and Procedures						
	- Board of Director*	%	N/A	N/A	N/A	100	Thailand, Vietnam and Italy
	- Employees	%	N/A	N/A	N/A	69	Thailand and Vietnam
	- Employee Category						
	- Executive/Top Management	%	N/A	N/A	N/A	73	Thailand and Vietnam
	- Middle Management	%	N/A	N/A	N/A	90	Thailand and Vietnam
	- Senior Employees and Junior Management	%	N/A	N/A	N/A	95	Thailand and Vietnam
	- Non-Management (including Part-Time Employees)	%	N/A	N/A	N/A	67	Thailand and Vietnam
	- Region						
	- Thailand	%	N/A	N/A	N/A	58	Thailand = Communication = Training
	- Vietnam	%	N/A	N/A	N/A	96	Vietnam
	- Italy	%	N/A	N/A	N/A	N/A	No Data
	- Business Partners						
	- Type of Business Partners	%	N/A	N/A	N/A	N/A	
	- Contractors	%	N/A	N/A	N/A	N/A	
	- Suppliers	%	N/A	N/A	N/A	N/A	
	- Service Providers	%	N/A	N/A	N/A	N/A	
	- Region						
	- Thailand	%	N/A	N/A	N/A	N/A	
	- Vietnam	%	N/A	N/A	N/A	N/A	
	- Italy	%	N/A	N/A	N/A	N/A	
	Training on Anti-Corruption Policies and Procedures						
	- Board of Director*	%	N/A	N/A	N/A	100	Thailand, Vietnam and Italy
- Employees	%	N/A	N/A	N/A	69	Thailand and Vietnam	
- Employee Category							
- Executive/Top Management	%	N/A	N/A	N/A	73	Thailand and Vietnam	
- Middle Management	%	N/A	N/A	N/A	90	Thailand and Vietnam	

GRI Standards	Data	Unit	Data Collection Period				Data Coverage 2022
			2019	2020	2021	2022	
Business Ethics							
205-2	- Senior Employees and Junior Management	%	N/A	N/A	N/A	95	Thailand and Vietnam
	- Non-Management (including Part-Time Employees)	%	N/A	N/A	N/A	67	Thailand and Vietnam
	- Region						
	- Thailand	%	N/A	N/A	N/A	58	Thailand
	- Vietnam	%	N/A	N/A	N/A	96	Vietnam
	- Italy	%	N/A	N/A	N/A	N/A	No Data

Remarks

• The Company governance body members consists only of the Board of Director that oversees business operations in all regions including Thailand, Vietnam and Italy.

GRI Standards	Data	Unit	Data Collection Period				Data Coverage 2022
			2019	2020	2021	2022	
Customer Relationship Management							
2-29	Customer Satisfaction Score	%	87	87	87	89	Thailand and Vietnam
-	- Percentage of Revenues	%	74	72	72	93	Thailand and Vietnam

GRI Standards	Data	Unit	Data Collection Period				Data Coverage 2022
			2019	2020	2021	2022	
Supply Chain Management							
Supplier Screening and Selection							
-	Total Suppliers	Numbers	N/A	N/A	24,560	12,698	Thailand and Vietnam
	Total Significant Suppliers	Numbers	N/A	N/A	290	1,136	Thailand and Vietnam
	- Tier 1 Suppliers	Numbers	N/A	N/A	24,560	12,698	Thailand and Vietnam
	- Significant Tier-1 Suppliers	Numbers	N/A	N/A	290*	1,136	Thailand and Vietnam
	- Percentage of Total Spending on Significant Tier-1 Suppliers	%	N/A	N/A	N/A	65	Thailand and Vietnam
	- Non Tier-1 Suppliers	Numbers	N/A	N/A	N/A	N/A	Thailand and Vietnam
	- Significant Non Tier-1 Suppliers	Numbers	N/A	N/A	N/A	N/A	Thailand and Vietnam

GRI Standards	Data	Unit	Data Collection Period				Data Coverage 2022
			2019	2020	2021	2022	
Supply Chain Management							
-	Total Suppliers - Geographic Location						
	- Thailand	%	N/A	N/A	93.8	85.9	Thailand
	- Outside of Thailand	%	N/A	N/A	6.2	14.1	Thailand
	Total Suppliers - Business Category						
	- Food	%	N/A	N/A	27	36	Thailand
	- Fashion	%	N/A	N/A	14	38	Thailand
	- Hardline	%	N/A	N/A	9	20	Thailand
	- Property	%	N/A	N/A	50	6	Thailand
	Supply Chain Spend Value - Business Category						
		Million THB	N/A	N/A	139,474	134,995	Thailand
	- Food	%	N/A	N/A	27	24	Thailand
	- Fashion	%	N/A	N/A	14	32	Thailand
	- Hardline	%	N/A	N/A	9	42	Thailand
	- Property	%	N/A	N/A	50	2	Thailand
-	Supplier Assessment						
	- Total suppliers assessed	Numbers	N/A	N/A	N/A	10	Thailand
	- Percentage of significant suppliers assessed	%	N/A	N/A	N/A	0.9	Thailand
	- Suppliers assessed with substantial actual/potential negative impacts/risks	Numbers	N/A	N/A	N/A	0	Thailand
	- Percentage of suppliers with substantial actual/potential negative impacts/risks with agreed corrective action plan	%	N/A	N/A	N/A	0	Thailand
	- Suppliers with substantial actual/potential negative impacts/risks terminated	Numbers	N/A	N/A	N/A	0	Thailand
308-1	New Suppliers screened using Environmental Criteria	%	N/A	N/A	100	100	Thailand
414-1	New Suppliers screened using Social Criteria	%	N/A	N/A	100	100	Thailand
-	Supplier Development						
	- Total suppliers supported in corrective action plan implementation	Numbers	N/A	N/A	N/A	0	Thailand
	- Percentage of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	N/A	N/A	N/A	0	Thailand
	- Total suppliers in capacity building programs	Numbers	N/A	N/A	N/A	0	Thailand
	- Percentage of significant suppliers in capacity building programs	%	N/A	N/A	N/A	0	Thailand

Remarks

• Only for suppliers of Food, Fashion and Hardline business categories in Thailand for FY2021.

GRI Standards	Data	Unit	Data Collection Period				Data Coverage 2022
			2019	2020	2021	2022	
Cybersecurity							
-	Cases of Information Security Breached Incidents¹ or Other Cybersecurity Incidents²	Cases	0	0	2	4	Thailand
418-1	- Cases of Data Breaches Incidents ³ , which consist of Data Breaches, Data Thefts, or Losses of Customer Data	Cases	0	0	0	1	Thailand
-	- Fines/Penalties Paid in Relation to Information Security Breaches or other Cybersecurity Incidents	THB	0	0	0	0	Thailand
Privacy Protection							
418-1	Substantiated Complaints⁴ regarding Breaches of Customer's Personal Data	Cases	0	0	1	0	Thailand
	- Complaints Received from Third Parties	Cases	0	0	1	0	Thailand
	- Complaints Received from Regulatory Bodies	Cases	0	0	0	0	Thailand
	Identified Leaks, Thefts, or Losses of Customer Data	Cases	0	0	0	1	Thailand

Remarks

- Information security breaches is defined as unauthorized access to computer data, applications, networks, devices, and data security systems.
- Other cybersecurity incidents is defined as a cybersecurity breach other than unauthorized data access or disclosure, e.g. a perpetrator taking control of an information system that controls the organization's power generation or transport system.
- Data breach is defined as a consequences of a cybersecurity breach leading to an unwanted situation or unlawful action, data leakage, unauthorized change or disclosure of personal information, as well as sorting and processing of personal or confidential information which affects cybersecurity.
- Substantiated complaints is defined as a complaint letter drafted by a customer or a government regulatory body related to a breach of customer personal data, or a third-party complaint, which is consistent with the Company's personal data criteria or policy.

