

Minor Sustainability Report 2022: Material Aspects and Boundaries

Subsidiaries, Affiliates and Joint Venture Companies included in the Sustainability Report

Companies ⁽¹⁾	Material Aspects									
	1	2	3	4	5	6	7	8	9	10
1 Minor International Public Company Limited	• ⁽²⁾	•	•	•	•	•	•	•	•	•
2 Minor Supply Chain Solutions Limited		•	•		•	• ⁽³⁾	•	•	•	•
Minor Hotels										
3 Siam Success Realty Ltd.		•		•	•	•	•	•	•	•
4 Maerim Terrace Resort Limited		•		•	•	• ⁽³⁾			•	•
5 Samui Resort and Spa Limited		•		•	•	•	•	•	•	•
6 Rajadamri Hotel Public Company Limited		•		•	•	•	•	•	•	•
7 MI Squared Limited		•		•	•	•	•	•	•	•
8 Hua Hin Village Limited		•		•	•	•	•	•	•	•
9 Baan Boran Chiangrai Limited		•		•	•	•	•	•	•	•
10 Royal Garden Plaza Limited		•		•	•		•		•	•
11 MSpa International Limited		•		•	•		•		•	•
12 Minor Hotel Group Limited		•	•	•	•		•	•	•	•
13 Harbour View Corporation Limited		•		•	•	•	•	•	•	•
14 MHG Phuket Limited		•		•	•	•	•	•	•	•
15 Lodging Management (Mauritius) Limited		•		•	•	•	•	•	•	•
16 Zanzibar Tourism and Hospitality Investment Limited		•		•	•	• ⁽⁵⁾				•
17 Tanzania Tourism and Hospitality Investment Limited		•		•	•	• ⁽⁵⁾				•
18 Vietnam Hotel Projekt B.V.		•		•	•	•	•	•	•	•
19 Rani Minor Holding Limited		•		•	•	•	•	•	•	•
20 Sands Hotels (Proprietary) Limited		•		•	•	•	•	•	•	•
21 Minor Hotel Group Gaborone (Proprietary) Limited		•		•	•	•	•	•	•	•
22 MHG Lesotho (Proprietary) Limited		•		•	•	•	•	•	•	•
23 Minor Hotels Zambia Limited		•		•	•	•	•	•	•	•
24 PH Resorts (Private) Ltd.		•		•	•	•	•	•	•	•
25 Jada Resort and Spa (Private) Limited		•		•	•	•	•	•	•	•
26 Oaks Hotels & Resorts Limited		•		•	•		•	•	•	•
27 NH Hotel Group S.A. ⁽⁴⁾		•	•	•	•	•	•	•	•	•
28 Minor Continental Holding (Luxembourg) S.A.R.L.		•		•	•	•	•	•	•	•
29 Minor International (Labuan) Limited		•		•	•	•	•	•	•	•
30 MHG Desaru Hotel Sdn. Bhd.		•		•	•	•	•	•	•	•
31 Cardamom Tented Camp Co., Ltd.		•		•	•	• ⁽⁵⁾				•

Aspects

- | | |
|--|-----------------------------------|
| 1. Economic Performance | 6. Climate Action |
| 2. Health and Wellness | 7. Employment |
| 3. Sustainable Supply Chain | 8. Training and Education |
| 4. Customer Relationship Management | 9. Occupational Health and Safety |
| 5. Good Corporate Governance and Anti-Corruption | 10. Communities |

