

SUSTAINABILITY REPORT

2025

AURORA DESIGN PUBLIC COMPANY LIMITED



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Message from the Chairman and the Board of Directors

Throughout the past year, the gold and gemstone retail business has faced shifts in consumer behaviour, economic volatility, and intensifying competition. Aurora Design Public Company Limited remains committed to developing the organisation with prudence and an adherence to responsibility. We continue to deliver valuable products, transparent services, and the best customer experience across all channels, which are the heart of the company's long-term growth. Consequently, the company has integrated our sustainability direction into the core Business Growth Strategy, covering environmental, social, and governance (ESG) aspects. We focus on efficient resource management, Environmentally Friendly Product Design, and supporting the circular economy—such as gold recycling, reducing unnecessary packaging, and promoting the use of recyclable materials. These approaches not only reduce environmental impacts but also enhance consumer confidence in the company's transparency.

In terms of social responsibility, the company prioritises personnel care and creating a safe, hygienic work environment conducive to the growth of all employees. We have developed training programmes and activities focusing on work operations, digital technology, and sustainability knowledge to ensure employees possess modern skills and work efficiently. Furthermore, the company supports social activities across various dimensions, including community assistance, educational support, and creating self-reliance opportunities for vulnerable groups, as part of our commitment to growing alongside society.

Regarding governance, the company continues to uphold principles of transparent and accountable management in compliance with the law. We regularly review and develop key policies while elevating our Business Continuity and Risk Management systems. This ensures the company can effectively handle economic, technological, and strategic risks. Additionally, we place great importance on strict Confidentiality and Protection of Personal Data (PDPA) to build trust among customers and all stakeholder groups.

This year marks a significant milestone in Innovation Development. The company has initiated projects to increase operational efficiency and reduce resource consumption, such as digital systems for a paperless office, utilising AI technology for back-office support, developing office water recycling systems, and trialling recycled packaging with partners. These projects reflect our determination to create new pathways that balance customer convenience, operational efficiency, and environmental responsibility.

In conclusion, the Company will continue to advance its comprehensive strategies, covering Environmentally Friendly Product Design, resource management, the application of digital technology, and the cultivation of a robust corporate culture, while adhering to our responsibility towards all stakeholder groups. We believe that business growth must progress in tandem with consumer trust, a strong supply chain, and support from the community of which we are a part. Finally, on behalf of the Board of Directors, I wish to express my gratitude to all employees, business partners, customers, and shareholders for their support and trust, which enable the Company to operate with stability. This collaboration is the vital force that allows us to move forward with sustainable business development, consistently creating new value for society and the environment in the years ahead.



Mr Prasit Srirungtham
Chairman of the Board
Aurora Design Public Company Limited

About this report

This annual sustainability report of Aurora Design Public Company Limited has been prepared to communicate the organisation's sustainability approach and performance results to all stakeholder groups. The content within this report covers strategies, management processes, and performance in dimensions significant to the business. Furthermore, it demonstrates progress in supporting the United Nations Sustainable Development Goals (SDGs). To ensure the report's reliability and compliance with international standards, this report has been prepared with reference to the Global Reporting Initiative (GRI) standards and aligns with the FTSE Russell assessment criteria. All information has been verified to confirm accuracy, completeness, and integrity in accordance with specified standards.

Scope of Reporting

This annual sustainability report presents the performance results of Aurora Design Public Company Limited between 1 January 2025 and 31 December 2025. It covers sustainability operations based on ESG (Environmental, Social, and Governance) principles, which include policies for reducing environmental impacts, social value creation, and management with transparency and responsibility.

Brands under the Company's management included in the scope of the report:

The Group's Brands	Branches
AURORA	229
SENG HENG	56
AURORA DIAMOND	20
THONG MA NGERN PAI	310
KHONG KWAN by AURORA	14
TOTAL	629

Sustainability Management Policy and Goals

Aurora Design Public Company Limited has established this policy with the objective of providing a clear operational framework to drive the organisation towards sustainable growth. We are committed to integrating Environmental, Social, and Governance (ESG) principles as part of our strategies and work processes across all dimensions, aimed at creating long-term value for all stakeholders while operating our business with responsibility.

This policy covers all operations of the Company and its subsidiaries, including all employees at every level. Furthermore, it remains effective and extends to business partners and stakeholders within the Company's value chain to ensure that every stage of business operation adheres to the sustainable development principles defined by the Company.

The Company has established operational strategies covering three dimensions to achieve tangible sustainability goals, as follows:

(1) Environmental Dimension

The Company focuses on reducing negative environmental impacts throughout its business processes. We promote the highest efficiency in resource utilisation, including energy, water, and raw materials, while developing waste and pollution management systems to mitigate both short-term and long-term impacts. We continuously seek and apply clean technologies for environmental management, ranging from Greenhouse Gas Emissions Reduction and Energy Management to proper waste disposal.

(2) Social Dimension

The Company upholds Human Rights and Diversity, treating all employees fairly and equally without any form of discrimination. We prioritise the continuous development of personnel potential through training, alongside creating a safe and hygienic work environment that fosters Employee Engagement and satisfaction. Furthermore, the Company promotes participation in developing local communities and society to ensure sustainable mutual growth.

(3) Governance Dimension

The Company is committed to conducting business with transparency, accountability, and strict adherence to ethics, laws, and relevant regulations. We maintain clear policies against all forms of corruption and prioritise transparent communication with every stakeholder group to build trust and seek new business opportunities that align with sustainable development principles.

To drive strategies into actual results, the Company has established key operational goals, including the continuous improvement of energy and water efficiency. We focus on developing waste sorting and recycling processes to reduce the amount of waste destined for disposal, alongside achieving Greenhouse Gas Emissions Reduction from the Company's primary activities, particularly logistics. In the social dimension, we aim to maintain the highest standards of Occupational Health and Safety Management, provide comprehensive personnel development programmes, and encourage employees to consistently participate in Community Contribution and Engagement activities. Regarding governance, we strive for 100% complete compliance with laws and various regulations, while fostering a corporate culture rooted in transparency and business ethics.

The Board of Directors holds the ultimate responsibility for overseeing and approving the organisation's sustainability policies. They have assigned the management team to drive the implementation of these policies, set targets, and regularly monitor performance results. Clear working groups or responsible individuals have been established to drive strategies in each dimension, and every employee shares the responsibility to follow the defined guidelines within their respective roles. The Company will conduct reviews and report sustainability performance to the Board, as well as disclose information transparently to all stakeholders on an annual basis to ensure the Company is effectively progressing towards its sustainable development goals.

Vision, Mission, and Corporate Values

Corporate Vision

"The leader in delivering valuable gifts of happiness"

Corporate Mission

To offer a diverse range of valuable gifts through innovation and comprehensive services provided by a team with a service-oriented heart, ensuring confidence and peace of mind throughout ownership

Corporate Goals

The Company focuses on building brand awareness of AURORA and other brands within its group that resonate with customers, with the aim of becoming a leader in the retail business of gold jewellery, diamond jewellery, gemstones, and other related businesses in a fully integrated manner. The Company also aims to be a leader in the gold-backed lending business. The Company has plans to expand its gold retail branches and other business units to cover all customer segments. As of 31 December 2025, the Company had expanded to a total of 629 branches, with outstanding gold-backed lending receivables amounting to THB 8,211 million.

Sustainability Business Growth Strategy

Aurora Design Public Company Limited operates a retail business specialising in gold ornaments, diamond jewellery, gemstones, and gold gifts. We aim to be a leader in providing "One Stop Service" through our strategic plan for sustainable growth. This includes the use of recycled gold to reduce environmental impact and the development of Occupational Health and Safety Management standards, specifically ISO 45001:2018, to enhance workplace safety. The Company also promotes sustainability training for employees and develops an annual Employee Engagement plan to foster positive relationships with stakeholders. Furthermore, we utilise AI technology and adhere to Confidentiality and Protection of Personal Data (PDPA) protocols for data security. To ensure readiness, the Company has strengthened its operations with an Enterprise Risk Management (ERM) system and a Business Continuity and Risk Management plan to handle risks effectively, prepare for challenges, and increase investor confidence.

Our Business

Aurora Design Public Company Limited is one of the leaders in the retail business of gold, diamond jewellery, and gemstones in Thailand. Founded in 2000, the Company’s primary goal is to offer high-quality products that are well-recognised in the market, creating unique products that reflect Thai heritage.

“Retail business of gold ornaments, diamond jewellery, gemstones, and gifts primarily made from gold”

1. Retail Business

The Company operates a retail business for gold ornaments, diamond jewellery, gemstones, and gold gifts, supported by a nationwide branch network to ensure customers can access products and services conveniently.



- **Modern Gold:** Gold ornaments with 96.5% purity, equivalent to 23K, certified by the Gold Traders Association of Thailand and the World Gold Council. Due to the high gold percentage, Modern Gold products possess a brilliant golden lustre with a wide variety of designs to choose from.
- **Design Gold:** Gold-framed auspicious items, gifts, and 75% genuine gold jewellery, featuring designs that focus on exquisite and meticulous craftsmanship.
- **Diamond:** Diamond jewellery featuring genuine natural diamonds selected from the world’s premier diamond-cutting sources. Set in 75% genuine gold, these items are meticulously crafted with over 1,000 designs to meet the needs of all customer groups at accessible prices

2. Gold Financing Business



The Company provides gold consignment services by increasing its branch count to ensure accessibility for various communities throughout Bangkok and major provincial cities. As of 31 December 2025, there are 310 branches providing consignment services, enhancing convenience for our target groups. Customers have the option to pay redemption fees through our application when wishing to extend their consignment contracts. Additionally, the platform allows customers to request further funds according to their remaining credit limit.

Achievements and Awards

Corporate Governance of Listed Companies - 2025



The Company received a corporate governance assessment rating of **“Excellent” (5 stars)** under the Corporate Governance Report of Thai Listed Companies (CGR) 2025, conducted by the Thai Institute of Directors Association (IOD) with support from the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC).

ESG Rating 2025



The Company has enhanced its operational standards alongside aligning its sustainability reporting with international practices. In 2025, the Company received an **ESG Rating of AA** from the Stock Exchange of Thailand, reflecting its commitment to conducting business with responsibility towards the environment, society, and governance, while creating value and achieving sustainable growth in the long term.

Awards Received in 2025

➤ DOMESTIC AWARDS



The Company received the **13th Thailand Social Awards** reflecting excellence in communication and online marketing within the gold and jewellery business. This demonstrates the Company’s capability in effectively reaching and engaging customers, supporting brand strength and competitiveness.



The Company also received the **VOLUME DRIVER OF THE YEAR 2025** award from Pay Solutions, reflecting strong growth in transaction volumes and sales, as well as efficiency in managing payment channels to effectively support business expansion.

➤ INTERNATIONAL AWARDS



The Company was included in **Fortune Southeast Asia 500 (2025)**, ranking 2nd for the second consecutive year, reflecting its stability, strength, and competitiveness at the regional level in Southeast Asia.



The Company received the World Branding Awards from the **WORLD BRANDING AWARDS WORLD BRANDING FORUM**, United Kingdom, recognising its quality and service standards at the international level. This achievement reflects Aurora's strong capabilities as a leading gold jewellery retailer in Thailand, maintaining its position on the global stage for the 9th consecutive year.



The Company was awarded **TOP Jewelry & Watch Brands of the World by the Luxury Life Award (LLA)** United States, reflecting the Company's capabilities as a Thai gold and jewellery brand that meets international industry standards and is able to respond comprehensively to the high-end (Hi-end) luxury lifestyle needs of customers.



The Company also received the **Brand of the Year** award from the **World Branding Awards** for the 9th consecutive year, in recognition of its excellence as a leading jewellery and gemstone brand.

Business Value Chain










Business Value Creation

Aurora Design Public Company Limited is firmly committed to conducting business with a primary focus on social responsibility. We aim to create positive value that encompasses economic, social, and environmental dimensions. The Company recognises that strategic management of material topics related to risks and opportunities is a key factor leading to organisational success and sustainability. Such effective management not only enhances the Company's sustainable growth potential but also builds long-term trust among investors and all stakeholders

Business Activities

Aurora Design Public Company Limited operates its gold retail business with a commitment to sustainability excellence and prudence at every stage. Our process covers the selection of gold raw materials from standard broker partners, which are then processed by expert craftsmen and delivered to a network of wholesalers and suppliers. Every step involves payments through a transparent and fair system. Subsequently, the Company distributes gold products and jewellery to customers nationwide, coupled with a buy-back service at special rates. This service not only provides maximum benefit to customers but also serves as a vital mechanism allowing the Company to effectively manage costs and maintain financial liquidity amidst the volatility of global gold market prices.

Stakeholder Analysis and Engagement in the Value Chain

Stakeholder Group	Expectations / Needs	Response to Expectations	Communication Channels
Shareholders 	Business transparency and consistent investment returns	<ul style="list-style-type: none"> Developing efficient internal control and risk management systems Transparent disclosure through various channels annual shareholder meetings, annual reports, the Company's website, etc. 	<ul style="list-style-type: none"> Shareholder meetings Company's website Annual Report / Sustainability Report
Suppliers 	Transparent and fair procurement processes	<ul style="list-style-type: none"> Treating suppliers fairly and with business ethics Developing suppliers' skills and capabilities 	<ul style="list-style-type: none"> Supplier's meetings Company's website Supplier Code of Conduct
Company Management 	Excellent operational performance and management transparency	<ul style="list-style-type: none"> Developing internal control and risk management systems efficiently Disclosing information transparently through various channels, such as annual shareholder meetings, annual reports, the Company's website, etc. Improving work processes by creating value that is beneficial to all parties in the long term 	<ul style="list-style-type: none"> Shareholder meetings Company's website Annual Report / Sustainability Report Organising engagement activities to listen to opinions from stakeholders
Employees 	Fair compensation and career advancement	<ul style="list-style-type: none"> Managing compensation fairly Continuously developing employee skills and capabilities 	<ul style="list-style-type: none"> Employee meetings Email / Social media
Customers 	Quality products and services at appropriate prices	<ul style="list-style-type: none"> Continuously developing products and services Setting appropriate pricing Developing after-sales services that meet customer needs 	<ul style="list-style-type: none"> Company website / Email / Social media sales representative
Partners 	Building sustainable relationships through the provision of quality materials and resources according to defined standards, alongside fair and transparent agreements	<ul style="list-style-type: none"> Maintaining fair agreements Regularly auditing production and operational standards 	<ul style="list-style-type: none"> Quarterly meetings and performance tracking via progress reports
Community / Society 	Prevention of environmental impacts and support for community activities	<ul style="list-style-type: none"> Controlling and reducing environmental impacts from business processes Supporting activities and engaging with the community, such as providing vocational training 	<ul style="list-style-type: none"> Dialogue sessions with communities surrounding the factories Email / Social media Local newspapers

Materiality Assessment

Aurora Design Public Company Limited has established a systematic five-step process for the prioritisation of sustainability material topics, as follows:

1. Identification

The Company analyses and gathers both external and internal factors, alongside national and global sustainability trends. This includes reviewing material topics from peers within the same industry to screen for issues that may impact the Company. The assessment covers the entire business value chain from raw material procurement, design, and production to distribution via storefronts and online channels, marketing, and after-sales service to ensure all significant issues and potential risks are identified.

