EQUITY RESEARCH - RESULTS FLASH



TARGET PRICE

UP/DOWNSIDE

TP vs CONSENSUS

CLOSE





HOME PRODUCT CENTER

THAILAND / COMMERCE

HMPRO TB

BUY

THB13.20

THB9.50

+38.9%

+6.8%

3Q24 results at first glance

กำไรสุทธิ 3Q24 ใกล้เคียงที่เราและตลาดคาด

Highlights

- HMPRO รายงานกำไรสุทธิ 3Q24 อยู่ที่ 1.44พัน ลบ. ลดลง 11% q-q จากปัจจัยด้าน ฤดูกาลและ 5.9% y-y จากยอดขายที่ลดลงและค่าใช้จ่ายดอกเบี้ยที่สูงขึ้น
- รายได้รวมลดลง 2.7% y-y ในไตรมาสนี้จากอัตราการเติบโตของยอดขายสาขาเดิม (SSSG) ที่ติดลบในสาขาทุกประเภท (HomePro -5.8%, MegaHome -3.9%, และ HomePro-Malaysia -1.4%) ตามอุตสาหกรรมในภาพรวมที่ฟื้นตัวช้า ฝนที่มากกว่าปีที่ แล้วและผลกระทบของการก่อสร้างถนนที่กระทบกับการเดินทางของลูกค้ามายังสาขา ราชพฤกษ์ ในขณะที่รายได้จากค่าเช่าเพิ่ม 8% y-y โดยได้ปัจจัยหนุนจากพื้นที่เช่า ของ HomePro และ Market Village โดยเฉพาะในสาขาท่องเที่ยว
- ใน 3Q24 อัตรากำไรขั้นต้น (GPM) ปรับเพิ่ม 30bps y-y เป็น 27.1% จากยอดขาย
 Private brand ของ MegaHome ที่สูงขึ้นเป็น 21.1% (+1.9% y-y) ค่าใช้จ่ายการขาย
 และบริหาร (SG&A) ยังทรงตัว y-y ในขณะที่ค่าใช้จ่ายดอกเบี้ยเพิ่มจากการออกหุ้นกู้
 ใหม่เพื่อทดแทนของเดิมที่มีอัตราดอกเบี้ยสูงกว่า
- กำไรสุทธิในช่วง 9M24 คิดเป็น 74% ของประมาณการทั้งปีของเรา เราคงประมาณการ กำไรสุทธิปี 2024 ของเราที่ 6.43พัน ลบ. (ทรงตัว y-y) เราคาดว่า 3Q24 จะเป็นไตรมาส ที่กำไรจะเป็นจุดต่ำที่สุดของปีนี้ก่อนฟื้นตัว q-q ใน 4Q24 และคาดกำไรสุทธิ 2025 อยู่ที่ 6.78พัน ลบ. (+5.4% y-y) โดยคาดว่า SSSG จะพลิกเป็นบวกที่ 3% และอัตรากำไร ขั้นตัน (GPM) จะสูงขึ้น 10bps y-y
- QTD SSSG ในช่วงเดือน ต.ค. มีแนวโน้มฟื้นตัวทั้ง HomePro (-3-4%) และ
 MegaHome (+3-4%) โดยน่าจะได้ประโยชน์จากการฟื้นตัวหลังน้ำลดและมาตรการ
 กระตุ้นเศรษฐกิจผ่านเงินดิจิตอลจำนวน 10,000 บาท
- ปัจจุบัน HMPRO มีการซื้อขายที่ 18.4x 2025E P/E ซึ่งต่ำกว่าค่าเฉลี่ยในอดีตที่ 31x
 และค่าเฉลี่ยของกลุ่มฯ ที่ 23x
- คงคำแนะนำซื้อที่ราคาเป้าหมายปี 2025 ที่ 13.2 บาท (DCF)

KEY STOCK DATA

YE Dec (THB m)	2023	2024E	2025E	2026E
Revenue	72,822	72,872	77,094	81,475
Net profit	6,442	6,433	6,779	7,029
EPS (THB)	0.49	0.49	0.52	0.53
vs Consensus (%)	-	(3.7)	(4.9)	(10.0)
EBITDA	11,948	12,231	13,014	13,739
Recurring net profit	6,442	6,433	6,779	7,029
Core EPS (THB)	0.49	0.49	0.52	0.53
EPS growth (%)	3.6	(0.1)	5.4	3.7
Core P/E (x)	19.4	19.4	18.4	17.8
Dividend yield (%)	4.2	4.2	4.4	4.6
EV/EBITDA (x)	11.4	11.2	10.6	10.2
Price/book (x)	4.9	4.7	4.5	4.3
Net debt/Equity (%)	44.5	45.3	48.4	50.0
ROE (%)	25.9	24.6	24.8	24.6



Share price performance	1 Month	3 Month	12 Month
Absolute (%)	(9.5)	5.6	(18.1)
Relative to country (%)	(9.7)	(5.0)	(21.8)
Mkt cap (USD m)			3,691
3m avg. daily turnover (USD m)			14.0
Free float (%)			42
Major shareholder		Land & Hou	uses (30%)
12m high/low (THB)			12.50/7.65
Issued shares (m)			13,151.12

Sources: Bloomberg consensus; FSSIA estimates



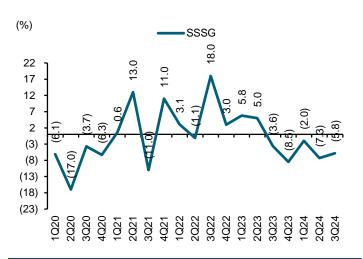
Thada JiracharoenyingFundamental Investment Analyst on Securities; License no. 054189 thada.j@fssia.com, +66 2646 9964

