

รายงานการพัฒนาย่างยั่งยืน 2568:

ประเด็นสำคัญและขอบเขตของการจัดทำรายงาน

บริษัทย่อย บริษัทร่วม และบริษัทในเครือที่อยู่ในขอบเขตของการจัดทำรายงาน

บริษัท ⁽¹⁾	ประเด็นสำคัญ							
	1	2	3	4	5	6	7	8
บริษัท ไมเนอร์ อินเตอร์เนชั่นแนล จำกัด (มหาชน)	●	●	●	●	●	●	●	●
บริษัท ไมเนอร์ ซัพพลายเชน โซลูชัน จำกัด	● ⁽²⁾		●	●	●	●	●	●
ธุรกิจโรงแรม								
บริษัท ไมเนอร์ โฮเทล กรุ๊ป จำกัด	●	●	●	●	●	●	●	●
บริษัท สถาบันการจัดการธุรกิจบริการและการโรงแรมแห่งเอเชีย จำกัด	●		●	●	●	●		●
บริษัท บ้านโบราณ เชียงราย จำกัด	●	●	●	●	●	●		●
Bai Dai Tourism Company Limited	●		●	●	●	●		●
Cardamom Tented Camp Co., Ltd.	● ⁽²⁾	●			●	●		●
Harbour View Corporation Limited	●		●	●	●	●		●
บริษัท หัวหิน วิลเลจ จำกัด	●		●	●	●	●		●
Jada Resort and Spa (Private) Limited	●	●	●	●	●	●		●
Lodging Management (Mauritius) Limited	●	●	●	●	●	●		●
บริษัท แมริม เทอเรซ รีสอร์ท จำกัด	● ⁽²⁾	●	●	●	●	●		●
MHG Desaru Hotel Sdn. Bhd.	●		●	●	●	●		●
MHG Lesotho (Proprietary) Limited	●		●	●	●	●		●
บริษัท เอ็มเอชวี ภูเก็ต จำกัด	●	●	●	●	●	●		●
บริษัท เอ็มไอ สแควร์ จำกัด	●	●	●	●	●	●		●
Minor Hotel Group Gaborone (Proprietary) Limited	●		●	●	●	●		●
Minor Hotel Group MEA DMCC	●	●	●	●	●	●		●
Minor Hotels Australasia Limited	●		●	●	●	●		●
Minor Hotels Europe and Americas S.A. ⁽³⁾	●		●	●	●	●	●	●
Minor Hotels Zambia Limited	●	●	●	●	●	●		●
บริษัท ไมเนอร์ สกาย รีสอร์ท จำกัด	●		●	●	●	●		●
บริษัท เอ็มสปา อินเตอร์เนชั่นแนล จำกัด	●		●	●	●	●		●
PH Resorts (Private) Ltd.	●	●	●	●	●	●		●
Plexus Maldives Private Limited	●	●	●	●	●	●		●
PT. Wika Realty Minor Development	●		●	●	●	●		●
บริษัท โรงแรม รายดารี จำกัด (มหาชน)	●		●	●	●	●		●
Rani Minor Holding Limited	●	●	●	●	●	●		●
บริษัท รอยัล การ์เด้น พลาซ่า จำกัด	●		●	●	●	●		●
บริษัท สมุย รีสอร์ท แอนด์ สปา จำกัด	●		●	●	●	●		●

ประเด็น

- สภาพภูมิอากาศ น้ำและทรัพยากรทางทะเล และเศรษฐกิจหมุนเวียน
- อนุรักษ์ความหลากหลายทางชีวภาพ
- พนักงานของเรา - แนวปฏิบัติด้านแรงงานและสิทธิมนุษยชน การดึงดูดและรักษาพนักงาน
- พนักงานของเรา - ความปลอดภัยและอาชีวอนามัย
- ชุมชน - การพัฒนาชุมชน
- ลูกค้า - ความปลอดภัยของผลิตภัณฑ์ สุขภาพและความเป็นอยู่ที่ดีของลูกค้า
- การจัดการห่วงโซ่อุปทานอย่างยั่งยืน
- การกำกับดูแลกิจการ - การต่อต้านการคอร์รัปชัน ความปลอดภัยด้านไซเบอร์และความเป็นส่วนตัว