2. Stakeholder Engagement

The Company identifies and analyses key internal and external stakeholder groups to design appropriate engagement activities. These activities, such as opinion surveys, listening forums, or in-depth interviews, are used to gather the perspectives, expectations, and concerns of every stakeholder group. This feedback is reflected against current material topics to obtain comprehensive and insightful data.

3. Prioritisation

The Company evaluates and ranks all gathered material topics in accordance with the Global Reporting Initiative (GRI) international standards. The assessment considers two primary dimensions:

1) Importance to Stakeholders

Evaluated based on the level of influence a topic has on the assessments and decisions of various stakeholder groups

2) Importance to the Organization

Evaluated based on the significance of the impact a topic has on business success, strategy, and the Company's operations.

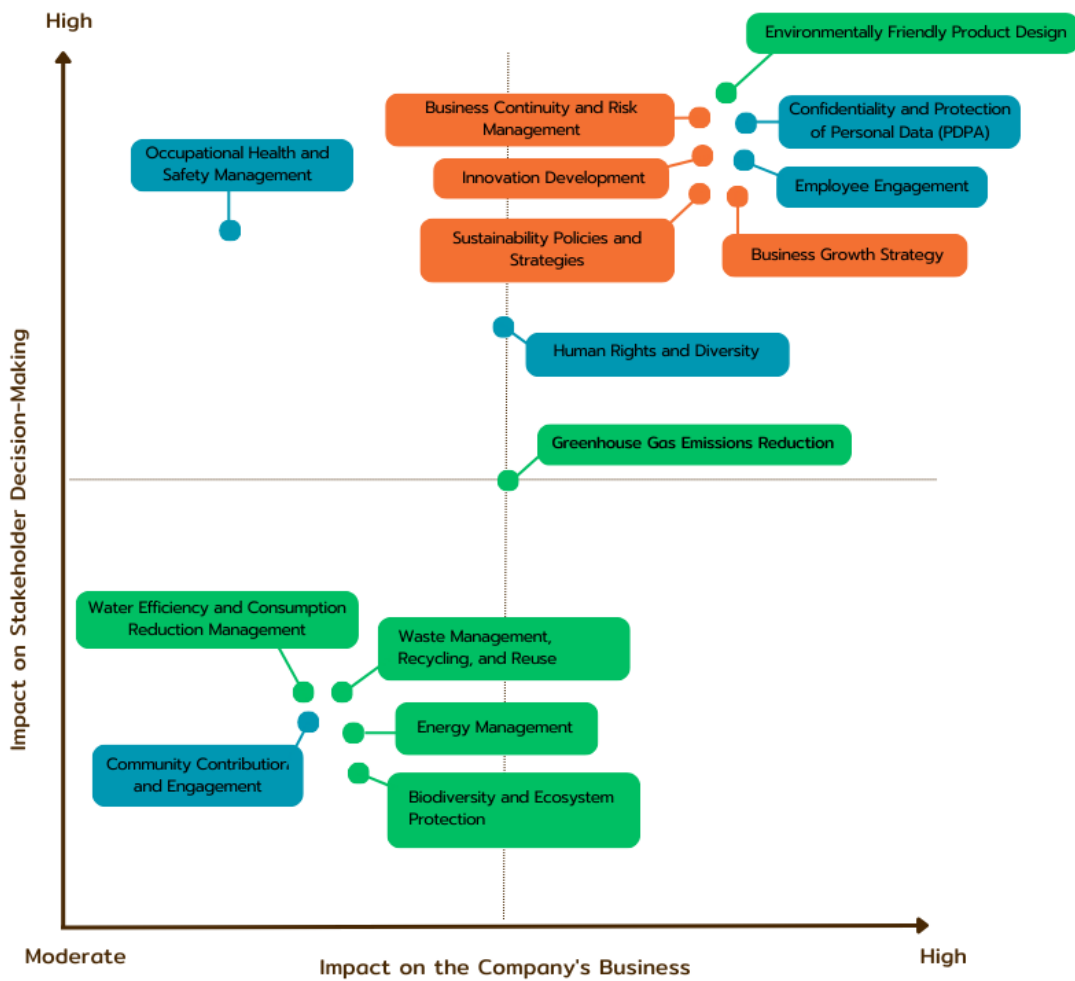
Scores are assigned to each dimension to develop a Materiality Matrix. Topics of high importance to both stakeholders and the organisation are selected as the Company's sustainability material topics for annual operational planning and goal setting.

4. Validation

The Sustainable Development Working Group and relevant departments present the results of the assessment and prioritisation process to the Risk Management Committee and the Board of Directors. This allows for the review, endorsement, and approval of sustainability material topics and established goals prior to implementation and preparation for disclosure in the subsequent annual report

5. Disclosure

The Company is committed to disclosing sustainability performance results and selected material topics through diverse and accessible communication channels. These include the Sustainability Report, the 56-1 One Report, and the Company's website to ensure all stakeholder groups are well-informed. Furthermore, the Company regularly welcomes feedback and suggestions from stakeholders to serve as a guide for reviewing and refining operations, ensuring they become increasingly comprehensive and complete in the future.



The Result of Materiality Assessment Matrix














Material topics	Pillar	Risk and Opportunity
Environmentally Friendly Product Design	E	Designing products with environmental considerations helps reduce impacts on nature and pollution, gaining favour from environmentally conscious customers. It also strengthens organizational sustainability by ensuring compliance with new laws, reducing long-term costs, and building supply chain stability.
Greenhouse Gas Emissions Reduction	E	Managing greenhouse gas emissions helps reduce costs through the efficient use of energy and materials while conserving natural resources. Additionally, it enhances credibility with customers, creates new business opportunities, and establishes the Company as a leader in environmental responsibility.
Energy Management	E	Managing greenhouse gas emissions helps reduce costs through the efficient use of energy and materials while conserving natural resources. Additionally, it enhances credibility with customers, creates new business opportunities, and establishes the Company as a leader in environmental responsibility.


















Material topics	Pillar	Risk and Opportunity
Water Efficiency and Consumption Reduction Management	E	Efficient water management helps reduce operational costs. It lessens environmental impacts by preventing the loss of water resources and enhances business sustainability by enabling the Company to adapt to relevant laws. Furthermore, it helps build a positive and credible brand image in the eyes of customers, which can lead to increased sales.
Waste Management, Recycling, and Reuse	E	Reuse and material recycling help reduce the consumption of natural resources and lessen environmental impacts. Additionally, production costs can be lowered because recycled materials are typically cheaper than new materials. Furthermore, it helps establish a positive image and credibility for the business in the eyes of customers, reduces waste volume to lower pollution, and decreases risks associated with resource scarcity and environmental legislation.
Occupational Health and Safety Management	S	Workplace health and safety management systems provide several benefits, including reducing the risk of accidents and injuries, while increasing employee confidence and satisfaction. They improve the image and credibility of the organisation. Additionally, they help reduce costs associated with accidents, injuries, and damages, while enabling the business to comply appropriately with laws and regulations and promoting effective communication and collaboration within teams.
Human Rights and Diversity	S	A business prioritising human rights and the avoidance of child labour can help improve brand image and credibility, leading to greater customer confidence. Furthermore, it increases customer satisfaction and loyalty, reduces legal and reputational risks, builds positive relationships with the community and employees, and enhances competitive opportunities and access to new markets.
Employee Engagement	S	Promoting employee participation leads to several positive outcomes, helping to increase productivity, reduce turnover rates, and enhance employee satisfaction. Furthermore, it stimulates innovation and continuous work improvement, creates a positive work environment, and improves the corporate image to be credible in the eyes of the public and the market.
Confidentiality and Protection of Personal Data (PDPA)	S	Compliance with PDPA laws and the secure management of personal data helps build credibility and a positive brand image. It also helps reduce legal risks from fines or litigation while increasing satisfaction and trust among customers and stakeholders. Additionally, it helps prevent data loss and data theft, which could cause damage to both the business and customers.



Material topics	Pillar	Risk and Opportunity
Community Contribution and Engagement	S	Participation in social contribution activities helps enhance a positive brand image and credibility, attracting loyal customers and increasing employee satisfaction. Moreover, it builds positive relationships with the community, opens new business opportunities, and reduces business risks. It is also part of supporting the sustainable development of the organisation.
Business Growth Strategy	G	These outcomes reflect the organisation's capability to expand and develop over time. This includes financial aspects, such as increased revenue and profit or higher business value, as well as non-financial aspects, such as expanding market share, an increasing number of customers, the opening of new branches, or product and innovation development. Collectively, these demonstrate progress, competitive capability, and the potential for continuous and sustainable business operations.
Sustainability Policies and Strategies	G	Implementing sustainability strategies in business enhances the credibility and positive image of the brand, enabling it to meet the expectations of environmentally conscious consumers. Furthermore, it helps reduce long-term costs through efficient resource utilisation and increases competitive advantage. It also increases employee satisfaction, improves risk management, and supports the creation of new environmentally friendly innovations.
Business Continuity and Risk Management	G	Having risk management and business continuity systems helps reduce risks that could impact operations, allowing the business to continue even when unexpected events occur. This builds confidence among customers and partners and helps maintain a positive brand image. Additionally, it enables the business to adapt effectively to various changes, improves management decision-making, and enhances the ability to attract and retain high-quality employees.
Innovation Development	G	Product innovation development helps create market differentiation and adds value to products, attracting customer interest and enabling expansion into new markets. Furthermore, it helps increase sales and revenue, while supporting the sustainable development of the business using environmentally friendly materials or production processes.













Sustainability Strategy

The Company has conducted a **Materiality Assessment** by considering environmental, social, and governance (ESG) factors, alongside industry trends, stakeholder expectations, and international and domestic regulatory directions. This analysis allows the Company to clearly **identify risks and opportunities related to business operations**, while **defining strategic goals and management** approaches that respond appropriately to these material topics, as follows:

Sustainability Material Topic	Scope of Impact		Target	Strategy	SDGs
	Type	Stakeholders			
Environmentally Friendly Product Design	Positive Impact (+)	<ul style="list-style-type: none"> → Management → Customers → Suppliers 	<p>Short-term: Gold recycling at 35% in jewellery production</p> <p>Long-term: Gold recycling at 70% in jewellery production by 2050</p>	Gold recycling and the use of packaging made from recyclable materials	   
Greenhouse Gas Emissions Reduction	Positive Impact (+)	<ul style="list-style-type: none"> → Management → Employee → Partner → Community / Social 	<p>Short-term: To reduce greenhouse gas emissions per branch by 2%. (Collection of Carbon Footprint data across all three scopes, covering 100% of all branches for 2025)</p> <p>Long-term: Net Zero 2065</p>	Increase solar cell installations and commence the collection of Carbon Footprint of Organisation (CFO) data for all three Scopes to establish a baseline for planning greenhouse gas emission reductions.	    
Energy Management	Positive Impact (+)	<ul style="list-style-type: none"> → Management → Employee 	<p>Short-term: 5% energy reduction by 2025</p> <p>Long-term: 30% energy reduction by 2030</p>	Promotion of energy conservation within the organisation	   

Sustainability Material Topic	Scope of Impact		Target	Strategy	SDGs
	Type	Stakeholders			
Water Efficiency and Consumption Reduction Management	Positive Impact (+)	→ Management → Employee	Short-term: 1% reduction (units per head office employee) by 2025 Long-term: 5% reduction (units per head office employee) by 2025	Implementation of a water circulation project	    
Waste Management Recycling, and Reuse	Positive Impact (+)	→ Management → Employee → Partner	Short-term: By 2025 - 70% of gold card packaging to be recyclable gold card packaging - 90% reduction in single-use plastic consumption - Waste Recycling Rate of 10% Long-term: Use 100% recyclable packaging by 2030	Recyclable packaging material project, reducing plastic cutlery usage, and waste segregation for proper disposal	   
Occupational Health and Safety Management	Positive Impact (+)	→ Management → Employee	Short-term: 70% employee satisfaction in safety and health by 2025 Long-term: 80% employee satisfaction in safety and health by 2030	Preparation of standard operating procedures for high-risk tasks to reduce risks in operations	   
Human Rights and Child Labor	Positive Impact (+)	→ Management → Employee → Partner → Community / Social	Short-term: Zero Human rights complaints Long-term: Zero human rights complaints	Comply with the Human Rights Due Diligence (HRDD) manual	   

Sustainability Material Topic	Scope of Impact		Target	Strategy	SDGs
	Type	Stakeholders			
Employee Engagement	Positive Impact (+)	→ Management → Employee	Short-term: 80% employee engagement rate by 2025 Long-term: 90% employee engagement rate by 2030	Develop an annual engagement plan	   
Confidentiality and Protection of Personal Data (PDPA)	Negative Impact (-)	→ Management → Customers → Employee	Short-term: Zero data security incidents Long-term: Zero data security incidents	Conduct BCP (IT) simulation exercises to prepare for handling personal data confidentiality and security incidents.	   
Community Contribution	Positive Impact (+)	→ Management → Community / Social	Short-term: Support 5 social initiative projects Long-term: Support 10 social initiative projects by 2030	Implementation of initiatives on the employment of persons with disabilities, community income support, educational scholarships, flood relief in Hat Yai, and computer donations to schools	   
Business Growth Strategy	Positive Impact (+)	→ Management → Customers → Partner	Short-term: Profit increase of 16.5% by 2025 Long-term: Profit increase of 20% by 2030	Branch expansion across every Business Unit (BU).	   