Exhibit 1: HMPRO – 3Q24 results summary

YE Dec 31	3Q23	4Q23	1Q24	2Q24	3Q24	Cha	nge		9M24		2024E	Change
	(THB m)	(q-q%)	(y-y%)	(THB m)	(y-y%)	%24E	(THB m)	(y-y%)				
Total revenue	17,491	18,177	18,788	18,535	17,013	(8.2)	(2.7)	54,335	(0.6)	<i>7</i> 5	72,872	0.1
Retail sales	16,390	16,881	17,664	17,398	15,930	(8.4)	(2.8)	50,992	(0.8)	75	68,297	0.0
Rental and service income	434	507	451	458	467	2.1	7.7	1,376	0.1	75	1,839	(2.3)
Other income	666	788	673	679	615	(9.4)	(7.6)	1,967	5.3	72	2,736	3.0
Gross profit	5,280	5,717	5,563	5,501	5,192	(5.6)	(1.7)	16,255	0.3	74	22,077	0.7
Operating costs	(3,237)	(3,507)	(3,273)	(3,339)	(3,203)	(4.1)	(1.0)	(9,815)	(0.8)	73	(13,517)	0.9
Operating profit	2,043	2,210	2,289	2,162	1,989	(8.0)	(2.7)	6,440	2.1	<i>7</i> 5	8,561	0.5
Other income (expense)	(1)	13	8	22	(36)	(261)	5,334	(6)	(146.0)	(11)	50	79.9
Interest expense	(138)	(166)	(158)	(162)	(180)	11.2	29.9	(499)	24.3	75	(667)	17.5
Profit before tax	1,904	2,058	2,140	2,022	1,773	(12.3)	(6.9)	5,935	0.3	75	7,942	(0.4)
Tax	(371)	(380)	(427)	(401)	(331)	(17.3)	(10.7)	(1,159)	0.6	77	(1,509)	(1.5,
Reported net profit	1,533	1,677	1,713	1,622	1,442	(11.1)	(5.9)	4,777	0.3	74	6,433	(0.1)
Recurring net profit	1,533	1,677	1,713	1,622	1,442	(11.1)	(5.9)	4,777	0.3	74	6,433	(0.1)
EPS (THB)	0.12	0.13	0.13	0.12	0.11	(11.1)	(5.9)	0.36	0.2	74	0.49	(0.1)
Recurring EPS (THB)	0.12	0.13	0.13	0.12	0.11	(11.1)	(5.9)	0.36	0.2	74	0.49	(0.1)
Key ratios (%)	(%)	(%)	(%)	(%)	(%)	(ppt)	(ppt)	(%)	(ppt)		(%)	(ppt)
Retail sales margin	26.7	27.3	26.2	26.3	27.1	0.8	0.3	26.3	(0.0)		26.7	0.1
Rental margin	54.1	61.9	56.4	55.1	57.1	2.0	3.0	56.2	(0.7)		60.0	1.8
Operating margin	12.5	13.1	13.0	12.4	12.5	0.1	0.0	12.6	0.4		12.5	0.1
Recurring net margin	8.8	9.2	9.1	8.7	8.5	(0.3)	(0.3)	8.8	0.1		8.8	(0.0)
SG&A / sales	19.7	20.8	18.5	19.2	20.1	0.9	0.4	19.2	(0.0)		19.8	0.2
Operating statistics												
SSSG (%)												
HomePro	(3.6)	(8.5)	(2.0)	(7.3)	(5.8)						(4.0)	
MegaHome	(1.5)	(7.0)	(4.0)	(1.3)	(3.9)						(2.0)	
HomePro-Malaysia	(6.0)	(2.0)	1.0	(10.4)	(1.4)						(3.0)	
Number of stores (no.)	124	128	128	130	133						135	
Home Pro	87	89	89	90	92						92	
Home Pro S	5	5	5	5	5						5	
Mega Home	25	27	27	28	29						31	
Home Pro Malaysia	7	7	7	7	7						7	

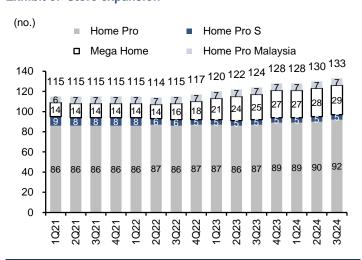
Sources: HMPRO; FSSIA estimates

Exhibit 2: HMPRO's SSSG



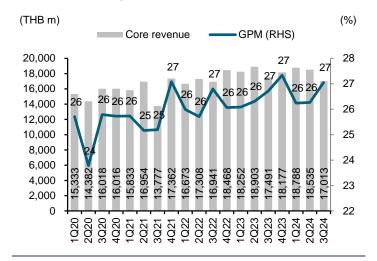
Sources: HMPRO; FSSIA estimates

Exhibit 3: Store expansion



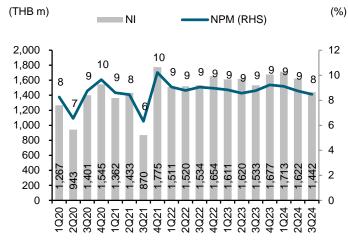
Sources: HMPRO; FSSIA estimates

Exhibit 4: Quarterly revenue and GPM



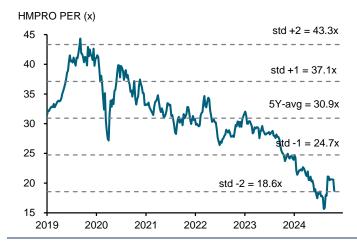
Sources: HMPRO; FSSIA estimates

Exhibit 5: Quarterly net profit and NPM



Sources: HMPRO; FSSIA estimates

Exhibit 6: Rolling one-year forward P/E band



Sources: Bloomberg; FSSIA estimates

Exhibit 7: Rolling one-year forward P/BV band



Sources: Bloomberg; FSSIA estimates

Exhibit 8: Commerce peers as of 28 October 2024

Company	BBG	Rec	S	hare price	·	Market	F	E	R	DE	PE	3V	EV/ EB	ITDA
			Current	Target	Upside	Сар	24E	25E	24E	25E	24E	25E	24E	25E
			(LCY)	(LCY)	(%)	(USD m)	(x)	(x)	(%)	(%)	(x)	(x)	(x)	(x)
Consumer Staple														
CP All	CPALL TB	BUY	64.25	83.00	29	17,053	23.6	20.8	20.9	21.3	5.1	4.5	19.2	16.8
CP Axtra	CPAXT TB	BUY	32.50	42.00	29	10,013	32.5	26.1	3.5	4.3	1.1	1.1	11.1	9.7
Berli Jucker	BJC TB	BUY	24.00	31.00	29	2,842	21.8	18.8	3.7	4.2	8.0	8.0	12.1	11.7
Consumer Staple average						29,908	25.9	21.9	9.4	9.9	2.3	2.1	14.1	12.7
Consumer Discretionary	<u> </u>	•	•											
Com7	COM7 TB	BUY	26.00	24.00	(8)	1,809	19.6	18.2	36.1	33.2	6.5	5.6	13.3	11.8
Central Retail Corp	CRC TB	BUY	31.00	40.00	29	5,524	21.9	20.0	12.2	12.4	2.6	2.4	9.4	8.9
Home Improvement														
Index Living Mall	ILM TB	BUY	17.70	26.70	51	264	11.4	10.5	12.9	13.5	1.4	1.4	6.3	5.8
Home Product Center	HMPRO TB	BUY	9.50	13.20	39	3,691	19.4	18.4	24.6	24.8	4.7	4.5	11.2	10.6
Siam Global House	GLOBAL TB	HOLD	15.60	17.30	11	2,398	31.9	27.4	10.6	11.7	3.3	3.1	24.6	21.4
Dohome	DOHOME TB	HOLD	9.80	10.50	7	935	49.8	34.1	5.1	7.0	2.5	2.3	20.0	17.2
Home Improvement avg.						7,288	28.1	22.6	13.3	14.2	3.0	2.8	15.5	13.8
Consumer Discretionary avg.						14,621	25.7	21.4	16.9	17.1	3.5	3.2	14.1	12.6
Total average						44,529	25.8	21.6	14.4	14.7	3.1	2.9	14.1	12.7

