

# GRI content index

Statement of use	Jaymart Group Holdings public company limited has reported the information cited in this GRI content index for the period 1 January 2024 - 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION[AR/SD/WedSite]	56-1 One Report English Version	OMISSION			SDGs
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>General disclosures</b>							
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	SD 10 / One Report 7-11, 31	One Report 7-11,31	A gray cell indicates something that does not apply. This only relates to the 'Omission' and 'GRI Sector Standard ref. no.' columns.			8,9
	2-2 Entities included in the organization's sustainability reporting	SD 9					12,17
	2-3 Reporting period, frequency and contact point	SD 141				16	
	2-6 Activities, value chain and other business relationships	SD 14 / One Report 79	One Report 79			8,9,12	
	2-7 Employees	SD 108-111 / One Report 126-135	One Report 126-135			5,8,10	
	2-9 Governance structure and composition	SD 29-31 / One Report 191-192	One Report 188-189			5,16	
	2-11 Chair of the highest governance body	SD 33 / One Report 194-195	One Report 191-192			16	
	2-12 Role of the highest governance body in overseeing the management of impacts	SD 33 / One Report 200-202	One Report 197-199			12,16	
	2-13 Delegation of responsibility for managing impacts	One Report 200-202	One Report 197-199				
	2-14 Role of the highest governance body in sustainability reporting	One Report 205-207	One Report 205-207				
	2-15 Conflicts of interest	SD 40 / One Report 237	One Report 234			16	
	2-17 Collective knowledge of the highest governance body	One Report 226-227	One Report 223				
	2-18 Evaluation of the performance of the highest governance body	SD 37-38 / One Report 228-230	One Report 225-227			16	
	2-19 Remuneration policies	One Report 213, 233	One Report 214, 230				
	2-21 Annual total compensation ratio	SD 140 / One Report 214, 217, 234	One Report 214, 211, 231			8,10	
	2-22 Statement on sustainable development strategy	One Report 93					
	2-29 Approach to stakeholder engagement	SD 15-17 / One Report 80-83	One Report 80-83			16,17	
<b>Material topics</b>							
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	SD 18-19 / One Report 84-85	One Report 84-85				12,16,17
	3-2 List of material topics	SD 20-22 / One Report 86	One Report 86				8,9,12,13,16
<b>Economic performance</b>							
<b>Anti-corruption</b>							
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SD 43-48					16
<b>GRI 205: Anti-corruption 2016</b>	205-2 Communication and training about anti-corruption policies and procedures	SD 45-47 / One Report 239	One Report 235-236				16
	205-3 Confirmed incidents of corruption and actions taken	SD 45					16
<b>Energy</b>							
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SD 73-75					7,12,13
	302-1 Energy consumption within the organization	SD 136 / One Report 101	One Report 101				7,12,13
<b>GRI 302: Energy 2016</b>	302-2 Energy consumption outside of the organization	SD 136					7,12,13
	302-4 Reduction of energy consumption	SD 73-74 / One Report 99-100	One report 99-100				7,12,13
<b>Water and effluents</b>							
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SD 76-77					6,12,13
	303-2 Management of water discharge-related impacts	SD 77					6,12
<b>GRI 303: Water and Effluents 2018</b>	303-4 Water discharge	One Report 104	One Report 104				
	303-5 Water consumption	SD 137 / One Report 104	One Report 104				6,12
<b>Emissions</b>							
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SD 88-92					12,13
	305-1 Direct (Scope 1) GHG emissions	SD 137 / One Report 121	One Report 121				13
<b>GRI 305: Emissions 2016</b>	305-2 Energy indirect (Scope 2) GHG emissions	SD 137 / One Report 121	One Report 121				7,13
	305-3 Other indirect (Scope 3) GHG emissions	SD 137 / One Report 121	One Report 121				12,13
	305-5 Reduction of GHG emissions	SD 89-92 / One Report 117-120	One Report 117-120				7,12,13
<b>Waste</b>							
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SD 78-87					12,13
	306-2 Management of significant waste-related impacts	SD 84-87 / One Report 112-114	One Report 112-114				12,13
<b>GRI 306: Waste 2020</b>	306-3 Waste generated	SD 138 / One Report 115	One Report 115				12
	306-4 Waste diverted from disposal	SD 138 / One Report 115	One Report 115				12
	306-5 Waste directed to disposal	SD 138 / One Report 115	One Report 115				12,13
<b>Employment</b>							
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SD 108-109					8,10
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	SD 140 / One Report 128	One Report 128				8,10
<b>Labor/management relations</b>							
<b>Occupational health and safety</b>							
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SD 104-107					3,8
	403-1 Occupational health and safety management system	SD 104-107 / One Report 132-133	One Report 132-133				3,8
	403-3 Occupational health services	SD 104-107 / One Report 132-133	One Report 132-133				3,8
<b>GRI 403: Occupational Health and Safety 2018</b>	403-4 Worker participation, consultation, and communication on occupational health and safety	SD 104-107 / One Report 132-133	One Report 132-133				3,8
	403-5 Worker training on occupational health and safety	SD 106 / One Report 132	One Report 132				3,8
	403-6 Promotion of worker health	SD 107 / One Report 133	One Report 133				3,8
	403-9 Work-related injuries	SD 104 / One Report 131	One Report 131				3,8
	403-10 Work-related ill health	SD 104 / One Report 131	One Report 131				3,8
<b>Training and education</b>							
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SD 100-103					4,8,10
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	SD 102 / One Report 128	One Report 128				4,8
	404-2 Programs for upgrading employee skills and transition assistance programs	SD 103 / One Report 129	One Report 129				4,8,10
<b>Diversity and equal opportunity</b>							
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	SD 32					5,8,10
<b>Local communities</b>							
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SD 123-124 / 133-134					11,16,17
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	SD 123-134 / One Report 143-147	One Report 143-147				11,16,17
<b>Customer privacy</b>							
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SD 112-121					10,16
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SD 118-121					10,16