

GRI content index

Statement of use	MR. D.I.Y. HOLDING (THAILAND) PUBLIC COMPANY LIMITED has reported in accordance with the GRI Standards 2021 for the period between 1 January 2025 to 31 December 2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Standards	Disclosure	Location Reference	Omission		
			Requirement Omitted	Reason	Explanation
General disclosures 2021					
The Organization and its Reporting Practices					
GRI 2	2-1 Organizational details	027			
	2-2 Entities included in the organization's sustainability reporting	About This Report			
	2-3 Reporting period, frequency and contact point	About This Report			
	2-4 Restatements of information			Not applicable, this is the first year of reporting.	
	2-5 External assurance	Assurance statement			External assurance has been obtained for selected environmental indicators, covering GRI 302-1, GRI 305-1 and GRI 305-2. The assurance was conducted by LRQA (Thailand) Limited under AA1000AS v3 at a moderate level of assurance. Retail operations/store branches are excluded from the assurance scope.
Activities and Workers					
GRI 2	2-6 Activities, value chain and other business relationships	053-058			
	2-7 Employees	142 , ESG performance data			
	2-8 Workers who are not employees	Information not available at the time of reporting.			

GRI Standards	Disclosure	Location Reference	Omission		
			Requirement Omitted	Reason	Explanation
		The Company is in the process of developing its data management systems to support future disclosure.			
Governance					
GRI 2	2-9 Governance structure and composition	125 - 138, 226 - 234			
	2-10 Nomination and selection of the highest governance body	104-105			
	2-11 Chair of the highest governance body	011, 127, 226-227			
	2-12 Role of the highest governance body in overseeing the management of impacts	052, 059			
	2-13 Delegation of responsibility for managing impacts	052			
	2-14 Role of the highest governance body in sustainability reporting	052			
	2-15 Conflicts of interest	112-113, 120-121, 152 - 153, 171 - 183			
	2-16 Communication of critical concerns	076-077, 115-117, 122			
	2-17 Collective knowledge of the highest governance body	147-148			
	2-18 Evaluation of the performance of the highest governance body	148			
	2-19 Remuneration policies	105 - 106			
	2-20 Process to determine remuneration	105			
	2-21 Annual total compensation ratio	139			
Strategies, Policies and Practices					
GRI 2	2-22 Statement on sustainable development strategy	008, 010, 050			

GRI Standards	Disclosure	Location Reference	Omission		
			Requirement Omitted	Reason	Explanation
	2-23 Policy commitments	068, 074 - 075, 103 - 104, 137-138			
		ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY			
	2-24 Embedding policy commitments	052, 060-067			
	2-25 Processes to remediate negative impacts	076-077, 079, 115-117			
	2-26 Mechanisms for seeking advice and raising concerns	076-077, 115			
	2-27 Compliance with laws and regulations	101, 154-157			
	2-28 Membership associations			The Company does not hold any significant memberships in associations, chambers, or advocacy organizations that are material to disclose during the reporting period.	
	2-29 Approach to stakeholder engagement	054-058			
	2-30 Collective bargaining agreements	075, 079			
Material topics 2021					
GRI 3	3-1 Process to determine material topics	058-059			
	3-2 List of material topics	059 - 067			
1. Energy Management and Climate Strategy					
GRI 3: Material Topics 2021	3-3 Management of material topics	063, 068-070			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	070			
	302-3 Energy intensity	070			
	302-4 Reduction of energy consumption	069-070			

GRI Standards	Disclosure	Location Reference	Omission		
			Requirement Omitted	Reason	Explanation
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	070			
	305-2 Energy indirect (Scope 2) GHG emissions	070			
	305-4 GHG emissions intensity	070			
	305-5 Reduction of GHG emissions	069-070			
2. Resource Efficiency					
GRI 3: Material Topics 2021	3-3 Management of material topics	065, 071			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	071			
	301-2 Recycled input materials used	071			
	301-3 Reclaimed products and their packaging materials	071			
3. Waste and Pollutants Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	066, 071-072			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	072			
	306-2 Management of significant waste-related impacts	072			
	306-3 Waste generated	072			
4. Water Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	067, 073			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	073			
	303-2 Management of water discharge-related impacts	073			
	303-5 Water consumption	073			
5. Biodiversity Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	067, 073			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	073			

GRI Standards	Disclosure	Location Reference	Omission		
			Requirement Omitted	Reason	Explanation
	304-2 Significant impacts of activities, products and services on biodiversity	073			
	304-3 Habitats protected or restored	073			
6. Human Rights and Labor Practice					
GRI 3: Material Topics 2021	3-3 Management of material topics	061, 074 - 077			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	074, ESG performance data			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	074			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	074			
7. Human Resource Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	061, 077-079			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	142, Human resource management			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	078, 140, Human resource management			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	077			
	404-2 Programs for upgrading employee skills and transition assistance programs	078			
	404-3 Percentage of employees receiving regular performance and career development reviews	079			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	127, ESG performance data			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	077			
8. Occupational Health and Safety and Well-Being					
GRI 3: Material Topics 2021	3-3 Management of material topics	065, 080-082			

GRI Standards	Disclosure	Location Reference	Omission		
			Requirement Omitted	Reason	Explanation
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	080			
	403-2 Hazard identification, risk assessment, and incident investigation	080-081			
	403-3 Occupational health services	078, 080			
		Privacy Notice for Applicants and Employees			
	403-4 Worker participation, consultation, and communication on occupational health and safety	081			
	403-5 Worker training on occupational health and safety	078, 081, Occupational Health and Safety and Well-Being			
	403-6 Promotion of worker health	078, Occupational Health and Safety and Well-Being			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	080-082			
	403-8 Workers covered by an occupational health and safety management system	080			
403-9 Work-related injuries	081				
9. Community and Social Care					
GRI 3: Material Topics 2021	3-3 Management of material topics	063, 082-084			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	083-086			

GRI Standards	Disclosure	Location Reference	Omission		
			Requirement Omitted	Reason	Explanation
10.Customer Relationship Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	062, 086-088			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	087, 088			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	086			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	086, 091			
11. Supply Chain Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	064, 088-090			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	090			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	089			
	308-2: Negative environmental impacts in the supply chain and actions taken	089-090			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	089			
	414-2: Negative social impacts in the supply chain and actions taken	089-090			
12.Cyber Security and Privacy Protection					
GRI 3: Material Topics 2021	3-3 Management of material topics	066, 090-092			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	091			