



Governance and economic performance

ESG metrics	GRI STANDARD	Material Aspects	Unit	2022	2023	2024	2025
	SASB						
G1.36C		Corporate Governance and Business Ethics					
		Complaints regarding violations of the Code of Conduct and business ethics					
		■ Under investigation ■ Investigation completed ■ Case closed ■ No complaints reported during the					
		Corruption and Fraud	case	status	status	status	status
		3 confirmed cases of fraud were identified (involving document falsification, submission of false information, and asset misappropriation)	case	N/A	N/A	No complaints	Case closed
	GRI 205-1	Percentage of complaints resolved	%	0%	0%	0%	100%
	GRI 205-3	Remark: In 2025, Srinanaporn Marketing Public Company Limited received a total of 3 complaints and whistleblowing reports, all of which involved fraudulent misconduct related to false information and asset misappropriation. All cases were reviewed and investigated by the Independent Directors/Audit Committee. The investigation results confirmed wrongdoing in all cases. The Company therefore imposed disciplinary actions, including termination of employment in all cases, which were fully resolved within 2025.					
		Violations of Workplace Ethics	case	status	status	status	status
		0	case	N/A	N/A	No complaints	No complaints
		Percentage of complaints resolved	%	0%	0%	0%	0%
		Violations of internal regulations	case	status	status	status	status
		0	case	N/A	N/A	No complaints	No complaints
		Percentage of complaints resolved	%	0%	0%	0%	0%
		Violations of business ethics	case	status	status	status	status
		0	case	N/A	N/A	No complaints	No complaints
		Percentage of complaints resolved	%	0%	0%	0%	0%
	GRI 419-1	Harassment & Bullying	case	status	status	status	status
		0	case	N/A	N/A	No complaints	No complaints
		Percentage of complaints resolved	%	0%	0%	0%	0%
	GRI 406-1	Community complaints related to the Company's operations	case	status	status	status	status
		- Complaint at the treated wastewater discharge point due to aeration system (aerator/blower) failure, resulting in insufficient oxygen for microbial degradation and causing odor emissions.	case	N/A	N/A	N/A	Case closed
		- Complaint regarding employee traffic during peak hours, which impacted community mobility and traffic flow.	case	N/A	N/A	N/A	Case closed
		- Complaint regarding waste management practices at the dispatch yard.	case	N/A	N/A	N/A	Case closed
		- Emissions from the boiler stack	case	N/A	N/A	N/A	Case closed
		Percentage of complaints resolved	%	0%	0%	0%	100%
	GRI 205-2	Communication and training on anti-corruption policies and procedures					
		Percentage of governing body members receiving anti-corruption policy communication and training					
		Governing body members receiving anti-corruption policy communication and training	%	100%	100%	100%	100%
		Employees receiving anti-corruption policy communication and training, by level (monthly employees only)					
		Percentage of total employees receiving anti-corruption policy communication and training	%	N/A	N/A	N/A	26.83%
		Percentage of senior executives (≥ C-Level) receiving anti-corruption policy communication and training	%	N/A	N/A	N/A	0.81%
		Percentage of management-level employees (≥ Manager) receiving anti-corruption policy communication and training	%	N/A	N/A	N/A	9.76%
	Percentage of operational-level employees receiving anti-corruption policy communication and training	%	N/A	N/A	N/A	16.26%	
	Business partners receiving communication on the organization's anti-corruption policies and procedures						
	Percentage of business partners receiving communication on the organization's anti-corruption policies and procedures	%	17%	27%	34%	38%	



Remarks

1. The boundary of this governance and economic performance Reporting of Srinanaporn Marketing Public Company Limited for the Fiscal Year 2022 - 2025 covers the following areas.

- 1.1 Srinanaporn Marketing Public Company Limited – Head Office, Bangkok
- 1.2 Factory Branch 0001: Om Noi Subdistrict, Krathum Baen District, Samut Sakhon Province
- 1.3 Factory Branch 0002: Om Noi Subdistrict, Krathum Baen District, Samut Sakhon Province
- 1.4 Factory Branch 0003: Om Noi Subdistrict, Krathum Baen District, Samut Sakhon Province
- 1.5 Factory Branch 0004: Rang Bua Subdistrict, Chom Bueng District, Ratchaburi Province

2. In 2025, Srinanaporn Marketing Public Company Limited commenced reporting its internal economic and social performance in accordance with the GRI Universal Standards, including the GRI 200 (Economic) and GRI 400 (Social) series. Historical data for 2022–2025 has been reclassified to align with the GRI reporting criteria, and data not available under the new basis is

3. All complaints are reviewed and handled by the designated committee in a fair and transparent manner, with strict confidentiality maintained for complainants and all parties involved throughout the investigation process.

