

รายงานการพัฒนาอย่างยั่งยืน 2566: ประเด็นสำคัญและขอบเขตของการจัดทำรายงาน

บริษัทย่อย บริษัทร่วม และบริษัทในเครือที่อยู่ในขอบเขตของการจัดทำรายงาน

บริษัท ⁽¹⁾	ประเด็นสำคัญ							
	1	2	3	4	5	6	7	8
บริษัท โมเนอร์ อินเตอร์เนชันแนล จำกัด (มหาชน)	● ⁽²⁾	●	●	●	●	●	●	●
บริษัท โมเนอร์ ซัพพลายเชน โซลูชัน จำกัด		●	●	●	●	●	● ⁽³⁾	
ธุรกิจโรงแรม								
บริษัท โมเนอร์ โฮเทล กรุ๊ป จำกัด		●	●	●	●	●	●	●
บริษัท บ้านโบราณ เชียงราย จำกัด		●		●	●	●	●	●
บริษัท หัวหิน วิลเลจ จำกัด		●		●	●	●	●	
บริษัท แมริม เทอริส ริชอร์ด จำกัด		●		●	●	●	● ⁽³⁾	●
บริษัท เอ็มเอชจี ภูเก็ต จำกัด		●		●	●	●	●	●
บริษัท เอ็มโอ สแควร์ จำกัด		●		●	●	●	●	●
บริษัท เอ็มสปา อินเตอร์เนชันแนล จำกัด		●		●	●	●	●	
บริษัท โรงแรม ราชดำริ จำกัด (มหาชน)		●		●	●	●	●	
บริษัท รอยัล การ์เด้น พลาซ่า จำกัด		●		●	●	●	●	
บริษัท สมุย ริชอร์ด แอนด์ สปา จำกัด		●		●	●	●	●	
บริษัท สยาม ซัคเซส เรียวลตี้ จำกัด		●		●	●	●	●	
Cardamom Tented Camp Co., Ltd.		●		●	●	●	● ⁽³⁾	●
Harbour View Corporation Limited		●		●	●	●	●	
Jada Resort and Spa (Private) Limited		●		●	●	●	●	●
Lodging Management (Mauritius) Limited		●		●	●	●	●	●
MHG Desaru Hotel Sdn. Bhd.		●		●	●	●	●	
Minor Hotel Group MEA DMCC		●		●	●	●	●	●
PH Resorts (Private) Ltd.		●		●	●	●	●	●
PT. Wika Realty Minor Development		●		●	●	●	●	
Vietnam Hotel Projekt B.V.		●		●	●	●	●	●
NH Hotel Group S.A. ⁽⁴⁾		●	●	●	●	●	●	
Minor Continental Holding (Luxembourg) S.A.R.L.		●		●	●	●	●	●
Oaks Hotels & Resorts Limited		●		●	●	●	●	
MHG Lesotho (Proprietary) Limited		●		●	●	●	●	
Minor Hotel Group Gaborone (Proprietary) Limited		●		●	●	●	●	
Minor Hotels Zambia Limited		●		●	●	●	●	●
Rani Minor Holding Limited		●		●	●	●	●	●
Sands Hotels (Proprietary) Limited		●		●	●	●	●	
Tanzania Tourism and Hospitality Investment Limited		●		●	●	●	● ⁽³⁾	●
Zanzibar Tourism and Hospitality Investment Limited		●		●	●	●	● ⁽³⁾	●