Source: FSSIA estimates

Financial Statements

Home Product Center

Profit and Loss (THB m) Year Ending Dec	2022	2023	2024E	2025E	2026E
Revenue	69,389	72,822	72,872	77,094	81,475
Cost of goods sold	(48,783)	(50,904)	(50,795)	(53,684)	(56,722)
Gross profit	20,607	21,918	22,077	23,410	24,752
Other operating income	=	-	-	-	-
Operating costs	(12,519)	(13,401)	(13,517)	(14,415)	(15,403)
Operating EBITDA	11,244	11,948	12,231	13,014	13,739
Depreciation	(3,156)	(3,431)	(3,670)	(4,018)	(4,389)
Goodwill amortisation	0	0	0	0	0
Operating EBIT	8,088	8,516	8,561	8,995	9,350
Net financing costs	(428)	(540)	(617)	(625)	(670)
Associates	0	0	0	0	0
Recurring non-operating income	0	(2)	(2)	(2)	(2)
Non-recurring items	7.660	0 7.075	0	0	0
Profit before tax Tax	7,660	7,975	7,942	8,369	8,678 (1,640)
Profit after tax	(1,441) 6,219	(1,533) 6,442	(1,509) 6,433	(1,590) 6,779	(1,649) 7,029
Minority interests	0,219	0,442	0,433	0,779	0
Preferred dividends	0	0	0	0	0
Other items	0	0	0	0	0
Reported net profit	6,219	6,442	6,433	6,779	7,029
Non-recurring items & goodwill (net)	0	0	0	0	0
Recurring net profit	6,219	6,442	6,433	6,779	7,029
Per share (THB)					
Recurring EPS *	0.47	0.49	0.49	0.52	0.53
Reported EPS	0.47	0.49	0.49	0.52	0.53
DPS	0.38	0.40	0.40	0.42	0.44
Diluted shares (used to calculate per share data)	13,151	13,151	13,151	13,151	13,151
Growth					
Revenue (%)	8.5	4.9	0.1	5.8	5.7
Operating EBITDA (%)	9.4	6.3	2.4	6.4	5.6
Operating EBIT (%)	14.5	5.3	0.5	5.1	3.9
Recurring EPS (%)	14.3	3.6	(0.1)	5.4	3.7
Reported EPS (%)	14.3	3.6	(0.1)	5.4	3.7
Operating performance					
Gross margin inc. depreciation (%)	29.7	30.1	30.3	30.4	30.4
Gross margin exc. depreciation (%)	34.2	34.8	35.3	35.6	35.8
Operating EBITDA margin (%)	16.2	16.4	16.8	16.9	16.9
Operating EBIT margin (%)	11.7	11.7	11.7	11.7	11.5
Net margin (%)	9.0	8.8	8.8	8.8	8.6
Effective tax rate (%)	18.8	19.2	19.0	19.0	19.0
Dividend payout on recurring profit (%)	80.4	81.7	81.7	81.7	81.7
Interest cover (X)	18.9	15.8	13.9	14.4	13.9
Inventory days	104.8	106.1	108.3	106.1	107.0
Debtor days	9.8	10.5	10.6	10.3	10.3
Creditor days	119.1	119.3	117.8	115.0	115.4
Operating ROIC (%) ROIC (%)	24.7 16.5	24.1 15.9	22.5 15.0	22.1 15.0	21.6 14.7
ROE (%)	26.4	25.9	24.6	24.8	24.6
ROA (%)	10.6	10.2	9.9	9.9	9.7
* Pre exceptional, pre-goodwill and fully diluted	10.0	10.2	9.9	5.5	9.7
	2022	2022	2024E	20255	20265
Revenue by Division (THB m)	2022	2023	2024E	2025E	2026E
Sales	65,091	68,283	68,297	72,328	76,539
Rental and service	1,721	1,882	1,839	1,948	2,061
Others	2,578	2,656	2,736	2,818	2,874

Sources: Home Product Center; FSSIA estimates

Financial Statements

Home Product Center

6,442 6,433 3,431 3,670 0 0 - 0 (968) (60) 8,906 10,043 0 0 6,142) (5,656) 30 127 (24) (5) 6,136) (5,534) 0 0 0 2,499 874	4,018 0 0 (113) 3 10,684 0 0 (6,222) 7 65 0 (408) (6,565)	7,029 4,389 0 - (121) 11,297 0 (6,408)
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0	0 - (121) 11,297 0
(968) (60) 8,906 10,043 0 0 0 5,142) (5,656) 30 127 (24) (5) 5,136) (5,534) 5,260) (5,253) 0 0	- (113) 3 10,684 0 (6,222) 7 65 (408) (6,565)	(121) 11,297 0
8,906 10,043 0 0 5,142) (5,656) 30 127 (24) (5) 5,136) (5,534) 5,260) (5,253) 0 0	3 10,684 0 0 (6,222) 7 65 0 (408) (6,565)	11,297 0
8,906 10,043 0 0 5,142) (5,656) 30 127 (24) (5) 5,136) (5,534) 5,260) (5,253) 0 0	3 10,684 0 0 (6,222) 7 65 0 (408) (6,565)	11,297 0
0 (5,656) 30 (24) (5,656) (24) (5,534) 5,260) (5,253)	0 (6,222) 65 (408) (6,565)	0
5,142) (5,656) 30 127 (24) (5) 5,136) (5,534) 6,260) (5,253) 0 0	(6,222) (7 65 (408) (6,565)	
30 127 (24) (5) 5,136) (5,534) 6,260) (5,253)	65 (408) (6,565)	(0,400)
(24) (5) 5,136) (5,534) 6,260) (5,253) 0 0	(408) (6,565)	168
5,136) (5,534) 5,260) (5,253) 0 0	(6,565)	(424)
5,260) (5,253) 0 0		(6,664)
0 0	(5,535)	(5,739)
		(0,700)
		1,467
0 0	,	0,101
2,762) (4,379)		(4,272)
0 0		0
0 0		0
0 0	0	0
1,008 130	656	361
37.61 5,176.00	4,778.75	5,340.36
68.86 5,382.82	6,190.97	6,100.05
0.33 0.39	0.36	0.41
0.48 0.41		0.46
0.75 0.77		0.87
2023 2024E	2025E	2026E
9,722 65,378		78,008
3,543) (32,213)		(40,621)
1,179 33,165 0 0	·	37,387 0
0 0		0
0 0		0
6,429 6,559		7,575
2,115 2,116		2,366
3,965 14,005		15,795
150 150		168
2,659 22,830		25,904
5,210 15,221	·	17,017
9,048 71,215		80,308
5,559 26,739		29,272
0 0	0	0
5,559 26,739	27,983	29,272
1,743 11,051	12,277	13,145
8,167 8,173	8,646	9,138
9,910 19,224	20,923	22,283
5,225 15,206	16,085	17,012
6,060 7,625	8,470	9,069
2,294 2,421	2,495	2,672
3,579 25,252	27,051	28,753
9,047 71,215	75,957	80,308
,289) (1,356)		(1,355)
5,100 47,030	50,162	53,050
1.94 2.03	3 2.13	2.23
1.94 2.03		2.23
44.5 45.3	48.4	50.0
16.5 17.0	17.8	18.2
1.0 0.9	0.9	0.9
22.1 18.9	20.9	19.7
2023 2024E	2025E	2026E
19.4 19.4	18.4	17.8
		24.7
		17.8
		4.6
		4.3
		4.3
11.4 11.2	10.6	10.2
15.5 15.2	2 14.4	13.7
		2.6
	16.5 17.0 1.0 0.9 22.1 18.9 2023 2024E 19.4 19.4 26.9 27.0 19.4 4.2 4.2 4.9 4.7 4.9 4.7 11.4 11.2 15.5 15.2	16.5 17.0 17.8 1.0 0.9 0.9 22.1 18.9 20.9 2023 2024E 2025E 19.4 19.4 18.4 26.9 27.0 25.6 19.4 19.4 18.4 4.2 4.2 4.4 4.9 4.7 4.5 4.9 4.7 4.5 11.4 11.2 10.6

Sources: Home Product Center; FSSIA estimates

Home Product Center PCL (HMPRO TB)

FSSIA ESG rating

★ ★ ★ ★

Exhibit 9: FSSIA ESG score implication

87.20 /100

Rating	Score	Implication
****	>79-100	Leading its industry peers in managing the most significant ESG risks which not only better cost efficiency but also lead to higher profitability.
***	>59-79	A mixed track record of managing the most significant ESG risks and opportunities relative to industry peers.
***	>39-59	Relevant ESG materiality matrix has been constructively addressed, well-managed and incorporated into day-to-day operations, in which targets and achievements are evaluated annually.
**	>19-39	Relevant ESG materiality matrix has been identified with key management in charge for progress to be followed up on and to provide intensive disclosure. Most targets are conventional and achievable.
*	1-19	The company has adopted the United Nations Sustainable Development Goals (UN SDGs), established sustainability management guidelines and fully complies with regulations or ESG suggested guidance from related organizations such as the SET and SEC.

