



Social performance – Employee

ESG metrics	GRI STANDARD	Material Aspects	Unit	2022	2023	2024	2025					
	SASB											
S2.1C	GRI 401-1 and GRI405-1	Employment										
		Employees (persons):The Company employs full-time permanent employees under formal employment contracts, including those compensated on a monthly, daily, or consultancy basis. Self-employed individuals are excluded. There are no seasonal workforce fluctuations, and all employees are employed in accordance with applicable labor laws.										
		Permanent employees:Individuals engaged on a monthly, daily, or hourly basis to perform ongoing duties on an indefinite basis.										
		Non-employee workers refer to Individuals who perform work for the Company but are not classified as permanent employees and may not be engaged under direct employment contracts or receive the same benefits. This includes contractors, subcontractors, volunteers, and interns.										
		Employment										
		Total workforce										
		Total workforce		persons	4,289	3,966	4,045	4,125				
		(Total number of employees+total number of non-employee workers)										
		Total employee (Total permanent employees)		persons	4,288	3,961	4,037	4,124				
		Total number of employees		%	99.98%	99.87%	99.80%	99.98%				
		Number of male employees		persons	2,030	1,729	1,788	1,800				
		- Male employees (%)		%	47.33%	43.60%	44.20%	43.64%				
		Number of female employees		persons	2,258	2,232	2,249	2,324				
		- Female employees (%)		%	52.65%	56.28%	55.60%	56.34%				
		Total non-employee workers		persons	1	5	8	1				
		Non-employee workers (%)		%	0.02%	0.13%	0.20%	0.02%				
		- Male non-employee workers		persons	1	0	1	0				
		- Male non-employee workers (%)		%	0.02%	0.00%	0.02%	0.00%				
		- Female non-employee workers		persons	0	5	7	1				
		- Female non-employee workers (%)		%	0.00%	0.13%	0.17%	0.02%				
		Total number of persons with disabilities or from other disadvantaged groups		persons	29	43	33	44				
		- Persons with disabilities or from other disadvantaged groups (%)		%	0.68%	1.08%	0.82%	1.07%				
		Employees with disabilities or from disadvantaged groups		persons	11	10	11	15				
		- Employees with disabilities - Male		persons	5	5	7	8				
		- Employees with disabilities - Male (%)		%	0.12%	0.13%	0.00%	0.00%				
		- Employees with disabilities - Female		persons	6	5	4	7				
		- Employees with disabilities - Female (%)		%	0.14%	0.00%	0.00%	0.00%				
		Non-employee workers with disabilities or from disadvantaged groups		persons	18	33	22	29				
		- Non-employee workers with disabilities - Male		persons	11	23	13	19				
		- Non-employee workers with disabilities - Male (%)		%	0.26%	0.58%	0.00%	0.00%				
		- Non-employee workers with disabilities - Female		persons	7	10	9	10				
		- Non-employee workers with disabilities - Female (%)		%	0.16%	0.00%	0.00%	0.00%				
		Employee (permanent employees)										
		By gender										
					persons	%	persons	%	persons	%	persons	%
		Total employees		persons/percentage	4,288	100%	3,961	100%	4,037	100%	4,124	100%
		Male		persons/percentage	2,030	47%	1,729	44%	1,788	44%	1,800	44%
		Female		persons/percentage	2,258	53%	2,232	56%	2,249	56%	2,324	56%
		By nationality										
					persons	%	persons	%	persons	%	persons	%
Thais		persons/percentage	1,497	34.91%	1,409	35.57%	1,434	35.52%	1,445	35.04%		
Indonesian		persons/percentage	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
Philippine		persons/percentage	1	0.02%	1	0.03%	1	0.02%	1	0.02%		
Myanmar		persons/percentage	2,788	65.02%	2,549	64.35%	2,600	64.40%	2,676	64.89%		
Lao		persons/percentage	1	0.02%	1	0.03%	1	0.02%	1	0.02%		
Chinese		persons/percentage	1	0.02%	1	0.03%	1	0.02%	1	0.02%		
Other nationalities (Bangladeshi, Mongolian, Nepali, Pakistani, German)		persons/percentage	0	0.00%	0	0.00%	0	0.00%	0	0.00%		
By age groups												
			persons	%	persons	%	persons	%	persons	%		
Under 30 years old		persons/percentage	1,938	45%	1,841	46%	1,837	46%	1,856	45%		
Between 30-50 years old		persons/percentage	2,128	50%	1,911	48%	1,985	49%	2,015	49%		
Over 50 years old		persons/percentage	222	5%	209	5%	215	5%	253	6%		



