

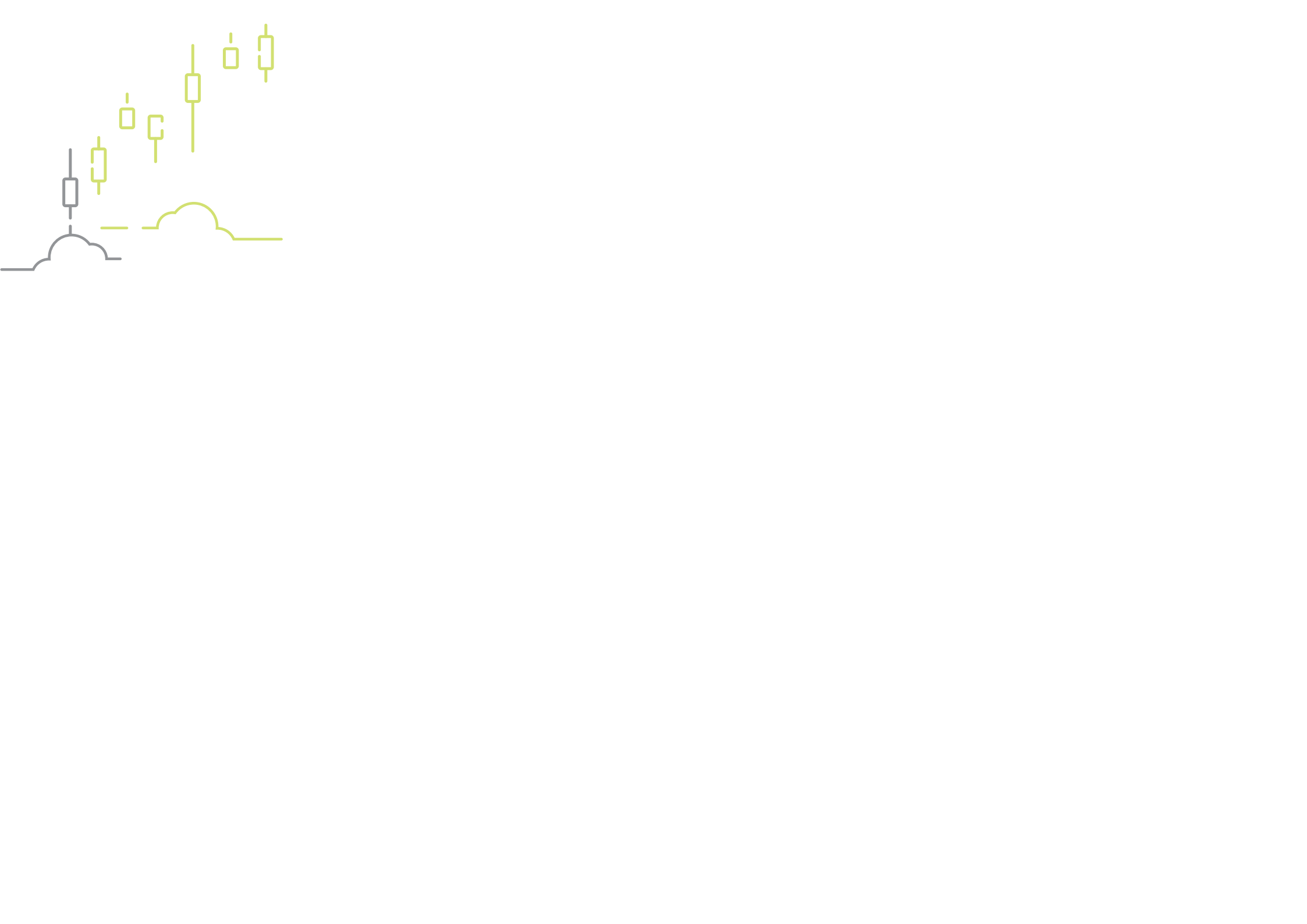
# GROWTH FOR

**BUSINESS | INDUSTRY | SOCIETY**

## Sustainability Highlight 2022

The Stock Exchange of Thailand





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## BUSINESS | INDUSTRY | SOCIETY

### Sustainability Highlight 2022

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## About This Report

GRI: 2-2, 2-3, 2-5

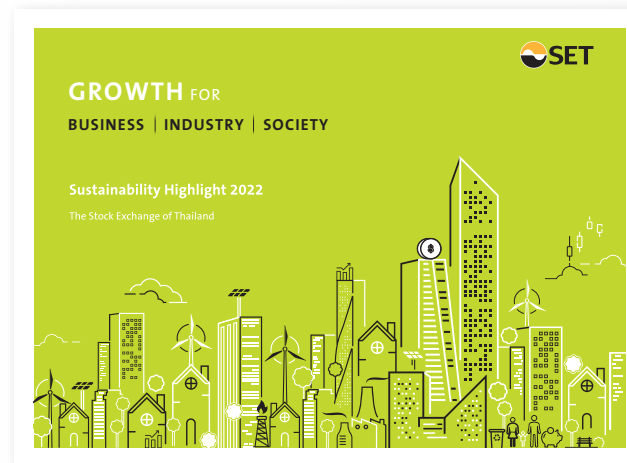
The Stock Exchange of Thailand (SET) is committed to annually publish a Sustainability Highlight on SET's website and social media to disclose the progress and summarize the results on our sustainability development. The Sustainability Highlight 2022 has been published in April 2023.

### Reporting Scope

- **Reporting Period:**  
1 January – 31 December 2022
- **Disclosure Scope:**  
The SET group consists of SET and its subsidiaries, whose businesses are controlled by SET with over 50% shareholding.
- **Content Scope:**  
Reporting on results of material sustainability topics assessment that are consistent with the context and strategies of SET and expectations of stakeholders throughout SET's value chain.

### Reporting Assurance

This report has not been verified by a third-party agency. However, information herewith has been gathered from authenticated or trusted databases such as SETSMART, SET website, etc., and from related departments and persons as well as being reviewed and verified by relevant departments. In addition, the content and scope of the report are reviewed annually to reflect the current situation and context.



### Reporting Framework

The content and disclosure of performance information in this report have been prepared in accordance with the GRI Standards and UN Sustainable Development Goals (SDGs).



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SETGroupOfficial

# Vision and Mission

GRI: 2-22

## Vision

To Make the Capital Market  
**“Work”** for Everyone



## Mission



To “plant” state-of-the-art financial Platform Development that is both innovative and accessible to our customers locally, regionally, and globally.



To innovatively “grow” Product Development that not only caters to market needs but also resonates with the sustainable growth.



To “foster” People Development to ensure that our people will be best equipped with effective and proactive working spirit with synergy, while adhering to professional integrity.



To “implant” an Inclusive Growth Approach that will enable us to perform as the best business partners and social supporters.



To continuously “cultivate” ourselves and our stakeholders by investing in Knowledge Management, creating, sharing, and generating knowledge as part of an intangible asset.



## About SET

GRI: 2-1

The Stock Exchange of Thailand (SET) is a juristic entity established in 1974 under the Securities Exchange of Thailand Act B.E. 2517 and started trading for the first time on 30 April 1975. Currently, SET operates under the Securities and Exchange Act. B.E. 2535 as a center for securities trading for potential entrepreneurs to access capital sources and raise funds to expand the business while promoting and developing channels that facilitate investors and the public to invest in businesses and financial products for saving and receiving sustainable returns on their investment.

### Headquarter Location

93 Ratchadaphisek Road, Din Daeng subdistrict,  
Din Daeng district, Bangkok, 10400, Thailand

Tel: +66(0) 2-009-9999

Fax: +66(0) 2-009-9991

e-mail: SETContactCenter@set.or.th

Website: [www.set.or.th](http://www.set.or.th)





# SET's Business Overview

GRI: 2-6, 201-1

## Exchange Business



## Long-term Capital Market Development



### Capital Market Education

A learning center to elevate standards and develop skills and knowledge of investors, market practitioners, listed companies, students, the general public, including corporate leaders.



### Sustainable Development for Listed Companies

Elevation of good corporate governance practices and development of sustainability in business operations, along with promoting sustainable investment.



### Capital Market Research

Promotion of capital market research by connecting various resources in research production, including research funds, knowledge, databases, and forums that would lead to sustainable capital market development.