บริษัท ⁽¹⁾	ประเด็นสำคัญ							
	1	2	3	4	5	6	7	8
Sands Hotels (Proprietary) Limited	●		●	●	●	●		●
บริษัท สยาม ซักเซส เรียดตี้ จำกัด	●		●	●	●	●		●
Tanzania Tourism and Hospitality Investment Limited	● ⁽²⁾	●	●	●	●	●		●
Vietnam Hotel Projekt B.V.	●	●	●	●	●	●		●
Zanzibar Tourism and Hospitality Investment Limited	● ⁽²⁾	●	●	●	●	●		●
บริษัท อาร์มิน ซีสเทมส์ จำกัด	●		●	●	●	●		●
บริษัท ไมเนอร์ คอร์ปอเรชั่น จำกัด (มหาชน)	●		●	●	●	●		●
บริษัท ไมเนอร์ เฟชั่น จำกัด	●		●	●	●	●		●
บริษัท ไมเนอร์ โลฟ สไตล์ จำกัด	●		●	●	●	●		●
ธุรกิจอาหาร								
บริษัท เดอะ ไมเนอร์ ฟู้ด กรุ๊ป จำกัด (มหาชน)	●		●	●	●	●	●	●
บริษัท อาร์ต ออฟ เบคคิง จำกัด	● ⁽²⁾							●
บริษัท เบอร์เกอร์ (ประเทศไทย) จำกัด	●		●	●	●	●		●
บริษัท คาก้า เบฟเวอเรจส์ (ประเทศไทย) จำกัด	●		●	●	●	●		●
Liwa Minor Food & Beverage LLC	●		●		●	●		●
บริษัท เอ็มเอฟ คาเฟ่ แอนด์ เรสเทอรองต์ จำกัด	●		●	●	●	●		●
MFG International Holding (Singapore) Pte Ltd	●		●	●	●	●		●
บริษัท ไมเนอร์ แดรี่ จำกัด	●		●	●	●	●	●	●
Minor DKL Food Group Pty. Ltd.	●		●	●	●	●	●	●
บริษัท ไมเนอร์ ดีคิ้ว จำกัด	●		●	●	●	●		●
Minor Food (Seychelles) Limited	●		●	●	●	●		●
Minor Food Group (Singapore) Pte. Ltd.	●		●		●	●		●
บริษัท ไมเนอร์ ฟู้ด โฮลดิ้ง จำกัด	●		●	●	●	●		●
บริษัท นวศรี แมงูแพคเอจอร์ จำกัด	●		●	●	●	●		●
บริษัท ฟินเน เดอลุกซ์ (ประเทศไทย) จำกัด	● ⁽²⁾		●		●			●
บริษัท เอส แอนด์ พี ซินดิเคท จำกัด (มหาชน)	● ⁽²⁾							
บริษัท ซิแลค เซอร์วิส พาร์ทเนอร์ จำกัด	● ⁽²⁾						●	●
บริษัท สเวนเซ่นส์ (ไทย) จำกัด	●		●	●	●	●		●

⁽¹⁾ เพื่อให้การรายงานง่ายขึ้น บริษัทย่อยภายใต้กลุ่มเดียวกันจะเปิดเผยข้อมูลในระดับบริษัทแม่
⁽²⁾ รวมอยู่ในข้อมูลการปล่อยก๊าซเรือนกระจก Scope 3
⁽³⁾ ข้อมูลถูกจัดแสดงอยู่ในรายงานการพัฒนาย่างยั่งยืน 2568 ของบริษัท ไมเนอร์ อินเตอร์เนชั่นแนล จำกัด (มหาชน) หรือในรายงาน Consolidated Management Report 2025 ของ Minor Hotels Europe and Americas S.A.

MINOR SUSTAINABILITY REPORT 2025: 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⁾	Website	Requirement(s) Omitted	Reason	Explanation	
General Disclosures								
GRI 2: General Disclosures 2021	2-1 Organizational details	1, 4 - 9, 26 - 51, 66	7 - 9	https://www.minor.com/en/our-business/business-overview				
	2-2 Entities included in the organization's sustainability reporting	4 - 9	7 - 9					
	2-3 Reporting period, frequency and contact point	-	15					
	2-4 Restatements of information	-	-					
	2-5 External assurance	-	126 - 129					
	2-6 Activities, value chain and other business relationships	134	12 - 13					
	2-7 Employees	53, 138 - 139, 180 - 182, 199 - 200, 338, 420 - 422	11, 32 - 50					
	2-8 Workers who are not employees	-	51 - 52					
	2-9 Governance structure and composition	18 - 19, 187	18 - 19	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	165 - 170, 195 - 196	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf				
	2-11 Chair of the highest governance body	18 - 19, 187	-	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	177 - 187, 190 - 192	-	https://www.minor.com/en/about-us/board-and-management/group-organization-chart				
	2-13 Delegation of responsibility for managing impacts	187, 196, 293 - 294	18 - 19	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	187, 196	18 - 19	https://www.minor.com/storage/download/charters/20230117-mint-sustainability-and-risk-management-en.pdf				
	2-15 Conflicts of interest	177 - 178, 210 - 211	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf				