Sources: FSSIA estimates

Exhibit 10: ESG – peer comparison

	FSSIA			Domes	stic ratings	·		Global ratings						Bloomberg		
	ESG score	DJSI	SET THSI	THSI	CG score	AGM level	Thai CAC	Morningstar ESG risk	ESG Book	MSCI	Moody's	Refinitiv	S&P Global	ESG score	Disclosure score	
SET100	69.20	5.34	4.40	4.40	4.76	4.65	3.84	Medium	51.76	BBB	20.87	58.72	63.91	3.72	28.17	
Coverage	67.12	5.11	4.15	4.17	4.83	4.71	3.53	Medium	52.04	BB	16.97	56.85	62.09	3.40	31.94	
DOHOME	42.34				5.00	5.00	Declared	Medium	37.50			37.19	20.00	4.17	46.91	
GLOBAL	59.18		Υ	Y	5.00	5.00	Declared	Low	53.10			36.48	41.00	3.24	52.38	
HMPRO	87.20	Y	Υ	Y	5.00	5.00	Certified	Low	66.54	AA	37.00	65.78	81.00	5.36	62.59	
ILM	20.00				5.00	5.00	Certified									
MEGA	54.48		Y	Υ	4.00	4.00	Declared	Medium	66.56			58.59	24.00	2.39		

Sources: <u>SETTRADE.com</u>; FSSIA's compilation

Exhibit 11: ESG score by Bloomberg

FY ending Dec 31	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
ESG financial materiality scores - ESG score	2.33	2.48	3.72	3.82	3.88	3.90	4.43	5.36
BESG environmental pillar score	0.72	0.90	1.00	1.21	1.16	1.36	2.58	4.21
BESG social pillar score	3.21	3.22	7.34	7.42	7.72	7.47	7.70	8.17
BESG governance pillar score	3.47	3.69	3.92	3.83	3.85	3.82	3.62	4.08
ESG disclosure score	49.20	49.20	53.02	53.90	58.58	59.11	60.32	62.59
Environmental disclosure score	28.39	28.39	39.08	41.71	41.71	41.71	41.71	45.15
Social disclosure score	35.49	35.49	36.28	36.28	50.33	51.93	55.56	58.95
Governance disclosure score	83.59	83.59	83.59	83.59	83.59	83.59	83.59	83.59
Environmental								
Emissions reduction initiatives	Yes							
Climate change policy	No	No	No	Yes	Yes	Yes	Yes	Yes
Climate change opportunities discussed	No							
Risks of climate change discussed	No	No	No	Yes	Yes	Yes	Yes	Yes
GHG scope 1	1	1	1	1	0	0	0	0
GHG scope 2 location-based	91	85	92	84	85	63	64	71
GHG Scope 3	23	23	23	27	28	27	26	26
Carbon per unit of production	_	_	_	_	_	_	_	_
Biodiversity policy	Yes							
Energy efficiency policy	Yes							
Total energy consumption	_	_	_	_	_	_	_	198
Renewable energy use	_	_	_	_	_	_	_	51
Electricity used	159	158	158	144	147	112	136	146
Fuel used - natural gas	_	_	_	_	_	_	_	_

Sources: Bloomberg; FSSIA's compilation

Exhibit 12: ESG score by Bloomberg (cont.)