ESG metrics	GRI STANDARD	Material Aspects	Unit	2022		2023		2024		2025			
	SASB			persons	%	persons	%	persons	%	persons	%		
S2.1C	GRI 401-1 and GRI405-1	By age group and gender		persons	%	persons	%	persons	%	persons	%		
		Under 30 years old	persons/percentage	1,938	45%	1,841	46%	1,837	46%	1,856	45%		
		Male employees under 30 years old	persons/percentage	1,020	24%	929	23%	900	22%	914	22%		
		Female employees under 30 years old	persons/percentage	918	21%	912	23%	937	23%	942	23%		
		Between 30-50 years old	persons/percentage	2,128	50%	1,911	48%	1,985	49%	2,015	49%		
		Male employees between 30-50 years old	persons/percentage	907	21%	706	18%	783	19%	781	19%		
		Female employees between 30-50 years old	persons/percentage	1,221	28%	1,205	30%	1,202	30%	1,234	30%		
		Over 50 years old	persons/percentage	222	5%	209	5%	215	5%	253	6%		
		Male employees over 50 years old	persons/percentage	103	2%	94	2%	105	3%	105	3%		
		Female employees over 50 years old	persons/percentage	119	3%	115	3%	110	3%	148	4%		
		By position level		persons	%	persons	%	persons	%	persons	%		
		≥ C-Level	persons/percentage	10	0%	10	0%	8	0%	7	0%		
		Male	persons/percentage	7	0%	7	0%	5	0%	4	0%		
		Female	persons/percentage	3	0%	3	0%	3	0%	3	0%		
		≥ Manager	persons/percentage	159	4%	160	4%	170	4%	180	4%		
		*(Manager to Executive level)											
		Male	persons/percentage	74	2%	76	2%	78	2%	74	2%		
		Female	persons/percentage	85	2%	84	2%	92	2%	106	3%		
		Operation employee level	persons/percentage	4,119	96%	3,791	96%	3,859	96%	3,937	95%		
		Male	persons/percentage	1,949	45%	1,646	42%	1,705	42%	1,722	42%		
		Female	persons/percentage	2,170	51%	2,145	54%	2,154	53%	2,215	54%		
		Remark:											
		- Senior Management (≥ C-Level) refers to employees at Level 5.0 and above. Management (≥ Manager) refers to employees at Levels 3.0–4.3.											
		Operational Employees refer to employees below Level 3.0.											
		Total employment by location of workplace				persons	%	persons	%	persons	%	persons	%
		Srinaporn Marketing Public Company Limited			persons/percentage	106	2%	107	3%	106	3%	105	3%
		– Head Office, Bangkok											
		Male			persons/percentage	43	1%	40	1%	41	1%	39	1%
		Female			persons/percentage	63	1%	67	2%	65	2%	66	2%
		Factory Branch 0001: Om Noi Subdistrict, Krathum Baen District, Samut Sakhon Province			persons/percentage	991	23%	1,086	27%	946	23%	1,219	30%
Male			persons/percentage	482	11%	432	11%	431	11%	670	16%		
Female			persons/percentage	509	12%	654	17%	515	13%	549	13%		
Factory Branch 0002: Om Noi Subdistrict, Krathum Baen District, Samut Sakhon Province			persons/percentage	1,166	27%	1,020	26%	1,074	27%	948	23%		
Male			persons/percentage	562	13%	394	10%	469	12%	330	8%		
Female			persons/percentage	604	14%	626	16%	605	15%	618	15%		
Factory Branch 0003: Om Noi Subdistrict, Krathum Baen District, Samut Sakhon Province			persons/percentage	1,119	26%	1,097	28%	1,050	26%	1,226	30%		
Male			persons/percentage	516	12%	495	12%	432	11%	509	12%		
Female			persons/percentage	603	14%	602	15%	618	15%	717	17%		
Factory Branch 0004: Rang Bua Subdistrict, Chom Bueng District, Ratchaburi Province			persons/percentage	906	21%	651	16%	861	21%	626	15%		
Male			persons/percentage	427	10%	368	9%	415	10%	252	6%		
Female			persons/percentage	479	11%	283	7%	446	11%	374	9%		
S2.1C	GRI 401-1	Classified by place of origin		persons	%	persons	%	persons	%	persons	%		
		Thailand	persons/percentage	1,497	35%	1,400	35%	1,416	35%	1,449	35%		
		- Bangkok Metropolitan Region	persons/percentage	1,283	30%	1,188	30%	1,201	30%	1,235	30%		
		- Northern Region	persons/percentage	25	1%	27	1%	27	1%	26	1%		
		- Central Region	persons/percentage	107	2%	107	3%	107	3%	107	3%		
		- Northeastern Region (Isan)	persons/percentage	68	2%	64	2%	67	2%	66	2%		
		- Southern Region	persons/percentage	14	0%	14	0%	14	0%	15	0%		
		Overseas	persons/percentage	2,791	65%	2,552	64%	2,603	64%	2,679	65%		
		Indonesia	persons/percentage	0	0%	0	0%	0	0%	0	0%		
		Philippines	persons/percentage	1	0%	1	0%	1	0%	1	0%		
		Myanmar	persons/percentage	2,788	65%	2,549	64%	2,600	64.4%	2,676	65%		
		Laos	persons/percentage	1	0%	1	0%	1	0.0%	1	0%		
		China	persons/percentage	1	0%	1	0%	1	0.0%	1	0%		
		Employees of other countries (Bangladesh, Mongolia, Nepal, Pakistan, Germany)	persons/percentage	0	0%	0	0%	0	0.0%	0	0%		