⁽¹⁾ AR: 2025 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2025-en.pdf>

⁽²⁾ SR: 2025 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2025/mint-sd-en.pdf>

GRI Standard/ Other Source	Disclosure	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Website	Requirement(s) Omitted	Reason	Explanation	
	2-16 Communication of critical concerns	182, 184 - 185, 212 - 213	105	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf				
	2-17 Collective knowledge of the highest governance body	205 - 207, 247 - 262	-					
	2-18 Evaluation of the performance of the highest governance body	169 - 170	-					
	2-19 Remuneration policies	198 - 199, 209 - 210	-	https://www.minor.com/storage/download/guidelines/20221220-cg-guidelines-en.pdf				
	2-20 Process to determine remuneration	198 - 199, 291 - 292	20	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	167 - 168, 170, 199, 209 - 210, 395	-					
	2-22 Statement on sustainable development strategy	52 - 53, 134	21 - 22	https://www.minor.com/storage/download/corporate-policies/20230523-mint-sustainability-development-policy-en.pdf				
	2-23 Policy commitments	75, 98, 109 - 110, 134 - 135, 137, 165, 173, 177 - 178, 182 - 186, 285	28 - 30	https://www.minor.com/en/corporate-governance/corporate-policies				
	2-24 Embedding policy commitments	-	28 - 30					
	2-25 Processes to remediate negative impacts	178 - 179, 182, 184 - 185, 212 - 213	50	https://www.minor.com/en/corporate-governance/whistleblowing				
	2-26 Mechanisms for seeking advice and raising concerns	178 - 179, 182, 184 - 185, 212 - 213	105, 117	https://www.minor.com/en/corporate-governance/whistleblowing				
	2-27 Compliance with laws and regulations	-	54, 78, 103, 105 - 107, 117					
	2-28 Membership associations	-	122 - 125					
	2-29 Approach to stakeholder engagement	134 - 135, 178 - 186	23 - 24, 26 - 27	https://www.minor.com/en/sustainability/stakeholder-engagement				
	2-30 Collective bargaining agreements	-	45	https://www.minor.com/storage/download/corporate-policies/20220407-human-rights-policy-en.pdf				

⁽¹⁾ AR: 2025 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2025-en.pdf>

⁽²⁾ SR: 2025 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2025/mint-sd-en.pdf>

GRI Standard/ Other Source	Disclosure	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Material Topics								
GRI 3: Material Topics 2021	3-1 Process to determine material topics	-	23 - 24, 26 - 27	https://www.minor.com/en/sustainability/stakeholder-engagement				
	3-2 List of material topics	-	25	https://www.minor.com/en/sustainability/our-reporting/materiality-assessment				
Economic Performance								
GRI 3: Material Topics 2021	3-3 Management of material topics	10 - 11, 20 - 25, 125 - 128	10					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10 - 11, 20 - 25	10					
	201-2 Financial implications and other risks and opportunities due to climate change	125 - 128	10, 65 - 68					
	201-3 Defined benefit plan obligations and other retirement plans	338, 420 - 422	45 - 46					
	201-4 Financial assistance received from government	-	-					
Market Presence								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-					
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	-	-					
Indirect Economic Impacts								
GRI 3: Material Topics 2021	3-3 Management of material topics	137 - 139	56 - 61					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	137 - 139	56 - 61					
	203-2 Significant indirect economic impacts	137 - 139	56 - 61, 116					
Procurement Practices								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	-	-					

⁽¹⁾ AR: 2025 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2025-en.pdf>

⁽²⁾ SR: 2025 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2025/mint-sd-en.pdf>