ประเด็น

1 ผลประกอบการของธุรกิจ

2 การกำกับดูแลกิจการ และบริหารจัดการความเสี่ยง

3 การบริหารจัดการซัพพลายเชนอย่างยั่งยืน

4 การบริหารจัดการและพัฒนาทรัพยากรมนุษย์

5 ความปลอดภัยและอาชีวอนามัย

6 ความรับผิดชอบต่อชุมชน สังคม

7 การเปลี่ยนแปลงทางสภาพภูมิอากาศ,

การบริหารจัดการน้ำ, ของเสีย

8 การอนุรักษ์ความหลากหลายทางชีวภาพ

บริษัท ⁽¹⁾	ประเด็นสำคัญ							
	1	2	3	4	5	6	7	8
ธุรกิจอาหาร								
บริษัท เดอะ โมเนอร์ ฟู๊ด กรุ๊ป จำกัด (มหาชน)		●	●	●	●	●	●	
บริษัท เบอร์เกอร์ (ประเทศไทย) จำกัด		●		●	●	●	●	
บริษัท กาก้า เบฟเวอร์เรจส์ (ประเทศไทย) จำกัด		●		●	●	●	●	
บริษัท โมเนอร์ ดีคิ้ว จำกัด		●		●	●	●	●	
บริษัท โมเนอร์ ฟู๊ด โฮลดิ้ง จำกัด		●		●	●	●	●	
บริษัท ซีเลค เซอร์วิส พาร์กเกอร์ จำกัด		●		●		●	● ⁽³⁾	
บริษัท เอสแอลอาร์ที จำกัด		●		●	●	●	●	
บริษัท สเวนเซนส์ (ไทย) จำกัด		●		●	●	●	●	
บริษัท เดอะ คอฟฟี่ คลับ (ประเทศไทย) จำกัด		●		●	●	●	●	
บริษัท เอ็มเอสซี ไทย คูซีน จำกัด		●		●	●	●	●	
บริษัท โมเนอร์ แดรี่ จำกัด		●	●	●	●	●	●	
บริษัท พีแอนด์เดอลุกซ์ (ประเทศไทย) จำกัด		●		●		●	● ⁽³⁾	
บริษัท นวศรี แมมูแฟคเจอริ่ง จำกัด		●		●	●	●	●	
บริษัท อาร์ต ออฟ เบคกิ้ง จำกัด		●		●		●	● ⁽³⁾	
Minor Food Group (Singapore) Pte. Ltd.		●		●		●	●	
MFG International Holding (Singapore) Pte Ltd		●		●	●	●	●	
Minor DKL Food Group Pty. Ltd.		●	●	●	●	●	●	
Minor Food (Seychelles) Limited		●		●	●	●	●	
Liwa Minor Food & Beverage LLC		●		●		●	●	
ธุรกิจจัดจำหน่าย								
บริษัท อาร์มิน ซิสเต็มส์ จำกัด		●		●	●	●	●	
บริษัท โมเนอร์ คอร์ปอเรชั่น จำกัด (มหาชน)		●		●	●	●	●	
บริษัท โมเนอร์ แพนชั่น จำกัด		●		●	●	●	●	
บริษัท โมเนอร์ โลฟ สไตส์ จำกัด		●		●	●	●	●	

หมายเหตุ:

(1) เพื่อให้การรายงานง่ายขึ้น บริษัทย่อยภายใต้กลุ่มเดียวกันจะเปิดเผยข้อมูลในระดับบริษัทแม่

(2) ข้อมูลด้านเศรษฐกิจจะครอบคลุมทุกบริษัทที่เป็น บริษัทย่อย บริษัทร่วม และกิจการร่วมค้า ตามที่ระบุในรายงานประจำปี 2566

(3) รวมอยู่ในข้อมูลการปล่อยก๊าซเรือนกระจก Scope 3

(4) ถือหุ้นกลุ่มบริษัทในเครือเอ็มเอช โฮเทล กรุ๊ป ข้อมูลถูกจัดแสดงอยู่ในรายงานการพัฒนาอย่างยั่งยืน 2566 ของบริษัท โมเนอร์ อินเตอร์เนชันแนล จำกัด (มหาชน) หรือในรายงาน Consolidated Statement of Non-Financial Information 2023 ของเอ็มเอช โฮเทล กรุ๊ป

Minor Sustainability Report 2023: GRI Content Index

All GRI Disclosures in the table refer to GRI Standards 2021

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
General Disclosures									
GRI 2: General Disclosures 2021	2-1 Organizational details	1, 8 - 9, 87, 283	3, 62	-					
	2-2 Entities included in the organization's sustainability reporting	4 - 9	3 - 5	-					
	2-3 Reporting period, frequency and contact point	-	62	-					
	2-4 Restatements of information	-	-	1, 17					
	2-5 External assurance	-	63 - 66	-					
	2-6 Activities, value chain and other business relationships	-	6, 52 - 60	-					
	2-7 Employees	209 - 210	15 - 25	5 - 7					
	2-8 Workers who are not employees	-	20	5, 10					
	2-9 Governance structure and composition	18 - 19, 198 - 207	10	-	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	176 - 177	-	-	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, 198 - 207	-	-	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	200 - 207	-	-					
	2-13 Delegation of responsibility for managing impacts	206 - 207	10	-	https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf				
	2-14 Role of the highest governance body in sustainability reporting	206 - 207	10	-	https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf				
	2-15 Conflicts of interest	187, 220	-	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 9. Ethics and Conflicts of Interest				
	2-16 Communication of critical concerns	193 - 194	61	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf 10. Reporting of Concerns and Whistle-Blower Service				

Remarks:

(1) AR: 2023 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2023-en.pdf>

(2) SR: 2023 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-en.pdf>

(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
	2-17 Collective knowledge of the highest governance body	215 - 217	-	-					
	2-18 Evaluation of the performance of the highest governance body	179, 217	-	-					
	2-19 Remuneration policies	177 - 178, 208 - 209, 217 - 219	-	-	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	208 - 209	-	-	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	218 - 219	-	-					
	2-22 Statement on sustainable development strategy	74 - 75	8	-	https://www.minor.com/storage/download/corporate-policies/20230523-mint-sustainability-development-policy-en.pdf				
	2-23 Policy commitments	143	14, 19, 29, 45	-	https://www.minor.com/en/downloads/corporate-policies				
	2-24 Embedding policy commitments	-	18 - 19	-					
	2-25 Processes to remediate negative impacts	193 - 194, 221 - 222	48 - 49	-	https://www.minor.com/en/corporate-governance/whistleblowing				
	2-26 Mechanisms for seeking advice and raising concerns	193 - 194, 221 - 222	61	-	https://www.minor.com/en/corporate-governance/whistleblowing				
	2-27 Compliance with laws and regulations	-	29, 46, 48, 58	-					
	2-28 Membership associations	76 - 81	-	23 - 25					
	2-29 Approach to stakeholder engagement	144, 188 - 195	7	-	https://www.minor.com/en/sustainability/stakeholder-engagement				
	2-30 Collective bargaining agreements	-	18	-	https://www.minor.com/storage/download/corporate-policies/20220407-human-rights-policy-en.pdf				

Remarks:

(1) AR: 2023 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2023-en.pdf>

(2) SR: 2023 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-en.pdf>

(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Material Topics									
GRI 3: Material Topics 2021	3-1 Process to determine material topics	-	7	-	https://www.minor.com/en/sustainability/stakeholder-engagement				
	3-2 List of material topics	-	7	-	https://www.minor.com/en/sustainability/materiality-assessment				
Economic Performance									
GRI 3: Material Topics 2021	3-3 Management of material topics	12 - 17, 20 - 25, 129 - 143, 162 - 163	1 - 2						
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	140 - 141	33 - 34	-					
	201-3 Defined benefit plan obligations and other retirement plans	347, 430 - 432	-	-					
	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	-	-	-					
	202-2 Proportion of senior management hired from the local community	-	-	5 - 7					
Indirect Economic Impacts									
GRI 3: Material Topics 2021	3-3 Management of material topics	132, 137 - 138	12	-					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	83 - 86	14 - 25, 29 - 44, 45 - 60	-					
	203-2 Significant indirect economic impacts	-	26 - 28	-					
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	-	-	4					

Remarks:

(1) AR: 2023 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2023-en.pdf>

(2) SR: 2023 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-en.pdf>

(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Anti-corruption									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	45	-					
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	197 - 198	46	-					
	205-2 Communication and training about anti-corruption policies and procedures	175 - 176, 180, 190 - 191, 197 - 198, 225, 229 - 230	46 - 47	-					
	205-3 Confirmed incidents of corruption and actions taken	-	46	-					
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	-	46 - 47	-	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	-	-	-	https://www.minor.com/storage/download/corporate-policies/tax-governance-framework-policy.pdf				
	207-3 Stakeholder engagement and management of concerns related to tax	-	-	-					
	207-4 Country-by-country reporting	-	-	-					

Remarks:

(1) AR: 2023 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2023-en.pdf>

(2) SR: 2023 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-en.pdf>

(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Materials									
GRI 3: Material Topics 2021	3-3 Management of material topics	148 - 151	12, 29	-					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	37	-					●
	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	148 - 151	12, 29, 32 - 34	-					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	-	31 - 34	12, 15, 17, 19					●
	302-2 Energy consumption outside of the organization	-	31	12 - 13					
	302-3 Energy intensity	-	32	15					
	302-4 Reduction of energy consumption	-	32	12 - 13, 15, 17, 19					
	302-5 Reduction in energy requirements of products and services	-	31	12 - 13					
Water and Effluents									
GRI 3: Material Topics 2021	3-3 Management of material topics	148 - 151	12, 29, 35 - 36	-					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	-	35 - 36	-					
	303-2 Management of water discharge-related impacts	-	35	20					
	303-3 Water withdrawal	-	35	14, 16 - 17					●
	303-4 Water discharge	-	-	14, 16 - 17					
	303-5 Water consumption	-	-	14, 16 - 17					●
Biodiversity									
GRI 3: Material Topics 2021	3-3 Management of material topics	148 - 151	12, 29, 38 - 44	-					
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	-	-	21					
	304-2 Significant impacts of activities, products, and services on biodiversity	-	38 - 44	21					
	304-3 Habitats protected or restored	-	39 - 44	21					
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	44	22					