## SET's Value Chain

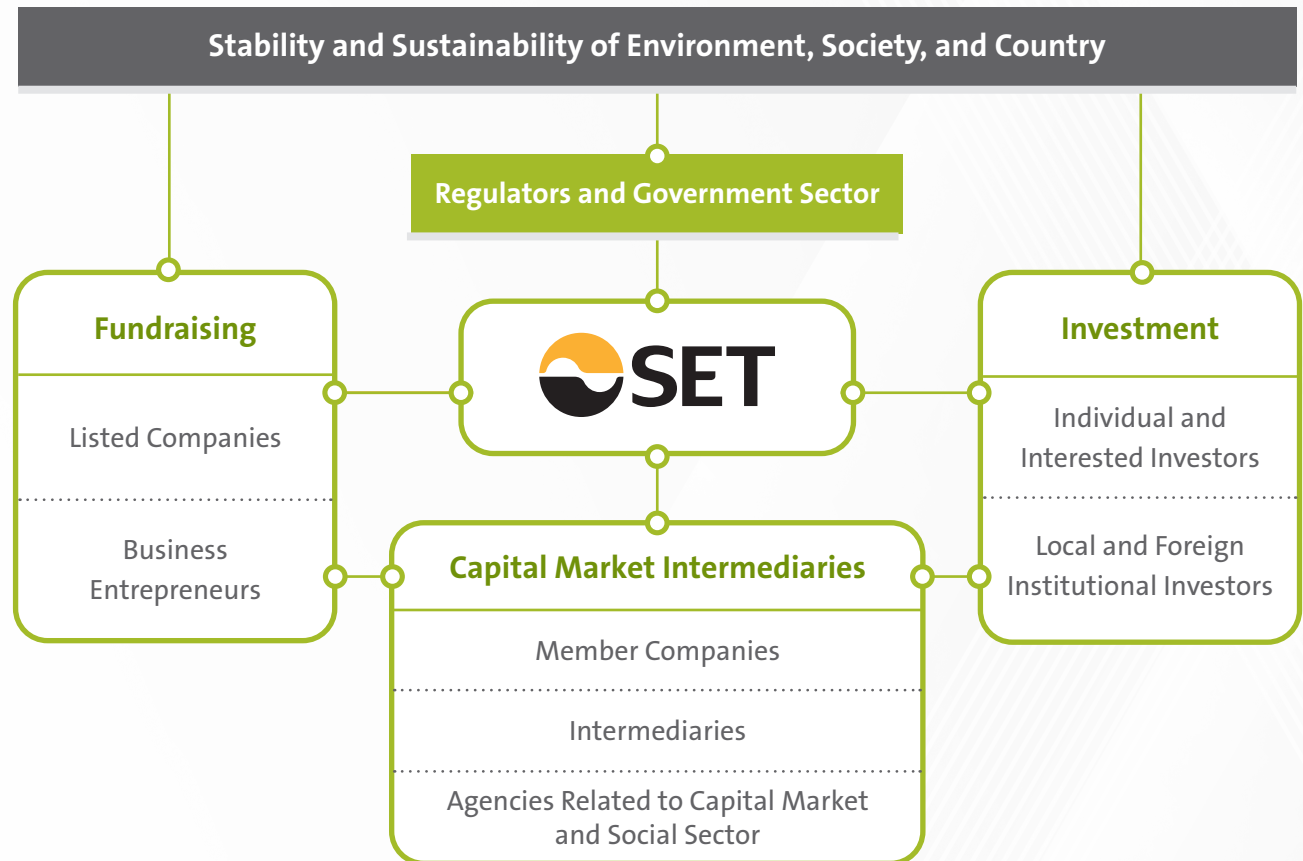
GRI: 2-6

**810 companies**Listed companies in  
SET and mai**THB 20,976 trillion**A combined market  
capitalization of SET and mai**39 companies**

Member companies

**5.8 million accounts**

Investment accounts



# SET and Sustainability Development

GRI: 2-12

## SET Strategies and Sustainability Development Framework

In 2022, the SET Board of Governors (BoG) approved three material sustainability topics as part of the SET Strategies and sustainability development framework, namely, Sustainable Finance and ESG Products, Social and Financial Inclusion, and Climate Action. Moreover, these material sustainability topics also comply with the GRI Standards and UN Sustainable Development Goals (SDGs).





## Stakeholder Engagement

GRI: 2-16, 2-24, 2-29

SET identifies, reviews, and assesses stakeholders who are affected or influenced positively and negatively by SET business operations according to the level of severity, both inside and outside the organization throughout the value chain through continuous activities or communication via various channels. In 2022, SET has compiled stakeholder expectations through various engagement channels from 6 groups of stakeholders, in which stakeholder expectation is a part of our sustainability materiality assessment.

### Communication Channels

- Meetings
- Consulting
- Training and seminar
- Communication via websites and social media
- Satisfaction or engagement surveys
- Whistleblowing channels
- Business performance reporting
- Review of the disclosed stakeholder documents (desktop review)



Note: For more information, please refer to SET Annual Report 2022, pages 47-48.

# Sustainability Materiality Assessment

GRI: 2-14, 3-1

## Identification and Disclosure of Material Topics

## Continuous Identification and Assessment of Significant Impacts

### Consideration of Organization's Context

Identify impacts or influences arising from business operations by considering the factors inside and outside the organization.

- Internal factors such as organizational context, corporate strategy, corporate risks, etc.
- External factors such as capital market environment, global business and industry trends, questionnaires and interviews with stakeholders outside the organization, etc.

### Impact Identification

Identify the effects or influences that have occurred or are expected to occur, and how such impacts or influences result positively and negatively to the economy, environment, society, and human rights, both in short and long terms.

### Impact Significance Assessment

Evaluate the significance of impacts or influences from 2 components:

- Level of significance to the SET
- Level of importance or interest of stakeholders

along with assessing the severity, size, scope, likelihood, and frequency of occurrence.

### Prioritization

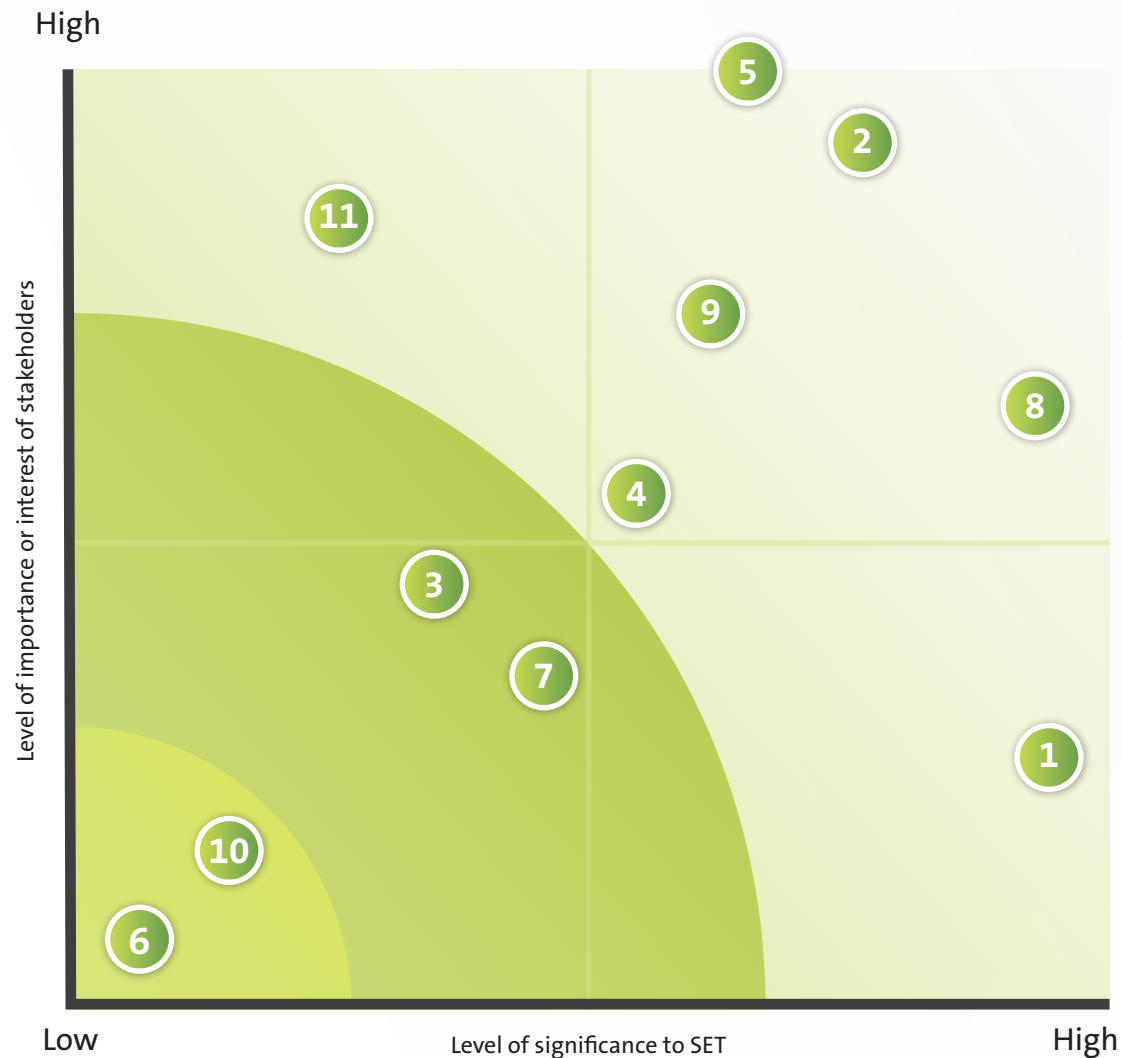
- High-level executives and relevant departments jointly consider and prioritize significant effect or influence as well as grouping them accordingly to become material sustainability topics.
- Assign relevant departments to manage these material topics accordingly.

### Approval

- Compile performance results according to material sustainability topics from relevant departments and identify the alignment between the material sustainability topics to the GRI Standards reporting category and the SET's sustainability development framework.
- Present to top executives for consideration and approval for the disclosure of operating performance according to the management approaches of the Stock Exchange of Thailand.