ESG metrics	GRI STANDARD	Material Aspects	Unit	2022	2023	2024	2025				
	SASB										
ICT-S3.2		Diversity of governance bodies and employees									
		Female employees by levels			%	%	%	%			
		Percentage of female employees share of total workforce	%	53%	56%	56%	56%				
		Percentage of female employees in top management positions (≥C-Level)	%	30%	30%	38%	43%				
		Percentage of female employees in management position (≥ Manager)	%	53.46%	52.50%	54.12%	58.89%				
		Percentage of female employees in Operation employee level	%	52.68%	56.58%	55.82%	56.26%				
S2.2C	GRI 405-1	Disabled employees or disadvantaged group¹ (ตามมาตรา 33)									
				persons	%	persons	%	persons	%	persons	%
		The total number of disabled employees or	persons/percentage	11	0.26%	10	0.25%	11	0.27%	15	0.36%
		Male	persons/percentage	5	0.12%	5	0.13%	7	0.17%	8	0.19%
		Female	persons/percentage	6	0.14%	5	0.13%	4	0.10%	7	0.17%
		Employment of persons with disabilities under Section 33 33 ¹	persons / year	11		10		11		15	
		Contribution to the Empowerment of Persons with Disabilities Fund under Section 34 ^{2,3}	THB / year	0		20,291		1,011,328		0	
		Alternative employment support through concession arrangements under Section 35 ⁴	persons / year	18		33		22		29	
		Elderly employees (> 60 years)⁵									
		Total number of elderly employees	persons/percentage	29	0.7%	36	0.9%	34	0.8%	33	0.8%
		Male	persons/percentage	20	0.5%	25	0.6%	23	0.6%	19	0.5%
		Female	persons/percentage	9	0.2%	11	0.3%	11	0.3%	14	0.3%
Remark: 1. Section 33 refers to Empowerment of Persons with Disabilities Act, B.E. 2550 (2007) (e.g., contractors or temporary workers) are classified under Section 35. https://www.mdes.go.th/law/detail/3712-EMPOWERMENT-OF-PERSONS-WITH-DISABILITIES-ACT--B-E--2550--2007- 2. Employers not complying with Section 33 are required to contribute to the Empowerment of Persons with Disabilities Fund under Section 34. 3. Where the Company does not employ persons with disabilities, it contributes to the Fund in accordance with Section 34. 4. Section 35 allows alternative support measures, such as subcontracting, training, or other assistance to persons with disabilities or their caregivers. 5. Elderly persons are defined as individuals aged 60 years and above (United Nations definition).											
S2.17C	GRI 401-1	Employee turnover (excluded employees who have retired or passed away during employment)									
		Employee turnover rate in the organization (excluding employees who have retired or passed away during employment)									
		Total employee separations	%	26.82%	25.12%	20.39%	27.84%				
		Voluntary resignations (%)	%	27%	25%	20%	28%				
		Involuntary terminations (%)	%	0%	0%	0%	0%				
		Employee turnover by gender									
		Total of employee turnover	persons/percentage	1,150	26.82%	995	25.12%	823	20.39%	1,148	27.84%
		- Voluntary resignations - Male	persons/percentage	529	12.34%	484	12.22%	385	9.54%	532	12.90%
		- Voluntary resignations - Female	persons/percentage	613	14.30%	502	12.67%	426	10.55%	614	14.89%
		- Employees terminated - Male	persons/percentage	5	0.12%	3	0.08%	5	0.12%	2	0.05%
		- Employees terminated - Female	persons/percentage	3	0.07%	6	0.15%	7	0.17%	0	0.00%
		Employee turnover by age groups									
		Total of employee turnover	persons/percentage	1,150	26.82%	995	25.12%	841	20.83%	155	3.76%
		Under 30 years old	persons/percentage	386	9.00%	304	7.67%	279	6.91%	76	1.84%
		Between 30-50 years old	persons/percentage	437	10.19%	432	10.91%	329	8.15%	56	1.36%
		Over 50 years old	persons/percentage	327	7.63%	259	6.54%	233	5.77%	23	0.56%
		By establishment (voluntary resignations only)									
		Total of employee turnover	persons/percentage	1,142	26.63%	986	24.89%	811	20.09%	1,146	27.79%
		Srinaporn Marketing Public Company Limited – Head Office	persons/percentage	28	0.65%	32	0.81%	28	0.69%	27	0.65%
		Factory Branch 0001: Om Noi Subdistrict, Samut Sakhon Province	persons/percentage	245	5.71%	264	6.66%	160	3.96%	206	5.00%
Factory Branch 0002: Om Noi Subdistrict, Samut Sakhon Province	persons/percentage	333	7.77%	261	6.59%	231	5.72%	260	6.30%		
Factory Branch 0003: Om Noi Subdistrict, Samut Sakhon Province	persons/percentage	296	6.90%	250	6.31%	195	4.83%	448	10.86%		
Factory Branch 0004: Rang Bua Subdistrict, Ratchaburi Provin	persons/percentage	240	5.60%	179	4.52%	197	4.88%	205	4.97%		
Remarks: - Employee turnover in this section is calculated based on voluntary resignations and involuntary terminations across all employee levels, including both monthly and daily employees, for various reasons. The following are excluded: - Employees who retire, take early retirement, or pass away during employment; and - Non-employee workers who retire, take early retirement, or pass away during their engagement. - Regarding termination of employment, the Company complies with the Labor Protection Act B.E. 2541 (1998), Section 118, which stipulates severance pay based on length of service, and Section 119, which specifies cases where severance pay is not required, such as in instances of gross misconduct or serious violation of the Company's regulations.											



ESG metrics	GRI STANDARD	Material Aspects	Unit	2022	2023	2024	2025				
	SASB										
	GRI 401-1	Employee turnover (included dismissal , retirement, or death during employment) *									
		Employee turnover rate in the organization (included dismissal , retirement, or death during employment*)									
		Total employee separations	%	26.96%	25.30%	20.61%	28.08%				
		Employee turnover by gender (included dismissal , retirement, or death*)			persons	%	persons	%	persons	%	
		Total employee turnover by gender	persons/percentage	1,156	26.96%	1,002	25.30%	832	20.61%	1,158	28.08%
		Male	persons/percentage	537	12.52%	491	12.40%	393	9.73%	539	13.07%
		Female	persons/percentage	619	14.44%	511	12.90%	439	10.87%	619	15.01%
		Employee turnover by types (included dismissal , retirement, or death*)			persons	%	persons	%	persons	%	
		- Total male employee separations (voluntary and involuntary)	persons/percentage	534	26.82%	487	25.12%	390	20.39%	534	27.84%
		- Total female employee separations (voluntary and involuntary)	persons/percentage	616		508		433		614	
		- Retirement in male	persons/percentage	3	0.14%	4	0.18%	2	0.20%	5	0.24%
		- Retirement in female	persons/percentage	3		3		6		5	
		- Early retirement in male	persons/percentage	0	0.00%	0	0.00%	0	0.00%	0	0.00%
		- Early retirement in female	persons/percentage	0		0		0		0	
		- *Death of male employees (NWRI)	persons/percentage	0	0.00%	0	0.00%	1	0.02%	0	0.00%
		- *Death of female employees (NWRI)	persons/percentage	0		0		0		0	
		Remarks:									
		- Employee turnover data in this section was refer to employees who leave the organization voluntarily or due to dismissal, retirement, or death in service, regarding to GRI401 Employment 2016: Glossary-employee turnover page 11.									
- * Death of employee data in this section was non-work-related- Illness/Injury (NWRI), which refers to illness or injury (including physical, mental, or psychological conditions) that does not arise out of the course of employment.											
- Voluntary resignation of employees was evaluated from employees at levels 2-15 and UC (unclassified) who voluntarily resign from the company for various.											
- Employee turnover in an organization refers to employees who leave the organization, whether voluntarily or due to dismissal, retirement, or death during employment.											
$*Employee\ turnover\ rate = \left(\frac{\text{Total number of employee separations}}{\text{Average headcount during a specific period (1 Year)}} \times 100 \right)$											
S2.18C ICT-S4.3		Labor Disputes									
		The number of labor disputes or child labor	case	0	0	0	0				
		Labor abuse complaint and human rights	case	0	0	0	0				
S2.18C		Labor abuse complaint and discrimination	case	0	0	0	0				
Remarks:											
- Labor disputes, such as conflicts between employers and employees regarding employment conditions, which are not resolved through negotiation within the specified 3-day period, or through negotiation but fail to reach an agreement for any reason.											
S2.20R	GRI 401-1	Employee engagement									
		Target employee satisfaction with the organization	%	N/A	N/A	N/A	≥ 60% within 2027				
		Employee satisfaction (%) *only monthly employee	%	86.95%	95.44%	88.11%	N/A				
		Total employees participating *only monthly employee	persons / year	774	780	749	N/A				
		Employees participating (%) *only monthly employee	%	18.05%	19.69%	18.55%	N/A				
Remarks:											
- The Company has conducted employee satisfaction surveys since 2022 and continues to do so on an annual basis. In 2025, the Company established targets for employee satisfaction and engagement as follows:											
- For monthly employees, the Company aims to achieve an employee satisfaction score of at least 60% per year and an employee engagement rate of at least 80% of total monthly employees by 2027.											
- For monthly employees, the Company aims to achieve an employee satisfaction score of at least 60% per year and an employee engagement rate of at least 80% of total monthly employees by 2027.											
- For daily employees, the Company plans to implement employee satisfaction surveys during 2028-2032, with a target satisfaction score of at least 60% and an employee engagement rate of at least 80% of total daily employees.											
The employee satisfaction survey is conducted annually, and the Company will continue to enhance its approach to include comprehensive employee engagement assessments.											