Companies ⁽¹⁾	Material Aspects									
	1	2	3	4	5	6	7	8	9	10
Minor Food										
32 The Minor Food Group Public Company Limited		•	•	•	•	•	•	•	•	•
33 Swensen's (Thai) Limited		•		•	•	•	•	•	•	•
34 Minor Dairy Limited		•		•	•	•	•	•	•	•
35 Minor DQ Limited		•		•	•	•	•	•	•	•
36 Burger (Thailand) Limited		•		•	•	•	•	•	•	•
37 SLRT Limited		•		•	•	•	•	•	•	•
38 The Coffee Club (Thailand) Limited		•		•	•	•	•	•	•	•
39 Pecan Deluxe (Thailand) Limited		•		•	•	• ⁽³⁾				•
40 MSC Thai Cuisine Co., Ltd.		•		•	•		•	•	•	•
41 Minor Food Holding Co., Ltd.		•		•	•	•	•	•	•	•
42 Art of Baking Co., Ltd.					•	• ⁽³⁾			•	•
43 Minor Food Group (Singapore) Pte. Ltd.		•		•	•	•	•	•		•
44 Minor DKL Food Group Pty. Ltd.		•	•	•	•	•	•	•	•	•
45 Over Success Enterprise Pte. Ltd.		•		•	•	•	•	•		•
46 Minor Food (Seychelles) Limited		•		•	•	•	•	•		•
47 Liwa Minor Food & Beverage LLC		•		•	•	•	•			•
48 MFG International Holding (Singapore) Pte. Ltd.		•		•	•	•				•
49 NMT Limited		•		•	•	•	•	•	•	•
Minor Lifestyle										
50 Armin Systems Limited		•		•	•	•	•	•	•	•
51 Minor Lifestyle Limited		•		•	•	•	•	•	•	•
52 Esmido Fashions Limited		•		•	•	•	•	•	•	•
53 Minor Fashion Limited		•		•	•	•	•	•	•	•
54 Minor Corporation Public Company Limited		•		•	•	•	•	•	•	•

Remarks:

- (1) For ease of reporting purpose, subsidiaries of holding companies will be disclosed under the holding company
- (2) Economic performance covers all significant consolidated Subsidiaries, Affiliates and Joint Venture Companies according to Annual Report 2022
- (3) Included in GHG Emission Scope 3
- (4) Holds companies under NH Hotel Group. Information available either in Minor Sustainability Report 2022, or in NH Hotel Group's Consolidated Statement of Non-Financial Information 2022
- (5) Biodiversity

Minor Sustainability Report 2022: GRI Content Index

All GRI Disclosures in the table refer to GRI Standards 2021

GRI Standard/ Other Source	Disclosure Title	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2022 ⁽³⁾	Requirement(s) Omitted	Reason	Explanation	
General Disclosures								
GRI 2: General Disclosures 2021	2-1 Organizational details	1, 8-9, 87, 292	1, 114	-				
	2-2 Entities included in the organization's sustainability reporting	4-9	1-5	-				
	2-3 Reporting period, frequency and contact point	-	114	-				
	2-4 Restatements of information	-	115-116	19-21, 25, 33				
	2-5 External assurance	-	113-114	-				
	2-6 Activities, value chain and other business relationships	-	16-17, 42-63	-				
	2-7 Employees	217-218	4, 22, 24	5-7				
	2-8 Workers who are not employees	-	-	5				
	2-9 Governance structure and composition	18-19, 205-210, 222, 282-287	-	4	https://www.minor.com/en/management/board-of-directors https://www.minor.com/en/about/management-structure			
	2-10 Nomination and selection of the highest governance body	213-214	-	-	CG Guideline: https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 5. Size of Board and Selection Process			
	2-11 Chair of the highest governance body	18-19, 205-210	-	-	https://www.minor.com/en/management/board-of-directors https://www.minor.com/en/about/management-structure			
	2-12 Role of the highest governance body in overseeing the management of impacts	208-216	-	-				
	2-13 Delegation of responsibility for managing impacts	214-215	102-103	-	https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf https://www.minor.com/en/sustainability/sustainability-governance-structure			
	2-14 Role of the highest governance body in sustainability reporting	214-215	18-19, 102-103	-	https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf https://www.minor.com/en/sustainability/sustainability-governance-structure			
	2-15 Conflicts of interest	190-191, 194, 210-212, 216, 228-230	-	-	CG Guideline: https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 9. Ethics and Conflicts of Interest			
	2-16 Communication of critical concerns	201-202, 230	97	-	CG Guideline: https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 10. Reporting of Concerns and Whistle-Blower Service			

