

GRI Content Index (Core)

GRI Standard	Disclosure	One report (page)	Website	External Assurance
102-1	Name of the organization	206		-
102-2	Activities, brands, products, and services	19-20		-
102-3	Location of headquarters	206		-
102-4	Location of operations	21, 206		-
102-5	Ownership and legal form	206		-
102-6	Markets served	19-20		-
102-7	Scale of the organization	206		-
102-8	Information on employees and other workers	102		-
102-9	Supply chain	22-23		-
102-10	Significant changes to the organization and its supply chain	16-17		-
102-11	Precautionary Principle or approach	35-38, 108-109		-
102-11	External initiatives	41-42		-
102-13	Membership of associations	67 (Thailand's Private Sector Collective Action Coalition Against Corruption - CAC)		-
102-14	Statement from senior decision-maker	2-3		-
102-15	Key impacts, risks, and opportunities	35-38		-
102-16	Values, principles, standards, and norms of behavior	4-6		-
102-17	Mechanisms for advice and concerns about ethics	67		-
102-18	Governance structure	72, 93		-
102-19	Delegating authority	93 (Sub-committees)		-
102-20	Executive-level responsibility for economic, environmental, and social topics	-		-
102-21	Consulting stakeholders on economic, environmental, and social topics	39-40		-
102-22	Composition of the highest governance body and its committees	93		-
102-23	Chair of the highest governance body	72, 94		-
102-24	Nominating and selecting the highest governance body	97 (Nomination and Remuneration Committee)		-

GRI Standard	Disclosure	One report (page)	Website	External Assurance
102-25	Conflicts of interest	66 (Monitoring and Management of Conflicts of Interest)	Code of Business Conduct page 16 URL: https://investor.th.kerryexpress.com/storage/content/corporate-governance/corporate-policy/20210527-kex-code-of-conduct-en.pdf	-
102-26	Role of highest governance body in setting purpose, values, and strategy	96		-
102-27	Collective knowledge of highest governance body	60 (Director Development and Performance Assessment)		-
102-28	Evaluating the highest governance body's performance	60-61 (Director Development and Performance Assessment)		-
102-29	Identifying and managing economic, environmental, and social impacts	41-48		-
102-30	Effectiveness of risk management processes	32-34		-
102-31	Review of economic, environmental, and social topics	41 (Materiality assessment)		-
102-32	Highest governance body's role in sustainability reporting	95-96 (Board of Directors)		-
102-33	Communicating critical concerns	39-40 (Stakeholder Engagement), 67 (Whistleblowing Policy and Channels)		-
102-34	Nature and total number of critical concerns		https://investor.th.kerryexpress.com/th/corporate-governance/corporate-governance-policy	-
102-35	Remuneration policies	62 (Compensation Scheme for Directors, Executives and Employees), 98 (Directors' Remuneration Scheme)		-
102-36	Process for determining remuneration	60 (Directors' Remuneration), 107		-
102-40	List of stakeholder groups	40		-
102-41	Collective bargaining agreements	103 (Workplace Welfare Committee)		-
102-42	Identifying and selecting stakeholders	39-40		-

102-43	Approach to stakeholder engagement	40		-
102-44	Key topics and concerns raised	40		-
102-45	Entities included in the consolidated financial statements	127		-
102-46	Defining report content and topic boundaries	39 (Scope of Reporting)		-
102-47	List of material topics	41-42		-
102-48	Restatements of information	-		-
102-49	Changes in reporting	-		-
102-50	Reporting period	39 (1 January 2020 to 31 December 2020)		-
102-51	Date of most recent report	31 December 2020		-
102-52	Reporting cycle	Annually		-
102-53	Contact point for questions regarding the report	188 (Company Secretary)		-
102-54	Claims of reporting in accordance with the GRI Standards	39 (Approach to Reporting)		-

Material Matters	GRI Standard	Disclosure	Page or Website	External Assurance
Environmental aspect				
Climate change	103-2	Management approach	41	-
	305-1	Direct GHG emissions (scope 1)	https://investor.th.kerryexpress.com/th/sustainability/sustainability-strategy-and-performance/environmental-management?block=performance	-
	305-2	Energy direct GHG emissions (scope 2)	https://investor.th.kerryexpress.com/th/sustainability/sustainability-strategy-and-performance/environmental-management?block=performance	-
	305-5	Reduction of GHG emissions	43 Kerry Express Grow Green	-
Social aspect				
Occupational health and safety	103-2	Management approach	41	-
	403-1	Occupational health and safety management system	43-44	-
	403-5	Worker training on occupational health and safety	https://investor.th.kerryexpress.com/th/sustainability/sustainability-strategy-and-performance/employee-care-and-social-responsibility?block=performance	-
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	43-44	-
	403-9	Work-related injuries	https://investor.th.kerryexpress.com/th/sustainability/sustainability-strategy-and-performance/employee-care-and-social-responsibility?block=performance	-
Community well-being	103-2	Management approach	41	-
	203-1	Infrastructure investments and services supported	44 (University engagement, Taxi driver), https://investor.th.kerryexpress.com/th/sustainability/sustainability-strategy-and-performance/employee-care-and-social-responsibility?block=activitiesImproveSocialWellbeing	-

Material Matters	GRI Standard	Disclosure	On Report Page or Website	External Assurance
Capability and leadership development of employees				-
Human rights and labour practices	103-2	Management approach	41	-
	412-1	Operations that have been subject to human rights reviews or impact assessments	45	-
	412-2	Employee training on human rights policies or procedures	https://investor.th.kerryexpress.com/th/sustainability/sustainability-strategy-and-performance/employee-care-and-social-responsibility?block=performance	-
Governance aspect				
Building ethical business practice: Anti-corruption	205	Management approach	66	-
	205-2	Communication and training about anti-corruption policies and procedures	https://investor.th.kerryexpress.com/th/sustainability/sustainability-strategy-and-performance/good-corporate-governance?block=performance	
Best service quality		Management approach	42	
Customers' data protection	103-2	Management approach	42	-
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	48	-
Sustainable partnership	206	Management approach	42, 48	
	206-1	Anti-competitive behavior	10 (treatment of partners/ creditors) https://investor.th.kerryexpress.com/storage/content/corporate-governance/corporate-policy/20210527-kex-code-of-conduct-en.pdf	