Sustainability Material Topic	Scope of Impact		Target	Strategy	SDGs
	Type	Stakeholders			
Sustainability Policies and Strategies	Positive Impact (+)	<ul style="list-style-type: none"> → Management → Customers → Partners → Community/Society 	<p>Short-term: CGR evaluation result not less than 90%; zero complaints from shareholders and all stakeholder groups.</p> <p>Long-term: Achieve top-level FTSE Russell Rating by 2030.</p>	Continuous study of new guidelines and policies for implementation.	   
Business Continuity and Risk Management	Positive Impact (+)	<ul style="list-style-type: none"> → Management → Customers 	<p>Short-term: Able to identify ESG risks by 2025.</p> <p>Long-term: Able to integrate ESG risks into the Company's Enterprise Risk Management (ERM).</p>	Identify ESG risks to formulate ERM and Business Continuity Plan (BCP) initiatives in the future.	   
Innovation Development	Positive Impact (+)	<ul style="list-style-type: none"> → Management → Employee → Customers 	<p>Short-term: Develop and create no fewer than 3 internal innovations per year.</p> <p>Long-term: Develop and create no fewer than 3 internal innovations per year (2030).</p>	Increase paperless initiatives, water recycling, inventory system projects, the use of AI to assist operations, and the use of packaging made from recyclable materials (packaging bags).	   

The Company recognizes that organizational sustainability does not rely solely on economic performance, but must coexist with **Environmental, Social, and Governance (ESG)** responsibilities to create balanced growth and shared value for all stakeholder groups. Consequently, the Company has established a systematic ESG framework, integrating it into every dimension of business operations from developing innovations that mitigate environmental impact and promoting quality of life and social engagement, to elevating corporate governance standards to ensure transparency and accountability.

These initiatives reflect the Company’s commitment to building a stable and sustainable future, not only to ensure the organization prospers in the long term but also to deliver genuine value to society, the community, and the environment.

Sustainability Governance

Aurora Design Public Company Limited prioritises systematic sustainability management to support the definition of policies, directions, and operational targets regarding Environmental, Social, and Governance (ESG) factors. This ensures alignment with corporate strategy, international practices, and stakeholder expectations. The Company has established a clear sustainability governance structure, comprising senior executives and relevant key units, responsible for defining policy frameworks, driving initiatives, and overseeing sustainability performance across every dimension of the organisation.

The Company’s Sustainability Unit acts as the hub for coordinating, monitoring, and continuously reporting progress on ESG implementation plans. It also provides strategic recommendations to management for defining projects, targets, and operational plans that encompass the entire value chain. This ensures that sustainability operations are executed efficiently, remain consistent with long-term goals, and support the Company's sustainable growth.

The Company has defined a sustainability governance structure to ensure that ESG operations are efficient and aligned with corporate strategy, with roles and responsibilities clearly established as follows:



- **Board of Directors:** Responsible for defining the organization's sustainability policies and directions, approving strategic frameworks, and monitoring overall ESG performance to ensure compliance with established targets.
- **Corporate Governance and Sustainable Development Committee:** Responsible for overseeing and screening sustainability policies, strategies, and targets before submission to the Board of Directors, as well as monitoring and evaluating performance results to ensure alignment with specified guidelines.
- **Corporate Governance and Sustainable Development Working Group:** Responsible for driving and implementing policies into practice, defining operational guidelines that align with corporate strategy, and integrating ESG issues into business processes and management across all operational dimensions.

The Company monitors and evaluates ESG performance regularly, with progress reports presented hierarchically to the Board of Directors. This data facilitates the review, improvement, and development of strategies to remain responsive to continuous changes in the industry and business environment. This governance structure empowers the Company to manage sustainability comprehensively across environmental, social, economic, and governance dimensions, elevating the organization towards sustainable operations and contributing to Thailand's overall sustainable development.

GOVERNANCE AND ECONOMIC DIMENSION



Business Growth Strategy



Sustainability Policies and Strategies



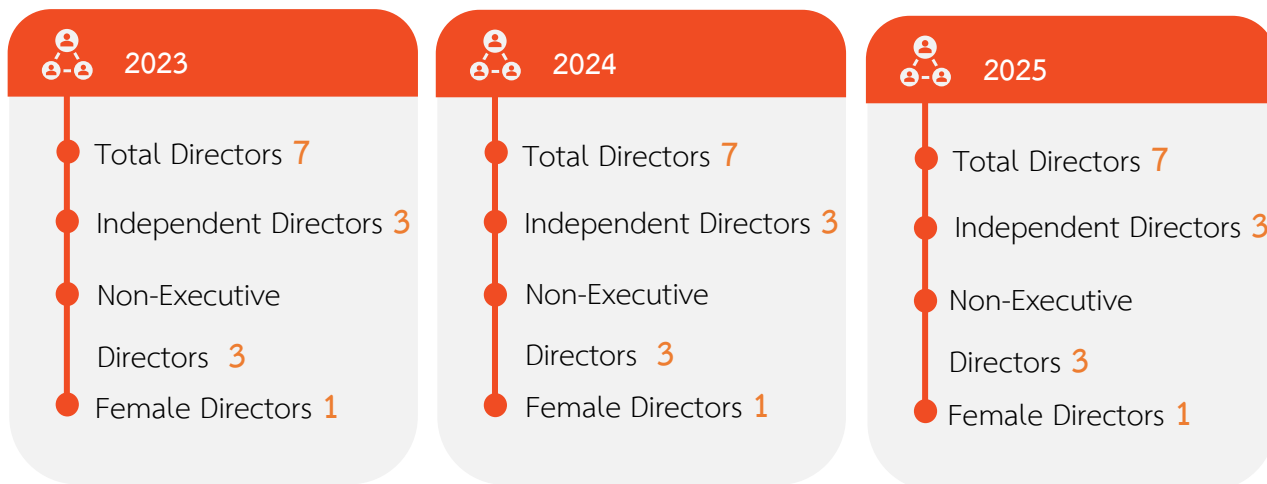
Business Continuity and Risk
Management



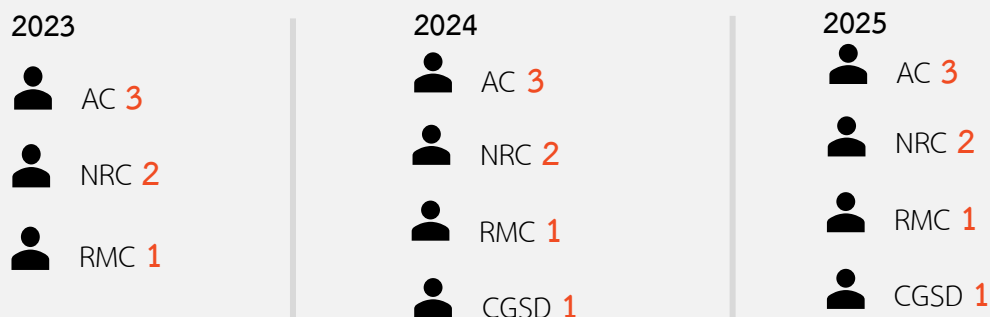
Innovation Development

Performance Summary

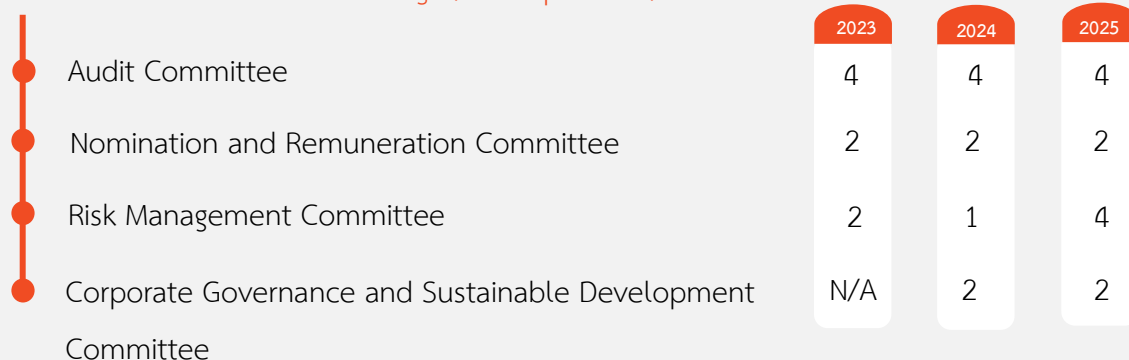
Board of Directors Composition



Independent Directors in Sub-committees



Number of Sub-committee Meetings (Times per Year)



Remark Audit Committee : AC

Nomination and Remuneration Committee: NRC

Risk Management Committee : RMC

Corporate Governance and Sustainability Development Committee : CGSD

Number of Board Meetings (Times)

2023	2024	2025
7	7	7

Total Executive Remuneration

2023	2024	2025
25.5 MB	28.6 MB	33.6 MB

Individual Director Tenure and Remuneration

Name	Unit	2023	2024	2025
Mr. Prasit Srirungthum	Year	1	2	3
	THB	1,360,000	1,560,000	2,300,000
Mrs. Wimsri Srirungthum	Year	1	2	3
	THB	None	None	None
Mr. Kanit Patsaman	Year	1	2	3
	THB	544,000	608,000	752,000
Mr. Chanin Archjananun	Year	1	2	3
	THB	468,000	576,000	768,000
Mr. Boonchai Pritivichakant	Year	1	Term Expired	Term Expired
	THB	468,000		
Mr. Suvinai Wattanakorn	Year	N/A	1	2
	THB	N/A	372,000	624,000
Mr. Aniwat Srirungthum	Year	1	2	3
	THB	None	None	None
Mr. Subhasiddhi Rakkasikorn	Year	1	2	3
	THB	None	None	None



Business Growth Strategy

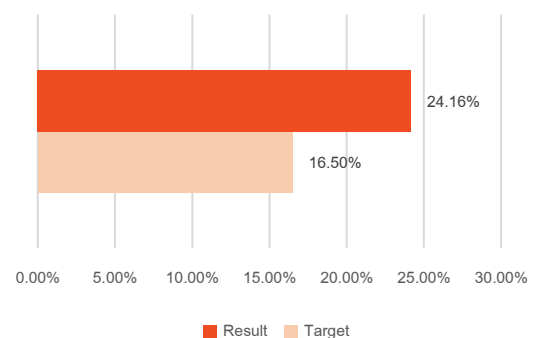


The Company is committed to driving business growth in tandem with creating sustainable value for all stakeholder groups. Our core strategy is **branch expansion across every Business Unit (BU)** to enhance competitive opportunities and reach customers more comprehensively. This network expansion not only boosts revenue and strengthens market presence but also creates jobs and distributes income to the local communities where we operate. Furthermore, it elevates the quality of service to meet customer needs effectively. This approach reflects the Company's balancing financial performance with economic, social, and environmental sustainability.

To reinforce stable and sustainable business growth, the Company has established a branch expansion strategy for every business unit (BU) coupled with service quality improvements. Key operational plans include **continuous branch expansion** to reach a broader customer base and **promotion adjustments alongside service upgrades** tailored to the specific needs of customers in each area to stimulate sales and maximise satisfaction. Additionally, the Company focuses on **increasing product variety** to meet diverse demands and enhance sales opportunities, while developing an easy-to-use, convenient, and modern application to support seamless customer transactions. These plans reflect the Company's commitment to qualitative growth alongside creating sustainable value for all stakeholders.

Performance

The Company has been able to expand its business operations continuously. During the reporting year, the network grew by **141 additional branches**, bringing the total to **629 branches**. This expansion encompasses both the gold trading business and the "Thong Ma Ngun Pai" (gold consignment) business. Such growth reflects the strength of the business model, customer confidence, and the Company's potential for further expansion.





Sustainability Policies and Strategies



The Company recognises the importance of defining policies and strategies focused on sustainability to serve as a guideline for business operations that create a balance between economic growth, environmental care, and valuable social development. Therefore, the Company is committed to **studying new guidelines and policies that align with international standards** and global change trends to select and apply those most appropriate to the nature of the organisation's business. Such an approach not only helps modernise management and improve efficiency but also reflects a commitment to creating sustainable value for all stakeholder sectors, which serves as the foundation for stable, long-term growth.

1. Review and Improve Policies

Regularly review policies and guidelines on corporate governance, ensuring they are updated to align with current situations, standards, regulations, and relevant laws.

2. Disseminate and Raise Awareness

Communicate and disseminate policies to all stakeholder groups, including organising activities to build understanding for directors, executives, and employees to ensure correct compliance.

3. Supervise and Monitor Compliance

Oversee that directors, executives, and employees continuously comply with good corporate governance guidelines, and verify completeness through the CGR Checklist.

4. Complaint Management

Publicise complaint channels to all stakeholder groups, regularly monitor and investigate complaints, and report to management and the Board if significant issues are found. Additionally, summarise the number and nature of complaints to be analysed to determine improvement guidelines for the following year.

Performance 2568



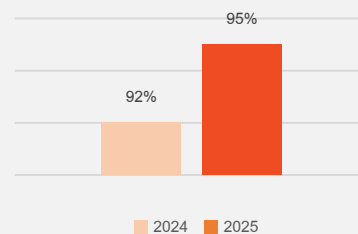
CGR Assessment Target

>90%



Actual Result of the CGR

Assessment **95%**



Complaints from shareholders and all stakeholder groups



Target **0** Case



Actual **0** Case

In 2025, the Company achieved outstanding success in elevating corporate governance standards, attaining a **Corporate Governance Report (CGR) assessment score of 95%**. This result not only surpassed the target of 90% but also demonstrated continuous improvement from the 92% achieved in 2024. This numerical milestone is a direct result of the Company's earnest focus on transparency and systematic management.

This success was driven by the effective implementation of operational plans throughout the year. The Company reviewed and updated policies and practices to stay aligned with international standards and evolving legal requirements. These efforts were paired with building internal understanding and discipline

through communication activities to raise awareness among directors, executives, and employees at all levels. Additionally, the Company strictly utilised the CGR Checklist for monitoring and supervision to ensure business conduct remains accurate and fully compliant with good corporate governance criteria.

Another key indicator reflecting stakeholder confidence is that the Company **received zero complaints throughout the year (0 cases)**. Maintaining this standard consistently from 2024 serves as a testament to the effectiveness of the Company's transparent grievance channels and fair management of issues. The Company considers this a vital foundation for mitigating reputational risk and strengthening the potential for stable, long-term business growth.