Fuel used - crude oil/diesel Waste reduction policy Hazardous waste Total waste Waste recycled Waste sent to landfills Environmental supply chain management Water policy Water policy Water policy Water consumption Social Human rights policy Policy against child labor Cousumer data protection policy Fequal opportunity policy Gender pay gap breakout Pct women in workforce Anti-bribery ethics policy Health and safety policy Anti-bribery ethics policy Fair remuneration policy Fair of management No Covernance Board size No. of independent directors (ID) No. of women on board No. of onon-executive directors on board Space of the yolicy of the year Board meeting attendance pct Board duration (years) No. of female executives Executive share ownership guidelines No. of each guite to the year No. of policy on management No. of open executives Company conducts board evaluations No. of the oldest director No. of executives / company managers No. of the oldest director No. of executives / company managers No. of ID on audit committee Size of audit committee Adult committee meetings No. of ID on compensation committee No. of compensation committee No. of compensation committee No. of compensation committee meetings No. of ID on compensation committee meetings	Yes Yes Yes Yes Yes No Yes Yes No Yes Yes Yes	Yes Yes Yes Yes Yes Yes Yes No Yes Yes No	No Yes 2 2 0 Yes Yes 895 Yes Yes No	No Yes 2 2 0 Yes Yes 934	No Yes 1 1 0 Yes Yes 712	No Yes 2 2 0 Yes Yes	No Yes 2 2 0 Yes
Hazardous waste Total waste Waste recycled Waste sent to landfills Environmental supply chain management Water policy Water policy Water consumption Social Human rights policy Policy against child labor Quality assurance and recall policy Regulary against child labor Consumer data protection policy Equal opportunity policy Gender pay gap breakout Pct women in workforce Pct disabled in workforce Pct disabled in workforce Halth and safety policy Health and safety policy Fair remuneration policy Fair remuneration policy Fair remuneration policy No Number of employees — CSR Employee turnover pct Social supply chain management No Governance Board size No. of independent directors (ID) No. of women on board No. of non-executive directors on board No. of board meetings for the year Board duration (years) Size of audit committee No. of female executives Executive share ownership guidelines No. of for emplayees No. of fomale executives Executive share ownership guidelines No. of fonale executives Executive share ownership guidelines No. of fonale executives Executive share ownership guidelines No. of fonale accutives Executive share ownership guidelines No. of loo n audit committee 3 No. of ID on audit committee 3 No. of ID on compensation committee	Yes Yes Yes Yes Yes Yes No Yes Yes No Yes Yes	2 2 Yes Yes 858 Yes Yes No Yes Yes	2 2 0 Yes Yes 895 Yes Yes No	2 2 0 Yes Yes 934	1 1 0 Yes Yes	2 2 0 Yes Yes	
Total waste — Waste recycled — Waste sent to landfills — Environmental supply chain management Yes Water policy Yes Water consumption 931 Social Human rights policy Yes Policy against child labor Yes Quality assurance and recall policy Yes Quality assurance and recall policy Yes Cuality assurance and recall policy Yes Equal opportunity policy Yes Equal opportunity policy Yes Equal opportunity policy Yes Equal opportunity policy Yes Gender pay gap breakout No Pct women in workforce 46 Pct disabled in workforce 1 Business ethics policy Yes Pct disabled in workforce 1 Business ethics policy Yes Health and safety policy Yes Lost time incident rate - employees 0 Total hour sepent policy No Fair remu	Yes Yes 872 Yes Yes No Yes Yes No 47 1 Yes	Yes Yes Yes Yes Yes Yes Yes Yes Yes	2 0 Yes Yes 895 Yes Yes	2 0 Yes Yes 934 Yes	1 0 Yes Yes	2 0 Yes Yes	2 0 Yes
Waste recycled Waste sent to landfills Environmental supply chain management Water policy Yes Water consumption Social Human rights policy Policy against child labor Quality assurance and recall policy No Consumer data protection policy Equal opportunity policy Gender pay gap breakout Pct women in workforce Hatished in workforce Business ethics policy Anti-bribery ethics policy Health and safety policy Yes Lost time incident rate - employees Training policy Fair remuneration policy Fair remuneration policy Fair remuneration policy Number of employees – CSR Employee turnover pct Total hours spent by firm - employee training Social supply chain management No Governance Board size No. of independent directors (ID) No. of women on board No. of onon-executive directors on board No. of board meetings for the year Board meeting attendance pct Board duration (years) Size of audit committee No. of lo on audit committee No. of lo on audit committee No. of lo on compensation committee No. of ID on compensation committee No. of ID on compensation committee	Yes Yes 872 Yes Yes No Yes Yes No 47 1 Yes	Yes Yes Yes Yes Yes Yes Yes Yes Yes	2 0 Yes Yes 895 Yes Yes	2 0 Yes Yes 934 Yes	1 0 Yes Yes	2 0 Yes Yes	2 0 Yes
Waste sent to landfills Environmental supply chain management Water policy Water consumption Social Human rights policy Policy against child labor Quality assurance and recall policy Consumer data protection policy Equal opportunity policy Gender pay gap breakout Pct women in workforce Pct disabled in workforce Anti-bribery ethics policy Lost time incident rate - employees Training policy Fair remuneration policy Fair remuneration policy No Number of employees – CSR Employee turnover pct Total hours spent by firm - employee training Social supply chain management No. of women on board No. of hoard meetings for the year Board duration (years) Director share ownership guidelines No. of bead meetings for the year Age of the oldest director No. of executives I company managers No. of board meetings for the year Age of the oldest director No. of executives / company managers No. of board meetings for the year Age of the oldest director No. of executives / company managers No. of board meetings for the year Age of the oldest director No. of executives / company managers No. of board meetings for the year Age of the oldest director No. of executives / company managers No. of loo n audit committee Adult committee	Yes Yes 872 Yes Yes No Yes Yes No 47 1 Yes	Yes Yes 858 Yes Yes No Yes Yes	0 Yes Yes 895 Yes Yes	0 Yes Yes 934 Yes	0 Yes Yes	0 Yes Yes	0 Yes
Environmental supply chain management Water policy Water consumption Social Human rights policy Policy against child labor Quality assurance and recall policy Fequal opportunity policy Equal opportunity policy Gender pay gap breakout Pct women in workforce Pct disabled in workforce Anti-bribery ethics policy Health and safety policy Lost time incident rate - employees Training policy Training policy Fair remuneration policy No Number of employees – CSR Fair remuneration policy No Number of employees – CSR Social supply chain management No. of women on board No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of female executives Executive share ownership guidelines No. of female executives Executive share ownership guidelines No. of female executives Executive share ownership guidelines No. of lon audit committee No. of ID on compensation committee No. of ID on compensation committee No. of ID on compensation committee	Yes Yes 872 Yes Yes No Yes Yes No 47 1 Yes	Yes Yes 858 Yes Yes No Yes Yes	Yes Yes 895 Yes Yes	Yes Yes 934 Yes	Yes Yes	Yes Yes	Yes
Water policy Yes Water consumption 931 Social Human rights policy Yes Policy against child labor Yes Quality assurance and recall policy No Consumer data protection policy Yes Equal opportunity policy Yes Gender pay gap breakout No Pct women in workforce 46 Pct disabled in workforce 46 Pct disabled in workforce 1 Business ethics policy Yes Health and safety policy Yes Health and safety policy Yes Lost time incident rate - employees 0 Total recordable incident rate - employees 0 Total recordable incident rate - employees - Fair remuneration policy Yes Fair remuneration policy Yes Fair remuneration policy Yes Fair remuneration policy No Number of employees - CSR 9,280 Employee turnover pct 23 Total hours spent by firm - employee training 640,876 Social supply chain management No <td>Yes 872 Yes Yes No Yes Yes No 47 1</td> <td>Yes 858 Yes Yes No Yes Yes</td> <td>Yes 895 Yes Yes</td> <td>Yes 934 Yes</td> <td>Yes</td> <td>Yes</td> <td></td>	Yes 872 Yes Yes No Yes Yes No 47 1	Yes 858 Yes Yes No Yes Yes	Yes 895 Yes Yes	Yes 934 Yes	Yes	Yes	
Water consumption 931 Social Human rights policy Yes Policy against child labor Yes Quality assurance and recall policy Yes Consumer data protection policy Yes Equal opportunity policy Yes Gender pay gap breakout No Pct women in workforce 46 Pct disabled in workforce 1 Business ethics policy Yes Anti-bribery ethics policy Yes Health and safety policy Yes Lost time incident rate - employees 0 Total recordable incident rate - employees — Training policy Yes Fair remuneration policy No Number of employees – CSR 9,280 Employee turnover pct 23 Total hours spent by firm - employee training 640,876 Social supply chain management No Moor independent directors (ID) 4 No. of independent directors on board 1 No. of women on board 1 No. of board meetings for the year 12 Board durati	Yes Yes No Yes Yes No 47 1 Yes	Yes Yes No Yes Yes	Yes Yes No	934 Yes			
Human rights policy Policy against child labor Quality assurance and recall policy Consumer data protection policy Equal opportunity policy Gender pay gap breakout Pct women in workforce Pct disabled in workforce Pct disabled in workforce Anti-bribery ethics policy Health and safety policy Cost time incident rate - employees Training policy Fair remuneration policy Number of employees – CSR Employee turnover pct Total hours spent by firm - employee training Social supply chain management No. of mon-executive directors on board No. of women on board No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of female executives Executive share ownership guidelines No. of ID on audit committee No. of ID on compensation committee Size of compensation committee No. of ID on compensation committee No. of ID on compensation committee 1 company conduct meetings No. of ID on compensation committee No. of ID on compensation committee	Yes Yes No Yes Yes No 47 1 Yes	Yes Yes No Yes Yes	Yes Yes No	Yes	712	<u> </u>	Yes