ESG metrics	GRI STANDARD	Material Aspects	Unit	2022	2023	2024	2025					
	SASB											
GRI 401-1a	New employees											
	Hiring rate			persons	%	persons	%	persons	%	persons	%	
	Hiring rate			persons/percentage	2,843	66.30%	1,112	28.07%	1,472	36.46%	1,233	29.90%
	New employment by gender			persons	%	persons	%	persons	%	persons	%	
	Male			persons/percentage	1,315	30.67%	483	12.19%	764	18.92%	539	13.07%
	Female			persons/percentage	1,528	35.63%	629	15.88%	708	17.54%	694	16.83%
	New employment by age groups			persons	%	persons	%	persons	%	persons	%	
	Total new employments			persons/percentage	2,843	66.30%	1,112	28.07%	1,472	36.46%	1,233	29.90%
	Under 30 years old			persons/percentage	986	22.99%	385	9.72%	682	16.89%	750	18.19%
	Between 30-50 years old			persons/percentage	965	22.50%	413	10.43%	673	16.67%	462	11.20%
	Over 50 years old			persons/percentage	892	20.80%	314	7.93%	117	2.90%	21	0.51%
	GRI 401-3	Parental leave*										
		Parental leave by gender*			จำนวนคน	จำนวนคน	จำนวนคน	จำนวนคน				
		Total employees that were entitled to parental leave, by gender			persons	2,450	2,267	2,316	2,324			
		- Male employees (parental leave)			persons	0	0	0	0			
- Female employees (maternity and parental leave)			persons	2,450	2,267	2,316	2,324					
Total employees that took parental leave, by gender			persons	110	143	130	170					
- Male employees (parental leave)			persons	0	0	0	0					
- Female employees (maternity and parental leave)			persons	110	143	130	170					
Total employees that return to work after parental leave, by gender			persons	110	143	130	113					
- Male employees (parental leave)			persons	0	0	0	0					
- Female employees (maternity and parental leave)			persons	110	143	130	113					
Employees returning after parental leave and still employed ≥12 months, by gender			persons	110	143	130	0					
- Male employees (parental leave)			persons	0	0	0	0					
- Female employees (maternity and parental leave)			persons	110	143	130	N/A					
Remarks												
- Employees on maternity leave refer to those who exercised maternity leave entitlement during the reporting year, regardless of the duration taken.												
- Employees returning to work after maternity leave refer to those who have resumed work for at least 12 months following their return.												
- "N/A" for employees returning to work for ≥12 months in 2024 indicates that the required 12-month period had not yet been completed within the 2025 reporting cycle.												
- Maternity leave is granted in accordance with the Company's human resource policies, allowing female employees to take up to 98 days per pregnancy (before and after childbirth), with paid leave for up to 45 days in accordance with the Labor Protection Act (No. 7), B.E. 2562 (2019).												
- * In 2025, the Company revised its maternity leave policy to comply with the Labor Protection Act (No. 9), B.E. 2568 (2025). Female employees are entitled to up to 120 days of maternity leave per pregnancy (before and after childbirth), with paid leave for up to 60 days. In addition, employees are entitled to up to 15 days of paternity leave per childbirth, to be taken within 90 days from the date of childbirth. The revised policy is effective from 7 December 2025. https://mwgthailand.org/sites/default/files/2025-11/labour-protection-act-amendments-2025.pdf												
Return to work and retention rates of employees that took parental leave, by gender			%	100%	100%	100%	150%					
- Male employees (parental leave)			%	N/A	N/A	N/A	N/A					
- Female employees (maternity and parental leave)			%	100%	100%	100%	66%					
Return to work and retention rates of employees that took parental leave, by gender. (≥ 12 months)			%	100%	100%	100%	N/A*					
- Male employees (parental leave)			%	N/A	N/A	N/A	N/A					
- Female employees (maternity and parental leave)			%	100%	100%	100%	N/A*					
Remarks:												
1. Return-to-work rate of employees after maternity leave =				$\frac{\text{Total number of employees returning to work after parental leave}}{\text{Total number of employees expected to return to work after parental leave}} \times 100$								
2. Retention rate of employees after maternity leave (≥12 months) =				$\frac{\text{Total number of employees retained for ≥12 months after returning from parental leave}}{\text{Total number of employees who returned from parental leave in the previous reporting period}} \times 100$								
3. N/A for "employees retained ≥12 months after returning from maternity leave" in 2025, as the required 12-month period had not yet been completed within the reporting year.												