GRI Standard/ Other Source	Disclosure	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Anti-corruption								
GRI 3: Material Topics 2021	3-3 Management of material topics	129 - 130, 182 - 183, 212	25, 29, 98, 104 - 105, 107					
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	129 - 130	107					
	205-2 Communication and training about anti-corruption policies and procedures	182 - 183, 212	106	https://www.minor.com/storage/download/corporate-policies/20250107-anti-fraud-corruption-policy-en.pdf				
	205-3 Confirmed incidents of corruption and actions taken	-	105					
Anti-competitive Behavior								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	https://www.minor.com/storage/download/corporate-policies/20250107-anti-fraud-corruption-policy-en.pdf				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	-					
Tax								
GRI 3: Material Topics 2021	3-3 Management of material topics	10 - 11, 110 - 133, 339, 427 - 435	29, 100	https://www.minor.com/storage/download/corporate-policies/tax-governance-framework-policy.pdf				
GRI 207: Tax 2019	207-1 Approach to tax	-	29, 100	https://www.minor.com/storage/download/corporate-policies/tax-governance-framework-policy.pdf				
	207-2 Tax Governance, control, and risk management	10 - 11, 110 - 133, 339, 427 - 435	29, 100	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	-	101					

⁽¹⁾ AR: 2025 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2025-en.pdf>

⁽²⁾ SR: 2025 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2025/mint-sd-en.pdf>

GRI Standard/ Other Source	Disclosure	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Materials								
GRI 3: Material Topics 2021	3-3 Management of material topics	52 - 53, 134 - 136	25					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	113					●
	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	52 - 53, 134 - 136	25, 28, 65 - 67					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	136	71 - 73, 77, 79, 93					●
	302-2 Energy consumption outside of the organization	-	71 - 73					
	302-3 Energy intensity	136	69, 71, 79, 93					
	302-4 Reduction of energy consumption	136	71 - 72					
	302-5 Reduction in energy requirements of products and services	-	-					
Water and Effluents								
GRI 3: Material Topics 2021	3-3 Management of material topics	52 - 53, 134 - 136	25, 28, 76 - 81					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	-	-					
	303-2 Management of water discharge-related impacts	-	78					
	303-3 Water withdrawal	136	81					●
	303-4 Water discharge	-	81					
	303-5 Water consumption	-	81					●
Biodiversity								
GRI 3: Material Topics 2021	3-3 Management of material topics	52 - 53, 134 - 136	25, 28, 82 - 87					
GRI 101: Biodiversity 2024	101-1 Policies to half and reverse biodiversity loss	-	28, 82					
	101-2 Management of biodiversity impacts	-	83					
	101-3 Access and benefit-sharing	-	-					
	101-4 Identification of biodiversity impacts	-	83					
	101-5 Locations with biodiversity impacts	-	84					
	101-6 Direct drivers of biodiversity loss	-	-					
	101-7 Changes to the state of biodiversity	-	95					
	101-8 Ecosystem services	-	-					

⁽¹⁾ AR: 2025 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2025-en.pdf>

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GRI Standard/ Other Source	Disclosure	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Emissions								
GRI 3: Material Topics 2021	3-3 Management of material topics	52 - 53, 134 - 136	25, 28, 65 - 67					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	-	73					●
	305-2 Energy indirect (Scope 2) GHG emissions	-	73					●
	305-3 Other indirect (Scope 3) GHG emissions	-	73					
	305-4 GHG emissions intensity	52, 136	71					●
	305-5 Reduction of GHG emissions	52, 136	71					
	305-6 Emissions of ozone-depleting substances (ODS)	-	-					
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	-	75					
Waste								
GRI 3: Material Topics 2021	3-3 Management of material topics	52 - 53, 134 - 136	25, 28, 88 - 92					
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	-	88 - 94					
	306-2 Management of significant waste-related impacts	-	89					
	306-3 Waste generated	-	92					●
	306-4 Waste diverted from disposal	136	92					●
	306-5 Waste directed to disposal	-	92					●
Supplier Environmental Assessment								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	25, 28, 99, 108 - 110					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	108 - 110					●
	308-2 Negative environmental impacts in the supply chain and actions taken	-	110					●

⁽¹⁾ AR: 2025 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2025-en.pdf>

⁽²⁾ SR: 2025 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2025/mint-sd-en.pdf>