Human rights policy Policy against child labor Quality assurance and recall policy Consumer data protection policy Equal opportunity policy Gender pay gap breakout Pct women in workforce Pct disabled in workforce Anti-bribery ethics policy Health and safety policy Yes Lost time incident rate - employees Training policy Yes Fair remuneration policy Number of employees — CSR Employee turnover pct Total hours spent by firm - employee training Social supply chain management No. of women on board No. of women on board No. of board meetings for the year Board meeting attendance pct Board duration (years) Director share ownership guidelines No. of executives / company managers No. of ID on audit committee No. of ID on compensation committee Size of compensation committee No. of ID on compensation committee No. of ID on compensation committee Red Red No. of Inde pensation committee No. of ID on compensation committee No. of ID on compensation committee	Yes No Yes Yes No 47 1 Yes	Yes No Yes Yes	Yes No			840	898
Policy against child labor Quality assurance and recall policy No Consumer data protection policy Equal opportunity policy Gender pay gap breakout Pct women in workforce Pct disabled in extended in the policy Pct in the policy Pct	Yes No Yes Yes No 47 1 Yes	Yes No Yes Yes	Yes No				
Quality assurance and recall policy No Consumer data protection policy Yes Equal opportunity policy Yes Gender pay gap breakout No Pct women in workforce 46 Pct disabled in workforce 1 Business ethics policy Yes Anti-bribery ethics policy Yes Health and safety policy Yes Lost time incident rate - employees 0 Total recordable incident rate - employees - Training policy Yes Fair remuneration policy No Number of employees - CSR 9,280 Employee turnover pct 23 Total hours spent by firm - employee training 640,876 Social supply chain management No Governance Board size 12 No. of independent directors (ID) 4 No. of women on board 1 No. of women on board 1 No. of women on board 1 No. of board meetings for the year 12 Board meeting attendance pct 95 Board duration (years)	No Yes Yes No 47 1 Yes	No Yes Yes	No	\/	Yes	Yes	Yes
Consumer data protection policy Equal opportunity policy Gender pay gap breakout Pct women in workforce Pct disabled in workforce Business ethics policy Anti-bribery ethics policy Health and safety policy Yes Lost time incident rate - employees Total recordable incident rate - employees Training policy Number of employees – CSR Employee turnover pct Social supply chain management No Covernance Board size No. of independent directors (ID) No. of women on board No. of non-executive directors on board No. of hoard meetings for the year Board duration (years) Director share ownership guidelines No. of executives / company managers No. of lD on audit committee No. Size of compensation committee No. of ID on compensation committee No. of ID on compensation committee No. of ID on compensation committee	Yes Yes No 47 1 Yes	Yes Yes		Yes	Yes	Yes	Yes
Equal opportunity policy Gender pay gap breakout Pct women in workforce Pct disabled in workforce Business ethics policy Anti-bribery ethics policy Health and safety policy Lost time incident rate - employees Total recordable incident rate - employees Training policy Fes Fair remuneration policy Number of employees – CSR Employee turnover pct Social supply chain management No Governance Board size No. of independent directors (ID) No. of women on board No. of non-executive directors on board No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of female executives Executive share ownership guidelines No. of lo n audit committee No. of ID on audit committee No. of ID on compensation committee	Yes No 47 1 Yes	Yes		No	No	No	No
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Pct women in workforce	47 1 Yes	No	Yes	Yes	Yes	Yes	Yes
Pct disabled in workforce Business ethics policy Anti-bribery ethics policy Yes Health and safety policy Yes Lost time incident rate - employees Total recordable incident rate - employees Training policy Yes Fair remuneration policy No Number of employees – CSR Fair remuneration policy No Number of employees – CSR Fair remover pct Total hours spent by firm - employee training Social supply chain management No Covernance Board size No. of independent directors (ID) No. of women on board No. of non-executive directors on board No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of executives / company managers No. of lD on audit committee No. of ID on compensation committee No. of ID on compensation committee	1 Yes		No	Yes	Yes	Yes	No
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Anti-bribery ethics policy Health and safety policy Lost time incident rate - employees Total recordable incident rate - employees Training policy Yes Fair remuneration policy No Number of employees – CSR Employee turnover pct Social supply chain management No Governance Board size No. of independent directors (ID) No. of women on board No. of non-executive directors on board No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of executives / company managers No. of female executives Executive share ownership guidelines No Size of audit committee No. of ID on compensation committee No. of ID on compensation committee 10 No. of Independent directors No. of lD on compensation committee No. of lD on compensation committee		1	1	1	1	1	1
Health and safety policy Lost time incident rate - employees Total recordable incident rate - employees Training policy Yes Fair remuneration policy Number of employees – CSR Employee turnover pct Social supply chain management No Governance Board size No. of independent directors (ID) No. of women on board No. of non-executive directors on board Tompany conducts board evaluations No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of executives / company managers Total hours spent by firm - employee training 640,876 Social supply chain management No. of independent directors (ID) Ano. of women on board Ano. of women on board Tompany conducts board evaluations Yes No. of board meetings for the year Board meeting attendance pct Board duration (years) Total recovery director Age of the youngest director Age of the oldest director No. of executives / company managers Executive share ownership guidelines No Size of audit committee Audit committee Audit committee Audit meeting attendance % 100 Size of compensation committee 1	V	Yes	Yes	Yes	Yes	Yes	Yes
Health and safety policy Lost time incident rate - employees Total recordable incident rate - employees Training policy Yes Fair remuneration policy Number of employees – CSR Employee turnover pct Social supply chain management No Governance Board size No. of independent directors (ID) No. of women on board No. of non-executive directors on board Tompany conducts board evaluations No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of executives / company managers Total hours spent by firm - employee training 640,876 Social supply chain management No. of independent directors (ID) Ano. of women on board Ano. of women on board Tompany conducts board evaluations Yes No. of board meetings for the year Board meeting attendance pct Board duration (years) Total recovery director Age of the youngest director Age of the oldest director No. of executives / company managers Executive share ownership guidelines No Size of audit committee Audit committee Audit committee Audit meeting attendance % 100 Size of compensation committee 1	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Lost time incident rate - employees — Total recordable incident rate - employees — Training policy Yes Fair remuneration policy No Number of employees — CSR 9,280 Employee turnover pct 23 Total hours spent by firm - employee training 640,876 Social supply chain management No Governance Board size 12 No. of independent directors (ID) 4 No. of women on board 11 Company conducts board evaluations Yes No. of board meetings for the year 12 Board meeting attendance pct 95 Board duration (years) 3 Director share ownership guidelines No Age of the youngest director 70 No. of executives / company managers 17 No. of female executives Executives hare ownership guidelines No Size of audit committee 3 No. of ID on audit committee 3 Audit meeting attendance % 100 Size of compensation committee 1	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Total recordable incident rate - employees Training policy Yes Fair remuneration policy Number of employees – CSR Employee turnover pct 23 Total hours spent by firm - employee training Social supply chain management No Governance Board size 12 No. of independent directors (ID) No. of women on board No. of non-executive directors on board Company conducts board evaluations No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of executives / company managers No. of female executives Executive share ownership guidelines No Size of audit committee Audit meeting attendance % No. of ID on acompensation committee 1 No. of ID on compensation committee 1 No. of ID on compensation committee 1	0	0	0	0	0	0	0
Training policy Fair remuneration policy Number of employees – CSR Employee turnover pct Social supply chain management No Governance Board size No. of independent directors (ID) No. of non-executive directors on board No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of female executives Executive share ownership guidelines No. of female executives Executive share ownership guidelines No. of for audit committee Aduit committee meetings Audit meeting attendance % No. of ID on compensation committee No. of ID on compensation committee 1 Size of compensation committee 1	_	_	_	_	_	_	_