Remarks:

(1) AR: Annual Report 2022 (Form 56-1 One Report): mint.listedcompany.com/misc/one-report/20230324-mint-one-report-2022-en.pdf

(2) SR: 2022 Sustainability Report: www.minor.com/storage/download/sustainability-reports/2022/mint-sd-report-en.pdf

(3) Sustainability Performance Data 2022: www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf

GRI Standard/ Other Source	Disclosure Title	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2022 ⁽³⁾	Website/Remarks	Requirement(s) Omitted	Reason	
	2-17 Collective knowledge of the highest governance body	201, 222-225	71	-				
	2-18 Evaluation of the performance of the highest governance body	184, 220, 225	-	-				
	2-19 Remuneration policies	182-183, 216-217	-	-	CG Guideline: https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 11. Compensation of the Board 13. Annual Compensation Review of Senior Management			
	2-20 Process to determine remuneration	182-183, 216-217	-	-	https://www.minor.com/en/management/nominating-and-corporate-governance-committee https://www.minor.com/en/management/compensation-committee			
	2-21 Annual total compensation ratio	217, 226-227	-	-				
	2-22 Statement on sustainable development strategy	147	18-19	-	https://www.minor.com/en/sustainability/sustainability-strategy/sustainability-strategy			
	2-23 Policy commitments	147	10-13,18-19	-	https://www.minor.com/en/sustainability/stakeholder-engagement https://www.minor.com/en/sustainability/sustainability-governance-structure			
	2-24 Embedding policy commitments	-	19, 90-93, 102-103	-	https://www.minor.com/en/sustainability/sustainability-governance-structure			
	2-25 Processes to remediate negative impacts	197, 201-202	94-96	-	https://www.minor.com/en/corporate-governance/whistleblowing			
	2-26 Mechanisms for seeking advice and raising concerns	197, 201-202	97	-	https://www.minor.com/en/corporate-governance/whistleblowing			
	2-27 Compliance with laws and regulations	-	62, 69, 92	-				
	2-28 Membership associations	76-81	14-15	2, 41-42				
	2-29 Approach to stakeholder engagement	194-202	19	-	https://www.minor.com/en/sustainability/stakeholder-engagement			
	2-30 Collective bargaining agreements	-	26	-				

Remarks:

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(3) Sustainability Performance Data 2022: www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf

GRI Standard/ Other Source	Disclosure Title	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2022 ⁽³⁾	Website/Remarks	Requirement(s) Omitted	Reason	
Material Topics								
GRI 3: Material Topics 2021	3-1 Process to determine material topics	-	-	-	https://www.minor.com/en/sustainability/stakeholder-engagement			
	3-2 List of material topics	-	19	-	https://www.minor.com/en/sustainability/materiality-assessment https://www.minor.com/storage/download/sustainability-reports/2022/mint-gri-content-index-en.pdf			
Economic Performance								
GRI 3: Material Topics 2021	3-3 Management of material topics	12-17, 20-25, 129-146, 166-176	6-9					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10-11, 20-25	-	1				
	201-2 Financial implications and other risks and opportunities due to climate change	143-144	102-103	-				
	201-3 Defined benefit plan obligations and other retirement plans	438-442	-	-				
	201-4 Financial assistance received from government	-	-	-				
Market Presence								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-	26	-				
	202-2 Proportion of senior management hired from the local community	-	-	5-6				
Indirect Economic Impacts								
GRI 3: Material Topics 2021	3-3 Management of material topics	131, 133, 136, 141-142	21, 41, 79	-				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	84-86	22-29, 42-63, 68-83, 100-101	36-40				
	203-2 Significant indirect economic impacts	-	100-101	36-38				
Procurement Practices								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	-	42	-				

Remarks:

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		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2022 ⁽³⁾	Requirement(s) Omitted	Reason	Explanation	
Anti-corruption								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	85	-				
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	-	91	-				
	205-2 Communication and training about anti-corruption policies and procedures	-	91-92	-				
	205-3 Confirmed incidents of corruption and actions taken	-	92	-				
Anti-competitive Behavior								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	92	-	https://www.minor.com/storage/download/corporate-policies/20211214-anti-fraud-corruption-policy-en.pdf			
Tax								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 207: Tax 2019	207-1 Approach to tax	-	-	-	https://www.minor.com/storage/download/corporate-policies/tax-governance-framework-policy.pdf			
	207-2 Tax Governance, control, and risk management	-	-	-				
	207-3 Stakeholder engagement and management of concerns related to tax	-	-	-				
	207-4 Country-by-country reporting	-	-	-				

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GRI Standard/ Other Source	Disclosure Title	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2022 ⁽³⁾	Requirement(s) Omitted	Reason	Explanation	
Materials								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 64-67, 73, 113	-				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	13, 66, 73	-				Yes
	301-2 Recycled input materials used	-	-	-				
	301-3 Reclaimed products and their packaging materials	-	-	-				
Energy								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 64-65, 67-68, 113	-				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	-	64-65, 68, 71-77	17, 20, 23, 26-27, 30, 33, 35				Yes
	302-2 Energy consumption outside of the organization	-	72-73	18				
	302-3 Energy intensity	-	64-65, 68, 71-77	20, 23, 26-27, 30, 33, 35				
	302-4 Reduction of energy consumption	-	64-65, 68, 71-77	17, 20, 23, 26-27, 30, 33, 35				
	302-5 Reduction in energy requirements of products and services	-	-	-			Not Applicable	Not Material
Water and Effluents								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 64-65, 67, 113	-				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	-	13, 64-65, 67	-				
	303-2 Management of water discharge-related impacts	-	13, 64-65, 67	-				
	303-3 Water withdrawal	-	-	19, 21, 24, 26, 28, 31, 33				Yes
	303-4 Water discharge	-	-	21, 24, 26, 28, 31, 34	Discharge to municipality drainage and industrial estate's wastewater treatment system			
	303-5 Water consumption	-	-	19, 21, 24, 26, 28, 31, 35				Yes
Biodiversity								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 64, 66, 68-69, 113	-				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	-	36-38				
	304-2 Significant impacts of activities, products, and services on biodiversity	-	-	36-38				
	304-3 Habitats protected or restored	-	-	36-38				
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	68-69, 78-83	39-40				

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		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2022 ⁽³⁾	Requirement(s) Omitted	Reason	Explanation	
Emissions								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 64-65, 113	-				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	-	65, 67	17, 20, 23, 26-27, 30, 33				Yes
	305-2 Energy indirect (Scope 2) GHG emissions	-	65, 67	17, 20, 23, 26-27, 30, 33, 35				Yes
	305-3 Other indirect (Scope 3) GHG emissions	-	71-73	18				
	305-4 GHG emissions intensity	-	65, 67	20, 23, 26-27, 30, 33, 35				
	305-5 Reduction of GHG emissions	-	65, 67	17, 20, 23, 26-27, 30, 33, 35				
	305-6 Emissions of ozone-depleting substances (ODS)	-	-	23, 26				
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	-	-	29, 32				
Waste								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 66, 113	-				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	-	71-72, 75-77	-				
	306-2 Management of significant waste-related impacts	-	71-72, 75-78	-				
	306-3 Waste generated	-	-	21, 25, 29, 32, 34	No significant spills			Yes
	306-4 Waste diverted from disposal	-	-	22, 25, 29, 32, 34				Yes
	306-5 Waste directed to disposal	-	-	22, 25, 29, 32, 34				Yes
Supplier Environmental Assessment								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	13, 113	-				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	40-41, 44-45	-				
	308-2 Negative environmental impacts in the supply chain and actions taken	-	40-41, 46	-				