Sustainability Policy and Strategy Success Indicators

3-Year Historical Performance:

Indicator Detail	Unit	2023	2024	2025
Corporate Governance Report of Thai Listed Companies (CGR) Assessment	%	N/A	92	95
Number of complaints from shareholders and all stakeholder groups	Cases	0	0	0



Business Continuity and Risk Management



The Company recognises that business sustainability depends not only on current performance but also on the ability to effectively manage risks and challenges that may arise in the future. Consequently, the Company prioritises the development of Business Continuity Plans (BCP) in conjunction with Enterprise Risk Management (ERM) systems to strengthen operational stability and resilience. A key strategy is to **identify ESG risks by 2025** to use this data as a foundation for establishing ERM and BCP initiatives that are comprehensive and appropriate for the business environment. This undertaking not only helps mitigate strategic risks but also reflects the Company's commitment to driving the organisation towards stable and sustainable growth.

Implementation 2025

Target



Identify ESG Risks



Identified ESG Risks as of 2025:

- Talent Management
- Safety & Security
- PDPA - Governance
- AML - Governance

To strengthen the organisation's readiness to handle Environmental, Social, and Governance (ESG) challenges, the Company has established the following operational plans:

- 1. Consideration of Corporate and ESG Risks**
Analyse potential risks in both business and ESG dimensions to determine appropriate risk management guidelines.
- 2. Reporting and Assigning Responsibility**
Communicate risk issues to relevant parties, while establishing mitigation guidelines and assigning persons responsible for each issue to ensure risk management is clear and accountable.
- 3. Monitoring and Evaluation**
Continuously monitor implementation according to risk management guidelines to evaluate whether the measures used can effectively prevent or reduce risks.

Performance

The Company recognises that business sustainability depends not only on current performance but also on the ability to effectively handle risks and challenges that may arise in the future. For this reason, the Company prioritises the development of Business Continuity Management (BCM) systems in conjunction with Enterprise Risk Management (ERM) to strengthen operational stability and resilience. A key strategy is to identify Environmental, Social, and Governance (ESG) risks, using this data as a foundation for establishing comprehensive management plans suitable for the business environment. This operational component not only helps reduce strategic risks but also reflects the Company's commitment to driving the organisation toward truly stable and sustainable growth.

In 2025, the Company successfully achieved its established targets by clearly identifying ESG risks through a risk analysis process covering both business and

sustainability dimensions to determine appropriate risk management guidelines.

Furthermore, the Company established reporting protocols and assigned responsibility for each risk issue to ensure management is transparent and accountable. This was conducted alongside continuous monitoring and evaluation of performance results to ensure that the preventive measures implemented are effective in mitigating potential impacts on the business.

Operational results from the past year demonstrate that the Company has maintained standards in comprehensively identifying risk factors and opportunities arising from sustainability issues, including new risk factors that may impact the business soon. This comprehensive risk identification enables the Company to prepare and build resilience to handle various situations in a timely manner, serving as a vital foundation for efficient business continuity management and building long-term stakeholder confidence.

Indicator Detail	Unit	2023	2024	2025
Identification of ESG risks	Yes/No	N/A	Yes	Yes
ESG risk and opportunities from sustainability issues	Yes/No	None	Yes	Yes
Emerging risk factors that may impact the business in the near future	Yes/No	None	Yes	Yes



Innovation Development



The Company recognises the importance of innovation development as a key mechanism to enhance operational efficiency, alongside reducing environmental impact and creating sustainable value for society. Consequently, the Company has defined a multi-dimensional innovation strategy, including Paperless projects to reduce resource consumption and transition to digital workflows, water recycling initiatives to improve water management efficiency, AI implementation to boost business process potential and agility, and the use of packaging made from recycled materials to promote sustainable waste management. These approaches reflect the Company's commitment to driving innovation to create a balance with business growth.

Internal Innovation Development and Creation Projects



Target **>3 Project annually**



Result **4 Projects**

To enhance operational efficiency and minimize environmental impact, the Company has established an innovation development strategy through several key initiatives, starting with **Paperless Project**: This initiative began by compiling all organisational forms and selecting three primary forms to be transitioned into a digital system. Following this, usability testing was conducted by core user groups before communicating and training all employees. The system is being continuously monitored and refined to ensure smooth operation.

Water Recycling Project: The Company conducted site surveys and planned the installation of a water recycling system. This includes recording and summarising the volume of recycled water to evaluate the project's outcomes effectively.

AI Implementation Project: The Company organised training sessions for employees on utilizing N8N tools and AI Agents. A project was also launched to encourage employees to propose ideas for applying AI in actual work processes. Subsequently, the Company proceeded with the procurement of Google Gemini licences and collaborated with experts to develop systems that align with the organisation's specific needs.

Recyclable Packaging Project: The Company collaborated with suppliers to produce samples for quality assessment. This initiative includes monitoring delivery and maintaining continuous summary reports on the use of recyclable packaging.

Performance

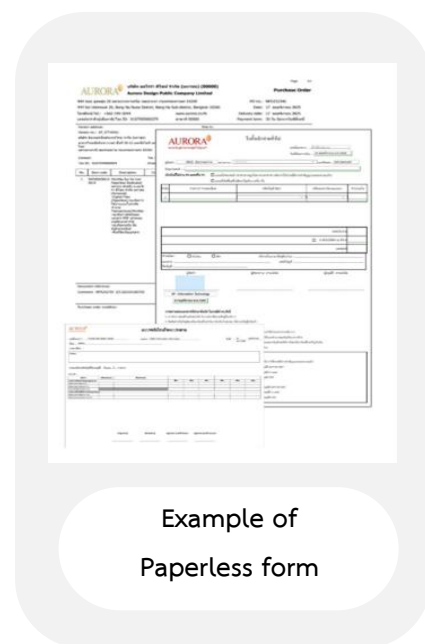
In 2025, the Company successfully implemented a total of 4 internal innovation development and creation projects. This surpassed the established target of more than 3 projects per year and represents significant progress compared to the results in 2023 and 2024, which both saw 2 projects implemented.

The details of the achievements over the past year include the Paperless project, which transitioned work processes to digital formats through the selection and usability testing of core digital forms, alongside training for all employees to ensure smooth operation. The AI implementation project involved training employees on the use of N8N and AI Agents to enhance business process potential and agility. Regarding resource management, the Company implemented a water recycling project by surveying sites and planning system installations to improve water efficiency. Additionally, the recyclable packaging project was carried out in collaboration with partners to develop packaging samples and promote better waste management.

Indicator Detail	Unit	2023	2024	2025
Number of internal innovation development and creation projects	Projects	2	2	4
Research and innovation development expenditure	Baht	2,547,000	1,384,800	930,000

Paperless Project

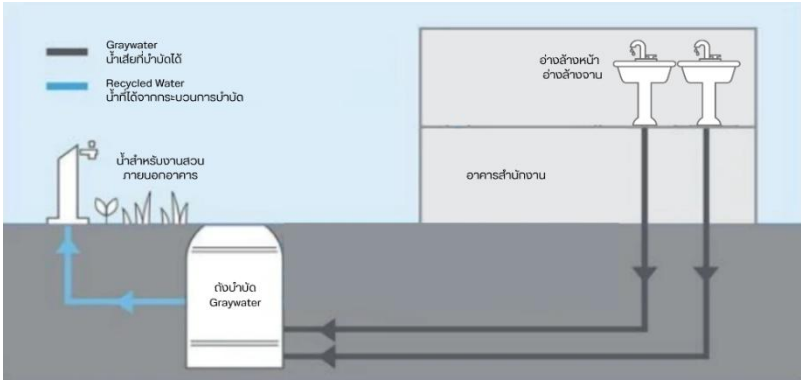
The Information Technology and Accounting Departments announced the transition of **the Budget Request and Budget Transfer** forms from paper-based formats to a Paperless system via the company website, effective from 5 September 2025. In the area of Procurement, the Company has digitised its operations, processing 3,501 electronic **Purchase Request (PR)** documents and 4,851 electronic **Purchase Order (PO)** documents. Additionally, the Accounting Department successfully utilised electronic documentation for 1,615 **General Payment Vouchers**.



Example of Paperless form

Water Recycling Project

The Company has initiated a water recycling project at the Head Office building (HQ23) to enhance water resource management efficiency based on the **Circular Water Management** concept. Wastewater from washbasins and kitchen sinks within the building is collected and passed through a grease trap system. It then enters a treatment process using **Ultrafiltration (UF)** membrane technology and a carbon filtration system before being reused for internal activities, such as watering plants and cleaning floors. This initiative significantly reduces tap water consumption and the discharge of wastewater into public systems.



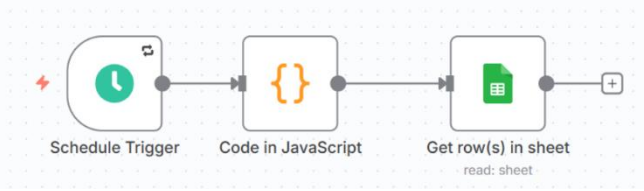
Water Recycling System

AI Implementation Project

The Company conducted a survey to identify AI requirements across all departments. In response, a 3-day AI Agent and n8n Automation seminar was organised by PiR ACADEMY, focusing on applying AI and automation tools to enhance work efficiency. The first day of the seminar covered the fundamentals of AI for productivity and prompt engineering skills, while the second day focused on creating AI automation with n8n and developing AI Agents to connect with LINE. The final day involved training AI Agents to understand organizational data to serve other users, while integrating workflows with Google Sheets, Google Drive, and automated data management.



AI Agent and n8n Automation Training



Automatic workflow with n8n

Recyclable Packaging Project

The Company has implemented product innovation development by designing and producing **pendant boxes made from recycled materials**. This initiative replaces traditional materials, reduces the consumption of new resources, and mitigates environmental impacts arising from the production process.

Additionally, the Company has developed a **new style of "Red Card" for mounting gold**, utilizing recycled gold. This card features a gold sheet with **96.5% purity** and a weight of **0.5 grams**, aimed at increasing product value while promoting efficient resource use and supporting the **Circular Economy** concept.



Recycled Material Pendant Box

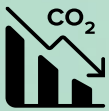


New Red Card for Gold Mounting

ENVIRONMENTAL DIMENSION



Environmentally Friendly Product Design



Greenhouse Gas Emissions Reduction



Energy Management




Water Efficiency and Consumption Reduction Management



Waste Management, Recycling, and Reuse

Performance Summary

Environmentally Friendly Packaging Use

	Unit	2023	2024	2025
 <p>Volume of reusable packaging materials recovered categorised as gold plating cards and clear boxes for jewellery</p>				
	kg	N/A	N/A	2,934.62

Environmentally Friendly Material Use

	Unit	2023	2024	2025
 <p>Total weight of materials used</p>	kg	N/A	N/A	19,516.84
 <p>Materials recovered from resource use</p>	kg	N/A	N/A	14,561.03
 <p>Percentage of recycled materials used in product development (e.g. Recycled Gold))</p>	%	N/A	40	53



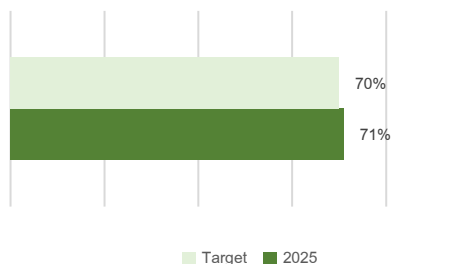
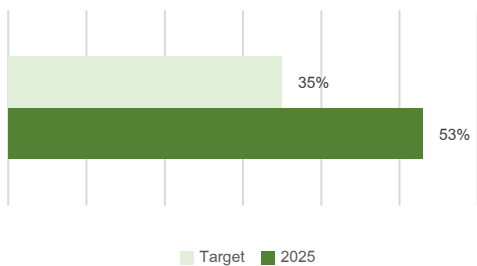
Environmentally Friendly Product Design (From production through disposal or recycling)



The Company places importance on the design and development of its products by taking environmental impacts into consideration. This includes efficient resource utilisation and the use of recycled gold in product manufacturing under the Circular Economy approach. The Company aims to maximise resource efficiency and minimise waste generation. A key strategy is the **recycling of gold**, enabling natural resources to be used more efficiently and supporting their reuse. In addition, the Company promotes the use of **recycled-material packaging**, such as plastic packaging bags derived from recycled materials, to reduce waste and environmental impacts. These practices reflect the Company’s commitment to conducting business responsibly and creating positive value for society.

Strategy 1

To ensure the efficient use of resources and to reduce the need for new gold mining, the Company has implemented a step-by-step operational plan. This begins with data collection from internal systems during the period 1 January 2025 – 31 December 2025 to ensure that the information used is accurate and comprehensive. The Company then calculates the proportion (%) of recycled gold that can be reused in production. The data is subsequently analysed to identify improvement opportunities. This strategy not only reduces the need for new resource extraction but also reflects the Company’s commitment to establishing a circular and sustainable resource utilization system.



Strategy 2

The Company places importance on reducing environmental impacts arising from packaging. As a result, practical measures have been implemented, starting with selecting environmentally friendly paper from suppliers to assess its quality and suitability. The Company also collaborates with suppliers to reduce plastic usage by adopting recycled packaging materials for product packaging. The use of recycled packaging materials improves operational efficiency and minimises environmental impacts throughout the process. This strategy helps reduce plastic waste and supports the use of materials that can be reused or recycled.

Performance 2025

Target



Procurement of recycled gold for jewellery

Jewellery Production **>35%** (Base year: 2023)



Procurement of recycled gold for

jewellery production **53%**

Target



Use of recycled gold card packaging

>70% of total gold card packaging



Use of recycled gold card packaging

71.31%

of total gold card packaging

Performance

A key achievement during the reporting period was the procurement of recycled gold for use in the jewellery production process. The Company achieved a procurement rate of 53% of total gold purchases. This represents a significant improvement compared with 40% in 2024 and clearly exceeds the Company’s target of more than 35% recycled gold procurement. This initiative helps reduce reliance on newly mined gold and effectively lowers greenhouse gas emissions across the supply chain.

In terms of packaging, the Company successfully transitioned to the use of recyclable packaging materials. In 2025, recyclable packaging accounted for 71.31% of total packaging used, exceeding the target of not less than 70%. This reflects the Company’s continued commitment to maintaining effective waste management practices within its retail operations.