GRI Standards	Data	Unit	Data Collection Period				Data Coverage 2022
			2019	2020	2021	2022	
Packaging							
301-1	Total Weight of Non-Renewable Packaging Materials	Metric Tons	12,519	11,006	14,998	21,910	Thailand
301-2	- Recycled and/or Certified Material	% of Total Weight	ND	ND	7.53	0.19	Thailand
301-1	Total Weight of Renewable Packaging Materials	Metric Tons	9,701	8,782	11,708	19,141	Thailand
-	- Wood/Paper Fiber Packaging	Metric Tons	9,701	8,782	11,708	19,141	Thailand
-	- Recycled and/or Certified Material	% of Total Weight	ND	ND	9.65	0.22	Thailand
301-1	Total Weight of Non-Renewable Packaging Materials	Metric Tons	2,818	2,224	3,290	2,769	Thailand
-	- Glass Packaging	Metric Tons	0	0	0	0	Thailand
-	- Recycled and/or Certified Material	% of Total Weight	0	0	0	0	Thailand
-	- Metal Fiber Packaging	Metric Tons	0	0	0	0	Thailand
-	- Recycled and/or Certified Material	% of Total Weight	0	0	0	0	Thailand
-	- Plastic Packaging	Metric Tons	2,818	2,224	3,290	2,769	Thailand
-	- Recycled Content within Plastic Packaging	% of Total Weight	0	0	0	0	Thailand
-	- Recyclable Plastic Packaging	% of Total Weight	78.7	81.5	86.3	3.0	Thailand
-	- Compostable Plastic Packaging	% of Total Weight	4.6	4.4	5.1	2.8	Thailand

Remarks

• ND refers to no data

GRI Standards	Data	Unit	Data Collection Period					
			2019	2020	2021	2022		
Energy Consumption						TH	VN	Total
302-1	Total Energy Consumption (Within the Organization)	MWh	1,046,470	1,079,532	1,245,916	755,382	276,100	1,031,482
		GJ	3,767,291	3,886,317	4,485,298	2,719,373	993,958	3,713,332
	Total Non-Renewable Energy Consumption	MWh	1,039,855	1,062,284	1,194,350	694,140	257,874	952,014
		GJ	3,743,477	3,824,224	4,299,661	2,498,903	928,347	3,427,250
	- Total Non-Renewable Fuels Consumption	MWh	24,080	25,465	124,919	51,030	13,650	64,681
		GJ	86,687	91,675	449,709	183,707	49,141	232,848
	- Diesel	MWh	24,080	25,465	101,447	768	8,887.97	9,656
		GJ	86,687	91,675	365,211	2,764	31,996	34,761
	- LPG	MWh	ND	ND	23,472	18,200	2,182	20,382
		GJ	ND	ND	84,498,884	65,518	7,855	73,374

GRI Standards	Data	Unit	Data Collection Period				TH	VN	Total
			2019	2020	2021	2022			
302-1	Energy Consumption								
	- Gasoline	MWh	ND	ND	ND	32,063	2,580	34,643	
		GJ	ND	ND	ND	115,424	9,289	124,714	
	- Total Non-Renewable Energy Purchased for Consumption	MWh	1,015,775	1,036,819	1,069,431	643,110	244,224	887,334	
		GJ	3,656,790	3,732,548	3,849,952	2,315,196	879,206	3,194,402	
	- Electricity	MWh	1,015,775	1,036,819	1,069,431	643,110	244,224	887,334	
		GJ	3,656,790	3,732,548	3,849,952	2,315,196	879,206	3,194,402	
	- Heating	MWh	0	0	0	0	0	0	
	- Cooling	MWh	0	0	0	0	0	0	
	- Steam	MWh	0	0	0	0	0	0	
	- Total Non-Renewable Energy Sold	MWh	0	0	0	0	0	0	
	- Electricity	MWh	0	0	0	0	0	0	
	- Heating	MWh	0	0	0	0	0	0	
	- Cooling	MWh	0	0	0	0	0	0	
	- Steam	MWh	0	0	0	0	0	0	
	Total Renewable Energy Consumption	MWh	6,615	17,248	51,566	61,242	18,225	79,467	
		GJ	23,814	62,093	185,638	220,470	65,611	286,081	
	- Total Renewable Fuels Consumption	MWh	-	-	-	2,443	895	3,338	
		GJ	ND	ND	ND	8,795	3,221	12,015	
	- Biodiesel	MWh	ND	ND	ND	55	639	694	
		GJ	ND	ND	ND	199	2,301	2,500	
	- Bioethanol	MWh	ND	ND	ND	2,388	255	2,643	
		GJ	ND	ND	ND	8,596	919	9,515	
	- Total Renewable Energy Purchased for Consumption	MWh	6,615	17,248	51,566	58,799	17,331	76,129	
		GJ	23,814	62,093	185,638	211,675	62,391	274,066	
	- Electricity (Solar PV)	MWh	6,615	17,248	51,566	58,799	17,331	76,129	
		GJ	23,814	62,093	185,638	211,675	62,391	274,066	
	- Heating	MWh	0	0	0	0	0	0	
	- Cooling	MWh	0	0	0	0	0	0	
	- Steam	MWh	0	0	0	0	0	0	

GRI Standards	Data	Unit	Data Collection Period					
			2019	2020	2021	2022		Total
Energy Consumption						TH	VN	
302-1	- Total Renewable Energy Sold	MWh	0	0	0	0	0	0
	- Electricity	MWh	0	0	0	0	0	0
	- Heating	MWh	0	0	0	0	0	0
	- Cooling	MWh	0	0	0	0	0	0
	- Steam	MWh	0	0	0	0	0	0
302-3	Energy Intensity Ratio	GJ/Baht	ND	ND	ND	1.67E-05	1.75E-05	1.69E-05
302-4	Energy Consumption Reduction from Conservation or Efficiency Initiatives	J	ND	ND	ND	ND	ND	ND

Remarks

- ND refers to no data
- N/A refers to not applicable data

Definitions and Calculation Guidelines**Energy**

- Total energy consumption includes fossil fuels, electricity and renewable energy.
- Energy fuel consumption is calculated as the total amount of fuel consumed for each type multiplied by the calorific value for each type.
- The amount of electrical energy consumption (gigajoules) is equal to the sum of the amount of electrical energy consumed (megawatt hours) multiplied by 3.6.
- The conversion factor is based on Thailand Energy Efficiency Situation Report (Department of Alternative Energy Development) and Efficiency and The Engineering ToolBox from https://www.engineeringtoolbox.com/fuels-higher-calorific-values-d_169.html

Intensity

- The energy intensity value is calculated by the company's total revenue.

Base year

- The base year for comparing environmental data efficiency is 2022, which has been thoroughly collected and validated by an external verifier.

GRI Standards	Data	Unit	Data Collection Period						
			2019	2020	2021	2022		Total	
Water Withdrawal						TH	VN		
303-3	All Areas	Water Withdrawal: Third-party water (Municipal Water Suppliers)	Million Cubic Metre	6.94	6.8	6.67	5.41	1.95	7.36
			Megalitre	6,940	6,800	6,670	5,413	1,951	7,364
		- Freshwater (≤1,000 mg/L TDS)	Million Cubic Metre	6.94	6.8	6.67	5.41	1.95	7.36
			Megalitre	6,940	6,800	6,670	5,413	1,951	7,364
		- Other water (>1,000 mg/L TDS)	Million Cubic Metre	0	0	0	0	0	0
			Megalitre	0	0	0	0	0	0

GRI Standards		Data	Unit	Data Collection Period					
				2019	2020	2021	2022		
						TH	VN	Total	
303-3	All Areas	Water Withdrawal: Fresh Surface Water	Million Cubic Metre	0	0	0	0	0	0
			Megalitre	0	0	0	0	0	0
		- Freshwater ($\leq 1,000$ mg/L TDS)	Million Cubic Metre	0	0	0	0	0	0
			Megalitre	0	0	0	0	0	0
		- Other water ($>1,000$ mg/L TDS)	Million Cubic Metre	0	0	0	0	0	0
			Megalitre	0	0	0	0	0	0
		Water Withdrawal: Fresh Groundwater	Million Cubic Metre	0	0	0	0	0	0
			Megalitre	0	0	0	0	0	0
		- Freshwater ($\leq 1,000$ mg/L TDS)	Million Cubic Metre	0	0	0	0	0	0
			Megalitre	0	0	0	0	0	0
		- Other water ($>1,000$ mg/L TDS)	Million Cubic Metre	0	0	0	0	0	0
			Megalitre	0	0	0	0	0	0
	Water Withdrawal: Seawater ($>1,000$ mg/L TDS)	Million Cubic Metre	0	0	0	0	0	0	
		Megalitre	0	0	0	0	0	0	
	Water Withdrawal: Produce water	Million Cubic Metre	0	0	0	0	0	0	
		Megalitre	0	0	0	0	0	0	
	- Freshwater ($\leq 1,000$ mg/L TDS)	Million Cubic Metre	0	0	0	0	0	0	
		Megalitre	0	0	0	0	0	0	
	- Other water ($>1,000$ mg/L TDS)	Million Cubic Metre	0	0	0	0	0	0	
		Megalitre	0	0	0	0	0	0	
Areas with Water Stress	Water Withdrawal: Municipal Water Suppliers	Million Cubic Metre	ND	ND	ND	4.77	0.56	5.33	
		Megalitre	ND	ND	ND	4,766	563	5,329	
	- Freshwater ($\leq 1,000$ mg/L TDS)	Million Cubic Metre	ND	ND	ND	4.77	0.56	5.33	
		Megalitre	ND	ND	ND	4,766	563	5,329	
	- Other water ($>1,000$ mg/L TDS)	Million Cubic Metre	0	0	0	0	0	0	
		Megalitre	0	0	0	0	0	0	
						Water Discharge			
303-4		- Water Discharge	Million Cubic Metre	5.55	5.44	5.34	4.33	1.56	5.89
			Megalitre	5,552	5,440	5,336	4,330	1,561	5,891

GRI Standards	Data	Unit	Data Collection Period						
			2019	2020	2021	2022			
Water Consumption						TH	VN	Total	
303-5	All Areas	Total water consumption	Million Cubic Metre	1.39	1.36	1.33	1.08	0.39	1.47
			Megalitre	1,390	1,360	1,330	1,083	390	1,473
	Areas with Water Stress	Total water consumption	Million Cubic Metre	ND	ND	ND	0.95	0.11	1.07
			Megalitre	ND	ND	ND	953	113	1,066

Remarks

- ND refers to no data
- The operation does not have water storage.

