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Statement of use	Thantawan Industry Public Company Limited has reported the information cited in this GRI content index for the period 1 January 2025 - 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	SR 2, 6, 7, 8, 11
	2-2 Entities included in the organization's sustainability reporting	SR 3, 4, 12
	2-3 Reporting period, frequency and contact point	SR 2, 83
	2-4 Restatements of information	SR 2
	2-5 External assurance	SR 2
	2-6 Activities, value chain and other business relationships	SR 13, 24, 50
	2-7 Employees	SR 6, 95
	2-8 Workers who are not employees	-
	2-9 Governance structure and composition	SR 11, 27
	2-10 Nomination and selection of the highest governance body	SR 27, 28
	2-11 Chair of the highest governance body	SR 27, 28
	2-12 Role of the highest governance body in overseeing the management of impacts	SR 24, 28
	2-13 Delegation of responsibility for managing impacts	SR 36
	2-14 Role of the highest governance body in sustainability reporting	SR 4
	2-15 Conflicts of interest	SR 27



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GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	SR 14
	2-17 Collective knowledge of the highest governance body	SR 27
	2-18 Evaluation of the performance of the highest governance body	-
	2-19 Remuneration policies	SR 28
	2-20 Process to determine remuneration	SR 28
	2-21 Annual total compensation ratio	-
	2-22 Statement on sustainable development strategy	SR 3, 4, 24, 51
	2-23 Policy commitments	SR 18, 29
	2-24 Embedding policy commitments	SR 24, 30
	2-25 Processes to remediate negative impacts	SR 14, 30
	2-26 Mechanisms for seeking advice and raising concerns	SR 31, 33
	2-27 Compliance with laws and regulations	SR 30, 35, 91
	2-28 Membership associations	SR 12
	2-29 Approach to stakeholder engagement	SR 14, 46, 48
2-30 Collective bargaining agreements	SR 83	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR 19, 21
	3-2 List of material topics	SR 19-23
	3-3 Management of material topics	SR 22, 24, 25



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GRI STANDARD	DISCLOSURE	LOCATION
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	SR 45-47, 98
	201-2 Financial implications and other risks and opportunities due to climate change	SR 39, 47
	201-3 Defined benefit plan obligations and other retirement plans	-
	201-4 Financial assistance received from government	SR 98
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	SR 68
	202-2 Proportion of senior management hired from the local community	SR 95
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	SR 60, 80, 98
	203-2 Significant indirect economic impacts	SR 65
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	SR 97
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	SR 32
	205-2 Communication and training about anti-corruption policies and procedures	SR 32, 33
	205-3 Confirmed incidents of corruption and actions taken	SR 32, 33, 35, 98
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
GRI 207: Tax 2019	207-1 Approach to tax	SR 18
	207-2 Tax governance, control, and risk management	SR 18
	207-3 Stakeholder engagement and management of concerns related to tax	SR 18
	207-4 Country-by-country reporting	SR 18



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GRI STANDARD	DISCLOSURE	LOCATION
GRI 301: Materials 2016	301-1 Materials used by weight or volume	SR 85
	301-2 Recycled input materials used	SR 85
	301-3 Reclaimed products and their packaging materials	SR 87
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SR 87
	302-2 Energy consumption outside of the organization	SR 87
	302-3 Energy intensity	SR 87
	302-4 Reduction of energy consumption	SR 87
	302-5 Reductions in energy requirements of products and services	SR 60
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR 61
	303-2 Management of water discharge-related impacts	SR 61
	303-3 Water withdrawal	SR 88, 89
	303-4 Water discharge	SR 89
	303-5 Water consumption	SR 89
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR 85
	305-2 Energy indirect (Scope 2) GHG emissions	SR 85
	305-3 Other indirect (Scope 3) GHG emissions	SR 85, 86
	305-4 GHG emissions intensity	SR 86
	305-5 Reduction of GHG emissions	SR 86
	305-6 Emissions of ozone-depleting substances (ODS)	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR 87



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GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Effluents and Waste 2016	306-3 Significant spills	SR 63, 90
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR 63
	306-2 Management of significant waste-related impacts	SR 63
	306-3 Waste generated	SR 63, 90
	306-4 Waste diverted from disposal	SR 57, 91
	306-5 Waste directed to disposal	SR 90, 92
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	SR 54
	308-2 Negative environmental impacts in the supply chain and actions taken	SR 54
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR 68, 96
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 68, 73, 74, 98
	401-3 Parental leave	SR 96



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GRI STANDARD	DISCLOSURE	LOCATION
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	SR 68
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR 70, 71
	403-2 Hazard identification, risk assessment, and incident investigation	SR 70, 71
	403-3 Occupational health services	SR 70
	403-4 Worker participation, consultation, and communication on occupational health and safety	SR 70, 71
	403-5 Worker training on occupational health and safety	SR 76
	403-6 Promotion of worker health	SR 70, 72-74
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR 70
	403-8 Workers covered by an occupational health and safety management system	SR 70
	403-9 Work-related injuries	SR 93, 94
	403-10 Work-related ill health	SR 94
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR 67, 97
	404-2 Programs for upgrading employee skills and transition assistance programs	SR 38, 67, 68
	404-3 Percentage of employees receiving regular performance and career development reviews	SR 68



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GRI STANDARD	DISCLOSURE	LOCATION
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR 68, 95
	405-2 Ratio of basic salary and remuneration of women to men	SR 68, 95
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	SR 45, 81
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	SR 54, 82
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	SR 54, 82
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR 54, 82
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	SR 45
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	SR 45
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SR 74, 77-80
	413-2 Operations with significant actual and potential negative impacts on local communities	SR 61, 71, 94
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR 54, 98
	414-2 Negative social impacts in the supply chain and actions taken	SR 54



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GRI STANDARD	DISCLOSURE	LOCATION
GRI 415: Public Policy 2016	415-1 Political contributions	SR 98
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	SR 9, 10, 43, 50, 67
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	SR 43
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	SR 51
	417-2 Incidents of non-compliance concerning product and service information and labeling	SR 48, 98
	417-3 Incidents of non-compliance concerning marketing communications	SR 48, 98
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR 34, 48, 49