## Material Sustainability Topics Prioritization

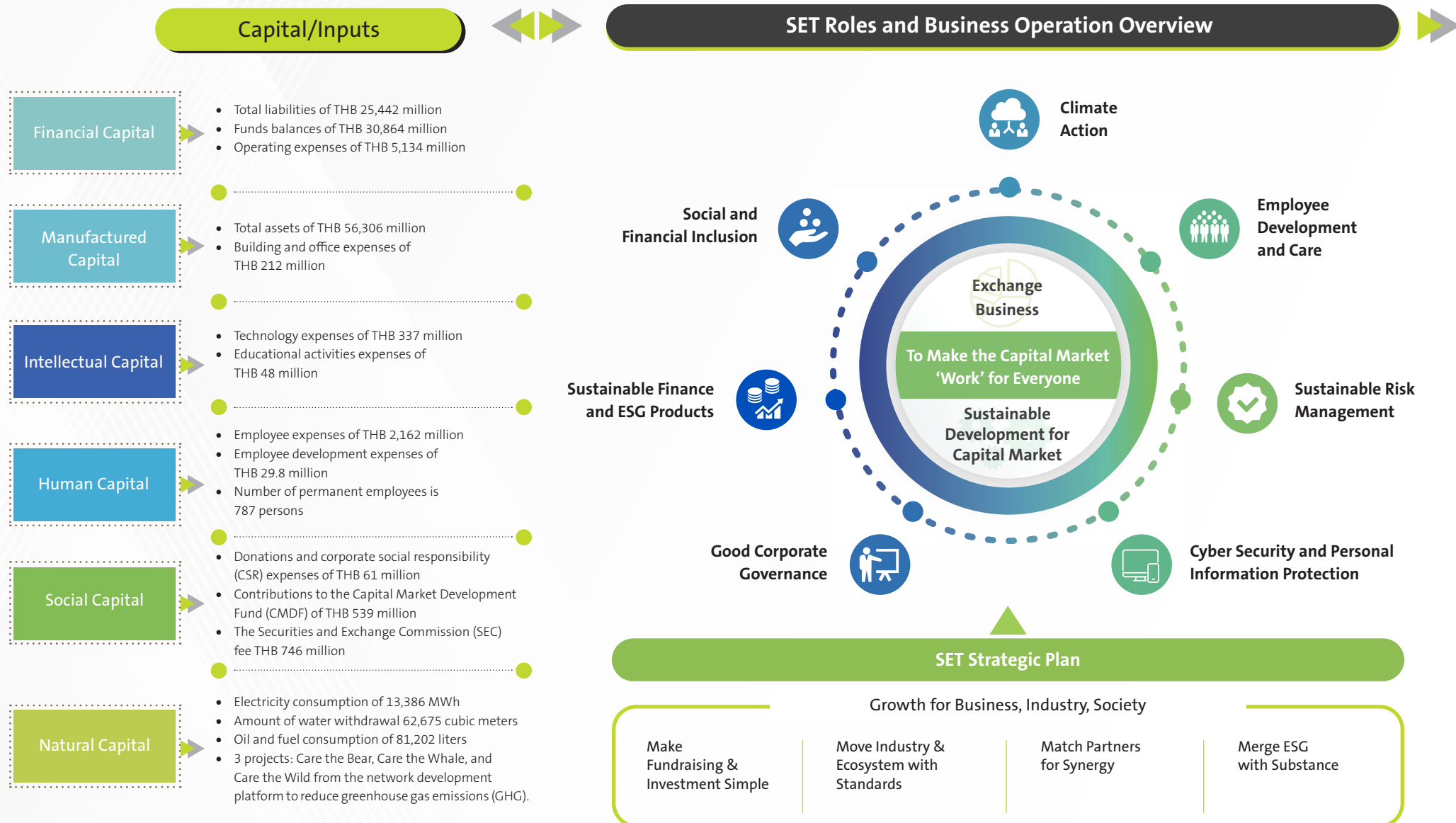
GRI: 3-1, 3-2



- 1 Economic Performance
- 2 Good Corporate Governance
- 3 Sustainable Risk Management
- 4 Cyber Security and Personal Information Protection
- 5 Sustainable Finance and ESG Products
- 6 Sustainable Supply Chain Management
- 7 Employee Care
- 8 Employee Development
- 9 Social and Financial Inclusion
- 10 Environmental Management
- 11 Climate Action



## Business Value Creation



GRI: 2-6, 203-1, 203-2

## Performance

## Outcomes towards Stakeholders

## Financial Capital

- Total operating revenues of THB 7,751 million
- Market capitalization for SET of THB 20,441 billion and mai of THB 535 billion
- Number of securities trading accounts is 5.8 million accounts
- IPO value of THB 127,836 million

- Average trading value of SET and mai is 76,773 million baht/day, the highest liquidity in ASEAN.
- Average dividend yields of SET and mai are 2.76% and 1.29%.

Manufactured  
Capital

- Cash flow from operating activities of THB 1,037 million
- Cash flow used in investing activities of THB 4,410 million

- Enhanced cyber security for stakeholder groups.
- Enhanced employees' quality of life within the organization with innovations and safe facilities that meet international standards.

## Intellectual Capital

- Number of accesses to the services of Maruey Library and INVESTORY Museum through all channels is 2.01 million times.
- Number of people who received financial planning knowledge through the Happy Money project is 3.06 million persons.
- SMART Marketplace included information on ESG and listed companies, available via Application Programming Interface (API).

- Created an ESG database of the Thai capital market.
- Encouraged stakeholders along the capital market value chain to conduct business while considering the environment, society, and good corporate governance.

## Human Capital

- Employee turnover rate is 3.4%
- Average training hours of permanent employees is 58 hours per person per year.
- 707 online and on-site employee training courses.
- Average working period of 15 years.
- 100% of employees joining provident fund (PVD).

- Developed employee potential in compliance with business growth.
- Ensured that employees have good quality of life and are ready to share with the society.

## Social Capital

- Value of stock donations and accumulated dividends from the "Pan Hoon Aom Boon" and "Pan Pol Aom Suk" projects of THB 11.6 million
- Assisting the public in the COVID-19 situation amount to THB 45.1 million.

- Expanded knowledge of finance and investment for Thai people.
- Supported resources and knowledge to improve the quality of life of Thai people.
- Developed a platform that connects business and social networks to together create good results for the society.

## Natural Capital

**Undesirable productivity**

- GHG emissions Scope 1 and 2 of 6,834 tCO<sub>2</sub>e.
- Total amount of waste is 71.52 tons.
- Total amount of wastewater discharged is 18,795 cubic meters.

**Desirable productivity**

- Installed a new solar roof system and produced 95 MWh of energy.
- Reduced GHG emissions by 1,819 tCO<sub>2</sub>e from participating in the T-VER project.
- Recycled wastewater from the wastewater treatment system and reused 2 cubic meters per hour.
- 234 organizations participated in the Care the Bear, Care the Whale, and Care the Wild projects.

- Amount of GHG reduction from Care the Bear and Care the Whale projects totaling 18,485 tCO<sub>2</sub>e.
- GHG absorption from afforestation under the Care the Wild project of 312 tCO<sub>2</sub>e.
- Managed the environment in a friendly manner while using energy and resources efficiently.

# Sustainable Finance and ESG Products

GRI: 203-1, 203-2

## Corporate Sustainability Development for Listed Companies

142

companies

Received in-depth advisory services through the **Sustainable Development Journey Project**

332

companies

Participated in the training on adaptation to new business environments (**Business Resilience Project**)

Published the **ESG Metric Guidelines** as disclosure guidelines of information on sustainability.

Published the online **ESG Health Check** in collaboration with the United Nations Development Program (UNDP).



## Sustainability Assessment

85%

Average Corporate Governance Report (CGR) score of listed companies.

170

companies

have been listed in the Thailand Sustainability Investment (THSI) list.



26

companies

have been selected to be included in the Dow Jones Sustainability Indices (DJSI).

Member of  
**Dow Jones Sustainability Indices**  
Powered by the S&P Global CSA

43

companies

have been selected to be included in the FTSE4Good Index.



FTSE4Good

42

companies

have been selected to be included in the MSCI ESG Universal Index.



240

persons



ESG Experts Pool

2,000

units

of sustainability learning materials



## Capacity Building for Intermediaries

GRI: 203-1, 203-2

### Entrepreneurs Classroom

**20** new courses

To develop knowledge of  
intermediaries' employees

**8,880** persons

visited and registered for e-Learning  
courses on the Entrepreneurs  
Classroom website.



**Extension of the new  
Certified Investment and  
Securities Analyst (CISA)  
curriculum**

**2,100** persons

from listed companies, financial  
institutions and related agencies received  
training and testing scholarships for the  
Accredited Investment and Securities  
Analysts (AISA) courses.

**162** persons

were qualified and received the AISA  
scholarships.

**120** hours

Number of hours in CISA Knowledge  
increment for students

GRI: 203-1, 203-2

## Sustainable Investment Promotion

**4** new courses

to enhance the understanding and **knowledge on ESG and sustainable investment.**

**62%**

of market capitalization is in the **SETTHSI index.**

**27** learning media

on sustainable investment in the form of **articles, e-books, e-Learning, and podcasts.**



## Product, Service, and Innovation Development for Capital Market

**56** brokerage firms  
are trading mutual funds on the  
**Fund Connex**

**Launched**  
**ESG Data Platform**

for stakeholders to utilize data  
in business development and  
investment planning.

**SMART Marketplace**

has included information service  
on **ESG** and listed companies in the  
form of **Application Programming  
Interface (API).**

Disseminated information on  
sustainability performance of listed  
companies from world-class ESG raters  
for investors and interested parties.

**5** Raters

ESG Book, Moody's ESG Solutions,  
MSCI, Refinitiv, and S&P Global.

**Fractional Depositary  
Receipt (DRx)**

An alternative for investors to invest  
in **foreign stocks or investment units**,  
helping to create opportunities to  
access global stocks.

## Social and Financial Inclusion

### Supporting Access to Capital for Entrepreneurs

Funding source service for **SMEs and Startups**, and as a **secondary market for investors**.



There are 3 companies raising funds and listed on **LIVeX**, namely **Advanced Web Services Public Company Limited (AWS22)**, **Sitron Power Public Company Limited (SITRON22)**, and **Storage Asia Public Company Limited (ISTORE22)**. The total fundraising value is THB 196 million.



**12** projects

#### Entrepreneurship Development (LiVE Academy)

Over 700 entrepreneurs participated to increase their capabilities and readiness to enter the capital market such as **Mini-Incubation, Incubation Program, and Acceleration Program**.

**690** Learning media (cumulative)

At Education Platform / Entrepreneurs Classroom in the form of e-Learning videos, articles, and infographics to enhance knowledge for entrepreneurs, SMEs, and Startups. There have been over 2 million views and visits through the website and more than 360,000 people have registered for e-Learning courses.

Note: For more information, please refer to SET Annual Report 2022, pages 69-70.

### Scaling Up Platform

- **e-Learning Family Business course** (in collaboration with KPMG Thailand)
- **LiVE Self-Assessment tools**, capital market and accounting readiness assessment forms (in collaboration with the Federation of Accounting Professions) with over 300 users.
- **Developed the Standard Legal Agreement with Baker McKenzie** such as service contract, employment contract, etc. Currently, there are a total of 13 standard contracts.
- Collaborated with partners to provide business advice to Entrepreneurs through **LiVE GURU Q&A and LiVE GURU Sharing**.

## Investment and Financial Literacy Promotion for the Public

GRI: 203-1, 203-2

Promoting basic financial literacy for all

# 2.01

 million visits

The number of visits to the  
**Maruey Library** and **INVESTORY  
Museum** in all channels.



## SET Fin Quizz Website and SET Fin Quizz Mega Challenge

SET Fin Quizz  
Quiz Fin Gap

# MEGA CHALLENGE

Challenge Thai people to evaluate  
their financial knowledge and win  
EXCLUSIVE activities.

## EXCLUSIVE

From 3 – 31 Aug 22





## Promoting knowledge on financial planning

GRI: 203-1, 203-2



**127%** increased downloads

### Happy Money Application

A total of 318,254 cumulative downloads since the launch of the project in 2019, with 53,975 cumulative active users per year.



**31.77** million views

Number of people who accessed financial and investment knowledge content through websites and social media.

**112** courses (cumulative)

### SET e-Learning Platform

For financial and investment planning



**3.06** million persons

have received financial planning knowledge through the **Happy Money project** since the launch in 2017.



**2,744** persons

participated in the **21-Day Challenge Campaign** and invested in SMART START mutual fund.