Definitions and Calculation Guidelines

- Water withdrawal is defined as the amount of water collected from various water sources for the activities of the organization, calculated as the water rate (baht) / water price (baht per unit).
- Water consumption is defined as the water used in all processes or operations, including water for consumption and recirculating water that is recovered but not recirculated back to the original water source, including evaporation, dehydration, and more, calculated from 20% of the water drawn up for use.
- Water discharge is defined as the water that has been treated and discharged into public water sources.
- A water stress area is where water consumption is unsustainable to supply long-term sustainable water demand, which is located in a high-level water stress area.
- Water Intensity is calculated from water consumption with reference to the total revenue of the company.

Base year

- The base year used in the calculation for comparison of environmental data performance is 2022 when the data has been collected completely comprehensive and validated by external verifiers.

GRI Standards	Data	Unit	Data Collection Period					
			2019	2020	2021	2022		
GHG Emissions						TH	VN	Total
305-1	Total GHG Emissions	Metric Tons CO ₂ e	579,337	637,655	461,298	462,971	128,012	590,983
	Total Direct GHG Emissions (Scope 1)	Metric Tons CO ₂ e	6,522	6,898	39,527	59,381	13,593	72,974
	- Biogenic CO ₂ Emission	Metric Tons CO ₂ e	ND	ND	ND	623	228	851
305-2	Total Indirect GHG Emissions (Scope 2 Location-Based)	Metric Tons CO ₂ e	507,786	518,306	384,588	321,491	114,419	435,910
	Total Indirect GHG Emissions (Scope 2 Market-Based)	Metric Tons CO ₂ e	507,786	518,306	384,588	321,491	114,419	435,910
305-3	Total Other Indirect GHG Emissions (Scope 3)	Metric Tons CO ₂ e	65,029*	112,451*	37,183	82,099	ND	82,099
	- Downstream Transportation and Distribution	Metric Tons CO ₂ e	ND	ND	13,949	32,034	ND	32,034
	- Employee Commuting	Metric Tons CO ₂ e	ND	ND	22,858	49,474	ND	49,474
	- Business Travel by Airplane	Metric Tons CO ₂ e	ND	ND	376	591	ND	591
	- Biogenic CO ₂ Emission	Metric Tons CO ₂ e	ND	ND	ND	ND	ND	ND

GRI Standards	Data	Unit	Data Collection Period						
			2019	2020	2021	2022			
GHG Emissions						TH	VN	Total	
305-4	GHG Emission Intensity (Scope 1&2)	Metric Tons CO2e	ND	ND	ND	2.34 x 10-6	2.26 x 10-6	2.15 x 10-6	
305-5	Total Direct Reduction of GHG Emission from Reduction Initiatives	Metric Tons CO2e	ND	ND	ND	ND	ND	ND	

Remarks

- ND refers to no data

Definitions and Calculation Guidelines

- Greenhouse gas emission
- Greenhouse gas emissions reporting covers CO2, CH4, N2O, HFCs, PFCs, SF6 and NF3 and is shown in terms of the CO2 equivalent to Global Warming Potential (GWP).

1. Reporting Scope

Identifying the organization's scope for collecting sources of greenhouse gas emissions covering affiliates, subsidiaries, joint ventures, and other companies under operational control of Central Retail Corporation Public Company Limited with the following details:

- 1.1 Direct GHG emissions (Scope 1) are processes and activities that generate greenhouse gas emissions directly from the organization's operations, such as fuel combustion of the organization's machinery and vehicles, leakage (fugitive emissions) in air conditioning and refrigeration systems, CO2 and FM200 fire extinguisher chemicals, as well as septic tank methane emissions.
- 1.2 Indirect GHG emissions Energy consumption (Scope 2) is the use of energy obtained from outside sources for the Company's operations, such as electricity from other projects (Without Bundle).
- 1.3 Other indirect greenhouse gas emissions (scope 3) includes operational procedures and activities which the company has no authority but are associated with the business, especially employee commuting, Air travel for business travels.

2. Quantity Reporting

- 2.1 Calculation of Scope 1 GHG emissions from the combustion process based on fuel consumption (by weight or volume) and greenhouse gas emission values referred to Intergovernment Panel on Climate Change 2006 (IPCC)
- 2.2 Calculation of greenhouse gas emissions produced indirectly Scope 2 will be reported from a total of external acquired electrical energy with the reference of the emission value from the producer or seller using the following methods:
 - The location-based approach calculates the quantity of indirect GHG emissions from energy based on the average value of GHG emissions to categorize electrical generation based on its geographical location at the local, regional, and national levels.
 - The market-based approach is a method for calculating indirect GHG emissions from energy for organizations that wish to report greenhouse gas emissions on their output through a Power Purchase Agreement (PPA) or through their own contract. This includes the acquisition of a Renewable Energy Certificate (REC) credit certificate.
- 2.3 Other indirect greenhouse gas emissions (Scope 3) can be calculated in line with the Greenhouse Gas Protocol standard and classified into three categories for the Company's operations in 2022:
 - Category 6 Indirect GHG emissions from business travel (Business travel) considers the travel of individuals performing corporate activities, and traveling by plane.
 - Category 7 Employee Commuting Indirect GHG Emissions considers the commutes from the workplace to the employee's residence by both private and public transportation.
 - Category 9 Indirect GHG Emissions from Distribution and Transportation Downstream considers the organization's product delivery to the customer as an outsourced operation.

3. Assessment method

- Corresponding to The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition and the Carbon Footprint Assessment Guidelines of the Thailand Greenhouse Gas Management Organization (TGO).
- The conversion factor is based on the annual energy report of Thailand Department of Alternative Energy Development and Efficiency and The Engineering Tool Box (https://www.engineeringtoolbox.com/fuels-higher-calorific-values-d_169.html)
- Emission Factor based on Intergovernmental Panel on Climate Change (IPCC) and Thailand Greenhouse Gas Management Organization (TGO).
- Global Warming Potential (GWP) according to Intergovernmental Panel on Climate Change (IPCC: Intergovernment Panel on Climate Change 2006).ed with the business, especially employee commuting, Air travel for business travels.

Intensity

- Greenhouse Gas Emission Intensity is calculated by using the company's entire revenue.
- Intensity values include scope 1 and 2.

Base year

- The base year used in the calculation for comparison of environmental data performance is 2022 when the data has been collected completely comprehensive and validated by external verifiers.