Remarks:

(1) AR: 2023 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2023-en.pdf>

(2) SR: 2023 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-en.pdf>

(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Emissions									
GRI 3: Material Topics 2021	3-3 Management of material topics	148 - 151	12	-					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	-	31 - 32	12, 15, 17, 19					●
	305-2 Energy indirect (Scope 2) GHG emissions	-	31 - 32	12, 15, 17, 19					●
	305-3 Other indirect (Scope 3) GHG emissions	-	31 - 32	12 - 13					
	305-4 GHG emissions intensity	-	31 - 32	15					●
	305-5 Reduction of GHG emissions	-	31 - 32	12 - 13, 15, 17, 19					
	305-6 Emissions of ozone-depleting substances (ODS)	-	-	-					
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-	-	20					
Waste									
GRI 3: Material Topics 2021	3-3 Management of material topics	148 - 151	12, 37	-					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	-	37	-					
	306-2 Management of significant waste-related impacts	-	37	-					
	306-3 Waste generated	-	-	12 - 13, 16, 18					●
	306-4 Waste diverted from disposal	-	-	16, 18					●
	306-5 Waste directed to disposal	-	-	16, 18					●
Supplier Environmental Assessment									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	12, 52	-					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	52	4					
	308-2 Negative environmental impacts in the supply chain and actions taken	-	52	-					

Remarks:

(1) AR: 2023 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2023-en.pdf>

(2) SR: 2023 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-en.pdf>

(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Employment									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	12, 14, 16	-					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	-	15	5 - 7					●
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	190, 347, 430 - 432	-	7					
	401-3 Parental leave	-	23	-					
Labor/Management Relations									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-					
GRI 402: 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	-	12, 14, 25	-					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	-	19 - 20	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-2 Hazard identification, risk assessment, and incident investigation	-	20	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-3 Occupational health services	-	21	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-4 Worker participation, consultation, and communication on occupational health and safety	-	19	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-5 Worker training on occupational health and safety	-	21	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-6 Promotion of worker health	-	22	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	20 - 21	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-8 Workers covered by an occupational health and safety management system	-	19	-	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
	403-9 Work-related injuries	-	20 - 21	8 - 10	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				●
	403-10 Work-related ill health	-	20 - 21	8 - 10	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				●

Remarks:

(1) AR: 2023 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2023-en.pdf>

(2) SR: 2023 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-en.pdf>

(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Training and Education									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	14	-					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-	17	-					
	404-2 Programs for upgrading employee skills and transition assistance programs	190	17	-	https://www.minor.com/storage/download/sustainability-reports/2023/training-and-development-en.pdf				
	404-3 Percentage of employees receiving regular performance and career development reviews	-	15	-					●
Diversity and Equal Opportunity									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7	-					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	198 - 199	14 - 15	5 - 7	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	-	7	-					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	-	-	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	-	7	-					
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	-	-	-	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	-	7	-					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	-	-	-	Child Labor is included in Human Rights Policy: https://www.minor.com/storage/download/corporate-policies/human-rights-policy-en.pdf				

Remarks:

(1) AR: 2023 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2023-en.pdf>

(2) SR: 2023 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-en.pdf>

(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Forced or Compulsory Labor									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7	-					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	-	-	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	-	-	-					
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-	-	-					
Rights of Indigenous Peoples									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	45	-					
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-	-	-					
Local Communities									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7, 12, 14	-					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	-	26 - 28, 38 - 44, 49	-					
	413-2 Operations with significant actual and potential negative impacts on local communities	-	-	-					
Supplier Social Assessment									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7, 12, 45	-					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-	52	4					
	414-2 Negative social impacts in the supply chain and actions taken	-	52	-					

Remarks:

(1) AR: 2023 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2023-en.pdf>

(2) SR: 2023 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-en.pdf>

(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>

GRI Standard/ Other Source	Disclosure	Location				Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Sustainability Performance Data 2023 ⁽³⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Public Policy									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	45	-					
GRI 415: Public Policy 2016	415-1 Political contributions	-	47	-	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	-	7, 12, 45	-					
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	58	-					
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	58	-					
Marketing and Labeling									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	-					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	-	58	-					
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	58	-					
	417-3 Incidents of non-compliance concerning marketing communications	-	58	-					
Customer Privacy									
GRI 3: Material Topics 2021	3-3 Management of material topics	-	7, 45	-					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	50	-					

Remarks:

(1) AR: 2023 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2023-en.pdf>

(2) SR: 2023 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-en.pdf>

(3) Sustainability Performance Data 2023: <https://www.minor.com/storage/download/sustainability-reports/2023/mint-sd-performance-data-en.pdf>