Indicator Detail	Unit	2023	2024	2025
Procurement of recycled gold for jewellery production	%	N/A	40.00	53.00
Use of recyclable packaging	%	N/A	71.00	71.31
Number of incidents or events involving legal violations or environmental impacts	Cases	0	0	0
Value of damages or fines resulting from legal violations or environmental impacts	THB	0	0	0

Use of Recyclable Packaging Materials

In 2025, the Company recorded total sales of 174,292 gold cards and purchased 50,000 gold cards during the year. As a result, 124,292 gold cards were reused, representing 71.31% of total usage. This reflects the effectiveness of the Company’s packaging management and efficient resource utilisation.

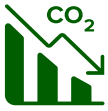
For packaging boxes, the Company used a total of 167,695 units throughout 2025. Of these, 96,768 units were newly opened for use, while 70,927 units were reused, accounting for 42% of total usage.



New Red Card for Gold Mounting



Recycled Material Pendant Box



Greenhouse Gas Emissions Reduction



The Company recognises the importance of contributing to solutions addressing climate change. Therefore, it has implemented environmentally responsible operational practices. A key initiative is the installation of **solar rooftop systems** to generate clean energy and reduce reliance on fossil fuels. The Company also manages the **collection of greenhouse gas emissions data (Carbon Footprint of Organization: CFO)** covering all three scopes, in order to establish an accurate baseline for assessing operational impacts and to develop effective greenhouse gas reduction plans. These actions demonstrate the Company’s commitment to creating a balance between business growth and environmental stewardship for long-term sustainability.

Strategy 1

To increase the use of clean energy and reduce reliance on fossil fuels, the Company has implemented a clear operational plan. This begins with a site survey and planning for the appropriate installation of solar rooftop systems. The Company then conducts a contractor selection process to ensure that contractors possess the necessary expertise and experience to deliver efficient installation systems. Once the installation is completed and operational, the Company continuously monitors the amount of electricity generated from the solar rooftop system in order to summarise operational performance and utilise the data for future planning.

Strategy 2

The Company places importance on having accurate and reliable data to support greenhouse gas emissions reduction planning. Therefore, it has established a plan beginning with the collection of operational data during the period 1 January 2025 – 31 December 2025. The collected data is then submitted to external consultants for the calculation of greenhouse gas emissions and verification by an independent third party to ensure accuracy and transparency. Once the data and emissions results are verified, the Company will proceed with the certification process according to recognized standards. This process helps build credibility and provides essential information for setting greenhouse gas reduction targets

2025 Target

Collection of Carbon Footprint data across all three scopes for all branches **100%**

Performance

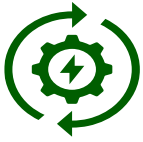
Carbon Footprint data collected **55.33%**

Performance

The Company is committed to reducing greenhouse gas emissions through a transition strategy towards clean energy by installing solar cell systems to reduce reliance on fossil fuels. The Company also places importance on the collection of greenhouse gas data across all three scopes to establish an accurate database for setting future sustainability targets. In 2025, the Company drove its implementation plan through site surveys and the selection of qualified contractors to install solar cell systems in accordance with established standards, enabling systematic monitoring of actual electricity generation. In addition, the Company emphasises data transparency by developing a plan to collect operational data throughout the year for submission to experts for calculation and verification by an independent third party to ensure data accuracy prior to proceeding with formal certification.

The Company achieved 55.33% coverage in collecting Carbon Footprint data, which has not yet reached the 100% target. This is due to limitations arising from the wide distribution of branches nationwide and the complexity of collecting Scope 3 data, which requires coordination with stakeholders throughout the supply chain. In addition, the Company remains committed to maintaining accuracy in accordance with international verification standards, which requires a thorough and rigorous process. As a result, data collection is still in progress to ensure completeness across all operational areas.

Indicator Detail	Unit	2023	2024	2025
Total greenhouse gas emissions (Scope 1 and Scope 2)	tCO2e	1,636.43	2,036	2,851
Total greenhouse gas emissions (Scope 1, Scope 2 and Scope 3)	tCO2e	No data collection for Scope 3	No data collection for Scope 3	4,598
Greenhouse gas emissions per unit of revenue (carbon intensity)	tCO2e/ million Baht revenue	0.055	0.062	0.073



Energy Management



Energy management is a key issue for the organisation, as energy consumption is directly linked to operational costs and environmental impacts. Therefore, the Company has established energy management strategies aimed at **reducing internal energy consumption**. These include raising employee awareness of efficient energy use through behavioural adjustments, controlling energy consumption within buildings, and supporting the use of clean energy. These initiatives aim to drive responsible and sustainable business operations in the long term. To achieve tangible energy reduction, the Company has implemented the following operational plans:

1. Adoption of the Smart Office concept

The Company has installed automatic lighting control systems within office areas to reduce unnecessary electricity consumption and improve efficiency in building energy management. Contractors were selected to ensure that the installation system operates efficiently.

2. Improving employees' energy use behaviour

Energy-saving measures have been implemented in accordance with operational plans. The Company also promotes awareness through internal campaigns and communication to encourage responsible energy consumption practices, such as switching off electrical equipment after use and using energy appropriately in daily activities.

3. Continuous monitoring and evaluation of energy consumption

Energy consumption data is collected and analysed in order to improve operational measures and establish long-term energy reduction plans.

The Company has also implemented systems to **collect and verify energy consumption data** in detail. Data collection was conducted from 1 January 2025 to 31 December 2025, including energy generation data from the solar cell system. These data are used to analyse energy consumption performance and serve as an important basis for improving energy efficiency and setting future energy management targets.

Performance 2025

Target



Reduction in electricity

consumption (Energy Intensity) ▼ **5%**

Performance



Reduction in electricity consumption

(Energy Intensity) ▼ **20.24%**

Performance

The Company places importance on the efficient management of electricity consumption by continuously monitoring and controlling electricity usage within the Head Office at both the Soi 23 Building and Soi 26 Building. In 2024, total electricity consumption at the Head Office was 811,759 kilowatt-hours (kWh). In 2025, total electricity consumption decreased to 778,728 kilowatt-hours (kWh), representing a reduction of approximately 4% compared with the previous year. In terms of energy efficiency relative to revenue (Energy Intensity), **the Company achieved a reduction of 20.24% compared with 2024**, reflecting the effectiveness of energy-saving measures and the appropriate use of energy within the organization.



In addition, the Company has installed a **solar energy system (Solar Cell)** at the 26th floor building, which can generate **12,885.97 kWh** of electricity. This initiative helps reduce greenhouse gas emissions by approximately 6,443 kilograms of carbon dioxide equivalent (kgCO₂e), which is equivalent to planting approximately 700–800 trees per year. These actions demonstrate the Company’s commitment to using clean energy, reducing environmental impacts, and supporting sustainable business operations.

Indicator Detail	Unit	2023	2024	2025
Electricity Consumption	kWh	<ul style="list-style-type: none"> Head Office electricity consumption 787,780 kWh. Branch electricity consumption 434,915 kWh. 	<ul style="list-style-type: none"> Head Office electricity consumption 811,759 kWh. Branch electricity consumption 1,066,305 kWh. 	<ul style="list-style-type: none"> Head Office electricity consumption 778,728 kWh. Branch electricity consumption 3,036,754.99 kWh.
Electricity Consumption	kWh/ million Baht revenue	40.84	56.58	95.59

Indicator Detail	Unit	2023	2024	2025
Fuel Consumption	Liter	<ul style="list-style-type: none"> • Diesel (B7) combustion 138,149.60 litres • Diesel (B10) combustion 72.53 litres • Gasohol (E20) combustion 24,985.07 litres • Gasohol 91 (E10) combustion 13,523.08 litres • Gasohol 95 (E10) combustion 8,383.97 litres • Premium Diesel B7 combustion 20,661.23 litres • Gasohol 95 V- power combustion 71,737.62 litres • Diesel for generator 20 litres • White benzene combustion 150 litres • LPG combustion: 2,034.25 kg • Firewood combustion 3,600 Kg. 	<ul style="list-style-type: none"> • Diesel (B7) combustion 193,446.63 litres • Gasohol 91 (E20) combustion 21,108.67 litres • Gasohol 91 (E10) combustion 24,737.61 litres • Gasohol 95 (E10) combustion 80,199.95 litres • Premium Diesel B7 combustion 2,771.84 litres • Diesel for generator 180 litres • LPG combustion: 3,615 Kg. 	<ul style="list-style-type: none"> • Diesel (B7) combustion 198,904.62 litres • Gasohol 91 (E20) combustion 20,211.39 litres • Gasohol 91 (E10) combustion 30,485.19 litres • Gasohol 95 (E10) combustion 104,884.38 litres • Premium Diesel B7 combustion 2,755.37 litres • Gasohol 95 V- power combustion 454.58 litres • Diesel for generator 60 litres • Gasohol 95 combustion 242.96 litres • LPG combustion: 2,016 Kg
Renewable Energy Consumption	kWh	0	6,166.690	12,885.97
Energy Intensity	MJ / million Baht revenue	471.89	545.80	656.57




Water Efficiency and Consumption Reduction Management




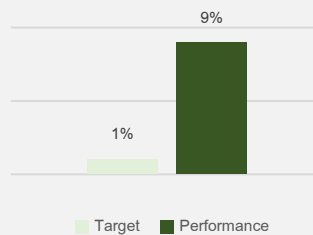
The Company recognises the importance of efficient water utilisation, as water resources are a key factor in business operations and everyday life within society. The Company is therefore committed to managing water use efficiently while reducing overall water consumption within the organisation. This is implemented through the **Water Circulation Project**, which aims to maximise water reuse and minimise the need for new water consumption. These initiatives demonstrate the Company’s environmental responsibility and support the sustainable management of water resources in the long term.

The Company initiated the project by promoting water conservation awareness within the Head Office and conducting site assessments to design a water management system appropriate for the building’s operational requirements. A contractor selection process was then undertaken to appoint qualified specialists to install the system in accordance with agreed conditions. Once the system became operational, the Company continuously recorded the volume of water circulated through the system and summarised operational performance to evaluate project effectiveness. The collected data also serves as a reference for improving the water management system and supporting sustainable water management development in the future.

Performance 2025

 Target : Reduction in water consumption per Head Office employee **1%**

 Performance : Reduction in water consumption per Head Office employee **9%**

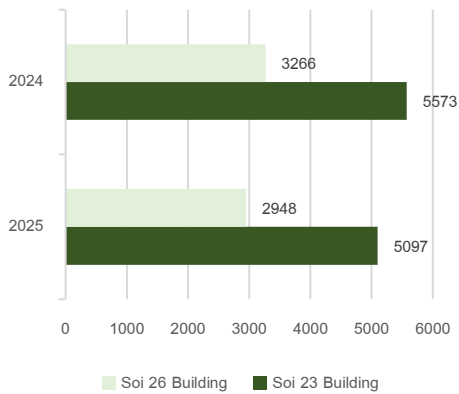


Performance

The Company places importance on the efficient management of water consumption by continuously monitoring and controlling water usage within the Head Office buildings at Soi 23 Building and Soi 26 Building. This preparation supports the expansion of water circulation in line with the Circular Water Management approach, which forms part of the Company’s water reuse and recycling initiatives at the Head Office building HQ23.

Indicator Detail	Unit	2023	2024	2025
Water Consumption	cu3	8,398	8,839	8,045
Water Intensity	cu3/ million Baht revenue	0.28	0.27	0.20

Water Circulation Project



Approximate reduction 9%

The Company emphasises effective water management by continuously monitoring and controlling water use in both Head Office buildings. In 2024, water consumption at the Head Office was recorded as 5,573 units at Soi 23 Building and 3,266 units at Soi 26 Building, totalling 8,839 units.

In 2025, water consumption at Soi 23 Building decreased to 5,097 units, while Soi 26 Building decreased to 2,948 units, resulting in total water consumption at the Head Office decreasing to 8,045 units. This represents a reduction of approximately 9% compared with the previous year, reflecting the effectiveness of water management measures and increased awareness of water conservation within the organisation.



Waste Management, Recycling, and Reuse



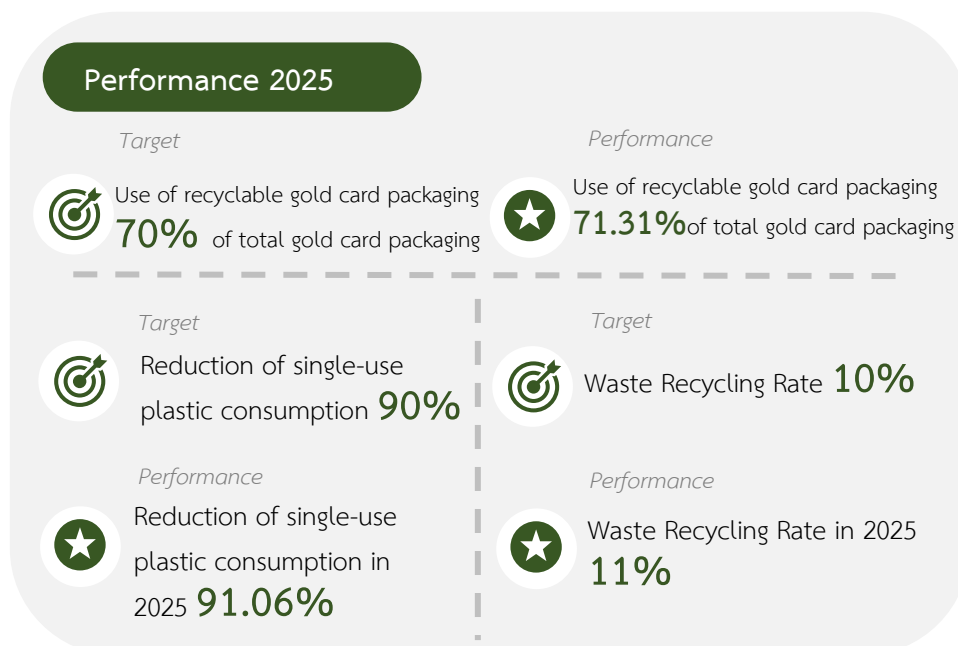
The Company recognises the importance of effective waste management in order to reduce environmental impacts and promote efficient resource utilisation in line with the Circular Economy concept. The Company has therefore implemented key strategies to reduce, reuse, and recycle, including the use of **recyclable packaging**, the reduction of **single-use plastics**, and the **segregation of waste for proper disposal**. These measures cover both plastic waste and waste generated from business operations. Such approaches reflect the Company’s commitment to responsible waste management and contribute to positive environmental and social outcomes.