4. The Company has established a “Whistleblowing Policy” to reinforce its commitment to good corporate governance and to provide employees and stakeholders with channels to report information or raise concerns regarding suspected violations or irregularities in the Company’s business operations. <https://investor.snp.co.th/storage/document/cg/snp-whistleblowing-policy->

5. Whistleblowing Channel : <https://investor.snp.co.th/en/corporate-governance/whistleblowing-channel>

Complaints or whistleblowing reports may be submitted to the Independent Directors, the Audit Committee, the Company Secretary, the Head of Human Resources, or the Head of Internal Audit through the following three channels:

5.1 Email Channel

- audit_committee@snp.co.th : for submission of complaints to the Independent Directors or the Audit Committee
- cg@snp.co.th : for submission of complaints to the Company Secretary, the Head of Human Resources, or the Head of Internal Audit

5.2 Postal Channel

Recipient: Independent Directors, Audit Committee, Company Secretary, Head of Human Resources, or Head of Internal Audit

Address: Srinanaporn Marketing Public Company Limited (Whistleblowing)

325/6–9 Lan Luang Road, Si Yaek Mahanak, Dusit, Bangkok 10300, Thailand

5.3 Company’s Investor Relations Website: <https://investor.snp.co.th/th/corporate-governance/whistleblowing-channel>

In cases where the whistleblower or complainant intends to report misconduct involving the Chief Executive Officer or members of the Executive Committee, such reports should be submitted directly to the Audit Committee via email or postal channels.



ESG metrics	GRI STANDARD	Material Aspects	Unit	2022	2023	2024	2025		
	SASB								
G4.3R	GRI 414-1	Sustainable Supply Chain Management							
		New suppliers screened for sustainability criteria							
		Total number of suppliers	suppliers / year	360	406	450	477		
		Number of new suppliers screened for sustainability criteria	suppliers / year	62	46	44	27		
		Percentage of new suppliers screened for sustainability criteria	%	100%	100%	100%	100%		
		GRI 409-1	Negative social impacts in the supply chain and actions taken						
			Number of new suppliers screened for sustainability criteria	suppliers / year	62	46	44	27	
			GRI 414-2	Number of suppliers identified as having significant potential negative sustainability impacts	suppliers / year	0	0	0	0
				Percentage of suppliers identified as having significant potential negative sustainability impacts	%	0%	0%	0%	0%
			Percentage of suppliers confirmed to have significant negative sustainability impacts with whom the Company terminated business relationships following assessment	%	0%	0%	0%	0%	
G5.3C		Organizational innovation development							
		Investment in innovation and technology							
		Total expenditure on research, product development, and technology	Mil. THB / year	20.54	18.28	3.70	2.50		
		Innovation outputs							
		New products	SKU / year	39	34	36	42		
		Proportion of revenue from new products and services	%	7%	4%	6%	4%		

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- In 2025, Srinanaporn Marketing Public Company Limited introduced a [quantitative Risk Scoring system for supplier](https://investor.snp.co.th/storage/document/cg/snp-sustainable-supply-chain-management-and-esg-based-quantitative-supplier-risk-scoring-en.pdf) screening for the first time in the latter part of the year. The Company also developed an ESG Screening (Self-Assessment) for suppliers, covering both quantitative and qualitative performance. The Company aims to achieve 100% supplier assessment coverage by 2030. <https://investor.snp.co.th/storage/document/cg/snp-sustainable-supply-chain-management-and-esg-based-quantitative-supplier-risk-scoring-en.pdf>
- Supplier screening results for 2022–2025 were based on the previous screening system, which applied criteria based on procurement value.



ESG metrics	GRI STANDARD	Material Aspects	Unit	2022	2023	2024	2025
	SASB						
	GRI 418-1	Cybersecurity and personal data protection^{*3 and 4}					
		Total complaints concerning data breaches or confidentiality breaches	case	0	0	0	0
		- Consumer complaints	case	0	0	0	0
		- Supplier complaints	case	0	0	0	0
		- Employee complaints	case	0	0	0	0
		Number of affected consumers, business partners, and employees	person	0	0	0	0
		Total complaints concerning data breaches or confidentiality breaches resolved	case	0	0	0	0
		Percentage of personal data breaches (Personally Identifiable Information: PII)	%	0%	0%	0%	0%
		Number and value of significant fines for non-compliance with economic and social laws and regulations related to data privacy affecting consumers, business partners, and employees (Data privacy)	THB	0.00	0.00	0.00	0.00
		Training on cybersecurity and personal data handling^{*3 and 4}					
		Number of employees trained on cybersecurity and personal data handling	person	N/A	N/A	N/A	N/A
		Percentage of employees trained on cybersecurity and personal data handling	%	N/A	N/A	N/A	N/A

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3. In 2025, Srinaporn Marketing Public Company Limited established systematic targets for personal data protection and information security. The Company plans to implement Multi-Factor Authentication (MFA) to enhance access controls to information systems, with a target to achieve coverage of at least 70% across the organization by the first quarter of 2026.

4. Srinaporn Marketing Public Company Limited has established a training plan for employees with access to data and information systems on Cyber Security Incident Management (CSM), aimed at enhancing awareness of personal data protection and cybersecurity. The program is scheduled for completion by August 2026 to support data risk management in alignment with IFRS S1.