ESG metrics	GRI STANDARD	Material Aspects	Unit	2022	2023	2024	2025		
	SASB								
S2.7C S2.10R	GRI 404-1	Employee development (average training hours per employee per year)							
		Total training hours by gender							
		Total training hours	hrs./ year	24,072	26,975	25,861	25,569		
		- Male employees	hrs./ year	10,885	11,640	11,231	11,028		
		- Female employees	hrs./ year	13,187	15,335	14,630	14,541		
		Average training hours per employee by gender							
		Total average training hours	hrs./person/year	5.61	6.81	6.41	6.20		
		- Male employees	hrs./person/year	5.36	6.73	6.28	6.13		
		- Female employees	hrs./person/year	5.84	6.87	6.50	6.26		
		Employee training and development expenses	THB / year	N/A	N/A	N/A	N/A		
		Total number of training participants (unduplicated) (target: ≥50% of employees)	%	30.00% ²	57.78%	58.21%	59.09%		
		<p>หมายเหตุ:</p> <p>*Training participants are counted on an unduplicated basis in accordance with the Department of Skill Development criteria, whereby each course must have a duration of more than 6 hours. Certification of training courses and the proportion of trained employees are reported by March each year.</p> <p>1. In accordance with the Labour's Skills Development Act, B.E. 2545 (2002), establishments with 100 or more employees are required to provide training to at least 50% of their total employees annually. Employers who fail to meet this requirement must contribute to the Skills Development Fund at a rate of 1% of the wage base, calculated based on the number of employees not receiving training. Required reports and contributions must be submitted annually by February–15 March of the following year (timelines may be extended if the training requirement is fulfilled).</p> <p>2. According to the Notification of the Skill Development Promotion Committee on criteria for exemption from contributions to the Skills Development Fund for 2022, employers are exempted from such contributions if they provide skill training to employees, or if employees undergo and pass the National Skill Standard Test, or obtain skill certification, whether individually or in combination, at a rate of not less than 30% of total employees during 2022.</p>							
		GRI 404-2a	GRI 404-2a	Employee development by employee level					
				Operation employee level	persons	4,119	3,791	3,859	3,937
				Total training hours for operational employees	Total training hours	22,808.00	25,571.00	23,718.00	22,187.00
Average training hours for operational employees	Average training hours			5.54	6.75	6.15	5.64		
≥ Manager	persons			159	160	170	180		
*(Manager to Executive level)									
Total training hours for management employees	Total training hours			984.00	1,204.00	1,823.00	2,990.00		
Average training hours for management employees	Average training hours			6.19	7.53	10.72	16.61		
≥ C-Level	persons			10	10	8	7		
Total training hours for senior management (C-Level)	Total training hours			280.00	200.00	320.00	392.00		
Average training hours for senior management (C-Level)	Average training hours			28.00	20.00	40.00	56.00		
Technical and professional skills development by course (average training hours per employee per year)									
5S for Productivity Improvement									
Total number of employees trained	persons			170	849	858	350		
- Male employees	persons			65	337	341	124		
- Female employees	persons			105	512	517	226		
Total technical and professional training hours for employees	Total training hours			1105	5519	6006	2450		
Enterprise Risk Management									
Total number of employees trained	persons	0	0	37	43				
- Male employees	persons	N/A	N/A	21	15				
- Female employees	persons	N/A	N/A	16	28				
Total technical and professional training hours for employees	Total training hours	N/A	N/A	222	516				



ESG metrics	GRI STANDARD	Material Aspects	Unit	2022	2023	2024	2025				
	SASB										
	GRI 404-2a	Risk Awareness and Anti-Corruption for Organizational Transpar									
		Total number of employees trained	persons	0	0	0	68				
		- Male employees	persons	N/A	N/A	N/A	17				
		- Female employees	persons	N/A	N/A	N/A	51				
		Total technical and professional training hours for employees	Total training hours	N/A	0	N/A	204				
		Allergen Control Skills in Food									
		Total number of employees trained	persons	27	80	120	0				
		- Male employees	persons	11	22	26	N/A				
		- Female employees	persons	16	58	94	N/A				
		Total technical and professional training hours for employees	Total training hours	176	520	780	N/A				
		Good Manufacturing Practices (GMP)									
		Total number of employees trained	persons	0	454	269	200				
		- Male employees	persons	N/A	224	93	112				
		- Female employees	persons	N/A	230	176	88				
		Total technical and professional training hours for employees	Total training hours	N/A	2,724	1,749	1,400				
		Personal Hygiene in Food Production									
		Total number of employees trained	persons	360	849	820	162				
		- Male employees	persons	125	372	412	56				
		- Female employees	persons	235	477	408	106				
		Total technical and professional training hours for employees	Total training hours	2,160	5,094	5,330	1,134				
		Efficient Warehouse Management									
		Total number of employees trained	persons	0	0	105	40				
		- Male employees	persons	N/A	N/A	63	20				
		- Female employees	persons	N/A	N/A	42	20				
		Total technical and professional training hours for employees	Total training hours	N/A	N/A	683	300				
		S2.3C	GRI 405-2	Total employee remuneration							
				By gender							
				Male employees	THB million	476.97	503.11	506.99	560.14		
- Average compensation of male employees	THB million/person			0.23	0.29	0.28	0.31				
- Male compensation (%)	%			45%	46%	44%	47%				
Female employees	THB million			577.99	592.55	638.65	638.19				
- Average compensation of female employees	THB million/person			0.26	0.27	0.28	0.27				
- Female compensation (%)	%			55%	54%	56%	53%				
Total employee remuneration	THB million			1,054.96	1,095.66	1,145.64	1,198.33				
Average employee remuneration	THB million/person			0.25	0.28	0.28	0.29				
S2.4C	GRI 405-2	Employee Provident Fund									
		Eligible employees for the Provident Fund (PVD)	persons	840	859	856	861				
		Employees enrolled in the Provident Fund (PVD)	persons	431	404	435	542				
		- Provident Fund (PVD) participation rate (%) (per eligible employees)	%	51.31%	47.03%	50.82%	62.95%				
		- PVD participation rate (% of total employees)	%	10.05%	10.20%	10.78%	13.14%				
		Employer contributions to the Provident Fund (PVD)	THB million	11.69	12.62	13.03	14.38				
S2.5R	GRI 405-2	Employee compensation ratio (female:male)									
		By gender		Female	Male	Female	Male	Female	Male	Female	Male
		Gender (Female : Male)	Ratio	1.09	1.00	0.91	1.00	1.00	1.00	0.88	1.00