GRI Standards	Data	Unit	Data Collection Period					
			2019	2020	2021	2022	TH	VN
Waste Management								
306-3	Total Waste Generated	Metric Tons	6,242	71,636	67,102	59,252	38,755	98,007
	- Hazardous Waste	Metric Tons	ND	ND	ND	23	22	45
	- Non-Hazardous Waste	Metric Tons	ND	ND	ND	59,229	38,733	97,962
306-4	Total Waste Diverted from Disposal	Metric Tons	3,414	3,705	5,318	7,428	2,845	10,272
	- Total Hazardous Waste Diverted from Disposal	Metric Tons	ND	ND	ND	13	0	13
	- Preparation for reuse	Metric Tons	ND	ND	ND	0	0	0
	- Onsite	Metric Tons	ND	ND	ND	0	0	0
	- Offsite	Metric Tons	ND	ND	ND	0	0	0
	- Recycling	Metric Tons	ND	ND	ND	13	0	13
	- Onsite	Metric Tons	ND	ND	ND	0	0	0
	- Offsite	Metric Tons	ND	ND	ND	13	0	13
	- Other recovery operations	Metric Tons	ND	ND	ND	0	0	0
	- Onsite	Metric Tons	ND	ND	ND	0	0	0
	- Offsite	Metric Tons	ND	ND	ND	0	0	0
	- Total Non-Hazardous Waste Diverted from Disposal	Metric Tons	ND	ND	ND	7,415	2,845	10,259
	- Preparation for reuse	Metric Tons	ND	ND	ND	0	0	0
	- Onsite	Metric Tons	ND	ND	ND	0	0	0
	- Offsite	Metric Tons	ND	ND	ND	0	0	0
	- Recycling	Metric Tons	ND	ND	ND	7,415	2,845	10,259
	- Onsite	Metric Tons	ND	ND	ND	0	0	0
	- Offsite	Metric Tons	ND	ND	ND	7,415	2,845	10,259
	- Other recovery operations	Metric Tons	ND	ND	ND	0	0	0
	- Onsite	Metric Tons	ND	ND	ND	0	0	0
	- Offsite	Metric Tons	ND	ND	ND	0	0	0
306-5	Total Waste Disposed	Metric Tons	2,828	67,931	61,784	51,824	35,910	87,735
	- Total Hazardous Waste Disposed	Metric Tons	ND	ND	ND	10	22	32
	- Incineration with energy recovery	Metric Tons	ND	ND	ND	0	0	0
	- Onsite	Metric Tons	ND	ND	ND	0	0	0
	- Offsite	Metric Tons	ND	ND	ND	0	0	0
	- Incineration without energy recovery	Metric Tons	ND	ND	ND	2	0	2
	- Onsite	Metric Tons	ND	ND	ND	0	0	0
	- Offsite	Metric Tons	ND	ND	ND	2	0	2

GRI Standards	Data	Unit	Data Collection Period				TH	VN	Total
			2019	2020	2021	2022			
Waste Management									
306-5	- Landfilling	Metric Tons	ND	ND	ND	8	22	30	
	- Onsite	Metric Tons	ND	ND	ND	0	0	0	
	- Offsite	Metric Tons	ND	ND	ND	8	22	30	
	- Other disposal operations	Metric Tons	ND	ND	ND	0	0	0	
	- Onsite	Metric Tons	ND	ND	ND	0	0	0	
	- Offsite	Metric Tons	ND	ND	ND	0	0	0	
	- Total Non-Hazardous Waste Disposed	Metric Tons	ND	ND	ND	51,814	35,888	87,703	
	- Incineration with energy recovery	Metric Tons	ND	ND	ND	0	0	0	
	- Onsite	Metric Tons	ND	ND	ND	0	0	0	
	- Offsite	Metric Tons	ND	ND	ND	0	0	0	
	- Incineration without energy recovery	Metric Tons	ND	ND	ND	59	335	394	
	- Onsite	Metric Tons	ND	ND	ND	0	0	0	
	- Offsite	Metric Tons	ND	ND	ND	59	335	394	
	- Landfilling	Metric Tons	ND	ND	ND	51,755	35,553	87,309	
	- Onsite	Metric Tons	ND	ND	ND	0	0	0	
	- Offsite	Metric Tons	ND	ND	ND	51,755	35,553	87,309	
	- Other disposal operations	Metric Tons	ND	ND	ND	0	0	0	
	- Onsite	Metric Tons	ND	ND	ND	0	0	0	
	- Offsite	Metric Tons	ND	ND	ND	0	0	0	
	Food Loss & Waste								
-	Total Food Loss & Waste Generated	Metric Tons	2,366	3,441	3,785	4,717	ND	4,717	
	- Used for Alternative Purposes	Metric Tons	54	598	759	1,006	ND	1,006	
	- Discarded	Metric Tons	2,312	2,843	3,026	3,711	ND	3,711	
	Total Food Loss & Waste Generated - Composition								
	- Bakery	Metric Tons	ND	ND	ND	173	ND	173	
	- Deli	Metric Tons	ND	ND	ND	214	ND	214	
	- Fresh Meat	Metric Tons	ND	ND	ND	170	ND	170	
	- Fresh Packaged	Metric Tons	ND	ND	ND	107	ND	107	
	- Fresh Seafood	Metric Tons	ND	ND	ND	41	ND	41	
	- Produce	Metric Tons	ND	ND	ND	1,020	ND	1,020	

GRI Standards	Data	Unit	Data Collection Period				2022	Total
			2019	2020	2021	TH		
Waste Management							TH	VN
-	- Snack	Metric Tons	ND	ND	ND	44	ND	44
	Food Loss & Waste Value	Baht	142,355,348	120,765,634	320,938,706	10,922,114	ND	10,922,114

Remarks

- ND refers to no data

Definitions and Calculation Guidelines

- Waste refers to garbage and waste occurred from company's operations and activities. The total amount of waste generated in this report is calculated by weight and estimation.
- Waste diverted from disposal: offsite refers to garbage and waste that are recycled through the recycling process or reused by external organizations
- Waste directed to disposal offsite refers to garbage and waste that is taken through the process of disposal such as landfill, incineration by external organizations

GRI Standards	Data	Unit	Data Collection Period				Data Coverage 2022
			2019	2020	2021	2022	
Responsible Sourcing							
-	Sales of Organic Produce (Vegetables and Fruits)	THB	228,425,974	215,951,015	208,864,421	365,054,246	Thailand
	Sales of OTOP Products	THB	269,920,184	175,012,598	124,554,619	143,726,710	Thailand
-	Total Products Lines for which Products were Recalled	Numbers	57	33	32	30	Thailand
	Costs incurred from Product Recalls	THB	2,026,796	2,587,139	800,972	272,690	Thailand
	Total Complaints regarding Product Recalls	Numbers	N/A	2	53	15	Thailand
416-1	Percentage of Significant Product/Service Categories Assessed for Health and Safety Impact Improvement	%	N/A	N/A	N/A	100	Thailand
416-2	Incidents Concerning Health and Safety Impacts of Products/ Services	Cases	N/A	N/A	N/A	3	Thailand
	- Non-Compliance with Regulations resulting in a Fine or Penalty	Cases	N/A	N/A	N/A	3	Thailand
	- Non-Compliance with Regulations resulting in a Warning	Cases	N/A	N/A	N/A	0	Thailand
	- Non-Compliance with Voluntary Codes	Cases	N/A	N/A	N/A	0	Thailand

GRI Standards	Data	Unit	Data Collection Period				Data Coverage 2022
			2019	2020	2021	2022	
Occupational Health and Safety							
403-9	Hours Worked						
	- Employees	Hours	92,879,333	95,558,754	101,219,284	154,823,759	Thailand, Vietnam and Italy
	- Contractors	Hours	10,003,163	11,267,988	11,066,646	34,591,037	Thailand, Vietnam and Italy
	Fatalities from Work-Related Injuries						
	- Employees	Cases	0	1	0	0	Thailand, Vietnam and Italy
		Cases/1 million hours worked	0	0.000000010	0	0	Thailand, Vietnam and Italy
	- Contractors	Cases	0	0	0	0	Thailand, Vietnam and Italy
		Cases/1 million hours worked	0	0	0	0	Thailand, Vietnam and Italy
	High-Consequence Work-Related Injuries						
	- Employees	Cases	0	0	0	0	Thailand, Vietnam and Italy
		Cases/1 million hours worked	0	0	0	0	Thailand, Vietnam and Italy
	- Contractors	Cases	0	0	0	0	Thailand, Vietnam and Italy
		Cases/1 million hours worked	0	0	0	0	Thailand, Vietnam and Italy
	Recordable Work-Related Injuries						
	- Employees	Cases	7	34	22	87	Thailand, Vietnam and Italy
		Cases/1 million hours worked	0.000000075	0.00000036	0.00000022	0.00000056	Thailand, Vietnam and Italy
	- Contractors	Cases	0	0	0	7	Thailand, Vietnam and Italy
		Cases/1 million hours worked	0	0	0	0.00000020	Thailand, Vietnam and Italy
	Lost Time Injury Frequency Rate (LTIFR)						
	- Employees	Cases/1 million hours worked	0.506	1.612	1.037	0.562	Thailand, Vietnam and Italy
- Contractors	Cases/1 million hours worked	0	0.976	0.181	0.202	Thailand, Vietnam and Italy	
403-10	Fatalities from Work-Related Ill-Health						
	- Employees	Cases	0	0	0	0	Thailand, Vietnam and Italy
	- Contractors	Cases	0	0	0	0	Thailand, Vietnam and Italy
	Recordable Work-Related Ill-Health						
	- Employees	Cases	8	1	0	18	Thailand, Vietnam and Italy
- Contractors	Cases	0	0	0	0	Thailand, Vietnam and Italy	

Definitions and calculation guidelines

Hours Worked is the total number of working hours including regular working hours and overtime

Work-Related Injuries as a result of injuries that occur from work or activity of the Company

Recordable work-related injuries Medical Injuries: MTIs

High-Consequence Work-Related Injuries Work-related injuries that result in time away from work where a full recovery cannot be made within 180 days.