Under the Company’s waste management strategy, several initiatives have been implemented to support efficient resource use and minimise environmental impacts. These initiatives begin with the **use of packaging materials made from recycled materials**, where environmentally friendly paper sourced from suppliers is used and assessed before entering the production process to ensure quality standards. Once approved, the Company proceeds with purchase orders (PO) and monitors the procurement process, while also managing the use of recycled packaging materials within its operational systems.

In addition, the Company has implemented a **single-use plastic reduction programme**, which aims to reduce plastic usage in office activities and internal events. The Company also promotes awareness among employees to encourage the use of environmentally

friendly alternatives and to record the reduction of plastic usage for continuous performance evaluation.

Furthermore, the Company has implemented a **proper waste segregation programme**, in which waste is separated into four categories: organic waste, general waste, recyclable waste, and hazardous/infectious waste within the Head Office premises. The Company measures and records the weight of each waste category on a weekly basis in order to ensure appropriate disposal and to monitor operational efficiency. These data are stored as an important database for future analysis and long-term waste reduction planning.



Performance

The Company emphasises effective waste management by reducing waste generated from business operations while promoting recycling and resource reuse in accordance with the Circular Economy concept. These initiatives include the design of recyclable packaging, the reduction of single-use plastics, internal campaigns encouraging waste segregation, and proper waste disposal practices throughout the operational process, covering both Head Office and branch operations. These measures support efficient resource utilisation and reduce environmental impacts.

Indicator Detail	Unit	2023	2024	2025
Percentage of recyclable packaging used (gold card packaging)	%	N/A	70%	71.31%
Reduction of single-use plastic consumption	%	N/A	N/A	91.06%
Waste Recycling Rate	%	N/A	N/A	11%
Volume of waste generated	kg	N/A	N/A	9,626.5
Volume of waste reused and/or recycled	kg	N/A	N/A	1,321.0

Project on the Use of Packaging Made from Recyclable Materials

The Company places importance on reducing environmental impacts arising from the use of resources and packaging. Therefore, it has implemented a project promoting the use of packaging made from recyclable materials in order to support efficient resource utilisation and reduce the volume of waste generated from business operations.

Under this initiative, **the Company has developed Recycled Material Pendant Box and New Red Card for Gold Mounting** to replace the previous packaging format. The development process takes into consideration usability, product quality and safety, as well as environmental impacts throughout the product life cycle.



Recycled Material Pendant Box



New Red Card for Gold Mounting

Single-Use Plastic Reduction Project

The Company has implemented a project to reduce the use of single-use plastic containers within the organisation. The initiative focuses on **reducing the distribution of plastic cups and glasses** during internal catering and meal services, with the objective of reducing plastic waste and environmental impacts.

In 2025, if plastic containers had been used daily, it would have generated approximately 6,679.20 kilograms of waste. However, through the implementation of this project, the Company was able to **reduce plastic waste by 91.06%**.



Single-Use Plastic Reduction Project



The Company manages waste generated from its operations within the reporting period, including packaging materials, display equipment, advertising media, gold storage cabinets, and materials collected from branches and the Head Office. Waste disposal operations were assigned to TOP SECRET DOCUMENT DESTRUCTION, which conducted waste destruction activities twice during the year, in March and October, with a total waste volume of 16,640 kilograms.

In addition, the Company has implemented an internal waste segregation campaign under the concept “Sort Waste Properly... Good for Us, Good for the Planet”. Communication materials and clear waste segregation guidelines were provided to employees, covering four categories of waste such as organic waste, general waste, recyclable waste, and hazardous waste. This initiative aims to build awareness and encourage environmentally responsible behaviour among employees.

Furthermore, the Company implemented the Office Waste Segregation Project beginning on 1 September 2025, which enabled the Company to send 11% of total waste for recycling, equivalent to 1,321.00 kilograms out of a total waste volume of 12,101.50 kilograms.

SOCIAL DIMENSION



Occupational Health and Safety Management



Human Rights and Diversity



Employee Engagement



Confidentiality and Protection of
Personal Data (PDPA)



Community Contribution and Engagement



Sustainable Supply Chain Management

Performance Summary

Customer Satisfaction Score



2023 **98.80%** Score
2024 **95.20%** Score
2025 **99.00%** Score

Total Number of Employees



2023 **1,970**
2024 **2,149**
2025 **2,447**

Number of Employees by Gender



2023 **281**
2024 **306**
2025 **315**



2023 **1,689**
2024 **1,843**
2025 **2,132**

Age Distribution

Under 20–30 Years



2023 **799**
2024 **835**
2025 **923**

30–40 Years



2023 **922**
2024 **1,025**
2025 **1,192**

40–50 Years



2023 **202**
2024 **229**
2025 **269**

50–60 Years and Above



2023 **47**
2024 **60**
2025 **63**

Management Level



2023	129
2024	141
2025	167

Staff Level



2023	1,841
2024	2,008
2025	2,280

Senior Management by Gender

Male

2023	5
2024	4
2025	4

Female

2023	1
2024	2
2025	2

Management Level by Gender

Male

2023	39
2024	38
2025	50

Female

2023	84
2024	97
2025	111

Staff Level by Gender

Male

2023	237
2024	264
2025	261

Female

2023	1,604
2024	1,744
2025	2,019

Thai Nationality Employees

Male

2023	281
2024	306
2025	315

Female

2023	1,689
2024	1,843
2025	2,132

North Region

2024 29
2025 35

Northeastern Region

2024 173 คน
2025 253 คน

Western Region

2024 38
2025 61

Eastern Region

2024 278
2025 340

Southern Region

2024 93
2025 113

Central Region

2024 1,538
2025 1,645



Employees with Disabilities

2023 16
2024 19
2025 22



Gender Pay Ratio

2023 **1:0.47** Ratio (Male : Female)
2024 **1:0.52** Ratio (Male : Female)
2025 **1:0.48** Ratio (Male : Female)



Total Employee Compensation

2023 **630,951,714.00** Baht
2024 **773,607,018.00** Baht
2025 **864,190,536.00** Baht



Percentage of Employees Enrolled in the Provident Fund

2023 **34.11** %
2024 **34.34** %
2025 **29.18** %



Employee Development Expenditure

2024 **758,524.66** Baht
2025 **710,997.18** Baht



Average Training Hours per Employee

2024 **100** Hours / Person / Year
2025 **97** Hours / Person / Year



Occupational Health and Safety Management



The Company places the highest priority on the occupational health and safety of its employees, recognising that a safe and healthy working environment is a fundamental foundation of sustainable business operations. The Company has therefore established operational strategies, including the **development of regulations and responsibilities for driver personnel**, to provide clear operational guidelines, reduce accident risks, and promote a strong safety culture within the organisation. These initiatives reflect the Company's commitment to building employee confidence and engagement, while ensuring a safe workplace and improving employees' quality of life in a sustainable manner.

Performance



Target

Employee satisfaction with occupational health and safety

More than 70%



Performance

Employee satisfaction with occupational health and safety

78.68 %

To strengthen occupational health and safety standards in the workplace, the Company has implemented a systematic approach to establishing operational regulations and defining responsibilities for driver personnel to ensure safe and efficient operations while fostering confidence among all employees. Key implementation plans include:

1. Review of the Standard Operating Procedures (SOP) for delivery drivers

The Company reviewed the completeness of the existing guidelines to ensure alignment with actual working conditions and current safety standards.

2. Revision and improvement of operational manuals

The operational manuals were revised to ensure clarity, ease of understanding, and comprehensive safety measures, and were formally adopted as organisational standards.

3. Monitoring and evaluation

Data from the annual Safety Survey were collected to assess employee satisfaction with occupational health and safety and to support future improvement measures.

Performance

In 2025, the Company strengthened its operational standards by establishing systematic regulations and responsibilities for driver personnel, providing clear operational guidance to reduce accident risks and reinforce the organizational safety culture.

The implementation process included reviewing the operational manuals for delivery drivers to ensure alignment with actual working conditions and current safety standards, as well as improving the content to enhance clarity and ease of understanding. These manuals were formally adopted as organizational standards. In addition, the Company conducted annual employee satisfaction surveys on occupational health and safety. The results are used to enhance employee confidence and support the development of future risk prevention measures.

The results for 2025 demonstrate the Company's success in creating a safer working environment. Employee satisfaction regarding occupational health and safety reached 78.68%, exceeding the target of not less than 70%, and showing improvement from 74.52% in 2024. Regarding workplace safety statistics, the Company recorded one lost-time accident (LTA) during the year. The Company conducted detailed analysis and close monitoring of the incident. However, the Lost Time Injury Frequency Rate (LTIFR) per 1,000,000 working hours remained at a stable level consistent with previous years.

Indicator Detail	Unit	2023	2024	2025
Employee satisfaction with occupational safety	%	N/A	74.52%	78.68%
Number of lost-time accidents (LTA)	Cases	2	0	1
Lost Time Injury Frequency Rate (LTIFR)	Number of injuries resulting in lost work time per 1,000,000 working hours	0.032	0	0.016

Aurora Design Public Company Limited recognises that employees are a key driving force in achieving the organisation’s sustainability goals. During the reporting period, the Company implemented a project to improve the employee uniform design in order to enhance flexibility and employees’ quality of life, while also reflecting the Company’s environmental responsibility.

The Company has redesigned the concept of employee uniforms to provide greater flexibility and a more modern and casual appearance (Modernized & Casualised Design). This allows employees to adapt their attire appropriately to various working situations, creating positive impacts for employees in several aspects, including:

- **Flexibility:** The design emphasises ease of movement and comfort, making it suitable for different work environments and activities.
- **Easy Care:** The fabric innovation focuses on wrinkle-resistant properties, reducing the effort and time required for garment care, improving employees’ quality of life, and contributing to lower household energy consumption.
- **Breathability:** The fabric features excellent ventilation and moisture-wicking properties, creating a comfortable working environment throughout the day.



To support the Company’s greenhouse gas emissions reduction (Decarbonisation) goals, recycled materials were selected for the production of the new uniforms under the concept “**EcoTech Timeless Wear**”, with the following technical characteristics:



- **Closed-loop Production:** The manufacturing process utilises recycled fibres derived from textile cutting waste (pre-consumer waste) combined with recycled fibres from used PET plastic bottles, which play a significant role in reducing landfill waste.

- **Resource Conservation:** The use of recycled materials reduces reliance on virgin resources and helps lower carbon dioxide (CO₂) emissions associated with conventional textile production processes.
- **Sustainable Fashion:** The uniforms are designed to be modern and durable (durability), extending the product lifecycle and reducing the frequency of uniform replacement, thereby maximising resource efficiency in accordance with sustainability principles.



Human Rights and Diversity



The Company recognises the importance of respecting human rights and preventing child labour, which are fundamental principles of responsible business conduct. The Company is committed to operating in accordance with international standards and has established operational strategies by adopting the **Human Rights Due Diligence (HRDD) framework** as a key approach to assessing, monitoring, and managing human rights risks among relevant stakeholders. This ensures that the Company’s business operations do not contribute to human rights violations or the use of child labour. These practices not only reflect the Company’s social responsibility but also help build trust with stakeholders and support sustainable organisational development.

To strengthen standards relating to human rights and the prevention of child labour, the Company has implemented the Human Rights Risk Assessment (HRRA) process to identify and prioritise key human rights issues. The Company conducts its operations in accordance with the Human Rights Due Diligence (HRDD) process, beginning with the study of risk issues based on the **United Nations Guiding Principles on Business and Human Rights (UNGPs)**. These issues are then incorporated into questionnaires and assessment tools. The Company analyses information collected from employees to identify.

For risks identified as high priority, the Company will conduct **Human Rights Impact Assessment (HRIA)** to establish appropriate mitigation measures. In addition, the Company conducts **continuous monitoring and evaluation of operational outcomes** to ensure that business operations are transparent, respect human rights, and meet the expectations of all stakeholders.

Performance 2025



Target

Number of human rights complaints **0 Case**



Performance

No human rights complaints were reported in 2025

Human Rights Due Diligence and Fair Treatment of Employees, Business Partners, and Communities

Aurora Design Public Company Limited recognises the importance of respecting, protecting, and promoting the human rights of employees, business partners, customers, and all stakeholders throughout the Company's value chain. This commitment arises from the Company's business operations, which are directly related to labour practices, procurement, customer service, and relationships with communities. The Company therefore emphasises conducting business with ethics, transparency, and social responsibility.

The Company integrates human rights principles into its organisational management approach by adhering to international human rights standards, particularly the United Nations Guiding Principles on Business and Human Rights (UNGPs). These principles serve as the operational framework for preventing and reducing risks associated with human rights violations in all forms. The Company also promotes safe, fair, and respectful working environments, ensuring dignity, equality, and non-discrimination for employees and all stakeholders

Human Rights Due Diligence: HRDD

The Company has established a human rights due diligence process in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) in order to prevent, reduce, and manage risks that may lead to human rights violations in a systematic manner throughout the Company's value chain. The Company integrates human rights principles into its business operations, organisational management, and procurement processes to promote transparency, accountability to all stakeholders, and alignment with the Environmental, Social and Governance (ESG) framework. The key steps are as follows:

1) Determining the Scope of Human Rights Assessment

The Company defines the scope of its human rights assessment to cover the main processes of its retail business operations, including human resource management, retail and store operations, procurement and supplier management, customer services, and the engagement of contractors or external service providers, as well as relationships with surrounding communities. The assessment also covers stakeholders who may be affected in a comprehensive manner, including employees at all levels, partners, contractors, customers, and communities in areas where the Company operates, including the Company's distribution channels and service delivery.

- **Scope of Personnel**

Human rights policies and assessment processes apply to personnel at all levels of the Company, including members of the Board of Directors, executives, permanent employees, contract employees, retail staff, office staff, temporary employees, and interns, as well as other individuals working under the supervision of, or performing duties on behalf of, the Company, regardless of employment type or workplace.

- **Scope of Operations**

The assessment process covers all operations and activities related to the Company's business operations, including recruitment and human resource management, employment conditions and welfare, working hours, occupational health and safety, the working environment, fair treatment of employees, procurement and supplier selection, and the decision-making and operational processes of all departments within the organisation.

- **Scope of Stakeholders**

The human rights due diligence process covers engagement with all stakeholders related to the Company's operations, including employees and workers in the supply chain, customers and consumers, partners, suppliers, contractors, external service providers, and communities surrounding business premises, retail stores, and areas where the Company operates, including relevant government agencies.