## Social Impact Platform

GRI: 203-1, 203-2



### SET SE101 Online Offering

“Introduction to Social Entrepreneurship”  
course over 385,000 views



### SET SE101@GE

The “Social Entrepreneurs” course (SE101@GE) can be used by universities with general education as a subject from the semester of 2023, including organizing workshops (Train the Trainer) with participation of 42 teachers from 19 universities across the country.



### SET SE201 for Corporate

Developed a 2-week short-term workshop to encourage listed companies to raise their level of social responsibility and sustainable development.



### SET Social Impact Gym

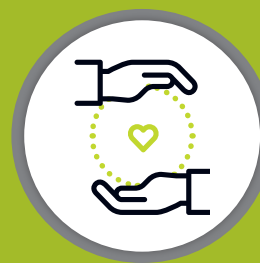
A total of 27 senior executives from 25 listed companies from SET and mai participated as volunteer coaches. In 2022, there were 8 social entrepreneurs participating in the project.

## Fostering the Quality of Life



THB **11.6** million

Value of stock donations and cumulative dividends from “Pan Hoon Aom Boon” and “Pan Pol Aom Suk” projects



THB **45.1** million

Supported the public in the COVID-19 situation.

# Climate Action

## Environmental Management

### Energy Management



Installed a new solar roof system, capable of generating 2 times more solar energy or 95 megawatt-hours.

Recovered heat from the air conditioner to use in the dishwasher's hot water system. This reduced the electricity consumption of the dishwasher by approximately 27%.



Promoted the use of electric vehicles instead of gasoline-powered vehicles, reduced fuel consumption of 2,700 liters.



**3,968** THB/MWh

Electricity consumption intensity by electricity expenses

**16%** YoY



**0.16** MWh/square meter

Electricity consumption intensity by gross floor area

**10%** YoY



**136** MWh

Total renewable energy consumption from solar cell

**127%** YoY



**34** THB/liter

Fuel consumption intensity by fuel expenses

**27%** YoY

GRI: 3-3, 302-1, 302-3, 302-4, 303-3, 303-4

### Water Management

Installed a high-efficiency filtration system with a maximum production capacity of 2 cubic meters per hour, making it possible to recycle wastewater from the wastewater treatment system and reused in the cooling tower.

Awarded the plaque of honor for wastewater management at **"Gold Level" for the year 2022** from the Pollution Control Department, Ministry of Natural Resources and Environment.



**-6%** YoY

**17** THB/cubic meter

Water withdrawal intensity by total water expenses

**Note:** In 2022, the amounts of energy used, water, and waste had significantly increased due to expansion of scope of data collection to cover SET buildings and measures to ease the spread of the COVID-19 epidemic, resulting in more building users as well as more fuel consumption.

For more information, please refer to SET Annual Report 2022, pages 59-61.

## Environmental Management

GRI: 3-3, 302-1, 302-3, 302-4, 305-4, 305-5

### Waste Management

Participated in the waste reduction campaign according to the concept of “Invisible Waste” under the SET’s **Care the Whale** project.

- Accredited the “LEED Zero Waste Certification” and “TRUE Certification at the Platinum level”, being the first in ASEAN to be certified with both standards.
- Recycled 19,000 kilograms of used paper, equivalent to planting 323 trees and reduced GHG emissions by 107,800 kgCO<sub>2</sub>e.



# 36.92 tons

Amount of  
non-hazardous  
waste recycled.

# 165%YoY



### Greenhouse Gas Management

# 6,834 tCO<sub>2</sub>e

Total GHG  
emissions,  
Scope 1 & 2

# 10%YoY

# 0.90 tCO<sub>2</sub>e

GHG emission  
intensity,  
Scope 1 & 2  
by operating revenue

# 13%YoY



Participated in the Thailand Voluntary Emission Reduction Program (T-VER). During 2021 - 2022, SET reduced GHG emissions by 1,819 tCO<sub>2</sub>e from solar power generation projects and replacing light bulbs with LEDs.



**Note:** In 2022, the amounts of energy used, water, and waste had significantly increased due to expansion of scope of data collection to cover SET buildings and measures to ease the spread of the COVID-19 pandemic, resulting in more building users as well as more fuel consumption.

For more information, please refer to SET Annual Report 2022, pages 59-61.



## Collaboration Platform for Climate Action

**SET** initiated a network of cooperation to reduce GHG emission and absorption through the **Climate Care Collaboration Platform** consisting of 3 main projects: **Care the Bear, Care the Whale, and Care the Wild.**



**Greenhouse Gas  
Emission Reduction of**  
13,712,368 kgCO<sub>2</sub>e

**40%YoY**

Total of 24 organizations participated in the project.



**Greenhouse Gas  
Emission Reduction of**  
4,773,412 kgCO<sub>2</sub>e

**140%YoY**

Total of 152 organizations participated in the project.



**Greenhouse Gas  
Emission Absorption of**  
312,300 kgCO<sub>2</sub>e  
representing 173.5 rai or  
34,700 trees

**29%YoY**

Total of 58 private organizations participated in fundraising for planting forests in 8 community forests.

## Good Corporate Governance

GRI: 2-18, 405-1

Number of female : male governors (person)

**1 : 4.5**

2 persons

**18.18%**

9 persons

**81.82%**

Average board  
meeting attendance

## 6 Subcommittees

- Audit Committee (AC)
- Nomination and Remuneration Committee (NRC)
- Risk Management Committee (RMC)
- Corporate Governance and Sustainability Committee (SC)
- Information Technology Committee (ITC)
- Legal Committee (LC)



10 out of 11 governors  
have completed DAP  
or DCP training.

## Self-assessment of the Board of Governors



(full score of 5)  
Performance  
assessment result  
of the entire board



(full score of 5)  
Performance assessment  
result of individual  
governor in the form  
of self-assessment



(full score of 5)  
Performance  
assessment result from  
the other governor  
(cross-evaluation)

## Sustainable Risk Management

GRI: 3-3, 418-1

# ZERO

cases

on significant non-compliance with the law and regulations.

# ZERO

complaints

on violation of the Code of Conduct.

# Communicate

and educate stakeholders on anti-corruption measures and No Gift Policy.

**Anti-corruption** measures that are consistent with the guidelines of the Thai Private Sector Collective Action Against Corruption (CAC).

# 100%

All departments participated in corruption risk assessment.

## Cyber Security and Personal Information Protection

Accredited technology standards



# ZERO

complaints

on cyber security or cyber attacks.

# Employee Development and Care

GRI: 201-3, 404-1

## Employee Development Learning Model 70-20-10

Developing employee knowledge from

**Work and experience 70%**

**Coaching system 20%, and**

**Training courses 10%**

by building on previous knowledge (up-skill), adding new knowledge (re-skill), and promoting various knowledge (multi-skill) necessary for self-development and expertise according to the type of responsibility.

**707** courses

Employee training courses, both **online and onsite**.

**58** hours

**Average number of training hours** for permanent employees.

## Employee Care

- **Mental Health Service**

By psychiatrists and psychologists via **Website or Application**.

- **Ergonomics**

To prevent and alleviate **Office Syndrome**.

- **Orthopedic and Allergy specialists**

are arranged for visits twice a month.

**0**

persons

Rate of lost time and fatal injury from work.

**100** %



Permanent employees joining provident fund.



# Sustainability Performance Summary

## Performance on Economics

GRI	Performance	Unit	2020	2021	2022	% Year-Over-Year 2021 and 2022 (%YOY)
201-1	<b>Direct economic value generated</b>					
	Revenues <sup>1</sup>	THB million	6,347	8,284	7,386	-11%
	Operating revenues	THB million	6,710	7,915	7,751	-2%
	Revenue from financial investments and sale of assets	THB million	-363	369	-365	-199%
	<b>Economic value distributed</b>					
	Other operating costs <sup>2</sup>	THB million	1,687	1,889	2,183	16%
	Employee wages and benefits <sup>3</sup>	THB million	1,929	2,122	2,136	1%
	Payments to providers of capital <sup>4</sup>	THB million	2	2	1	-9%
	Payment to government <sup>5</sup>	THB million	1,038	1,235	1,107	-10%
	Community investments <sup>6</sup>	THB million	373	695	600	-14%
	<b>Economic value retained<sup>7</sup></b>	<b>THB million</b>	<b>1,318</b>	<b>2,342</b>	<b>1,358</b>	<b>-42%</b>

<sup>1</sup> Total revenues are the sum of operating revenues and revenue from financial investments and sale of assets.

<sup>2</sup> Other operating costs exclude employee wages and benefit cost to investors and government, charitable expenses, and social investments.

<sup>3</sup> Employee wages and benefits include salaries, wages, bonuses, overtime payment, and other welfare such as provident fund contributions, health insurance, etc.

<sup>4</sup> Payments to providers of capital are interest paid to credit service providers.

<sup>5</sup> Payment to government includes corporate income tax, land and building tax, but does not include deferred tax.

<sup>6</sup> Community investment is contributions to the Capital Market Development Fund (CMDf) and actual expenses incurred in donations and fundraising aimed at benefiting external organizations.

<sup>7</sup> Economic value retained is calculated as Total revenues - (Other operating costs + Employee wages and benefits + Payments to providers of capital + Payment to government + Community investments)

## Performance on Sustainable Finance and ESG Products

GRI	Performance	Unit	2020	2021	2022	% Year-Over-Year 2021 and 2022 (%YOY)
203-1, 203-2	Number of listed companies in the Thailand Sustainability Investment (THSI) list	companies	124	146	170	16%
	Market capitalization of listed companies in the THSI list to total market capitalization	%	69	66	73	11%
	Number of SET's listed companies in the Dow Jones Sustainability Indices (DJSI)	companies	21	24	26	8%
	Average Corporate Governance Report (CGR) score of listed companies	scores	83	84	85	1%
	Number of listed companies in the SETTHSI Index	companies	58	77	98	27%
	Market capitalization of listed companies in the SETTHSI Index to total market capitalization	%	61	60	62	3%
	Number of investors and investment professionals accessing the Sustainable Investment Education	persons	-	9,200	8,800	-4%

## Performance on Social and Financial Inclusion

GRI	Performance	Unit	2020	2021	2022	% Year-Over-Year 2021 and 2022 (%YOY)
203-1, 203-2	Number of visits to the Capital Market Education Center <sup>1</sup>	million visits	1.12	1.72	2.01	17%
	Accumulated number of individuals learning about financial planning through the Happy Money Project	million persons	2.44	3.00	3.06	2%
	Number of social enterprises benefitting from the SET Social Impact Platform	organizations	94	114	100	-12%
	Number of partners of the SET Social Impact Platform	organizations	250	300	430	43%
	Number of views accessing the SET Social Impact website	views	192,798	260,000	433,310	67%
201-1	Donation and Corporate Social Responsibility Expenses	THB million	11	112 <sup>2</sup>	61	-95%
	Accumulated value of shares donated via Pan Hoon Aom Boon and Pan Pol Aom Suk project	THB million	11.00	11.46	11.60	1%

<sup>1</sup> Based on the number of on-site visitors and views (online channels) in the Maruey Library and INVESTORY.