Remark

· For the year 2022, contractor data reporting does not include transportation workers and salesperson of the fashion and hardline groups, and contractors of the property group because the data has not yet been collected.

Method for Calculating Work-Hours**Number of employee work-hours**

· Working hours (hour) = Number of worker x scheduled workday x number of working hour per day

Calculation Guidelines**Rate of fatalities as a result of work-related injuries**

· number of fatalities as a result of work - related injuries [200,000 or 1,000,000] / number of hour worked

Rate of high-consequence work-related injuries

· number of recordable work - related injuries x [200,000 or 1,000,000] / number of hour worked

Rate of recordable work-related injuries

· Working hours (hour) = Number of worker x scheduled workday x number of working hour per day

Lost Time Injury Frequency Rate (LTIFR)

· number of lost - time injuries frequency x [200,000 or 1,000,000] / number of hour worked

Fatalities from Work-Related Ill-Health

· number of lost - time occupational illness frequency x [200,000 or 1,000,000] / number of hour worked

GRI Standards	Data	Unit	Data Collection Period												Data Coverage 2022	
			2019			2020			2021			2022				
Labor Practice and Human Rights			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		
405-1	Total Workforce	FTEs	N/A	N/A	N/A	20,795	34,726	55,521	20,124	33,461	53,585	23,429	37,905	61,334	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%	N/A	N/A	N/A	37	63	100	38	62	100	38	62	100	Thailand, Vietnam and Italy	
	Total Workforce - Full-Time Employees	FTEs	N/A	N/A	N/A	20,032	32,455	52,487	19,447	31,751	51,198	21,443	33,666	55,109	Thailand, Vietnam and Italy	
	- Percentage of Total Full-Time Employees	%	N/A	N/A	N/A	38	62	100	38	62	100	39	61	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%			N/A			95			96			90	Thailand, Vietnam and Italy	
	Total Workforce - Part-Time Employees	FTEs	N/A	N/A	N/A	763	2,271	3,034	677	1,710	2,387	1,986	4,239	6,225	Thailand, Vietnam and Italy	
	- Percentage of Total Part-Time Employees	%	N/A	N/A	N/A	25	75	100	28	72	100	32	68	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%			N/A			5			4			10	Thailand, Vietnam and Italy	
	Total Workforce - Areas of Operation															
	- Thailand	FTEs	N/A	N/A	N/A	13,566	25,044	38,610	14,402	24,818	39,220	15,831	26,385	42,216	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce in Thailand	%	N/A	N/A	N/A	35	65	100	37	63	100	38	63	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%			N/A			70			73			69	Thailand, Vietnam and Italy	
	- Vietnam	FTEs	N/A	N/A	N/A	6,914	8,618	15,532	5,414	7,576	12,990	7,240	10,391	17,631	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce in Vietnam	%	N/A	N/A	N/A	45	55	100	42	58	100	41	59	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%			N/A			28			24			29	Thailand, Vietnam and Italy	
	- Italy	FTEs	N/A	N/A	N/A	315	1,064	1,379	308	1,067	1,375	358	1,129	1,487	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce in Italy	%	N/A	N/A	N/A	23	77	100	22	78	100	24	76	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%			N/A			2			3			2	Thailand, Vietnam and Italy	
	Total Workforce - Employee Category															
	- Management Workforce (Senior Employees and Junior Management, and Higher)	FTEs	N/A	N/A	N/A	5,128	8,507	13,635	1,240	1,312	2,552	1,950	2,358	4,308	Thailand, Vietnam and Italy	
	- Percentage of Total Management Workforce	%	N/A	N/A	N/A	38	62	100	49	51	100	45	55	100	Thailand, Vietnam and Italy	
	- Executive/Top Management	FTEs	N/A	N/A	N/A	144	105	249	51	35	86	50	42	92	Thailand, Vietnam and Italy	
	- Percentage of Total Executive/Top Management	%	N/A	N/A	N/A	58	42	100	59	41	100	54	46	100	Thailand, Vietnam and Italy	
	- Middle Management	FTEs	N/A	N/A	N/A	612	824	1,436	391	322	713	243	272	515	Thailand, Vietnam and Italy	
	- Percentage of Total Middle Management Positions	%	N/A	N/A	N/A	43	57	100	55	45	100	47	53	100	Thailand, Vietnam and Italy	
	- Senior Employees and Junior Management	FTEs	N/A	N/A	N/A	4,372	7,578	11,950	798	955	1,753	1,657	2,044	3,701	Thailand, Vietnam and Italy	
- Percentage of Total Senior Employee/Junior Management	%	N/A	N/A	N/A	37	63	100	46	54	100	45	55	100	Thailand, Vietnam and Italy		
- Non-Management (including Part-Time Employees)	FTEs	N/A	N/A	N/A	15,667	26,219	41,886	18,884	32,149	51,033	21,479	35,547	57,026	Thailand, Vietnam and Italy		
- Percentage of Total Non-Management	%	N/A	N/A	N/A	37	63	100	37	63	100	38	62	100	Thailand, Vietnam and Italy		
- Management in Revenue-Generating Functions**	FTEs	N/A	N/A	N/A	4,191	6,856	11,047	723	807	1,530	23,059	37,171	60,230	Thailand, Vietnam and Italy		
- Percentage of Total Management in Revenue-Generating Functions	%	N/A	N/A	N/A	38	62	100	47	53	100	38	62	100	Thailand, Vietnam and Italy		

GRI Standards	Data	Unit	Data Collection Period												Data Coverage 2022
			2019			2020			2021			2022			
Labor Practice and Human Rights			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
405-1	- STEM-Related Positions	FTEs	N/A	N/A	N/A	1,157	1,257	2,414	1,282	1,425	2,707	601	976	1,577	Thailand, Vietnam and Italy
	- Percentage of Total STEM-Related Positions	%	N/A	N/A	N/A	48	52	100	47	53	100	38	62	100	Thailand, Vietnam and Italy
Total Workforce - Nationalities															
	- Thai	FTEs	N/A	N/A	N/A	N/A	N/A	38,423	14,233	24,788	39,021	15,653	26,344	41,997	Thailand, Vietnam and Italy
	- Percentage of Total Thai Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	36	64	100	37	63	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A			69			73			68			Thailand, Vietnam and Italy
	- Vietnamese	FTEs	N/A	N/A	N/A	N/A	N/A	15,519	5,390	7,565	12,955	7,206	10,381	17,587	Thailand, Vietnam and Italy
	- Percentage of Total Vietnamese Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	42	58	100	41	59	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A			28			24			29			Thailand, Vietnam and Italy
	- Italian	FTEs	N/A	N/A	N/A	N/A	N/A	1,253	1,077	215	1,292	344	1,059	1,403	Thailand, Vietnam and Italy
	- Percentage of Total Italian Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	83	17	100	25	75	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A			2			2			2			Thailand, Vietnam and Italy
	- French	FTEs	N/A	N/A	N/A	N/A	N/A	66	43	8	51	48	10	58	Thailand, Vietnam and Italy
	- Percentage of Total French Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	84	16	100	83	17	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A			0.1			0.1			0			Thailand, Vietnam and Italy
	- Burmese	FTEs	N/A	N/A	N/A	N/A	N/A	42	50	8	58	41	9	50	Thailand, Vietnam and Italy
	- Percentage of Total Burmese Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	86	14	100	82	18	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A			0.1			0.1			0			Thailand, Vietnam and Italy
	- Other Nationalities	FTEs	N/A	N/A	N/A	N/A	N/A	218	179	29	208	137	102	239	Thailand, Vietnam and Italy
	- Percentage of Total Other Nationalities Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	86	14	100	57	43	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A			0.4			0.4			0			Thailand, Vietnam and Italy
Total Management Workforce - Nationalities															
	- Thai	FTEs	N/A	N/A	N/A	N/A	N/A	11,880	403	513	916	464	572	1,036	Thailand, Vietnam and Italy
	- Percentage of Total Thai Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	44	56	100	45	55	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A			87			36			24			Thailand, Vietnam and Italy
	- Vietnamese	FTEs	N/A	N/A	N/A	N/A	N/A	3,344	611	640	1,251	1,241	1,620	2,861	Thailand, Vietnam and Italy
	- Percentage of Total Vietnamese Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	49	51	100	43	57	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A			25			49			66			Thailand, Vietnam and Italy
	- Italian	FTEs	N/A	N/A	N/A	N/A	N/A	228	87	128	215	92	129	129	Thailand, Vietnam and Italy
	- Percentage of Total Italian Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	40	60	100	71	100	171	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A			2			8			3			Thailand, Vietnam and Italy

