

GRI content index

Statement of use	Medeze Group Public Company Limited has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	56-1 one report (Page 1–2, 188–190) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf); Sustainability Report 2025 (Page 5–6)
	2-2 Entities included in the organization’s sustainability reporting	Sustainability Report 2025 (Page 5)
	2-3 Reporting period, frequency and contact point	Sustainability Report 2025 (Page 5)
	2-4 Restatements of information	Sustainability Report 2025 (Page 5)
	2-5 External assurance	Sustainability Report 2025 (Page 5)
	2-6 Activities, value chain and other business relationships	56-1 one report (Page 1–6) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf); Sustainability Report 2025 (Page 35–52)
	2-7 Employees	56-1 one report (Page 260-263) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf)
	2-9 Governance structure and composition	Sustainability Report 2025 (Page 53–92); 56-1 one report (Page 14–16, 236) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf)
	2-10 Nomination and selection of the highest governance body	56-1 one report (Page 236) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf)
	2-11 Chair of the highest governance body	56-1 one report (Page 236) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf)
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report 2025 (Page 5, 53–92)
	2-13 Delegation of responsibility for managing impacts	Sustainability Report 2025 (Page 53–54, 45–46)

2-14 Role of the highest governance body in sustainability reporting	Sustainability Report 2025 (Page 5)
2-15 Conflicts of interest	Sustainability Report 2025 (Page 71); 56-1 one report (Page 441) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf)
2-16 Communication of critical concerns	Sustainability Report 2025 75; 56-1 one report (Page 133) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf)
2-17 Collective knowledge of the highest governance body	Sustainability Report 2025 53–92; 56-1 one report (Page.275–276, 401–403) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf)
2-18 Evaluation of the performance of the highest governance body	Sustainability Report 2025 (Page 53–92)
2-19 Remuneration policies	Sustainability Report 2025 (Page 62); 56-1 one report (Page 279, 427) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf);
2-20 Process to determine remuneration	Sustainability Report 2025 (Page 62); 56-1 one report (Page 236, 279, 427) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf)
2-22 Statement on sustainable development strategy	Sustainability Report 2025 (Page 3–4)
2-23 Policy commitments	Sustainability Report 2025 (Page 10–34; 53–92; 135–165)
2-24 Embedding policy commitments	56-1 one report (Page 218) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf)
2-25 Processes to remediate negative impacts	Sustainability Report 2025 (Page135–165) ; 56-1 one report (Page 133, 218) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf)
2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report 2025 (Page53–92) นโยบาย: การแจ้งเบาะแส และข้อร้องเรียน https://investor.medezegroup.com/storage/downloads/corporate-governance/whistle-blowing-policy-th.pdf
2-27 Compliance with laws and regulations	Sustainability Report 2025 (Page 53–92); 56-1 one report (Page 13) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf)

	2-28 Membership associations	Sustainability Report 2025 (Page 12–16)
	2-29 Approach to stakeholder engagement	Sustainability Report 2025 (Page 12–16)
	2-30 Collective bargaining agreements	0% of employees covered by collective bargaining agreements in 2025.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report 2025 (Page 5, 17–24)
	3-2 List of material topics	Sustainability Report 2025 (Page 17–24, 35–183); 56-1 one report (Page1–4) (https://medeze.listedcompany.com/misc/one-reports/medeze-or2025-th.pdf)
	3-3 Management of material topics	Sustainability Report 2025 35–52; Sustainability Report 2025 pp. 53–105; Sustainability Report 2025 pp.106–134; Sustainability Report 2025 pp. 135–183
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Sustainability Report 2025 (Page43; 183–191)
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainability Report 2025 (Page183–190)
	203-2 Significant indirect economic impacts	Sustainability Report 2025 page)43, 183–191)
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Partial disclosure, Sustainability Report 2025, Page 53–92
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report 2025 (page 53–92)
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report 2025 (page 53–92)
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Sustainability Report 2025 (page 200)
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report 2025 (Page 200)
	302-3 Energy intensity	Sustainability Report 2025 (Page 200)

	302-4 Reduction of energy consumption	Sustainability Report 2025 (Page 200)
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability Report 2025 (Page 200)
	303-2 Management of water discharge-related impacts	Sustainability Report 2025 (Page 200)
	303-3 Water withdrawal	Sustainability Report 2025 (Page 200)
	303-4 Water discharge	Sustainability Report 2025 (Page 200)
	303-5 Water consumption	Sustainability Report 2025 (Page 201)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2025 (Page 201)
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2025 (Page 201)
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report 2025 (Page 201)
	305-4 GHG emissions intensity	Sustainability Report 2025 (Page 201)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report 2025 (Page 106–134, 200–201)
	306-2 Management of significant waste-related impacts	Sustainability Report 2025 (Page 106–134, 200–201)
	306-3 Waste generated	Sustainability Report 2025 (Page 201)
	306-4 Waste diverted from disposal	Sustainability Report 2025 (Page 201)
	306-5 Waste directed to disposal	Sustainability Report 2025 (Page 201)
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainability Report 2025 (Page 32–34) Partial disclosure
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report 2025 (Page 32–34) Partial disclosure

GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report 2025 (Page 166–182, 200)
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report 2025 (Page 160–161)
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report 2025 (Page 160–161)
	403-3 Occupational health services	56-1 one report (page122)
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report 2025 (Page 136, 161)
	403-5 Worker training on occupational health and safety	Sustainability Report 2025 (Page 181)
	403-6 Promotion of worker health	Sustainability Report 2025 (Page 160)
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2025 (Page 160)
	403-9 Work-related injuries	Sustainability Report 2025 (Page 200)
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Report 2025 (Page 166–182)
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2025 (Page 166, 168–169)
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2025 (Page 168)

GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report 2025 (Page 55)
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report 2025 (Page136) (qualitative only)
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability Report 2025 (Page135-165)
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report 2025 (Page135-165)
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Report 2025 (Page135-165)
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report 2025 (Page 135-165)
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report 2025 (Page 183-191)
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2025 (Page 93-105)