<sup>2</sup> Donation to healthcare related agencies for assistance and alleviation of social impact from the COVID-19 pandemic in a tune of THB 103 million.

## Performance on Climate Action <sup>1</sup>

GRI	Performance	Unit	2020	2021	2022 <sup>2</sup>	% Year-Over-Year 2021 and 2022 (%YOY)
	<b>Greenhouse Gas Emission: GHG</b>					
	Total of GHG Emissions	tonCO <sub>2</sub> e	6,080	6,210	6,834	10%
305-1	Scope 1 : Direct Emissions	tonCO <sub>2</sub> e	178	175	210	20%
305-2	Scope 2 : Energy Indirect Emissions	tonCO <sub>2</sub> e	5,902	6,035	6,624	10%
305-4	GHG emission intensity, Scope 1 & 2 by gross floor area	tonCO <sub>2</sub> e / m <sup>2</sup>	0.07	0.08	0.08	10%
	GHG emission intensity, Scope 1 & 2 by operating revenue	tonCO <sub>2</sub> e / million THB	0.93	0.80	0.90	13%
305-5	GHG emission reduced as a direct result of reduction initiatives	tonCO <sub>2</sub> e	905	899	920	2%
302-1	<b>Energy Consumption within Organization</b>					
	Total energy consumption within organization	MWh	11,877	12,132	13,386	10%
	Total renewable energy consumption from solar cell	MWh	70	60	136	127%
	Total electricity consumption from non-renewable sources	MWh	11,807	12,072	13,250	10%
	Total fuel consumption from non-renewable sources	liters	72,105	70,283	81,202	16%
	Stationary Combustion	liters	4,842	7,237	7,781	8%
	Mobile Combustion	liters	67,263	63,046	73,421	16%



## Performance on Climate Action <sup>1</sup>

GRI	Performance	Unit	2020	2021	2022 <sup>2</sup>	% Year-Over-Year 2021 and 2022 (%YOY)
302-3	Electricity consumption intensity by gross floor area	MWh / m <sup>2</sup>	0.15	0.15	0.16	10%
	Electricity consumption intensity by electricity expenses	THB / MWh	3,544	3,417	3,968	16%
	Fuel consumption intensity by fuel expenses	THB / liter	21	26	34	27%
303-3	<b>Water withdrawal from low water stress area by source</b>					
	Water withdrawal from third-party water	m <sup>3</sup>	55,865	54,325	62,675	15%
	Water withdrawal from other sources	m <sup>3</sup>	0	0	0	0%
303-4	<b>Water discharge to low water stress area by source</b>					
	Water discharge to surface water	m <sup>3</sup>	16,957	16,191	18,795	16%
	Water discharge to other sources	m <sup>3</sup>	0	0	0	0%
303-5	<b>Water consumption</b>					
	Total water consumption from low water stress areas	m <sup>3</sup>	38,908	38,134	43,880	15%
	Water withdrawal intensity by gross floor area	m <sup>3</sup> / m <sup>2</sup>	0.68	0.66	0.77	15%
	Water withdrawal intensity by total water expenses	THB / m <sup>3</sup>	17	19	17	-6%

## Performance on Climate Action <sup>1</sup>

GRI	Performance	Unit	2020	2021	2022 <sup>2</sup>	% Year-Over-Year 2021 and 2022 (%YOY)
306-3	<b>Waste generated</b>					
	Total waste generated	tons	98.59	48.95	71.52	46%
	Hazardous waste	tons	0.26	3.68	7.81	112%
	Non-hazardous waste	tons	98.33	45.27	63.71	41%
306-4	<b>Total waste diverted from disposal</b>					
	Total waste diverted from disposal and be recovered	tons	71.02	38.77	54.41	40%
	Total hazardous waste diverted from disposal and be recovered	tons	0.00	0.02	0.03	84%
	Total hazardous waste diverted from disposal and be recovered onsite operations	tons	0.00	0.00	0.00	0%
	- Preparation for reuse	tons	0.00	0.00	0.00	0%
	- Recycling	tons	0.00	0.00	0.00	0%
	- Other recovery operations	tons	0.00	0.00	0.00	0%
	Total hazardous waste diverted from disposal and be recovered offsite operations	tons	0.00	0.02	0.03	84%
	- Preparation for reuse	tons	0.00	0.00	0.00	0%
	- Recycling	tons	0.00	0.02	0.03	84%
	- Other recovery operations	tons	0.00	0.00	0.00	0%

## Performance on Climate Action <sup>1</sup>

GRI	Performance	Unit	2020	2021	2022 <sup>2</sup>	% Year-Over-Year 2021 and 2022 (%YOY)
	Total non-hazardous waste diverted from disposal and be recovered	tons	71.02	38.75	54.38	40%
	Total non-hazardous waste diverted from disposal and be recovered onsite operations	tons	0.00	18.25	5.40	-70%
	- Preparation for reuse	tons	0.00	0.00	0.00	0%
	- Recycling	tons	0.00	18.25	5.40	-70%
	- Other recovery operations	tons	0.00	0.00	0.00	0%
	Total non-hazardous waste diverted from disposal and be recovered offsite operations	tons	0.00	20.50	48.98	139%
	- Preparation for reuse	tons	-	-	0.00	N/A
	- Recycling	tons	0.00	13.94	36.92	165%
	- Other recovery operations	tons	0.00	6.56	12.06	84%
306-5	<b>Total waste directed to disposal</b>					
	Total waste directed to disposal	tons	27.57	10.18	17.12	68%
	Total hazardous waste directed to disposal	tons	0.26	3.66	7.78	113%
	Total hazardous waste directed to disposal onsite operations	tons	0.00	0.00	0.00	0%
	- Incineration with energy recovery	tons	0.00	0.00	0.00	0%
	- Incineration without energy recovery	tons	0.00	0.00	0.00	0%
	- Landfill	tons	0.00	0.00	0.00	0%
	- Other disposal operations	tons	0.00	0.00	0.00	0%

## Performance on Climate Action<sup>1</sup>

GRI	Performance	Unit	2020	2021	2022 <sup>2</sup>	% Year-Over-Year 2021 and 2022 (%YOY)
	Total Hazardous waste directed to disposal offsite operations	tons	0.26	3.66	7.78	113%
	- Incineration with energy recovery	tons	0.00	0.00	0.00	0%
	- Incineration without energy recovery	tons	0.00	3.25	7.34	126%
	- Landfill	tons	0.26	0.41	0.44	7%
	- Other disposal operations	tons	0.00	0.00	0.00	0%
	Total non-hazardous waste directed to disposal	tons	27.31	6.52	9.33	43%
	Total non-hazardous waste directed to disposal onsite operations	tons	0.00	0.00	0.00	0%
	- Incineration with energy recovery	tons	0.00	0.00	0.00	0%
	- Incineration without energy recovery	tons	0.00	0.00	0.00	0%
	- Landfill	tons	0.00	0.00	0.00	0%
	- Other disposal operations	tons	0.00	0.00	0.00	0%
	Total non-hazardous waste directed to disposal offsite operations	tons	27.31	6.52	9.33	43%
	- Incineration with energy recovery	tons	-	0.00	0.00	0%
	- Incineration without energy recovery	tons	-	5.35	8.19	53%
	- Landfill	tons	-	1.17	1.14	-3%
	- Other disposal operations	tons	-	0.00	0.00	0%



## Performance on Climate Action<sup>1</sup>

GRI	Performance	Unit	2020	2021	2022 <sup>2</sup>	% Year-Over-Year 2021 and 2022 (%YOY)
	Proportion of green procurement	%	77	84	86	2%
	Total reduction of greenhouse gas emissions from the Climate Care Collaboration Platform	kgCO <sub>2</sub> e	7,093,114	11,749,228	18,485,780	57%
	Care the Bear Project	kgCO <sub>2</sub> e	2,742,426	1,988,360	4,773,412	140%
	Care the Whale Project	kgCO <sub>2</sub> e	4,350,688	9,760,868	13,712,368	40%
	Total adsorption of greenhouse gas emissions from Care the Wild project	kgCO <sub>2</sub> e	-	243,000	312,300	29%

<sup>1</sup> Scope of data collection was expanded for wider coverage of the SET Buildings. The disclosed data in this section were not verified by external agencies but reviewed by related departments to ensure accuracy and completeness.

<sup>2</sup> In 2022, there were more users and visitors to SET's buildings due to the government's relaxation of the COVID-19 restrictions. As a result, the amount of greenhouse gas emissions, energy consumption, water consumption and waste volume increased significantly compared to the previous year when COVID-19 pandemic influenced on the number of users and visitors to SET's building and fuel consumption was less than usual operation.