GRI Standards	Data	Unit	Data Collection Period												Data Coverage 2022	
			2019			2020			2021			2022				
Labor Practice and Human Rights			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		
-	- Indian	FTEs	N/A	N/A	N/A	N/A	N/A	1	1	1	2	35	4	39	Thailand, Vietnam and Italy	
	- Percentage of Total Indian Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	50	50	100	90	10	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%			N/A			0			0.1			1	Thailand, Vietnam and Italy	
	- French	FTEs	N/A	N/A	N/A	N/A	N/A	40	47	8	55	47	7	54	Thailand, Vietnam and Italy	
	- Percentage of Total French Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	85	15	100	87	13	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%			N/A			0			2			1	Thailand, Vietnam and Italy	
	- Other Nationalities	FTEs	N/A	N/A	N/A	N/A	N/A	102	91	22	113	71	26	97	Thailand, Vietnam and Italy	
	- Percentage of Total Other Nationalities Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	81	19	100	73	27	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%			N/A			1			4			2	Thailand, Vietnam and Italy	
	Total Workforce - Religions*															
	- Buddhist	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	12,851	21,611	34,462	14,023	23,242	37,265	Thailand	
	- Percentage of Total Buddhist Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	37	63	100	38	62	100	Thailand	
	- Percentage of Total Workforce	%			N/A			N/A			88			61	Thailand	
	- Muslim	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	577	708	1,285	666	922	1,588	Thailand	
	- Percentage of Total Muslim Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	45	55	100	42	58	100	Thailand	
	- Percentage of Total Workforce	%			N/A			N/A			3			3	Thailand	
	- Christian	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	128	171	299	159	189	348	Thailand	
	- Percentage of Total Christian Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	43	57	100	46	54	100	Thailand	
	- Percentage of Total Workforce	%			N/A			N/A			1			1	Thailand	
	- Other Religions	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	846	2,328	3,174	983	2,032	3,015	Thailand	
	- Percentage of Total Other Religions Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	27	73	100	33	67	100	Thailand	
- Percentage of Total Workforce	%			N/A			N/A			8			5	Thailand		
Total Workforce - Age Group																
- Age <30 Years	FTEs	N/A	N/A	N/A	N/A	N/A	22,212	6,867	12,114	18,981	9,386	15,574	24,960	Thailand, Vietnam and Italy		
- Percentage of Total Workforce Age <30 Years	%	N/A	N/A	N/A	N/A	N/A	N/A	36	64	100	38	62	100	Thailand, Vietnam and Italy		
- Percentage of Total Workforce	%			N/A			40			35			41	Thailand, Vietnam and Italy		
- Age 30-50 Years	FTEs	N/A	N/A	N/A	N/A	N/A	29,957	12,047	19,000	31,047	12,880	20,089	32,969	Thailand, Vietnam and Italy		
- Percentage of Total Workforce Age 30-50 Years	%	N/A	N/A	N/A	N/A	N/A	N/A	39	61	100	39	61	100	Thailand, Vietnam and Italy		
- Percentage of Total Workforce	%			N/A			54			58			54	Thailand, Vietnam and Italy		
- Age >50 Years	FTEs	N/A	N/A	N/A	N/A	N/A	3,352	1,210	2,347	3,557	1,163	2,242	3,405	Thailand, Vietnam and Italy		
- Percentage of Total Workforce Age >50 Years	%	N/A	N/A	N/A	N/A	N/A	N/A	34	66	100	34	66	100	Thailand, Vietnam and Italy		
- Percentage of Total Workforce	%			N/A			6			7			6	Thailand, Vietnam and Italy		

405-1

GRI Standards	Data	Unit	Data Collection Period												Data Coverage 2022
			2019			2020			2021			2022			
Labor Practice and Human Rights			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
405-1	Total Workforce - Other Diversity Indicators														
	- Disabilities	FTEs	N/A			303			438			130			Thailand and Italy
	- Percentage Total Workforce	%	N/A			0.55			0.82			0.21			Thailand and Italy
405-2	Ratio Between Average Compensation of Female to Male Employees														
	- Executive/Top Management														
	- Base Salary Only	-	N/A			N/A			N/A			0.83			Thailand, Vietnam and Italy
	- Base Salary + Other Cash Incentives	-	N/A			N/A			N/A			0.69			Thailand and Vietnam
	- Senior Employees and Junior Management, and Middle Management														
	- Base Salary Only	-	N/A			N/A			N/A			1.12			Thailand, Vietnam and Italy
	- Base Salary + Other Cash Incentives	-	N/A			N/A			N/A			0.88			Thailand and Vietnam
	- Non-Management														
	- Base Salary Only	-	N/A			N/A			N/A			1.08			Thailand, Vietnam and Italy
- Base Salary + Other Cash Incentives	-	N/A			N/A			N/A			1.03			Thailand, Vietnam and Italy	
412-2	Total Hours of Human Rights Training														
	Hours		N/A			483			15,140			41.79			Thailand and Italy
	Shares of Employees that Received Human Rights Training	%	N/A			4			38.6			99			Thailand and Italy
401-1	New Employee Hires and Rate*														
	FTEs		7,505	14,405	21,910	5,028	10,200	15,228	6,214	10,109	16,323	11,960	18,233	30,193	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%	34	66	100	33	67	100	38	62	100	40	60	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	9.06	18.37	27.43	11.60	18.87	30.46	19.50	29.73	49.23	Thailand, Vietnam and Italy
	New Employee Hires and Rate - Areas of Operation														
	- Thailand														
	FTEs		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7,741	11,729	19,470	Thailand, Vietnam and Italy
	- Percentage of Total New Hires in Thailand	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	40	60	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12.62	19.12	31.74	Thailand, Vietnam and Italy
	- Vietnam														
	FTEs		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4,120	6,286	10,406	Thailand, Vietnam and Italy
	- Percentage of Total New Hires in Vietnam	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	40	60	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6.72	10.25	16.97	Thailand, Vietnam and Italy
	- Italy														
	FTEs		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	99	218	317	Thailand, Vietnam and Italy
	- Percentage of Total New Hires in Italy	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	31	69	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.16	0.36	0.52	Thailand, Vietnam and Italy
	New Employee Hires and Rate - Employee Category*														
- Executive/Top Management															
FTEs		26	12	38	26	13	39	4	5	9	9	4	13	Thailand, Vietnam and Italy	
- Percentage of Total New Executive/Top Management Hires	%	68	32	100	67	33	100	44	56	100	69	31	100	Thailand, Vietnam and Italy	
- Percentage of Total Workforce	%	N/A	N/A	N/A	0.05	0.02	0.07	0.01	0.01	0.02	0.01	0.01	0.02	Thailand, Vietnam and Italy	