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Number of employees – CSR Employee turnover pct 23 Total hours spent by firm - employee training Social supply chain management No Governance Board size 12 No. of independent directors (ID) No. of women on board No. of non-executive directors on board 11 Company conducts board evaluations No. of board meetings for the year Board duration (years) Director share ownership guidelines No Age of the youngest director No. of executives / company managers Town of female executives Executive share ownership guidelines No Size of audit committee No Audit committee meetings Audit meeting attendance % 10 Size of compensation committee 11 No. of ID on compensation committee 11 No. of ID on compensation committee	No	No	No	No	No	No	Yes
Employee turnover pct Total hours spent by firm - employee training Social supply chain management No Governance Board size No. of independent directors (ID) No. of women on board No. of non-executive directors on board No. of board meetings for the year No. of board meetings for the year Board duration (years) Director share ownership guidelines No. of executives / company managers No. of female executives Executive share ownership guidelines No Size of audit committee Audit committee meetings No Size of compensation committee No Size of compensation committee No. of ID on compensation committee	9,238	8,172	8,221	8,351	10,771	10,601	11,359
Total hours spent by firm - employee training Social supply chain management No Governance Board size No. of independent directors (ID) No. of women on board No. of non-executive directors on board Tompany conducts board evaluations No. of board meetings for the year Board duration (years) Director share ownership guidelines No Age of the youngest director No. of executives / company managers Executive share ownership guidelines No Size of audit committee Audit committee meetings No Size of compensation committee No I 2 Roard meeting attendance % No Size of compensation committee 1	24	20	18	20	20	17	20
Social supply chain management Governance Board size No. of independent directors (ID) No. of women on board No. of non-executive directors on board No. of board meetings for the year No. of board meetings for the year Board duration (years) Director share ownership guidelines No. Age of the youngest director No. of executives / company managers Executives / company managers No. of female executives Executive share ownership guidelines No Size of audit committee Audit committee meetings Audit meeting attendance % No. of ID on compensation committee 12 No. of ID on compensation committee 12 No. of ID on compensation committee 13 No. of ID on compensation committee	713,543	398,140	407,186	449,534	240,193	251,456	353,151
Governance Board size 12 No. of independent directors (ID) 4 No. of women on board 1 No. of women on board 11 Company conducts board evaluations Yes No. of board meetings for the year 12 Board meeting attendance pct 95 Board duration (years) 3 Director share ownership guidelines No Age of the youngest director 40 Age of the oldest director 70 No. of executives / company managers 17 No. of female executives 8 Executive share ownership guidelines No Size of audit committee 3 No. of ID on audit committee 3 Audit meeting attendance % 100 Size of compensation committee 1 No. of ID on compensation committee 1	No	Yes	Yes	Yes	Yes	Yes	Yes
No. of independent directors (ID) 4 No. of women on board 1 No. of non-executive directors on board 11 Company conducts board evaluations Yes No. of board meetings for the year 12 Board meeting attendance pct 95 Board duration (years) 3 Director share ownership guidelines No Age of the youngest director 40 Age of the oldest director 70 No. of executives / company managers 17 No. of female executives 8 Executive share ownership guidelines No Size of audit committee 3 No. of ID on audit committee 3 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1							
No. of women on board 1 No. of non-executive directors on board 11 Company conducts board evaluations Yes No. of board meetings for the year 12 Board meeting attendance pct 95 Board duration (years) 3 Director share ownership guidelines No Age of the youngest director 40 Age of the oldest director 70 No. of executives / company managers 17 No. of female executives 8 Executive share ownership guidelines No Size of audit committee 3 No. of ID on audit committee 3 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1	12	11	11	11	11	11	12
No. of women on board 1 No. of non-executive directors on board 11 Company conducts board evaluations Yes No. of board meetings for the year 12 Board meeting attendance pct 95 Board duration (years) 3 Director share ownership guidelines No Age of the youngest director 40 Age of the oldest director 70 No. of executives / company managers 17 No. of female executives 8 Executive share ownership guidelines No Size of audit committee 3 No. of ID on audit committee 3 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1	4	4	4	4	4	4	4
No. of non-executive directors on board Company conducts board evaluations Yes No. of board meetings for the year Board meeting attendance pct Board duration (years) Board duration (years) Director share ownership guidelines No Age of the youngest director Age of the oldest director No. of executives / company managers To No. of female executives Executive share ownership guidelines No Size of audit committee No. of ID on audit committee Audit meeting attendance % 100 Size of compensation committee 1	1	1	1	1	1	1	1
Company conducts board evaluations Yes No. of board meetings for the year 12 Board meeting attendance pct 95 Board duration (years) 3 Director share ownership guidelines No Age of the youngest director 40 Age of the oldest director 70 No. of executives / company managers 17 No. of female executives 8 Executive share ownership guidelines No Size of audit committee 3 No. of ID on audit committee 3 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1	11	10	10	9	9	9	10
No. of board meetings for the year 12 Board meeting attendance pct 95 Board duration (years) 3 Director share ownership guidelines No Age of the youngest director 40 Age of the oldest director 70 No. of executives / company managers 17 No. of female executives 8 Executive share ownership guidelines No Size of audit committee 3 No. of ID on audit committee 3 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Board meeting attendance pct 95 Board duration (years) 3 Director share ownership guidelines No Age of the youngest director 40 Age of the oldest director 70 No. of executives / company managers 17 No. of female executives 8 Executive share ownership guidelines No Size of audit committee 3 No. of ID on audit committee 3 Audit committee meetings 12 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1	12	12	12	12	14	12	12
Board duration (years) Director share ownership guidelines Age of the youngest director Age of the oldest director No. of executives / company managers No. of female executives Executive share ownership guidelines No. of ID on audit committee Audit committee meetings Audit meeting attendance % No. of ID on compensation committee 1 3 No. of ID on compensation committee 1 3 No. of ID on compensation committee 1	96	97	95	98	99	98	99
Director share ownership guidelines Age of the youngest director Age of the oldest director No. of executives / company managers No. of female executives Executive share ownership guidelines No. Size of audit committee No. of ID on audit committee Audit committee meetings Audit meeting attendance % No. of ID on compensation committee 1	3	3	3	3	3	3	3
Age of the youngest director 40 Age of the oldest director 70 No. of executives / company managers 17 No. of female executives 8 Executive share ownership guidelines No Size of audit committee 3 No. of ID on audit committee 3 Audit committee meetings 12 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1	No	No	No	No	No	No	No
Age of the oldest director 70 No. of executives / company managers 17 No. of female executives 8 Executive share ownership guidelines No Size of audit committee 3 No. of ID on audit committee 3 Audit committee meetings 12 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1	41	42	43	44	45	46	47
No. of executives / company managers 17 No. of female executives 8 Executive share ownership guidelines No Size of audit committee 3 No. of ID on audit committee 3 Audit committee meetings 12 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1	71	72	73	74	75	76	77
No. of female executives Executive share ownership guidelines No. Size of audit committee No. of ID on audit committee Audit committee meetings Audit meeting attendance % 100 Size of compensation committee No. of ID on compensation committee 1	16	17	19	18	21	25	24
Executive share ownership guidelines No Size of audit committee 3 No. of ID on audit committee 3 Audit committee meetings 12 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1		10	11	13	14	14	13
Size of audit committee 3 No. of ID on audit committee 3 Audit committee meetings 12 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1	a	No	No	No	No	No	No
No. of ID on audit committee 3 Audit committee meetings 12 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1	9 No	3	3	3	3	3	3
Audit committee meetings 12 Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1	No	3	3	3	3	3	
Audit meeting attendance % 100 Size of compensation committee 3 No. of ID on compensation committee 1	No 3	3 12	3 12	3 12	3 12	3 12	3 12
Size of compensation committee 3 No. of ID on compensation committee 1	No 3 3						
No. of ID on compensation committee 1	No 3 3 12	100 3	100 3	97 3	100 3	100 3	100 3
·	No 3 3 12 97						
	No 3 3 12 97 3		1	1	1	1	1
-	No 3 3 12 97 3 1	1	2	2	2	2	4
Compensation meeting attendance % 100	No 3 3 12 97 3 1	2	100	100	100	100	100
Size of nomination committee 3	No 3 3 12 97 3 1 2 100	2 100	3	3	3	3	3
No. of nomination committee meetings 3	No 3 3 12 97 3 1 2 100 3	2 100 3	2	2	2	2	4
Nomination meeting attendance % 100	No 3 3 12 97 3 1 2 100 3 2	2 100 3 2			100	100	100
Sustainability governance Verification type No	No 3 3 12 97 3 1 2 100 3	2 100 3	100	100			