ESG metrics	GRI STANDARD	Material Aspects	Unit	2022	2023	2024	2025
	SASB						
S4.2C	GRI 413-1	Community and social responsibility					
		SNNP promotes sports for sustainable communities					
Sustainable Badminton Super Goal Camp Year 1 (Pathway to Dreams: Creating Sustainable Badminton Opportunities – Year 1)							
Target number of athletes entering professional sports		Athletes	N/A	N/A	N/A	≥ 1	
Number of athletes entering professional sports		Athletes	N/A	N/A	N/A	3	
- Athletes entering professional sports (%)		%	N/A	N/A	N/A	23%	
Total athletes participating in the program		Athletes	N/A	N/A	N/A	13	
- Number of junior participants (≤19 years old)		Athletes	N/A	N/A	N/A	5	
- Junior participants (%)		%	N/A	N/A	N/A	38%	
- Number of general participants aged 20–34 years		Athletes	N/A	N/A	N/A	8	
- General participants 20–34 years (%)	%	N/A	N/A	N/A	62%		
S4.5R	GRI 413-1	Remarks: 1. Age categories are defined in accordance with the Badminton World Federation (BWF) Statutes, Section 5.1: General Competition Regulations, whereby “Junior” refers to players under 19 years old and “Senior” refers to players aged 35 years and above throughout the calendar year of competition.					
S4.6R		Other sports programs promoting physical activity for the general public and the elderly					
		1. Jele SBU Team – BWF World Senior Championships 2025					
Target number of senior athletes selected to represent Thailand in BWF competitions		%	N/A	N/A	N/A	> 50%	
Number of senior athletes representing Thailand in BWF competitions		person/year	N/A	N/A	N/A	34	
- Senior Thai national team athletes selected for BWF competitions (%)F		%	N/A	N/A	N/A	83%	
Total number of senior participants (aged ≥35 years)		person/year	N/A	N/A	N/A	41	
Participants aged 30–50 years		person/year	N/A	N/A	N/A	32	
- Total participants aged 30–50 years (%)		person/year	N/A	N/A	N/A	78%	
- Male participants aged 30–50 years (%)		person/year	N/A	N/A	N/A	26	
- Female participants aged 30–50 years (%)	person/year	N/A	N/A	N/A	6		
Participants aged over 50 years	person/year	N/A	N/A	N/A	9		
- Total participants aged over 50 years (%)	person/year	N/A	N/A	N/A	22%		
- Male participants aged over 50 years (%)	person/year	N/A	N/A	N/A	9		
- Female participants aged over 50 years (%)	person/year	N/A	N/A	N/A	0		
	Support for para-athletes						
Total para-athletes	Athletes/year	N/A	N/A	2	5		
- Para-athletes aged under 30 years	Athletes/year	N/A	N/A	1	3		
- Para-athletes aged under 30 years (%)	%	N/A	N/A	50%	60%		
- Para-athletes aged 30–50 years	Athletes/year	N/A	N/A	1	2		
- Para-athletes aged 30–50 years (%)	%	N/A	N/A	50%	40%		
	Community development through business operations						
	SNNP Community Market						
Number of participating entrepreneurs	participant/year	4	6	8	9		
Total income generated	THB/year	301,200	379,200	517,200	209,664		
Average income per community	THB/year	75,300	63,200	64,650	23,296		
S4.3C	GRI 413-2	Community-related disputes					
Number of community disputes resulting in penalties	case	0	0	0	0		



Remarks

1. The boundary of Social performance – Employees Reporting of Srinaporn Marketing Public Company Limited for the Fiscal Year 2022 - 2025 covers the following areas.

- 1.1 Srinaporn 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, Srinaporn Marketing Public Company Limited commenced reporting social data and performance in accordance with the GRI 400 Standards. Data for 2022–2025 have been reclassified to align with the GRI framework. Where historical data are not available under the new criteria, they are presented as N/A.



Social performance – Occupational health and safety

ESG metrics	GRI STANDARD	Material Aspects	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
		Occupational health and safety performance									
		Total working hours									
			hours	15,276,384		13,547,651		13,770,071		11,359,370	
		- Employees	hours (Male:Female)	7,242,054	8,034,330	5,922,006	7,625,645	6,106,064	7,664,007	5,858,904	5,500,466
			Data coverage (%)	100%		100%		100%		100%	
		- Non-employee workers include contractors, interns or trainees, and subcontractors	hours	0		0		0		0	
			hours (Male:Female)	0	0	0	0	0	0	0	0
			Data coverage (%)	100%		100%		100%		100%	
		Recordable work-related injuries									
			Cases	97		85		86		70	
		- Employees		59	38	40	45	45	41	56	14
			cases per 1,000,000 working hours	6.35		6.27		6.25		6.16	
			Data coverage (%)	100%		100%		100%		100%	
		- Non-employee workers include contractors, interns or trainees, and subcontractors	Cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 1,000,000 working hours	0		0		0		0	
			Data coverage (%)	100%		100%		100%		100%	
S2.13C		Lost-Time Injury Frequency Rate : LTIFR									
			Cases	97		85		86		70	
		- Employees		59	38	40	45	45	41	56	14
			cases per 1,000,000 working hours	6.35		6.27		6.25		6.16	
			Data coverage (%)	100%		100%		100%		100%	
S2.15R		- Non-employee workers include contractors, interns or trainees, and subcontractors	Cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 1,000,000 working hours	0		0		0		0	
			Data coverage (%)	100%		100%		100%		100%	
		High-Consequence Work-Related Injuries excluding fatalities									
			Cases	0		0		0		0	
		- Employees		0	0	0	0	0	0	0	0
			cases per 1,000,000 working hours	0.00		0.00		0.00		0.00	
			Data coverage (%)	100%		100%		100%		100%	
		- Non-employee workers include contractors, interns or trainees, and subcontractors	Cases	0		0		0		0	
				0	0	0	0	0	0	0	0
			cases per 1,000,000 working hours	0		0		0		0	
			Data coverage (%)	100%		100%		100%		100%	