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Employment								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	20-21	-				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	-	22, 27	7				Yes
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	-	7				
	401-3 Parental leave	-	34	-				
Labor/Management Relations								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	-	-				
Occupational Health and Safety								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	20-22	-				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	-	29-30	-				
	403-2 Hazard identification, risk assessment, and incident investigation	-	30-33	-				
	403-3 Occupational health services	-	32-33	-				
	403-4 Worker participation, consultation, and communication on occupational health and safety	-	28-31	-				
	403-5 Worker training on occupational health and safety	-	29-31	-				
	403-6 Promotion of worker health	-	29-34	-				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	32-33	-				
	403-8 Workers covered by an occupational health and safety management system	-	29-31	-				
	403-9 Work-related injuries	-	29-32	13-15				Yes
	403-10 Work-related ill health	-	29-32	13-15				Yes
Training and Education								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	20-21	-				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-	22-23, 28	7				
	404-2 Programs for upgrading employee skills and transition assistance programs	-	22-28	8-12				
	404-3 Percentage of employees receiving regular performance and career development reviews	-	26-27	-				Yes

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GRI Standard/ Other Source	Disclosure Title	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2022 ⁽³⁾	Website/Remarks	Requirement(s) Omitted	Reason	
Diversity and Equal Opportunity								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	206	22	4-6	Diversity is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf			
	405-2 Ratio of basic salary and remuneration of women to men	-	-	-	Gender is not a factor in determining basic salary, instead the type of business, nature of job, and location are main factors.			
Non-discrimination								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	94-96	-	Discrimination is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf			
Freedom of Association and Collective Bargaining								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
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	-	26, 94-96	-	Freedom of Association and Collective Bargaining is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf			
Child Labor								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	-	94-96	-	Child Labor is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf			
Forced or Compulsory Labor								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	94-96	-	Forced Labor is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf			
Security Practices								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-	-	-				

Remarks:

(1) AR: Annual Report 2022 (Form 56-1 One Report): mint.listedcompany.com/misc/one-report/20230324-mint-one-report-2022-en.pdf

(2) SR: 2022 Sustainability Report: www.minor.com/storage/download/sustainability-reports/2022/mint-sd-report-en.pdf

(3) Sustainability Performance Data 2022: www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf

GRI Standard/ Other Source	Disclosure Title	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2022 ⁽³⁾	Requirement(s) Omitted	Reason	Explanation	
Rights of Indigenous Peoples								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-	94-96	-				
Local Communities								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	-	35-39	-				
	413-2 Operations with significant actual and potential negative impacts on local communities	-	94-96	-				
Supplier Social Assessment								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	40-41	-				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-	44-45	-				
	414-2 Negative social impacts in the supply chain and actions taken	-	46	-				
Public Policy								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 415: Public Policy 2016	415-1 Political contributions	-	92	-	Anti-Fraud and Corruption Policy: https://www.minor.com/storage/download/corporate-policies/anti-fraud-corruption-policy-en.pdf			
Customer Health and Safety								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	40-41	-				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	56	-				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	62	-				

Remarks:

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(2) SR: 2022 Sustainability Report: www.minor.com/storage/download/sustainability-reports/2022/mint-sd-report-en.pdf

(3) Sustainability Performance Data 2022: www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf

GRI Standard/ Other Source	Disclosure Title	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2022 ⁽³⁾	Requirement(s) Omitted	Reason	Explanation	
Marketing and Labeling								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	-	62	-				
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	62	-				
	417-3 Incidents of non-compliance concerning marketing communications	-	62	-				
Customer Privacy								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-			Not Applicable	Not Material
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	90	-				

Remarks:

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(2) SR: 2022 Sustainability Report: www.minor.com/storage/download/sustainability-reports/2022/mint-sd-report-en.pdf

(3) Sustainability Performance Data 2022: www.minor.com/storage/download/sustainability-reports/2022/mint-sd-performance-data-en.pdf