GRI Standard/ Other Source	Disclosure	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Employment								
GRI 3: Material Topics 2021	3-3 Management of material topics	308, 316, 338, 420 - 422, 428 - 429	25, 28, 44					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	-	11, 44					●
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	308, 316, 338, 420 - 422, 428 - 429	45 - 46					
	401-3 Parental leave	-	49					
Labor/Management Relations								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	-	https://www.minor.com/storage/download/corporate-policies/20220407-human-rights-policy-en.pdf				
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	138	25, 28, 39, 41 - 43, 48 - 49, 51 - 52	https://www.minor.com/storage/download/sustainability-reports/2022/ohs-management-system-en.pdf				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	129	41 - 43					
	403-2 Hazard identification, risk assessment, and incident investigation	128, 129	41, 43					
	403-3 Occupational health services	-	49					
	403-4 Worker participation, consultation, and communication on occupational health and safety	-	41 - 43					
	403-5 Worker training on occupational health and safety	-	41, 43					
	403-6 Promotion of worker health	181, 182	42, 55					
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	110					
	403-8 Workers covered by an occupational health and safety management system	129, 137	19, 28, 34, 41, 43					
	403-9 Work-related injuries	138	48, 52					●
	403-10 Work-related ill health	138	48, 52					●

⁽¹⁾ AR: 2025 Annual Report (Form 56-1 One Report): <https://mint.listedcompany.com/misc/one-report/mint-one-report-2025-en.pdf>

⁽²⁾ SR: 2025 Sustainability Report: <https://www.minor.com/storage/download/sustainability-reports/2025/mint-sd-en.pdf>

GRI Standard/ Other Source	Disclosure	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Training and Education								
GRI 3: Material Topics 2021	3-3 Management of material topics	180 - 181	25, 28, 34 - 37					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	-	47					
	404-2 Programs for upgrading employee skills and transition assistance programs	180 - 181	40 - 41, 47, 54 - 55					
	404-3 Percentage of employees receiving regular performance and career development reviews	-	37					●
Diversity and Equal Opportunity								
GRI 3: Material Topics 2021	3-3 Management of material topics	18 - 19, 166 - 167, 188, 203, 291	25, 28, 34 - 37, 102					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	18 - 19, 166 - 167, 188, 203, 291	43, 45					
	405-2 Ratio of basic salary and remuneration of women to men	-	-					
Non-discrimination								
GRI 3: Material Topics 2021	3-3 Management of material topics	134, 137, 183	25, 28, 34 - 37, 102					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	50					
Freedom of Association and Collective Bargaining								
GRI 3: Material Topics 2021	3-3 Management of material topics	134, 137, 183	25, 28, 34 - 37, 102					
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	-	45	https://www.minor.com/storage/download/corporate-policies/20220407-human-rights-policy-en.pdf				
Child Labor								
GRI 3: Material Topics 2021	3-3 Management of material topics	134, 137, 183	25, 28, 34 - 37, 99, 102					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	-	-					

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GRI Standard/ Other Source	Disclosure	Location			Omission			Assurance
		AR ⁽¹⁾	SR ⁽²⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Forced or Compulsory Labor								
GRI 3: Material Topics 2021	3-3 Management of material topics	134, 137, 183	25, 28, 30, 34 - 37, 102					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	-					
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	-	-					
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	137 - 139, 184	25, 53 - 54					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	-	54 - 56, 58 - 61					
	413-2 Operations with significant actual and potential negative impacts on local communities	-	54					
Supplier Social Assessment								
GRI 3: Material Topics 2021	3-3 Management of material topics	137 - 139, 179	25, 30, 108 - 110					
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-	109 - 110					●
	414-2 Negative social impacts in the supply chain and actions taken	-	110					●

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		AR ⁽¹⁾	SR ⁽²⁾	Website	Requirement(s) Omitted	Reason	Explanation	
Public Policy								
GRI 3: Material Topics 2021	3-3 Management of material topics	-	29 - 30, 107					
GRI 415: Public Policy 2016	415-1 Political contributions	-	30, 107	https://www.minor.com/storage/download/corporate-policies/20250107-anti-fraud-corruption-policy-en.pdf https://www.minor.com/storage/download/corporate-policies/mint-donation-and-sponsorship-guidelines-en.pdf				
Customer Health and Safety								
GRI 3: Material Topics 2021	3-3 Management of material topics	137 - 139, 178 - 179	25, 114 - 115, 119 - 120					
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	178	-					
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	117					
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	-	111 - 113					
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	117					
	417-3 Incidents of non-compliance concerning marketing communications	-	117					
Customer Privacy								
GRI 3: Material Topics 2021	3-3 Management of material topics	115 - 116, 185	25, 98					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	106					

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