- **Scope of Locations and Service Channels**

The policy and due diligence process apply to all locations and business operation channels of the Company, including the Head Office, all retail branches, operational sites of contractors or external service providers related to the Company, as well as all distribution and service channels such as online channels, digital platforms, and marketing or sales promotion activities in all forms.

- **Scope of Management and Remedial Processes**

This covers processes related to prevention, risk assessment, monitoring, inspection, complaint handling, investigation, and remediation in cases related to human rights violations, ensuring that these processes are conducted fairly, transparently, and with protection for affected parties.

- **Scope of Standards and Reference Principles**

Policies are established with reference to relevant laws, principles of good governance, and international human rights standards, particularly the United Nations Guiding Principles on Business and Human Rights (UNGPs), as well as sustainability guidelines under the ESG framework.

2) Identification of Relevant Human Rights Issues

The Company reviews and analyses activities throughout its value chain that may give rise to human rights risks in both internal operations and among business partners. Key issues considered include employment discrimination, personal data protection and privacy, as well as occupational health and safety and working environment. These issues are compiled into a checklist to support detailed impact assessments.

3) Prioritisation of Human Rights Risk Issues

The Company assesses identified risk issues in order to prioritise them using a Risk Matrix, which considers the severity of impact and the likelihood of occurrence. This approach enables the Company to determine appropriate risk levels and management plans. The Company also requires monitoring and reviewing of the risk assessment at least once a year to ensure that preventive and mitigation measures remain up to date and effective on a continuous basis.

Risk Level	Likelihood of Occurrence (Frequency)	Description of Impact		
		Impact Severity	Number of Affected Stakeholders	Ability to Provide Remedy
5 (Very High Level)	More than once per month	Stakeholders lose their lives	Impacts stakeholders on a broad scale or beyond the operational area	Unable to control or mitigate human rights impacts to restore normal conditions and/or requires more than 5 years for remediation
4 (High Level)	Once per month	Stakeholders suffer disabilities	Impacts more than one group of stakeholders, such as customers and employees	Human rights impacts can be controlled or mitigated to restore normal conditions within 3–5 years
3 (Moderate Level)	4–6 times per year	Stakeholders suffer injuries and require more than 3 days of leave from work	Impacts mainly one group of stakeholders, such as customers or surrounding communities, or multiple employees	Human rights impacts can be controlled or mitigated to restore normal conditions within 1–3 years
2 (Low Level)	2–3 times per year	Stakeholders suffer injuries and require medical treatment	Impacts only some stakeholders within one group, such as customers, partners, communities, or certain employees	Stakeholders affected can be remedied and restored to normal conditions within more than 3 months but less than 1 year
1 (Very Low Level)	Occurs once per year	No impact on the health, hygiene, or safety of employees or stakeholders (basic first aid only)	No impact on relevant stakeholders	Human rights impacts can be controlled or mitigated and restored to normal conditions within less than 3 months

Prioritisation of Human Rights Risk Issues

Risk Matrix		Likelihood Level				
		1 (Very Low)	2 (Low)	3 (Moderate)	4 (High)	5 (Very High)
Impact Level	5 (Very High)					
	3 (Moderate)					
	3 (Moderate)					
	2 (Low)					
	1 (Very Low)					

4) Mitigation and Preventive Measures

The Company has developed measures to reduce the impacts arising from identified risk issues, with a focus on controlling impacts to an acceptable level and creating positive outcomes for stakeholders, in order to serve as preventive measures in the long term.

5) Monitoring and Review

As human rights risks may change according to business activities and stakeholders, the Company regularly reviews and monitors the outcomes. Indicators are established, such as the percentage of employees who have received human rights training and the number of complaints received. The results are reported through the annual report.

6) Remediation and Remedy

The Company has established a grievance mechanism to receive complaints related to human rights violations and has defined appropriate remedial measures, including both financial and non-financial remedies for affected parties. Lessons learned are used to improve preventive measures.

7) Corrective Measures

Remediation and investigation measures are implemented in accordance with the Company's regulations, including procedures for handling complaints related to human rights violations in line with relevant regulations.

Remediation and Remedy Mechanism

Following the risk assessment, the Company has established procedures for remediation and remedy of impacts, as detailed below.



1. Risk Review and Impact Mitigation Planning

The Company receives the results of risk assessments from all operational areas and submits them to the working committee for consideration and decision-making on human rights issues. The committee then reports to the Company's executive committee to ensure that mitigation measures appropriately address each issue. Risk mitigation plans are also developed to reduce the likelihood and severity of potential impacts.



2. Implementation of Risk Mitigation Plans

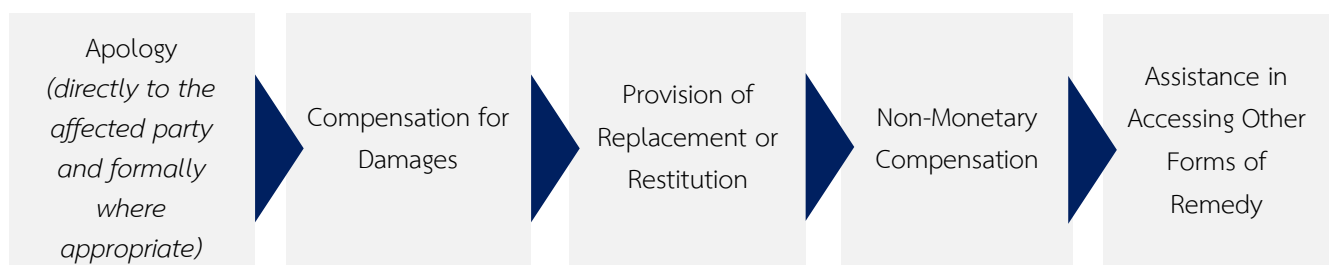
The Company implements the established risk mitigation plans while reporting progress and monitoring outcomes through various communication channels. This includes notifications of incidents requiring attention and any actual impacts that may occur.



3. Impact Remediation

If human rights impacts occur, the Company will provide appropriate remedies to affected parties, monitor the remediation process, improve corrective measures, and continuously communicate with stakeholders until the situation returns to normal.

Company Remediation Approaches



Performance

In 2025, the Company reported no incidents involving human rights violations arising from its operations. The Company has maintained fair employment practices, treated employees equally without discrimination, and ensured freedom of expression within appropriate boundaries. In addition, the Company emphasises the protection and security of personal data and customer transactions, strictly complying with PDPA regulations and professional ethics to effectively prevent violations of privacy rights.

Furthermore, the Company places importance on managing operational impacts on surrounding communities. A structured management system has been developed in accordance with established standards, resulting in no complaints from surrounding communities regarding environmental or health impacts during the year. The effectiveness of the grievance management mechanism reflects the Company’s commitment to human rights, demonstrated through the continued implementation of Zero Incidents, reinforcing responsible and ethical business conduct and accountability to all stakeholders.

Human Rights Salient Risks

Employees	Communities	Partners	Customers
<ol style="list-style-type: none"> Discrimination against employees in recruitment, promotion, and work practices Occupational health, safety, and working environment of employees, particularly retail staff and Head Office employees Employee privacy and protection of employees’ personal data 	<ol style="list-style-type: none"> Management of waste, wastewater, noise, or fumes from operations that may affect the health and quality of life of surrounding communities 	<ol style="list-style-type: none"> Discriminatory practices towards partners Confidentiality of partner information 	<ol style="list-style-type: none"> Discrimination against customers Customer service practices Protection of customer data confidentiality



Employee Engagement



The Company believes that employees are a key driving force in leading the organisation towards sustainable success. Building strong engagement between employees and the organisation is therefore essential to fostering a positive working environment, enhancing operational efficiency, and promoting a sense of pride in being part of the Company. To achieve this, the Company has established **an annual Engagement Plan** aimed at strengthening relationships, participation, and communication between employees and the organisation on a continuous basis. The plan helps reflect employees’ needs and expectations, enabling the Company to develop appropriate activities and measures that effectively respond to those expectations. It also contributes to building motivation, trust, and long-term satisfaction, which form the foundation for the organisation’s stable and sustainable growth.

The Company recognises that employee engagement is a fundamental factor supporting organisational success and sustainable development. Therefore, an annual Engagement Plan has been implemented to create a working environment that promotes employee well-being, pride, and participation. The implementation plan includes the following actions:

1. Data Analysis

Employee engagement survey results and feedback from the Welfare Committee are analysed to identify strengths and areas for improvement.

2. Focus Group Discussions

Discussion forums are organised to gather opinions and suggestions from employees and to promote participation at all levels.

3. Development of Engagement Initiatives

Engagement initiatives are developed based on the issues identified, such as collaborative activities, capability development, work-life balance initiatives, and improvements to the organisational environment.

4. Monitoring and Evaluation

Employee engagement surveys are conducted in 2025 to monitor progress and evaluate the effectiveness of the implemented initiatives.



Performance

In 2025, the employee engagement level was 79%, slightly lower than 80% in 2024, and below the target of not less than 80%. Nevertheless, the Company remains committed to maintaining high engagement standards. A notable achievement is the significant reduction in voluntary employee turnover, which decreased from 40.02% in 2024 to 24.72% in 2025. This reflects the Company's success in employee care and in building trust within the workplace.

Furthermore, in 2025, the Company recorded no incidents of employee collective action or labour disputes related to employee benefits and welfare. There were also no complaints regarding discrimination or unfair labour practices, which has consistently remained at zero cases in recent years. These results demonstrate the effectiveness of the Company's human resource management system, which is conducted with transparency, fairness, and ethical principles. This serves as an important foundation supporting the Company's stable and sustainable growth.

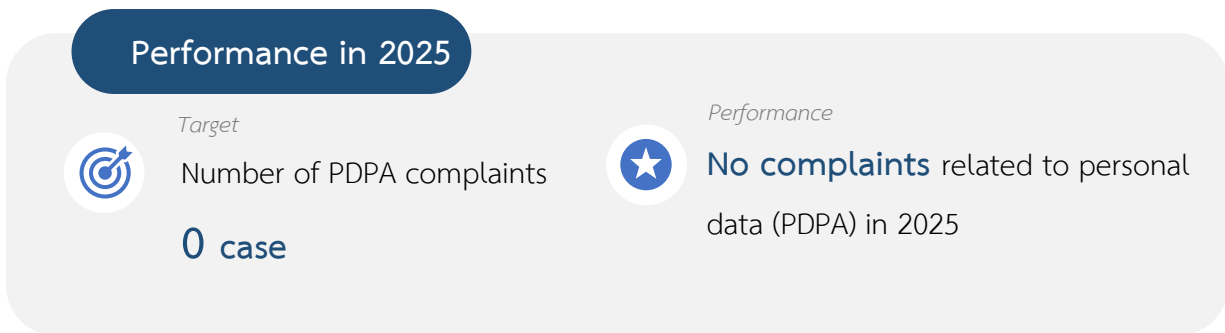
Indicator Detail	Unit	2023	2024	2025
Employee engagement rate	%	80%	79%	81%
Voluntary employee turnover rate	%	N/A	40.02%	24.72%
Number of employee collective actions or labour disputes regarding employee benefits and welfare	Cases	0	0	0
Number of incidents or complaints related to discrimination and unfair labour practices	Cases	0	0	0
Percentage of employees receiving wages equal to or higher than the statutory minimum wage	%	100%	100%	100%



Confidentiality and Protection of Personal Data (PDPA)



The Company recognises that protecting personal data and ensuring information security are critical factors in building trust with customers, business partners, and all stakeholders. The Company's approach not only ensures compliance with the Personal Data Protection Act (PDPA) but also forms a foundation for conducting business in a transparent and responsible manner. To strengthen information security management, the Company has established a key strategic measure by conducting **simulation exercises under the IT Business Continuity Plan (BCP: IT)** to test the readiness of systems and personnel in preventing and responding to potential data-related risks. This approach reflects the Company's commitment to continuously enhancing information security measures.



To strengthen data security and maintain standards for personal data protection, the Company has implemented an operational plan covering both simulation exercises under the IT Business Continuity Plan (BCP: IT) and compliance with the requirements of the Personal Data Protection Act (PDPA). Key activities include the following:

1. BCP (IT) Simulation Exercises

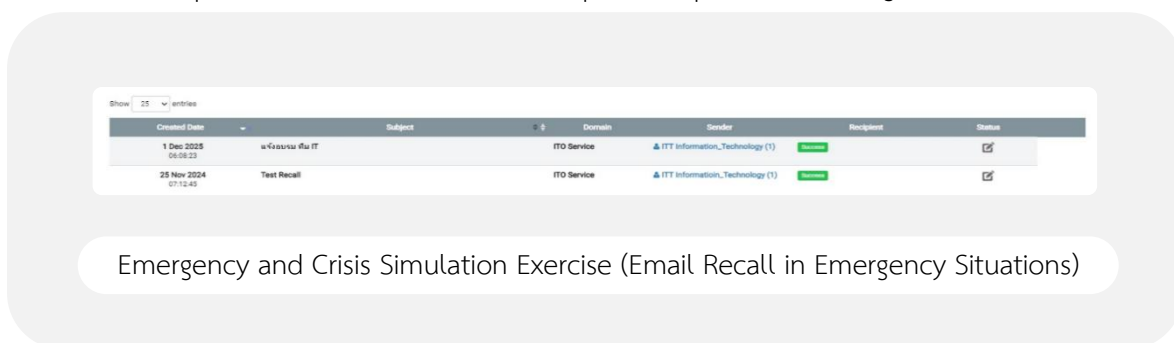
The Company conducted training for users to enhance understanding of PDPA requirements and developed systems to support the retrieval of personal data that may be leaked through email channels. Test data sets were created to simulate real-life scenarios, including internal data breach simulation exercises. In addition, the Company conducted penetration tests to identify cybersecurity vulnerabilities and further strengthen preventive measures to ensure the highest level of information security.

2. PDPA Policy and Measures Management

The Company regularly reviews its PDPA policies to ensure alignment with current situations. These policies are communicated throughout the organisation so that all employees acknowledge and comply with them as a unified standard. The Company also collaborates with relevant authorities to assess and review the adequacy of control measures, ensuring that business operations are conducted securely, transparently, and with full respect for personal data rights.