GRI Standards	Data	Unit	Data Collection Period												Data Coverage 2022
			2019			2020			2021			2022			
			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Labor Practice and Human Rights															
	- Middle Management	FTEs	49	36	85	55	44	99	53	19	72	72	63	135	Thailand, Vietnam and Italy
	- Percentage of Total New Middle Management Hires	%	58	42	100	56	44	100	74	26	100	53	47	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	0.10	0.08	0.18	0.10	0.04	0.13	0.12	0.10	0.22	Thailand, Vietnam and Italy
	- Senior Employee and Junior Management	FTEs	786	958	1,744	471	595	1,066	116	91	207	630	816	1,446	Thailand, Vietnam and Italy
	- Percentage of Total New Senior Employee and Junior Management Hires	%	45	55	100	44	56	100	56	44	100	44	56	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	0.85	1.07	1.92	0.22	0.17	0.39	1.03	1.33	2.36	Thailand, Vietnam and Italy
	- Non-Management Employees	FTEs	6,644	13,399	20,043	4,476	9,548	14,024	6,041	9,994	16,035	11,249	17,350	28,599	Thailand, Vietnam and Italy
	- Percentage of Total New Non-Management Hires	%	33	67	100	32	68	100	38	62	100	39	61	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	8.06	17.20	25.26	11.27	18.65	29.92	18.34	28.29	46.63	Thailand, Vietnam and Italy
	New Employee Hires and Rate - Age Group*														
	- Age <30 Years	FTEs	5,319	10,551	15,870	3,606	7,950	11,556	3,945	6,975	10,920	7,713	11,693	19,406	Thailand, Vietnam and Italy
	- Percentage of Total New Age <30 Years Hires	%	34	66	100	31	69	100	36	64	100	40	60	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	6.49	14.32	20.81	7.36	13.02	20.38	12.58	19.06	31.64	Thailand, Vietnam and Italy
	- Age 30-50 Years	FTEs	2,145	3,805	5,950	1,398	2,229	3,627	2,217	3,069	5,286	4,158	6,442	10,600	Thailand, Vietnam and Italy
	- Percentage of Total New Age 30-50 Years Hires	%	36	64	100	39	61	100	42	58	100	39	61	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	2.52	4.01	6.53	4.14	5.73	9.86	6.78	10.50	17.28	Thailand, Vietnam and Italy
	- Age >50 Years	FTEs	41	49	90	24	24	48	52	65	117	89	98	187	Thailand, Vietnam and Italy
	- Percentage of Total New Age >50 Years Hires	%	46	54	100	50	50	100	44	56	100	48	52	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	0.04	0.04	0.09	0.10	0.12	0.22	0.15	0.16	0.30	Thailand, Vietnam and Italy
	New Employee Hires and Rate - Nationality*														
	- Thai	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	6,150	10,096	16,246	7,691	11,712	19,403	Thailand, Vietnam and Italy
	- Percentage of Total New Thai Hires	%	N/A	N/A	N/A	N/A	N/A	N/A	38	62	100	40	60	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	11.48	18.84	30.32	12.54	19.10	31.63	Thailand, Vietnam and Italy
	- Vietnamese	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	19	2	21	4,113	6,284	10,397	Thailand, Vietnam and Italy
	- Percentage of Total New Vietnamese Hires	%	N/A	N/A	N/A	N/A	N/A	N/A	90	10	100	40	60	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	0.04	0	0.04	6.71	10.25	16.95	Thailand, Vietnam and Italy
	- Italian	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	12	1	13	92	202	294	Thailand, Vietnam and Italy
	- Percentage of Total New Italian Hires	%	N/A	N/A	N/A	N/A	N/A	N/A	92	8	100	31	69	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	0.02	0	0.02	0.15	0.33	0.48	Thailand, Vietnam and Italy
	- Indian	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	0	2	2	11	2	13	Thailand, Vietnam and Italy
	- Percentage of Total New Indian Hires	%	N/A	N/A	N/A	N/A	N/A	N/A	0	100	100	85	15	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0	0.02	0.00	0.02	Thailand, Vietnam and Italy

401-1

GRI Standards	Data	Unit	Data Collection Period												Data Coverage 2022
			2019			2020			2021			2022			
Labor Practice and Human Rights			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
401-1	- Other Nationalities	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	33	8	41	53	33	86	Thailand, Vietnam and Italy
	- Percentage of Total New Other Nationalities Hires	%	N/A	N/A	N/A	N/A	N/A	N/A	80	20	100	62	38	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	0.06	0.01	0.08	0.09	0.05	0.14	Thailand, Vietnam and Italy
	Internal Hires (Open Positions Filled by Internal Candidates)*	FTEs	N/A	N/A	6,792	N/A	N/A	6,702	4,326	5,678	10,004	2,836	4,956	7,792	Thailand, Vietnam and Italy
	- Percentage of Total Internal Hires	%	N/A	N/A	N/A	N/A	N/A	N/A	43	57	100	36	64	100	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%	N/A	N/A	31	N/A	N/A	44.0	8.1	10.6	61.3	4.6	8.1	25.8	Thailand, Vietnam and Italy
	Internal Hires - Employee Category*														
	- Executive/Top Management	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	4	1	5	4	3	7	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%			N/A			N/A			0.03			0.0	Thailand, Vietnam and Italy
	- Middle Management	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	15	17	32	28	21	49	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%			N/A			N/A			0.20			0.2	Thailand, Vietnam and Italy
	- Senior Employee and Junior Management	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	74	74	148	243	236	479	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%			N/A			N/A			0.91			1.6	Thailand, Vietnam and Italy
	- Non-Management Employees	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	4,233	5,586	9,819	2,561	4,696	7,257	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%			N/A			N/A			60.15			24.0	Thailand, Vietnam and Italy
	Internal Hires - Age Group*														
	- Age <30 Years	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	1,391	1,921	3,312	884	1,696	2,580	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%			N/A			N/A			20.29			8.5	Thailand, Vietnam and Italy
	- Age 30-50 Years	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	2,726	3,458	6,184	1,825	3,039	4,864	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%			N/A			N/A			37.89			16.1	Thailand, Vietnam and Italy
	- Age >50 Years	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	209	299	508	127	221	348	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%			N/A			N/A			3.11			1.2	Thailand, Vietnam and Italy
	Internal Hires - Nationality*														
	- Thai	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	4,259	5,671	9,930	1,934	3,367	5,301	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%			N/A			N/A			60.83			17.6	Thailand, Vietnam and Italy
	- Vietnam	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	4	0	4	862	1,562	2,424	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%			N/A			N/A			0.02			8.0	Thailand, Vietnam and Italy
	-Italy	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	8	1	9	19	23	42	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%			N/A			N/A			0.06			0.1	Thailand, Vietnam and Italy
	- French	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	41	2	43	8	1	9	Thailand, Vietnam and Italy
	- Percentage of Total New Employee Hires	%			N/A			N/A			0.26			0.0	Thailand, Vietnam and Italy

GRI Standards	Data	Unit	Data Collection Period												Data Coverage 2022	
			2019			2020			2021			2022				
Labor Practice and Human Rights			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total		
-	- Other Nationalities	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	14	4	18	13	3	16	Thailand, Vietnam and Italy	
	- Percentage of Total New Employee Hires	%	N/A			N/A			0.11			0.1			Thailand, Vietnam and Italy	
	Average Hiring Cost per New Hire*	THB/FTE	1,488			1,378			3,718			3,357			Thailand, Vietnam and Italy	
404-3	Employee Performance Appraisal															
	- Management by Objectives: Systematic use of Agreed Measurable Targets by Line Superior	%	100			100			100			100			Thailand, Vietnam and Italy	
	- Formal Comparative Ranking of Employees	%	100			100			100			100			Thailand, Vietnam and Italy	
401-1	Employee Turnover and Rate		FTEs	N/A	N/A	N/A	6,107	11,104	17,211	10,803	6,575	17,378	9,892	16,029	25,921	Thailand, Vietnam and Italy
	- Percentage of Total Employee Turnover	%	N/A	N/A	N/A	35.48	64.52	100	62.16	37.84	100	38.16	61.84	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%	N/A	N/A	N/A	11.00	20.00	31.00	20.16	12.27	32.43	16.13	26.13	42.26	Thailand, Vietnam and Italy	
	Employee Turnover and Rate - Areas of Operation															
	- Thailand	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6,324	10,503	16,827	Thailand, Vietnam and Italy	
	- Percentage of Total Turnover in Thailand	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	38	62	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10.31	17.12	27.44	Thailand, Vietnam and Italy	
	- Vietnam	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3,533	5,437	8,970	Thailand, Vietnam and Italy	
	- Percentage of Total Turnover in Vietnam	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	39	61	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	5.76	8.86	14.62	Thailand, Vietnam and Italy	
	- Italy	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	35	89	124	Thailand, Vietnam and Italy	
	- Percentage of Total Turnover in Italy	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	28	72	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.06	0.15	0.20	Thailand, Vietnam and Italy	
	Employee Turnover and Rate - Employee Category															
	- Executive/Top Management	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	11.00	8	1	9	Thailand, Vietnam and Italy
	- Percentage of Total Executive/Top Management Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	88.9	11.1	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.02	0.01	0.00	0.015	Thailand, Vietnam and Italy
	- Middle Management	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	129	70	47	117	Thailand, Vietnam and Italy
	- Percentage of Total Middle Management Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	59.83	40.17	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.24	0.11	0.08	0.19	Thailand, Vietnam and Italy
	- Senior Employee and Junior Management	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	541	506	672	1,178	Thailand, Vietnam and Italy
- Percentage of Total Senior Employee and Junior Management Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	42.95	57.05	100	Thailand, Vietnam and Italy		
- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1.01	0.82	1.10	1.92	Thailand, Vietnam and Italy	