N/A means Not Applicable

Symbol (-) means to show that there is no data record for the year or project has yet to operate

## Performance on Good Corporate Governance

GRI	Performance	Unit	2020	2021	2022	% Year-Over-Year 2021 and 2022 (%YOY)
205-1	<b>Code of Business Conduct and Anti-corruption</b>					
	Percentage of operations assessed for risks related to corruption	%	100%	100%	100%	0%
205-2	Percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	% total Governors	100%	100%	100%	0%
	Percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee level	% total employees	100%	100%	100%	0%
	- Top executives	% total top executives	100%	100%	100%	0%
	- Middle management	% total middle management	100%	100%	100%	0%
	- Junior management	% total junior management	100%	100%	100%	0%
	- Officer	% total employees	100%	100%	100%	0%

## Performance on Good Corporate Governance

GRI	Performance	Unit	2020	2021	2022	% Year-Over-Year 2021 and 2022 (%YOY)
	Percentage of governance body members that have received training on anti-corruption <sup>1</sup>	% total Governors	100%	100%	100%	0%
	Percentage of employees that have received training on anti-corruption, broken down by employee level	% total employees	100%	100%	100%	0%
	- Top executives	% total top executives	100%	100%	100%	0%
	- Middle management	% total middle management	100%	100%	100%	0%
	- Junior management	% total junior management	100%	100%	100%	0%
	- Officer	% total employees	100%	100%	100%	0%

<sup>1</sup> Governors have attended related training courses such as DAP, AACP, ACP, ACEP, CGI, MIA, and ACEP, in which certain contents in the course include anti-corruption topics. In addition, certain Governors are also IOD speakers or committee members who oversee courses related to the topic. <https://www.thai-iod.com/th/board-of-director.asp>

## Performance on Good Corporate Governance

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)		
			Male	Female	Male	Female	Male	Female	Male	Female	
2-9, 405-1	Governance structure										
	Executive governors	persons	1	0	1	0	1	0			
			1		1		1				
		% total Governors	9%	0%	9%	0%	9%	0%	0%	0%	
			9%		9%		9%		0%		
	Non-executive members (excluding independent governors)	persons	7	3	7	3	8	2			
			10		10		10				
		% total Governors	64%	27%	64%	27%	73%	18%	14%	-33%	
			91%		91%		91%		0%		
	Independent governors	persons	N/A	N/A	N/A	N/A	N/A	N/A			
			N/A		N/A		N/A				
		% total Governors	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
			N/A		N/A		N/A		N/A		
	Number of Board of Governors	persons	8	3	8	3	9	2			
			11		11		11				
		% total Governors	73%	27%	73%	27%	82%	18%	13%	-33%	
			100%		100%		100%		0%		
	- Under 30 years old	persons	0	0	0	0	0	0			
			0		0		0				
		% total Governors	0%	0%	0%	0%	0%	0%	0%	0%	
			0%		0%		0%		0%		



## Performance on Good Corporate Governance

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)	
			Male	Female	Male	Female	Male	Female	Male	Female
	- 30-50 years old	persons	1	0	2	0	1	0		
			1		2		1			
		% total Governors	9%	0%	18%	0%	9%	0%	-50%	0%
			9%		18%		9%		-50%	
	- Over 50 years old	persons	7	3	6	3	8	2		
			10		9		10			
		% total Governors	64%	27%	55%	27%	73%	18%	33%	-33%
			91%		82%		91%		11%	
	Average age of Governors	years	60		59		60		2%	
	Tenure of board members									
Average tenure of board members	years	Tenure of all 10 SET Governors, except for SET president shall hold office for a term of three years and may be re-appointed or re-elected, but shall not hold office for more than two consecutive terms. As for the SET president, the tenure shall not exceed 4 years and may be re-appointed. This complies with Sections 161, 164 paragraph 2 of the Securities and Exchange Act.								
Board meeting attendance										
Average board meeting attendance	% Board meetings	97%		100%		96%		-4%		

N/A means Not Applicable due to the structure of the board in compliance with the Securities and Exchange Act.

## Performance on Sustainable Risk Management and Cyber Security and Personal Information Protection

GRI	Performance	Unit	2020	2021	2022	% Year-Over-Year 2021 and 2022 (%YOY)
205-3,	<b>Grievance mechanism</b>					
303-4,	Number of Code of Conduct breaches reporting	cases	0	0	0	0%
406-1,	Corruption	cases	0	0	0	0%
418-1	Insider trading / dealing	cases	0	0	0	0%
	Conflict of interest	cases	0	0	0	0%
	Cyber security / Cyber attack	cases	0	0	0	0%
	Antitrust / Anti competitive	cases	0	0	0	0%
	Non-compliance with laws and regulations	cases	0	0	0	0%
	Sexual discrimination and harassment	cases	0	0	0	0%
	Non-sexual discrimination and harassment	cases	0	0	0	0%
	Safety, Health and Environment	cases	0	0	0	0%
	Others	cases	0	0	0	0%

## Performance on Sustainable Risk Management and Cyber Security and Personal Information Protection

GRI	Performance	Unit	2020	2021	2022	% Year-Over-Year 2021 and 2022 (%YOY)
205-3,	Number of Code of Conduct breaches ongoing investigation	cases	0	0	0	0%
303-4,	Corruption	cases	0	0	0	0%
406-1,	Insider trading / dealing	cases	0	0	0	0%
418-1	Conflict of interest	cases	0	0	0	0%
	Cyber security / Cyber attack	cases	0	0	0	0%
	Antitrust / Anti competitive	cases	0	0	0	0%
	Non-compliance with laws and regulations	cases	0	0	0	0%
	Sexual discrimination and harassment	cases	0	0	0	0%
	Non-sexual discrimination and harassment	cases	0	0	0	0%
	Safety, Health and Environment	cases	0	0	0	0%
	Others	cases	0	0	0	0%

## Performance on Sustainable Risk Management and Cyber Security and Personal Information Protection

GRI	Performance	Unit	2020	2021	2022	% Year-Over-Year 2021 and 2022 (%YOY)
205-3,	Number of confirmed Code of Conduct breaches	cases	0	0	0	0%
303-4,	Corruption	cases	0	0	0	0%
406-1,	Insider trading / dealing	cases	0	0	0	0%
418-1	Conflict of interest	cases	0	0	0	0%
	Cyber security / Cyber attack	cases	0	0	0	0%
	Antitrust / Anti competitive	cases	0	0	0	0%
	Non-compliance with laws and regulations	cases	0	0	0	0%
	Sexual discrimination and harassment	cases	0	0	0	0%
	Non-sexual discrimination and harassment	cases	0	0	0	0%
	Safety, Health and Environment	cases	0	0	0	0%
	Others	cases	0	0	0	0%
2-27, 303-4	<b>Compliance with laws and regulations</b>					
	Total number of significant instances of non-compliance with laws and regulations	cases	0	0	0	0%
	Instances for which fines were incurred	cases	0	0	0	0%
	Instances for which non-monetary sanctions were incurred	cases	0	0	0	0%
	The monetary value of fines for instances of non-compliance with laws and regulations	THB	0	0	0	0%



## Performance on Employee Development and Care

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)	
			Male	Female	Male	Female	Male	Female	Male	Female
2-7	Workers <sup>1</sup>	persons	338	599	373	642	619	752	66%	17%
			937		1,015		1,371		35%	
		% total workers	36%	64%	37%	63%	45%	55%		
			100%		100%		100%			
	Total number of employees <sup>2</sup>	persons	245	513	255	532	261	542	2%	2%
			758		787		803		2%	
		% total workers	32%	68%	32%	68%	33%	67%		
			100%		100%		100%			
2-8	Total number of workers who are not employees	persons	93	86	118	110	358 <sup>5</sup>	210 <sup>5</sup>	203%	91%
			179		228		568 <sup>5</sup>		149%	
		% total workers who are not employees	52%	48%	52%	48%	63%	37%		
			100%		100%		100%			
2-7	Total employee by employee contract									
	Total number of permanent employees <sup>3</sup>	persons	241	512	246	517	254	533	3%	3%
			757		763 <sup>6</sup>		787		3%	
	Total number of temporary employees <sup>4</sup>	persons	4	1	9	15	7	9	-22%	-40%
			5		24		16		-33%	

<sup>1</sup> Workers means individuals who work for the organization including permanent employees, temporary employees, and workers who are not employees.

<sup>2</sup> Total number of employees means the number of employees which are permanent employees and temporary employees. This excludes workers who are not employees such as outsource contractors, etc.

<sup>3</sup> Permanent employee is an employee who has an employment contract with the company for an indeterminate period. All permanent employees are considered full-time employees, working 7.5 hours per day.

<sup>4</sup> Temporary employee is an employee who has an employment contract with the company for a limited period to support the project until the end of the project.

<sup>5</sup> The number of workers who are not employees increased due to the inclusion of outsource from the Building Resources Management Department.

<sup>6</sup> Revised and updated information.

## Performance on Employee Development and Care

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)		
			Male	Female	Male	Female	Male	Female	Male	Female	
405-1	Total employee by age group										
	Under 30 years old	persons	34	54	32	46	26	44	-19%	-4%	
		% total permanent employees	5%	7%	4%	6%	3%	6%			
	30-50 years old	persons	169	351	169	332	190	356	12%	7%	
		% total permanent employees	22%	47%	22%	44%	24%	45%			
	Over 50 years old	persons	38	107	45	139	38	133	-16%	-4%	
		% total permanent employees	5%	14%	6%	18%	5%	17%			
	Total employee by age group and employee level										
	Top executives	persons	14	10	15	11	15	12	0%	9%	
		% total permanent employees	2%	1%	2%	1%	2%	2%			
	- Under 30 years old	persons	0	0	0	0	0	0	0%	0%	
		% total permanent employees	0%	0%	0%	0%	0%	0%			
	- 30-50 years old	persons	8	1	9	1	10	2	11%	100%	
		% total permanent employees	1%	0%	1%	0%	1%	0%			
	- Over 50 years old	persons	6	9	6	10	5	10	-17%	0%	
		% total permanent employees	1%	1%	1%	1%	1%	1%			

## Performance on Employee Development and Care

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)	
			Male	Female	Male	Female	Male	Female	Male	Female
	Middle management	persons	27	42	29	46	30	47	3%	2%
		% total permanent employees	4%	6%	4%	6%	4%	6%		
	- Under 30 years old	persons	0	0	0	0	0	0	0%	0%
		% total permanent employees	0%	0%	0%	0%	0%	0%		
	- 30-50 years old	persons	23	24	24	26	28	27	17%	4%
		% total permanent employees	3%	3%	3%	3%	4%	3%		
	- Over 50 years old	persons	4	18	5	20	2	20	-60%	0%
		% total permanent employees	1%	2%	1%	3%	0%	3%		
	Junior management	persons	62	121	68	127	79	137	16%	8%
		% total permanent employees	8%	16%	9%	17%	10%	17%		
	- Under 30 years old	persons	0	1	0	0	0	0	0%	0%
		% total permanent employees	0%	0%	0%	0%	0%	0%		
	- 30-50 years old	persons	51	86	55	85	66	95	20%	12%
		% total permanent employees	7%	11%	7%	11%	8%	12%		
	- Over 50 years old	persons	11	34	13	42	13	42	0%	0%
		% total permanent employees	1%	5%	2%	6%	2%	5%		

## Performance on Employee Development and Care

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)	
			Male	Female	Male	Female	Male	Female	Male	Female
	Officer	persons	138	339	134	333	130	337	-3%	1%
		% total permanent employees	18%	45%	18%	44%	17%	43%		
	- Under 30 years old	persons	34	53	32	46	26	44	-19%	-4%
		% total permanent employees	5%	7%	4%	6%	3%	6%		
	- 30-50 years old	persons	87	240	81	220	86	232	6%	5%
		% total permanent employees	12%	32%	11%	29%	11%	29%		
	- Over 50 years old	persons	17	46	21	67	18	61	-14%	-9%
		% total permanent employees	2%	6%	3%	9%	2%	8%		
	Total employee by nationality									
	Thai	persons	244	509	245	514	254	533	4%	4%
		% total permanent employees	32%	68%	32%	67%	32%	68%		
	Total employee in vulnerable groups									
	People with disability	persons	1	0	1	0	1 <sup>7</sup>	0 <sup>7</sup>	0%	0%
		% total permanent employees	0%	0%	0%	0%	0%	0%		

<sup>7</sup> SET has employed a total of 8 persons who are people with disability (1 employee and 7 workers) in compliance with the proportion required by law.