Performance

In 2025, the Company emphasised strengthening information security through simulation exercises under the BCP IT framework, together with PDPA awareness training and the development of systems supporting the retrieval of personal data that may be leaked via email channels. The Company also conducted incident simulations and penetration testing to identify cybersecurity vulnerabilities and improve preventive measures. These actions are accompanied by regular reviews of policies and control measures to ensure that business operations remain secure and respect the personal data rights of all stakeholders.



The results demonstrate strong performance in maintaining information security standards. The Company has consistently maintained zero complaints related to PDPA and zero personal data breach incidents over the past three years. In addition, the Company conducts emergency and crisis simulation exercises once per year to ensure preparedness. These efforts reaffirm the Company’s commitment to protecting stakeholders’ critical information and strengthening long-term business resilience.

Indicator Detail	Unit	2023	2024	2025
Number of PDPA complaints	Cases	0	0	0
Percentage of employees trained in personal data security	%	N/A	N/A	67.87%
Number of cybersecurity attack incidents	Incidents	0	0	0
Number of personal data breach incidents	Incidents	0	0	0
Number of emergency and crisis simulation exercises	Cases	1	1	1
Number of incidents causing business disruption	Cases	0	0	0



Community Contribution and Engagement



The Company recognises the role of the organisation in creating shared value with society while conducting business in a sustainable manner. Therefore, strategies on social assistance have been established to enhance quality of life and create equal opportunities. Key initiatives include **the employment of persons with disabilities** and older persons to support stable livelihoods; **supporting income generation and employment within communities** to stimulate the local economy; **providing educational scholarships to underprivileged students** to promote learning and youth development; as well as community service projects such as public drainage cleaning and computer donations to schools to increase access to technology and safe environments. These approaches reflect the Company's commitment to sharing value and growing sustainably alongside society.

1. Creating Employment Opportunities

The Company employs persons with disabilities in accordance with the number required by law and extends employment opportunities to persons aged over 60 to work in several departments. The implementation outcomes are monitored and summarised on a continuous basis

2. Supporting Local Economic Development

The Company supports community income by engaging nearby restaurants to prepare lunch for employees, as well as commissioning local vendors to produce advertising materials, vinyl banners, and employee manuals in order to distribute income within the community. At the same time, the Company provides scholarships and supports activities for public schools around the Head Office while collecting data and summarising the outcomes. In addition, employees at branches nationwide are recruited from surrounding communities to create jobs and generate local income directly.

3. Social Development

The Company implements community service projects such as cleaning drainage pipes in the Udomsuk 26 area, supporting lunch meals and personnel for educational institutions, and establishing funds to assist communities during disasters. The Company has also carried out computer donation projects for schools by checking equipment readiness, preparing asset disposal documentation, contacting schools with needs, and delivering and installing the equipment completely.

The results of all projects are summarised to confirm transparency and the effectiveness of social initiatives in a tangible manner.

Performance

The performance in 2025 reflects the Company's commitment to sharing value with society in a tangible manner. The Company successfully implemented five social initiatives, maintaining a consistent level over the past three years. The Company also increased its budget allocated to community development and support to THB 447,635,587, representing a significant increase compared with THB 324,030,280 in 2024. In addition, the effectiveness of the Company's engagement with communities is demonstrated by the absence of any disputes with communities or society throughout the year. These achievements reaffirm the Company's responsibility to society and its commitment to growing sustainably alongside the communities in which it operates.

Performance in 2025

Target



Number of community contribution projects **5 Projects**



Number of community contribution projects in 2025 **6 Projects**

- Employment opportunities for persons with disabilities and older persons
- Community income support initiatives
- Educational support for underprivileged students
- Community employment initiatives
- Disaster relief support projects
- Computer donation projects for schools

Indicator Detail	Unit	2023	2024	2025
Number of community contribution projects	Projects	5	5	6
Number of disputes with communities/society	Cases	0	0	0
Total budget allocated to projects or activities for community/social development and support	THB	0	324,030,280	447,635,587

Employment of Persons with Disabilities and Older Persons

The Company continuously provides employment opportunities for persons with disabilities in accordance with the legally required ratio. During October 2024 – September 2025, the Company employed 19 persons with disabilities, and during October 2025 – September 2026, 22 persons with disabilities, generating a **Social Return on Investment (SROI) valued at THB 2,649,900.00.**

In addition, the Company employed **two older persons** to promote opportunities for employment and participation in economic activities in a sustainable manner

Educational Support for Underprivileged Students

The Company places importance on promoting educational opportunities for youth in surrounding communities, particularly those near the Head Office. The Company organises and supports educational activities, including providing scholarships to public schools to enhance learning opportunities and support sustainable educational development.

On 8 February 2025, the Company supported educational activities and scholarships at **Amnuaykanoksiri Anusorn School, Bang Na District, Bangkok.** The initiative focused on promoting knowledge of gems and jewellery, including precious stones and gold, to build fundamental understanding of career opportunities and inspire future career development. The initiative generated a Social Return on Investment (SROI) valued at THB 74,388.50.





On 1 July 2025, the Company supported educational equipment related to goldsmithing skills for **Kanchanapisek College of Royal Goldsmiths**, including **12 display cabinets for jewellery products with display equipment**, to be used as teaching materials and to provide practical learning experiences for students.

On 24 July 2025, the Company provided **educational scholarships to Samut Songkhram Technical College** by allocating THB 8,000 from the proceeds of product sales after expenses, to promote educational opportunities and support the continuous development of youth potential.

Community Income Support Project



The Company emphasises creating positive economic impacts for surrounding communities by supporting local entrepreneurs and businesses. The Company prioritises the use of goods and services from businesses located near the Head Office to distribute income and strengthen the local economy. During the reporting year, the Company supported community income by procuring goods and services from vendors and entrepreneurs located around the Head Office, including providing lunch meals for employees from restaurants in the Bang Na area, as well as purchasing fruit arrangements from local fruit shops for employee welfare activities. These activities generated a Social Return on Investment (SROI) valued at THB 7,490,386.13 (for 2025).

Community Employment Project

The Company prioritises creating employment opportunities for local communities by implementing a policy of **hiring branch employees from the areas in which the branches operate** on a continuous basis. The Company does not recruit external workers for branch-level positions. From 1 January 2025 to the present, this initiative has helped distribute income within communities and strengthen local economic resilience.

The initiative has generated positive social impact, with the **Social Return on Investment (SROI)** valued at THB 437,495,301.

Disaster Relief Support



Aurora Design Public Company Limited places importance on providing assistance to society during times of disaster. On 29 November 2025, the Company donated consumer goods, drinking water, and ready-to-eat food to support residents affected by flooding in **Hat Yai District, Songkhla Province**, with a total value of **THB 500,000**. The donation was delivered to the **Temporary Disaster Relief and Evacuation Centre at Wat Khlong Rian, Kho Hong Subdistrict, Hat Yai District, Songkhla Province**.

On 28 November 2025, the Company, represented by **Mr. Anirut Srirungthum, Chief Retail Development Officer**, donated rice and essential consumer goods valued at **THB 400,000** to support flood victims in the southern region, through **the Tham-Dee Foundation**, to provide initial disaster relief.

Computer Donation Project

In 2025, the Company donated computer equipment to educational and public health institutions, including **Sakhonrat School**, **Sakon Nakhon Rajabhat University**, and **Chitavej Nakhon Phanom Hospital**, to support access to information technology and improve efficiency in learning, teaching, and healthcare services.

These initiatives form part of the Company's commitment to supporting social development, reducing inequality in access to technological resources, and promoting the development potential of local organisations, thereby creating sustainable positive social impact.



Donation to Sakonraj School



Donation to Sakon Nakhon Rajabhat University



Donation to Nakhon Phanom Psychiatric Hospital



Donated Equipment

Aurora Design Public Company Limited places importance on conducting business collaboratively with partners based on fairness, transparency, and integrity in order to jointly create value and strengthen business sustainability. The Company therefore implements Supply Chain Management practices that consider environmental, social, and governance (ESG) aspects to ensure long-term shared benefits for all stakeholders.

Supplier Management Approach

The Company manages suppliers in strict compliance with relevant policies and laws, including contractual agreements with suppliers. The Company adheres to principles of fairness, transparency, and equal treatment for all suppliers. Supplier management practices emphasise efficiency, business ethics, and operational transparency. The Company conducts business in a manner that prevents unfair practices and ensures compliance with applicable regulations and ethical standards. The Company has established processes and guidelines for supplier engagement as follows:

- Conduct procurement processes based on ethical principles and transparency, considering suitability in terms of quality, price, and quantity to ensure that suppliers are treated fairly, accurately, clearly, and comprehensively. The Company also communicates policies and principles to suppliers to ensure alignment with the evolving business environment.
- Establish criteria and conditions for supplier selection and registration for the procurement of goods and services through a comprehensive and appropriate evaluation process.
- Conduct ongoing assessments of supplier quality and performance to ensure that suppliers meet operational standards while maintaining ethical conduct, integrity, and responsibility towards society and the environment, including respect for human rights, and encouraging suppliers to adhere to ethical standards throughout the supply chain.

Supplier Risk Assessment

1. Economic

The Company conducts business in accordance with good corporate governance principles, taking into account the balanced interests of stakeholders. The Company emphasises sustainable business growth based on appropriate and value-driven investments in order to enhance the organisation's economic stability while supporting the overall resilience of the economic system.

2. Environment

The Company establishes policies, practices, and codes of conduct related to sustainable operations, emphasising efficient, transparent, and fair supply chain management. Environmental considerations cover environmental, social, and human rights issues, including fundamental human rights, child labour, working conditions, compensation, occupational health and safety, business ethics, and environmental standards. The Company promotes responsible environmental management practices across the supply chain, including:

- Environmentally responsible product design and development
- Monitoring and control of greenhouse gas emissions
- Improving operational efficiency to reduce electricity consumption
- Efficient water management and reduction of water consumption
- Waste management, recycling, and reuse

3. Social

The Company prioritises fair and equitable human resource management, recognising the importance of employees and supporting harmonious relationships with surrounding communities. Key areas include:

Occupational health and safety management in the workplace

- Human rights protection and prevention of child labour
- Strengthening employee engagement and relationships
- Confidentiality and protection of personal data (PDPA)
- Participation in community contribution and engagement

4. Governance

The Company has established a sustainability and corporate governance structure to define and drive governance policies, sustainability policies, and anti-corruption policies, including codes of conduct and operational guidelines aligned with regulatory requirements, relevant laws, and international best practices. The Company places importance on risk management related to personal data protection, cyber security, and business continuity. Internal control and monitoring systems are continuously strengthened to enhance operational effectiveness while promoting organisational culture in ethics, transparency, and accountability to support sustainable business operations.

Criteria for Supplier Selection and Registration (*Approved Vendor List: AVL*)

The Company has established criteria for evaluating and selecting suppliers for inclusion in the Approved Vendor List (AVL) based on the following assessment scores:

- **Grade A (90%–100%)** Suppliers with excellent evaluation results and approved for supplier registration.
- **Grade B (70%–89%)** Suppliers with moderate evaluation results who receive improvement recommendations while remaining on the Approved Vendor List.
- **Grade C (50%–69%)** Suppliers with moderate evaluation results who receive improvement recommendations while remaining on the Approved Vendor List.
- **Grade D (0%–49%)** Suppliers with low evaluation results who are notified for improvement and may be considered for removal from the Approved Vendor List.

Performance

Indicator Detail	Unit	2023	2024	2025
Percentage of new suppliers assessed based on sustainability criteria	%	N/A	100%	100%
Percentage of significant suppliers monitored for compliance with the Supplier Code of Conduct	%	0%	11%	62%

ESG Assessment Results

For supplier assessment, the Company distributed ESG evaluation forms to suppliers involved in procurement activities to conduct self-assessment. The Company compiled the results of supplier ESG assessments for 2025, classified by score levels in each dimension as follows:

ESG Rating	Environment (E)	Social (S)	Governance (G)
A	42	53	44
B	109	98	110
C	69	73	68
D	12	8	10
Total Suppliers	232	232	232

(Remark: E = Environment, S = Social, G = Governance)

GRI Content Index

GRI Standard	Disclosure	Location (Page No.)	Requirements Omitted	Reason	Explanation
GRI 2: General Disclosures 2021					
2-1	Organizational details	Page 7-11		-	-
2-2	Entities included in the sustainability report	Page 3		-	-
2-3	Reporting period, frequency, and contact point	Page 3		-	-
2-6	Activities, value chain, and other business relationships	Page 11		-	-
2-12	Role of the highest governance body in overseeing sustainability	Page 28-32		-	-
2-13	Delegation of responsibility for managing impacts	Page 1-2, 28-32		-	-
2-14	Role of the highest governance body in sustainability reporting	Page 28-32		-	-
2-16	Communication of critical concerns	Page 68-74		-	-
2-23	Policy commitments	Page 4-6, 34-36		-	-
2-24	Embedding policy commitments	Page 4-6, 34-36		-	-
GRI 3: Material Topics 2021					
3-1	Process to determine material topics	Pages 14-15		-	-
3-2	List of material topics	Pages 14-27		-	-


GRI Standard	Disclosure	Location (Page No.)	Requirements Omitted	Reason	Explanation
GRI 200: Economic Topics					
201-1	Direct economic value generated and distributed	Pages 33		-	-
205-1	Operations assessed for risks related to corruption	Page 88		-	-
203-1	Infrastructure investments and services supported	Page 38-63		-	-
203-2	Significant indirect economic impacts	Page 80-85		-	-
GRI 300: Environmental Topics					
302-1	Energy consumption within the organization	Page 50-53		-	-
305-1	Direct (Scope 1) GHG emissions	Page 48-49		-	-
305-2	Energy indirect (Scope 2) GHG emissions	Page 48-53		-	-
306-2	Waste by type and disposal method	Page 56-63		-	-
303-5	Water consumption	Page 54-55		-	-
GRI 400: Social Topics					
403-1	Occupational health and safety management system	Page 64-66		-	-
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	Omission	Due to benefits sensitivity	The company will consider disclosing this information in 2026.
403-6	Promotion of employee health	Page 64-66		-	-

GRI Standard	Disclosure	Location (Page No.)	Requirements Omitted	Reason	Explanation
404-2	Programs for upgrading employee skills	Page 75-76		-	-
413-1	Operations with local community engagement	Page 80-85		-	-
416-1	Assessment of the health and safety impacts of product and service categories	Page 45-47		-	-
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 77-79		-	-



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