ESG metrics	GRI STANDARD	Material Aspects	Unit	2022		2023		2024		2025	
				Male	Female	Male	Female	Male	Female	Male	Female
	GRI403-9	Rate of fatality as a result of Work-Related Injury									
		- Employees	Cases	0		0		1		0	
				0	0	0	0	1	0	0	0
			cases per 1,000,000 working hours	0.00		0.00		0.07		0.00	
		Data coverage (%)	100%		100%		100%		100%		
		- Non-employee workers include contractors, interns or trainees, and subcontractors	Cases	0		0		0		0	
			0	0	0	0	0	0	0	0	
	cases per 1,000,000 working hours		0		0		0		0		
	Data coverage (%)	100%		100%		100%		100%			
	GRI403-10	Recordable work-related ill health									
		- Employees	Cases	0		0		0		0	
				0	0	0	0	0	0	0	0
cases per 1,000,000 working hours			0.00		0.00		0.00		0.00		
Data coverage (%)		100%		100%		100%		100%			
- Non-employee workers include contractors, interns or trainees, and subcontractors		Cases	0		0		0		0		
		0	0	0	0	0	0	0	0		
	cases per 1,000,000 working hours	0		0		0		0			
Data coverage (%)	100%		100%		100%		100%				

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- The boundary of Social performance – Occupational health and safety Reporting of Srinanaporn Marketing Public Company Limited for the Fiscal Year 2022 - 2025 covers the following areas.
 - Srinanaporn Marketing Public Company Limited – Head Office, Bangkok
 - Factory Branch 0001: Om Noi Subdistrict, Krathum Baen District, Samut Sakhon Province
 - Factory Branch 0002: Om Noi Subdistrict, Krathum Baen District, Samut Sakhon Province
 - Factory Branch 0003: Om Noi Subdistrict, Krathum Baen District, Samut Sakhon Province
 - Factory Branch 0004: Rang Bua Subdistrict, Chom Bueng District, Ratchaburi Province
- Srinanaporn Marketing Public Company Limited reports occupational health, safety, and working environment data in accordance with GRI 403: Occupational Health and Safety (2018). Data for the years 2022–2024 have been reclassified to align with the GRI 403 (2018) requirements. For the years 2022–2025, any data not available under the revised classification are presented as N/A.
- Employees or permanent employees refer to monthly, daily, and hourly employees who are engaged to perform regular and ongoing duties on an indefinite basis, in accordance with the specified rates and headcount determined by the Company.
- Non-employee workers refer to individuals who perform work for the Company but do not have the status of permanent employees under applicable labor laws. Such individuals may not be engaged under a direct employment contract with the Company and may not be entitled to the same benefits as permanent employees. This includes, but is not limited to, contractors, subcontractors, volunteers, students or interns, and other similar categories.
- Work-related injuries are defined as incidents resulting in at least one full day of lost work time (lost time injuries), excluding first aid cases, in accordance with GRI 403: Occupational Health and Safety (2018).



Social performance – Customers and products

ESG metrics	GRI STANDARD	Material Aspects	Unit									
	SASB											
FBE-S1.1	GRI416-1	Customer health and safety (Food Safety)										
		SNNP brands and products certified to food industry manufacturing standards										
		Food Industry Certifications	Certification standards	Surimi Product		Beverage		Jelly & Confectionery		Baked Snack & Bakery & Wafer		
		- HACCP (Hazard Analysis and Critical Control Point)	Percentage of product categories certified (%)	✓	100%	✓	100%	✓	100%	✓	100%	
		- Department of Fisheries HACCP Certificate	Percentage of product categories certified (%)	✓	100%	-	-	-	-	-	-	
		- GHPs (Good Hygiene Practices)	Percentage of product categories certified (%)	✓	100%	✓	100%	✓	100%	✓	100%	
		- GMP (Good manufacturing practices)	Percentage of product categories certified (%)	-	-	✓	100%	✓	100%	✓	100%	
		- Department of Fisheries GMP Certificate	Percentage of product categories certified (%)	✓	100%	-	-	-	-	-	-	
		FB-PF-250a.1	- ISO 22000 (Food Safety Management System - FSMS)	Percentage of product categories certified (%)	✓	100%	✓	100%	✓	100%	✓	100%
			- Halal Certificate	Percentage of product categories certified (%)	✓	100%	✓	100%	✓	100%	✓	100%
	FBE-S1.2	GRI416-2	Material Aspects									
			Unit									
					2022		2023		2024		2025	
			Number of incidents of non-compliance with food health and safety regulations									
- Incidents of non-compliance with laws and regulations resulting in fines or penalties			case	0	0	0	0	0	0	0		
FB-PF-250a.3	GRI416-2	- Incidents of non-compliance with laws and regulations resulting in warnings or complaints	case	0	0	0	0	0	0			
		- Non-compliance with the code of conduct and related policies	case	0	0	0	0	0	0			
		Remarks: Srinanaporn Marketing Public Company Limited has obtained food safety certifications, including HACCP, ISO 22000, GMP, and Halal, covering the production of food, snacks, and beverages. The Company maintains continuous renewal of certifications to ensure product quality and safety throughout all stages of production. Further details are available at: https://investor.snp.co.th/certifications Food safety certifications include: - HACCP (Hazard Analysis and Critical Control Points): A system for identifying, evaluating, and controlling food safety hazards in accordance with Codex principles. - Department of Fisheries HACCP Certificate: Certification of HACCP implementation in seafood processing facilities in compliance with the Department of Fisheries requirements. - GHPs (Good Hygiene Practices): Standards for maintaining hygienic conditions in food production, focusing on contamination prevention. - GMP (Good Manufacturing Practices): Regulatory standards issued by the Food and Drug Administration (FDA) to ensure food safety in production processes. - Department of Fisheries GMP Certificate: Certification of good hygiene practices in agricultural and aquatic product manufacturing in accordance with the Department of Fisheries requirements. - ISO 22000: A food safety management system standard covering the entire food supply chain. - Halal Certificate: Certification ensuring that products, processes, and services comply with Islamic principles. - Srinanaporn Marketing Public Company Limited, Factory Branch 0001, Sethakit Road, has been certified in accordance with ISO/IEC 17025, the international standard for testing and calibration laboratories, to ensure the quality analysis of raw materials, packaging, and finished products in compliance with food safety requirements.										
FBE-G2.4	GRI417-1	Product Labelling & Marketing										
		Requirements for product and service information and labeling	Coverage	Surimi Product		Beverage		Jelly & Confectionery		Baked Snack & Bakery & Wafer		
		- Disclosure of product ingredient sourcing/components	Coverage (%)	✓	100%	✓	100%	✓	100%	✓	100%	
		- Disclosure of product ingredients and key components	Coverage (%)	✓	100%	✓	100%	✓	100%	✓	100%	
		- Disclosure of Safe use of the product	Coverage (%)	✓	100%	✓	100%	✓	100%	✓	100%	
		Material Aspects		Unit		2022		2023		2024		2025
	GRI417-2	FB-PF-270a.3	Incidents of non-compliance concerning product and service information and labeling									
			- Incidents of non-compliance with regulations resulting in a fine or penalty	case	0	0	0	0	0	0		
			- Incidents of non-compliance with regulations resulting in a warning	case	0	0	0	0	0	0		
	FB-NB-270a.3	GRI417-2	- Incidents of non-compliance with voluntary codes	case	0	0	0	0	0	0		
Remarks: Srinanaporn Marketing Public Company Limited requires all products to display essential information on product labels to ensure safety, transparency, and accurate communication with consumers. Such practices are implemented in compliance with the Food Act B.E. 2522 (1979) and its subordinate regulations, including the requirements of the Food and Drug Administration (FDA), as well as the Company's Food Quality and Safety Policy.												