## Performance on Employee Development and Care

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)	
			Male	Female	Male	Female	Male	Female	Male	Female
401-1	New employee hires									
	Total number and rate of new employee by age group	persons	17	15	15	26	25	37	67%	42%
		% total permanent employees	2%	2%	2%	3%	3%	5%		
	- Under 30 years old	persons	12	9	6	13	8	16	33%	23%
		% total permanent employees	2%	1%	1%	2%	1%	2%		
	- 30-50 years old	persons	5	5	1	0	17	21	1,600%	-
		% total permanent employees	1%	1%	0%	0%	2%	3%		
	- Over 50 years old	persons	0	1	8	13	0	0	-100%	-100%
		% total permanent employees	0%	0%	1%	2%	0%	0%		
	Employee turnover									
	Total number and rate of employee turnover by turnover category	persons	8	10	11	17	11	16	0%	-6%
		% total permanent employees	1%	1%	1%	2%	1%	2%		
	- Leaving the company voluntarily	persons	8	10	11	17	11	16	0%	-6%
		% total permanent employees	1%	1%	1%	2%	1%	2%		

## Performance on Employee Development and Care

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)	
			Male	Female	Male	Female	Male	Female	Male	Female
	Total number and rate of employee turnover by age group	persons	8	10	11	17	11	16	0%	-6%
		% total permanent employees	1%	1%	1%	2%	1%	2%		
	- Under 30 years old	persons	2	4	6	4	1	9	-83%	125%
		% total permanent employees	0%	1%	1%	1%	0%	1%		
	- 30-50 years old	persons	5	6	5	13	9	6	80%	-54%
		% total permanent employees	1%	1%	1%	2%	1%	1%		
	- Over 50 years old	persons	1	0	0	0	1	1	0%	0%
		% total permanent employees	0%	0%	0%	0%	0%	0%		
401-3	<b>Parental leave</b>									
	Total number of employees that were entitled to parental leave	persons	245	513	255	532	261	542	2%	2%
	Total number of employees that took parental leave	persons	0	4	0	5	0	7	0%	40%
	Total number of employees that returned to work in the reporting period after parental leave ended	persons	N/A	4	N/A	5	N/A	7	N/A	40%

## Performance on Employee Development and Care

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)	
			Male	Female	Male	Female	Male	Female	Male	Female
	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	persons	N/A	4	N/A	5	N/A	7	N/A	40%
	Return to work rate of employees that took parental leave <sup>8</sup>	%	N/A	N/A	N/A	100%	N/A	100%	N/A	0%
	Retention rate of employees that took parental leave <sup>9</sup>	%	N/A	N/A	N/A	100%	N/A	100%	N/A	0%
	Average sick leave rate of employees	working days / person	1.62		1.72		2.7		57%	
	Employee Engagement									
	Employee engagement result	%	78		78		-10		N/A	

<sup>8</sup> The ratio of returning to work of employees that took parental leave is calculated by (Total number of employees that did return to work after parental leave / Total number of employees by gender taking parental leave) x 100

<sup>9</sup> The retention rate of employees that took parental leave is calculated by (Total number of employees returning to work after parental leave and continuing to work for 1 year / Total number of employees that did return to work after parental leave in the prior reporting year) x 100

<sup>10</sup> Conduct employee engagement surveys every 2 years.

N/A means Not Applicable

Sign (-) means no data recorded in that year or is not implemented in the related project.

## Performance on Employee Development and Care

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)	
			Male	Female	Male	Female	Male	Female	Male	Female
404-1	Human capital development									
	Total investment on employees training	THB million	34.7		38		29.8		-22%	
	Average amount spent per full time employee on training and development	THB per person	45,778		48,285		37,111		-23%	
	Average hours of training that the organization’s employees have undertaken	average hours per person	54		69		58		-16%	
	- Top executives	average hours per person	13		25		22		-12%	
	- Middle management	average hours per person	45		45		39		-13%	
	- Junior management	average hours per person	55		63		54		-14%	
	- Officer	average hours per person	57		80		67		-16%	
404-3	Regular performance and career development reviews									
	Percentage of employee with regular performance and career development reviews <sup>11</sup>	%	100%	100%	100%	100%	100%	100%	0%	0%
	- Top executives	%	100%	100%	100%	100%	100%	100%	0%	0%
	- Middle management	%	100%	100%	100%	100%	100%	100%	0%	0%
	- Junior management	%	100%	100%	100%	100%	100%	100%	0%	0%
	- Officer	%	100%	100%	100%	100%	100%	100%	0%	0%

<sup>11</sup> Excluding employees in probation period.

## Performance on Employee Development and Care

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)		
			Male	Female	Male	Female	Male	Female	Male	Female	
405-2	Ratio of basic salary and remuneration of women and men										
	Ratio of the basic salary and remuneration of women to men, by employee level	Ratio	0.81		0.81		0.80		0%		
	- Top executives	Ratio	0.75		0.78		0.77		-1%		
	- Middle management	Ratio	0.96		0.95		0.99		4%		
	- Junior management	Ratio	1.03		1.03		1.04		1%		
	- Officer	Ratio	1.03		1.03		1.00		-2%		
201-3	Total number of employees joining employee provident fund	% total permanent employees	100%		100%		100%		0%		
403-8	Workers covered by an occupational health and safety management system										
	Employees	% total employees	100%		100%		100%		0%		
	Workers who are not employees	% total workers who are not employees	100%		100%		100%		0%		
	Workers covered by Occupational Health and Safety system that are assessed by an internal audit										
	Employees	% total employees	100%		100%		100%		0%		
	Workers who are not employees	% total workers who are not employees	100%		100%		100%		0%		



## Performance on Employee Development and Care

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)		
			Male	Female	Male	Female	Male	Female	Male	Female	
	Workers covered by Occupational Health and Safety system that are assessed by an external party										
	Employees	% total employees	100%		100%		100%		0%		
	Workers who are not employees	% total workers who are not employees	100%		100%		100%		0%		
403-9	The number and rate of fatalities as a result of work-related injury										
	Employees	persons	0		0		0		0%		
		persons / 1 million working hours	0		0		0		0%		
	Workers who are not employees	persons	0		0		0		0%		
		persons / 1 million working hours	0		0		0		0%		
	The number and rate of high consequence work-related injuries, excluding fatalities										
	Employees	persons	0		0		0		0%		
		persons / 1 million working hours	0		0		0		0%		
	Workers who are not employees	persons	0		0		0		0%		
		persons / 1 million working hours	0		0		0		0%		

## Performance on Employee Development and Care

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)		
			Male	Female	Male	Female	Male	Female	Male	Female	
	The number and rate of recordable work-related injuries										
	Employees	persons	0		0		0		0%		
		persons / 1 million working hours	0		0		0		0%		
	Workers who are not employees	persons	0		0		0		0%		
		persons / 1 million working hours	0		0		0		0%		
	Lost-Time Injury Frequency Rate: LTIFR										
	Employees	cases	0		0		0		0%		
		persons	0		0		0		0%		
		persons / 1 million working hours	0		0		0		0%		
	Workers who are not employees	cases	0		0		0		0%		
		persons	0		0		0		0%		
		persons / 1 million working hours	0		0		0		0%		
	Number of Hours Worked										
	Employees	hours	1,295,987		1,310,778		1,342,639		2%		

## Performance on Employee Development and Care

GRI	Performance	Unit	2020		2021		2022		% Year-Over-Year 2021 and 2022 (%YOY)		
			Male	Female	Male	Female	Male	Female	Male	Female	
403-10	The number of fatalities as a result of work related ill health										
	Employees	persons	0		0		0		0%		
	Workers who are not employees	persons	0		0		0		0%		
	The number of cases of recordable work-related ill health										
	Employees	persons	0		0		0		0%		
	Workers who are not employees	persons	0		0		0		0%		

## Membership Associations

Association/Institution Name
ASEAN Exchanges
Asian and Oceanian Stock Exchanges Federation (AOSEF)
Association of Futures Markets (AFM)
Association of National Numbering Agencies (ANNA)
CCP12
Federation of Thai Capital Market Organizations (FETCO)
Futures Industry Association (FIA)
International Organization of Securities Commissions (IOSCO)
International Rubber Association (IRA)
International Securities Services Association (ISSA)
World Federation of Exchanges (WFE)
Society for Worldwide Interbank Financial Telecommunication (Thailand)
Association of Provident Funds (AOP)
Thai Financial Planners Association
Investment Analyst Association
Thai Institution of Directors

# GRI Standards Content Index

Statement of use	The Stock Exchange of Thailand has reported in accordance with the GRI Standards for the period 1 January - 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	SET will be validating the list of material issues with the latest GRI Sector Standard for the industry once it is published by GRI.