GRI Standards	Data	Unit	Data Collection Period												Data Coverage 2022
			2019			2020			2021			2022			
Labor Practice and Human Rights			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
401-1	- Non-Management Employees	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	16,697	9,308	15,309	24,617	Thailand, Vietnam and Italy
	- Percentage of Total Non-Management Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	37.81	62.19	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	31.16	15.18	24.96	40.14	Thailand, Vietnam and Italy
Employee Turnover and Rate - Age Group															
401-1	- Age <30 Years	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	10,245	5,848	9,436	15,284	Thailand, Vietnam and Italy
	- Percentage of Total Age <30 Years Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	38	62	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	19.12	9.53	15.38	25	Thailand, Vietnam and Italy
401-1	- Age 30-50 Years	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6,730	3,897	6,346	10,243	Thailand, Vietnam and Italy
	- Percentage of Total Age 30-50 Years Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	38	62	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12.56	6.35	10.35	17	Thailand, Vietnam and Italy
401-1	- Age >50 Years	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	407	147	247	394	Thailand, Vietnam and Italy
	- Percentage of Total Age >50 Years Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	37	63	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.76	0.24	0.40	0.64	Thailand, Vietnam and Italy
Employee Turnover and Rate - Nationality															
401-1	- Thai	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	20.04	6,278	10,492	16,770	Thailand, Vietnam and Italy
	- Percentage of Total Thai Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	37.44	62.56	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.04	10.24	17.11	27.34	Thailand, Vietnam and Italy
401-1	- Vietnamese	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12.08	3,525	5,437	8,962	Thailand, Vietnam and Italy
	- Percentage of Total Vietnamese Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	39.33	60.67	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.02	5.75	8.86	14.61	Thailand, Vietnam and Italy
401-1	- Italian	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.20	33	82	115	Thailand, Vietnam and Italy
	- Percentage of Total Italian Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	28.70	71.30	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.00	0.05	0.13	0.19	Thailand, Vietnam and Italy
401-1	- French	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.01	14	3	17	Thailand, Vietnam and Italy
	- Percentage of Total French Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	82.35	17.65	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.00	0.02	0.00	0.03	Thailand, Vietnam and Italy
401-1	- Burmese	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.00	8	0	8	Thailand, Vietnam and Italy
	- Percentage of Total Burmese Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100	0	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-	0.01	0	0.01	Thailand, Vietnam and Italy

GRI Standards	Data	Unit	Data Collection Period												Data Coverage 2022
			2019			2020			2021			2022			
Labor Practice and Human Rights			Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
401-1	- Other Nationalities	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.10	34	15	49	Thailand, Vietnam and Italy
	- Percentage of Total Other Nationalities Turnover	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	69.39	30.61	100	Thailand, Vietnam and Italy	
	- Percentage of Total Workforce	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.00	0.06	0.02	0.08	Thailand, Vietnam and Italy
-	Total Voluntary Employee Turnover and Rate	FTEs	N/A	N/A	N/A	3,886	7,218	11,104	3,376	5,841	9,217	8,589	13,791	22,380	Thailand, Vietnam and Italy
	- Percentage of Total Voluntary Employee Turnover	%	N/A	N/A	N/A	35	65	100	37	63	100	38	62	100	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%	N/A	N/A	N/A	7.0	13.0	20.0	6.3	10.9	17.2	14.00	22.49	36.49	Thailand, Vietnam and Italy
	Total Voluntary Employee Turnover and Rate														
	- Employee Category														
	- Executive/Top Management	FTEs			N/A			N/A			5			8.00	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%			N/A			N/A			0.01			0.01	Thailand, Vietnam and Italy
	- Middle Management	FTEs			N/A			N/A			38			97	Thailand, Vietnam and Italy
	- Percentage of Total Workforce	%			N/A			N/A			0.07			0.16	Thailand, Vietnam and Italy
	- Senior Employee and Junior Management	FTEs			N/A			N/A			161			1,059	Thailand, Vietnam and Italy
- Percentage of Total Workforce	%			N/A			N/A			0.3			1.73	Thailand, Vietnam and Italy	
- Non-Management Employees	FTEs			N/A			N/A			9,002			20,880	Thailand, Vietnam and Italy	
- Percentage of Total Workforce	%			N/A			N/A			16.8			34.04	Thailand, Vietnam and Italy	
-	Employee Engagement Score*	%	N/A	N/A	71	N/A	N/A	71	73	74	73	73	72	72	Thailand and Vietnam
	Employee Engagement Score - Employee Category*														
	- Executive/Top Management	%			N/A			N/A			84			82	Thailand
	- Middle Management	%			N/A			N/A			64			61	Thailand
	- Senior Employee and Junior Management	%			N/A			N/A			71			60	Thailand
	- Non-Management Employees	%			N/A			N/A			75			73	Thailand
	Employee Engagement Score - Nationality*														
	- Thai	%			N/A			N/A			74			72	Thailand
- Non-Thai	%			N/A			N/A			61			58	Thailand	
401-3	Parental Leave														
	- Employees entitled to parental leave	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	463	25,973	26,436	Thailand, Vietnam and Italy	
	- Employees that took parental leave	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	1,198	1,201	Thailand, Vietnam and Italy	
	- Employees returned to work after parental leave ended	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	992	992	Thailand, Vietnam and Italy	
	- Return to work rate of employees that took parental leave (Percentage of employees that took parental leave)	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	82.80	82.60	Thailand, Vietnam and Italy	

GRI Standards	Data	Unit	Data Collection Period												Data Coverage 2022
			2019			2020			2021			2022			
Labor Practice and Human Rights															
401-3	- Employees returned to work after parental leave ended and still employed 12 months after return to work	FTEs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	776	776	Thailand, Vietnam and Italy
	- Retention rate of employees that took parental leave (Percentage of employees returned to work after parental leave ended)	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0	78.23	78.23	Thailand, Vietnam and Italy
-	Freedom of Association and Collective Bargaining														
	Percentage of employees represented by Welfare Committee, Collective Bargaining Agreements, or similar	%	100			100			100			100			Thailand, Vietnam and Italy

* Only for employees in Thailand or data coverage of 72% of revenue for FY2019-2021.

** Only for employees in Thailand and Vietnam or data coverage of 94% of revenue for FY2019-2021.

GRI Standards	Data	Unit	Data Collection Period												Data Coverage 2022
			2019			2020			2021			2022			
Human Capital Development															
404-1	Average Hours of Training per Employee - Total Workforce	Hours/FTE/Year	N/A	N/A	6.7	N/A	N/A	10.0	13.2	14.2	13.8	14.4	15.3	14.9	Thailand, Vietnam and Italy
	Average Hours of Training per Employee - Employee Category														
	- Executive/Top Management	Hours/FTE/Year	N/A	N/A	N/A	5.8	8.7	7.0	15.7	13.9	14.5	4.6	6.3	5.4	Thailand, Vietnam and Italy
	- Middle Management	Hours/FTE/Year	N/A	N/A	N/A	8.5	9.8	9.2	16.5	18.7	17.8	10.7	12.7	11.7	Thailand, Vietnam and Italy
	- Senior Employee and Junior Management	Hours/FTE/Year	N/A	N/A	N/A	9.8	9.8	9.8	17.4	20.7	19.4	11.1	12.9	12.0	Thailand, Vietnam and Italy
- Non-Management Employees	Hours/FTE/Year	N/A	N/A	N/A	12.0	13.3	12.8	10.5	11.8	11.3	14.3	15.0	14.6	Thailand, Vietnam and Italy	
-	Average Cost of Training per Employee	THB/FTE/Year	N/A			1,820			2,800			2,133			Thailand, Vietnam and Italy
	Human Capital Return On Investment (HCROI)	-	1.7			1.1			1.2			1.5			Thailand, Vietnam and Italy

GRI Standards	Data	Unit	Data Collection Period				Data Coverage 2022
			2019	2020	2021	2022	
Indirect Economic Impacts							
-	Types of Philanthropic Activities	%	N/A	100	100	100	Thailand
	- Charitable Donations	%	N/A	18	17	16.5	Thailand
	- Community Investments	%	N/A	24	48	46.7	Thailand
	- Commercial Initiatives	%	N/A	58	35	36.8	Thailand
203-1	Philanthropic Contributions	THB	N/A	460,426,812.5	77,478,320	125,726,079	Thailand
	- Cash Contributions	THB	N/A	44,130,000	24,042,092	17,748,463	Thailand
	- Employee Volunteering During Paid Working Hours	THB	N/A	271,336,812.5	28,675,528	28,675,528	Thailand
	- In-Kind Giving: Product or Services, Donations, Projects/ Partnerships or Similar	THB	N/A	60,820,000	18,038,566	42,334,258	Thailand
	- Management Overheads	THB	N/A	144,960,000	24,760,700	36,967,830	Thailand



CENTRALRETAIL

Central Retail Corporation Public Company Limited

22 Soi Somkid, Ploenchit Road, Lumpini, Pathumwan, Bangkok 10330

 +66 2650 3600  ir@central.co.th  www.centralretail.com