ESG metrics	GRI STANDARD	Material Aspects	Unit	2022	2023	2024	2025
	SASB						
	GRI417-3 FB-PF-270a.3 FB-NB-270a.3	Incidents of non-compliance concerning marketing communications					
		- Incidents of non-compliance with regulations resulting in a fine or penalty	case	0	0	0	0
		- Incidents of non-compliance with regulations resulting in a warning	case	0	0	0	0
		- Incidents of non-compliance with voluntary codes	case	0	0	0	0
		Remarks: Srinanaporn Marketing Public Company Limited conducts its marketing communications in accordance with its Code of Conduct and applicable consumer protection laws, with a strong emphasis on accuracy, transparency, and the avoidance of misleading information across all content, formats, and communication channels, in order to maintain consumer trust and safeguard the Company's reputation					
FBE-G2.2 FBE-G2.3	FB-PF-260a.1	Health & Nutrition					
		Products labeled or marketed to promote health and nutrition					
		Products labeled or marketed to promote health and nutrition, <u>by product category</u>					
		Total health and nutrition-promoting products	Stock Keeping Unit (SKU)	18	18	34	76
		Proportion of health and nutrition-promoting products to total products	%	N/A	N/A	N/A	30.16%
		- Surimi Product	SKU	0	0	0	3
		- Beverage	SKU	7	7	7	9
		- Jelly & Confectionery	SKU	0	0	3	28
		- Baked Snacks)	SKU	0	0	0	11
		- Bakery and wafer products	SKU	11	11	24	25
	FB-NB-260a.1	Products labeled or marketed, <u>by health and nutrition attributes</u>					
		- Low-energy or zero-calorie products and beverages	SKU	0	0	3	30
		- Sugar-free products and beverages	SKU	0	0	0	0
		- Products or beverages containing artificial sweeteners	SKU	0	0	0	0
		- No preservatives added products and beverages	SKU	7	7	7	7
		- Low-sodium products and beverages	SKU	0	0	0	15
		- Vitamin-, fiber-, or mineral-fortified products/beverages	SKU	0	0	0	8
	- Trans fat-free products	SKU	11	11	24	25	
	Proportion of revenue from health and nutrition-promoting products						
	Proportion of revenue from health and nutrition-promoting products to total revenue	%	N/A	N/A	N/A	15%	

Remarks:

- The boundary of Social performance – Customers and products Reporting of Srinanaporn Marketing Public Company Limited for the Fiscal Year 2022 - 2025 covers the following areas.
 - Srinanaporn Marketing Public Company Limited – Head Office, Bangkok
 - Factory Branch 0001: Om Noi Subdistrict, Krathum Baen District, Samut Sakhon Province
 - Factory Branch 0002: Om Noi Subdistrict, Krathum Baen District, Samut Sakhon Province
 - Factory Branch 0003: Om Noi Subdistrict, Krathum Baen District, Samut Sakhon Province
 - Factory Branch 0004: Rang Bua Subdistrict, Chom Bueng District, Ratchaburi Province
- In 2025, Srinanaporn Marketing Public Company Limited commenced reporting its internal social performance data in accordance with GRI 400 Standards and aligned with the SASB Standards for the Non-Alcoholic Beverages and Processed Foods sectors. Historical data for 2022–2025 has been reclassified to conform to the updated reporting criteria, and data not available under the new basis is disclosed as N/A.
- All products of Srinanaporn Marketing Public Company Limited are required to display essential information on product labels to ensure safety, transparency, and accurate communication with consumers. This practice is implemented in compliance with the Food Act B.E. 2522 (1979) and its subordinate regulations, including the requirements of the Food and Drug Administration (FDA), as well as the Company's Food Quality and Safety Policy.
- All products of Srinanaporn Marketing Public Company Limited are required to display essential information on product labels in compliance with the Notification of the Ministry of Public Health (No. 445) B.E. 2566 (2023) Issued By the Virtue of Food Act B.E. 2522 (1979) Re: Nutrition Labelling.
- All food products of Srinanaporn Marketing Public Company Limited are free from trans fats and do not contain partially hydrogenated oils (PHOs). The Company strictly complies with the Notification of the Ministry of Public Health No. 388 B.E.2561 (2018) RE : Prescribed Prohibited Food to be Produced, Imported, or Sold.