GRI STANDARD/ OTHER SOURCE	SET's Material Topics	DISCLOSURE	LOCATION		OMISSION			GRI SECTOR STANDARD REF. NO.	Relation to SDGs
			Annual Report	Sustainability Highlight	REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
General disclosures									
GRI 2: General Disclosures 2021		2-1	Organizational details	14	5				
		2-2	Entities included in the organization’s sustainability reporting	27-29	3				
		2-3	Reporting period, frequency and contact point	143-151	3				
		2-4	Restatements of information	138	35, 43				
		2-5	External assurance		3				
		2-6	Activities, value chain and other business relationships	46	6-7, 12-13				
		2-7	Employees	65, 136	43				SDG 8, SDG 10
		2-8	Workers who are not employees		43				SDG 8
		2-9	Governance structure and composition	80, 86-95	38-39				SDG 5, SDG 16
		2-10	Nomination and selection of the highest governance body	80, 86-87, 114					SDG 5, SDG 16
		2-11	Chair of the highest governance body	86-87					SDG 16



## GRI Standards Content Index

GRI STANDARD/ OTHER SOURCE	SET's Material Topics	DISCLOSURE	LOCATION		OMISSION			GRI SECTOR STANDARD REF. NO.	Relation to SDGs
			Annual Report	Sustainability Highlight	REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
		2-12 Role of the highest governance body in overseeing the management of impacts	87, 98-99	8					SDG 16
		2-13 Delegation of responsibility for managing impacts	98-99, 127-128						
		2-14 Role of the highest governance body in sustainability reporting	45, 98-99, 127-128	10					
		2-15 Conflicts of interest	80-84, 114-115, 123-124						SDG 16
		2-16 Communication of critical concerns	47-48, 84, 123-124	9					
		2-17 Collective knowledge of the highest governance body	90-95, 121-122						
		2-18 Evaluation of the performance of the highest governance body	120-121	24					
		2-19 Remuneration policies	105, 119-120						
		2-20 Process to determine remuneration	47-48, 105, 119-120						
		2-21 Annual total compensation ratio			a, b, c	Confidentiality constraints	This information is for internal use.		
		2-22 Statement on sustainable development strategy	5-7	4					

## GRI Standards Content Index

GRI STANDARD/ OTHER SOURCE	SET’s Material Topics	DISCLOSURE	LOCATION		OMISSION			GRI SECTOR STANDARD REF. NO.	Relation to SDGs	
			Annual Report	Sustainability Highlight	REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
		2-23	Policy commitments	80-84, <a href="https://www.set.or.th/th/about/overview/cg">https://www.set.or.th/th/about/overview/cg</a>					SDG 16	
		2-24	Embedding policy commitments	47-48, 80-84	9					
		2-25	Processes to remediate negative impacts	47-48, 84, 96-97, 123-124						
		2-26	Mechanisms for seeking advice and raising concerns	47-48, 84						SDG 16
		2-27	Compliance with laws and regulations	123-124	42					
		2-28	Membership associations		55					
		2-29	Approach to stakeholder engagement	47-48	9					
		2-30	Collective bargaining agreements	67						SDG 8
Material topics										
GRI 3: Material Topics 2021		3-1	Process to determine material topics	47-48	10-11					
		3-2	List of material topics	45	11					

## GRI Standards Content Index

GRI STANDARD/ OTHER SOURCE	SET's Material Topics	DISCLOSURE	LOCATION		OMISSION			GRI SECTOR STANDARD REF. NO.	Relation to SDGs	
			Annual Report	Sustainability Highlight	REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
Economic performance										
GRI 3: Material Topics 2021	Economic Performance	3-3	Management of material topics	9-13						
GRI 201: Economic Performance 2016	Economic Performance	201-1	Direct economic value generated and distributed	139-151	6, 27, 29					SDG 8, SDG 9
	Climate Action	201-2	Financial implications and other risks and opportunities due to climate change	58-63		a-iii, a-v	Information unavailable/ incomplete	Work in progress on data collection methodology		SDG 13
	Employee Development and Care	201-3	Defined benefit plan obligations and other retirement plans	67	26, 51					
Indirect economic impacts										
GRI 3: Material Topics 2021	Sustainable Finance and ESG Products, Social and Financial Inclusion	3-3	Management of material topics	50-57, 69-75						
GRI 203: Indirect Economic Impacts 2016		203-1	Infrastructure investments and services supported	50-57, 69-75, 135-138	12-20, 28-29					SDG 5, SDG 9, SDG 11
		203-2	Significant indirect economic impacts	50-57, 50-57, 69-75, 135-138	12-20, 28-29					SDG 1, SDG 3, SDG 8

# GRI Standards Content Index

GRI STANDARD/ OTHER SOURCE	SET's Material Topics	DISCLOSURE		LOCATION		OMISSION			GRI SECTOR STANDARD REF. NO.	Relation to SDGs
				Annual Report	Sustainability Highlight	REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Anti-corruption										
GRI 3: Material Topics 2021	Good Corporate Governance	3-3	Management of material topics	80-84						
GRI 205: Anti-corruption 2016	Good Corporate Governance	205-1	Operations assessed for risks related to corruption	80-84	36-37					SDG 16
		205-2	Communication and training about anti-corruption policies and procedures	80-84	36-37					SDG 16
	Sustainable Risk Management	205-3	Confirmed incidents of corruption and actions taken	123-124	40-42					SDG 16
Energy										
GRI 3: Material Topics 2021	Climate Action	3-3	Management of material topics	58-61	21-22					
GRI 302: Energy 2016		302-1	Energy consumption within the organization	59-60, 137	21-22, 30					SDG 7, SDG 8, SDG 12, SDG 13
		302-3	Energy intensity	59-60	21-22, 31					SDG 7, SDG 8, SDG 12, SDG 13
		302-4	Reduction of energy consumption	59-60	21-22					SDG 7, SDG 8, SDG 12, SDG 13

## GRI Standards Content Index

GRI STANDARD/ OTHER SOURCE	SET’s Material Topics	DISCLOSURE	LOCATION		OMISSION			GRI SECTOR STANDARD REF. NO.	Relation to SDGs
			Annual Report	Sustainability Highlight	REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Water and effluents									
GRI 3: Material Topics 2021	Climate Action	3-3 Management of material topics	58-61	21-22					
GRI 303: Water and Effluents 2018		303-3 Water withdrawal	60, 137	21, 31					SDG 6
		303-4 Water discharge	60, 137	21, 31, 40-42					SDG 6
		303-5 Water consumption		31					SDG 6
Emissions									
GRI 3: Material Topics 2021	Climate Action	3-3 Management of material topics	58-61	21-22					
GRI 305: Emissions 2016		305-1 Direct (Scope 1) GHG emissions	61, 137	30					SDG 3, SDG 12, SDG 14, SDG 15
		305-2 Energy indirect (Scope 2) GHG emissions	61, 137	30					SDG 3, SDG 12, SDG 14, SDG 15
		305-4 GHG emissions intensity		22, 30					SDG 14
		305-5 Reduction of GHG emissions	61	22, 30					SDG 14



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GRI STANDARD/ OTHER SOURCE	SET's Material Topics	DISCLOSURE		LOCATION		OMISSION			GRI SECTOR STANDARD REF. NO.	Relation to SDGs
				Annual Report	Sustainability Highlight	REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
Waste										
GRI 3: Material Topics 2021	Climate Action	3-3	Management of material topics	58-61	22					
GRI 306: Waste 2020		306-3	Waste generated	61, 137	32-34					SDG 3, SDG 6, SDG 11, SDG 12, SDG 15
		306-4	Waste diverted from disposal	61, 137	32-34					SDG 3, SDG 11, SDG 12
		306-5	Waste directed to disposal	61, 137	32-34					SDG 3, SDG 6, SDG 11, SDG 12, SDG 15
Employment										
GRI 3: Material Topics 2021	Employee Development and Care	3-3	Management of material topics	64-65						
GRI 401: Employment 2016		401-1	New employee hires and employee turnover		47					SDG 5, SDG 8, SDG 10
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	67						SDG 3, SDG 5, SDG 8
		401-3	Parental leave		48-49					SDG 5, SDG 8
Occupational health and safety										
GRI 3: Material Topics 2021	Employee Development and Care	3-3	Management of material topics	64-68						

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GRI STANDARD/ OTHER SOURCE	SET's Material Topics	DISCLOSURE	LOCATION		OMISSION			GRI SECTOR STANDARD REF. NO.	Relation to SDGs
			Annual Report	Sustainability Highlight	REQUIREMENT(S) OMITTED	REASON	EXPLANATION		
GRI 403: Occupational Health and Safety 2018		403-1 Occupational health and safety management system	64-68						SDG 8
		403-4 Worker participation, consultation, and communication on occupational health and safety	64-68						SDG 8, SDG 16
		403-5 Worker training on occupational health and safety	64-68						SDG 8
		403-6 Promotion of worker health	64-68						SDG 3
		403-8 Workers covered by an occupational health and safety management system	64-68	51-52					SDG 8
		403-9 Work-related injuries	136	52-53					SDG 3, SDG 8, SDG 16
		403-10 Work-related ill health		54					SDG 3, SDG 8, SDG 16
Training and education									
GRI 3: Material Topics 2021	Employee Development and Care	3-3 Management of material topics	64-68						
GRI 404: Training and Education 2016		404-1 Average hours of training per year per employee		26, 50					SDG 4, SDG 8, SDG 10
		404-2 Programs for upgrading employee skills and transition assistance programs	64-68						SDG 8
		404-3 Percentage of employees receiving regular performance and career development reviews		50					SDG 5, SDG 8, SDG 10

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GRI STANDARD/ OTHER SOURCE	SET's Material Topics	DISCLOSURE	LOCATION		OMISSION			GRI SECTOR STANDARD REF. NO.	Relation to SDGs	
			Annual Report	Sustainability Highlight	REQUIREMENT(S) OMITTED	REASON	EXPLANATION			
Diversity and equal opportunity										
GRI 3: Material Topics 2021	Employee Development and Care	3-3    Management of material topics	64-68							
GRI 405: Diversity and Equal Opportunity 2016	Good Corporate Governance, Employee Development and Care	405-1    Diversity of governance bodies and employees	86-95	24, 38-39, 44-46					SDG 5, SDG 8	
	Employee Development and Care	405-2    Ratio of basic salary and remuneration of women to men	65	51					SDG 5, SDG 8, SDG 10	
Non-discrimination										
GRI 3: Material Topics 2021	Sustainable Risk Management,	3-3    Management of material topics	39-43, 80-84							
GRI 406: Non- discrimination 2016	Employee Development and Care	406-1    Incidents of discrimination and corrective actions taken		40-42					SDG 5, SDG 8	
Customer privacy										
GRI 3: Material Topics 2021	Sustainable Risk Management,	3-3    Management of material topics	39-43, 80-84	25						
GRI 418: Customer Privacy 2016	Employee Development and Care	418-1    Substantiated complaints concerning breaches of customer privacy and losses of customer data	84	25, 40-42					SDG 16	



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