Sources: Bloomberg; FSSIA's compilation

Disclaimer for ESG scoring

ESG score	Methodolog	у				Rating					
The Dow Jones Sustainability Indices (DJSI) By S&P Global	process base from the annu	ed on the comunity	transparent, rules-bas npanies' Total Sustaina oal Corporate Sustaina nanies within each indu	ability S ability As	cores resulting seessment (CSA).	Sustainability A ESG Score of I	ssessment (C ess than 45% ny are disquali	he annual S&P (SA) for DJSI. Co of the S&P Glob fied. The constit verse.	ompanies with al ESG Score	an S&P Globa of the highest	
Sustainability Investment List (THSI) by The Stock Exchange of Thailand (SET)	managing bu Candidates n 1) no irregula float of >150 up capital. So 70%; 2) indep wrongdoing r	siness with tr nust pass the ar trading of th shareholders ome key disq pendent direct related to CG	ility in Environmental a ransparency in Govern e preemptive criteria, we ne board members and s, and combined holdin ualifying criteria includ ctors and free float viol , social & environment earnings in red for > 3	nance, u with two nd execu ng must de: 1) Co plation; 3 tal impa	pdated annually. crucial conditions: tives; and 2) free be >15% of paid- G score of below executives' cts; 4) equity in	minimum of 50' during the assertature of the research tension of the research tension of the second tension of	% for each ind ssment year. levant industruct is extended the THB5b (~USI up capital for a et capitalisation.	sion, verified dat icator, unless th The scoring will y and materiality from the THSI or 0150b); 2) free fi tt least 9 out of 1 on-weighted inden mber of stocks.	e company is be fairly weigh companies who loat >20%; and 2 months. The	a part of DJSI nted against the se 1) market d 3) liquidity e SETTHSI	
CG Score by Thai Institute of Directors Association (Thai IOD)	annually by th	he Thai IOD, T). The resul	th in sustainable develowith support from the stare from the perspense.	Stock E	xchange of	Good (80-89), 3 and not rated for equitable treatr	3 for Good (70 or scores below nent of shareh 5%); 4) disclo	ories: 5 for Exce 1-79), 2 for Fair (w 50. Weighting: colders (weight 2 sure & transpare	60-69), 1 for F s include: 1) th 25% combined	lass (60-69), ne rights; 2) and); 3) the role of	
AGM level By Thai Investors Association (TIA) with support from the SEC	transparent a out of five the criteria cover date (45%), a circulation of su exercised. The and verifiability,	e incorporated and sufficientl e CG compon AGM proced and after the l ufficient informa second assess g and 3) openne	Very Good (90-99), 3 for Fair (80-89), and not rated for scores below in the properties of two apponents to be evaluated annually. The assessment procedures before the meeting (45%), at the meeting the meeting (10%). (The first assesses 1) advance for voting; and 2) facilitating how voting rights can be assesses 1) the ease of attending meetings; 2) transparency the process for Q&A. The third involves the meeting minutes that a issues, resolutions and voting results.)								
Thai CAC By Thai Private Sector Collective Action Against Corruption (CAC)	establishmen policies. The (Companies de Declaration of I Certification, in managers and	rements of the Checklist include corruption risk assessment, int of key controls, and the monitoring and developing of e Certification is good for three years. Intent to kick off an 18-month deadline to submit the CAC Checklist for including risk assessment, in place of policy and control, training of a employees, establishment of whistleblowing channels, and in of policies to all stakeholders.)									
Morningstar Sustainalytics	based on an risk is unman	assessment aged. Source	isk rating provides and of how much of a com s to be reviewed include of	npany's o corporate	exposure to ESG publications and			score is the sun higher ESG risk		ed risk. The	
		mpany feedbad	her media, NGO reports/w ck, ESG controversies, issu riews.			NEGL	Low	Medium	High	Severe	
	-,,,	. , . ,				0-10	10-20	20-30	30-40	40+	
ESG Book	positioned to the principle helps explain	outperform of of financial manding future risk-ang features w	sustainable companies over the long term. The nateriality including info djusted performance. I ith higher materiality a erly basis.	e metho ormatior Materia	dology considers n that significantly lity is applied by	scores using m	ateriality-base	ated as a weight d weights. The s dicating better p	score is scaled		
<u>MSCI</u>			measure a company's nd laggards according							nethodology to	
	AAA	8.571-10.00	00								
	AA	7.143-8.570	Leader:		leading its industry in ma	anaging the most si	gnificant ESG ris	sks and opportuniti	es		
	Α	5.714-7.142	2								
	BBB	4.286-5.713	3 Average:		a mixed or unexceptiona industry peers	al track record of ma	anaging the mos	t significant ESG ri	sks and opportu	nities relative to	
	ВВ	2.857-4.285	5								
	В	1.429-2.856	Laggard:		lagging its industry base	ed on its high expos	ure and failure to	manage significat	nt ESG risks		
	CCC	0.000-1.428	8								
Moody's ESG			gree to which compani								
<u>solutions</u>			ntegrating ESG factors or shareholders over the			relatively outpe	rrorming its pe	ers is better pos	sitioned to miti	gate risks and	
Refinitiv ESG rating	based on pub	olicly available	and objectively measure and auditable data. The and auditable data. The arms are retinguised and objectively. (Score ratinguised)	The sco	re ranges from 0 to	100 on relative E	SG performan	ce and insufficie	ent degree of t		
S&P Global			ore is a relative score n				•	of ESG risks, op	portunities, ar	id impacts	
Bloomberg	ESG Score Bloomberg score evaluating the company's aggregated Environmental, Social and Governance (ESG) performance. The score is based on Bloomberg's view of ESG financial materiality. The score is a weighted generalized mean (power mean) of Pillar Scores, where the weights are determined by the pillar priority ranking. Values range from 0 to 10; 10 is the best.										
J			of Pillar Scores, whe	ere the v	veights are determin	ed by the pillar p	riority ranking.	values range fr	om 0 to 10; 10) is the best.	

Rating regarding the sustainable development of Thai listed companies, both on the SET and MAI, are publicly available on the website of the Securities and Exchange Commission of Thailand (SEC). Currently, ratings available are 1) "CG Score"; 2) "AGM Level"; 3) "Thai CAC"; and 4) THSI. The ratings are updated on an annual basis. FSSIA does not confirm nor certify the accuracy of such ratings.

Source: FSSIA's compilation

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Thada Jiracharoenying FSS International Investment Advisory Securities Co., Ltd

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Company	Ticker	Price	Rating	Valuation & Risks
Home Product Center	HMPRO TB	THB 9.50	BUY	Key downside risks to our DCF-based TP include: 1) lower-than-expected SSSG; 2) slower-than-expected recovery in domestic consumption and tourist arrivals, and 3) operating losses from overseas units.
Index Living Mall	ILM TB	THB 17.70	BUY	Risks to our DCF-based TP include 1) a lower-than-expected SSSG; 2) a lower-than-expected GPM; and 3) a higher-than-expected SG&A.
Siam Global House	GLOBAL TB	THB 15.60	HOLD	Key risks to our DCF-based TP are 1) lower/higher farm income, which would affect purchasing power in the agricultural sector, 2) government disbursement, 3) a lower/higher private brand mix and margin, 4) higher/lower expenses than expected, and 5) a higher/lower impact than expected from the El Nino.
Dohome	DOHOME TB	THB 9.80	HOLD	Key risks to our DCF-based TP are 1) lower/higher farm income, which would affect purchasing power in the agricultural sector, 2) government disbursement, 3) a lower/higher private brand mix and margin, 4) higher/lower expenses than expected, and 5) a higher/lower impact than expected from the El Nino.
CP All	CPALL TB	THB 64.25	BUY	The key downside risks to our DCF-derived TP include 1) lower-than-expected SSSG, 2) lower-than-expected gross margin, and 3) higher-than-expected SG&A to sales ratio.
CP Axtra	CPAXT TB	THB 32.50	BUY	Key downside risks to our DCF-based TP include 1) a lower-than-expected SSSG, 2) a lower-than-expected GPM, 3) higher-than-expected SG&A expenses, and 4) an operating loss from its overseas units.
Com7	COM7 TB	THB 26.00	BUY	Risks to our P/E-based TP include 1) lower/higher domestic consumption and purchasing power, 2) store cannibalization/expansion, and 3) lower/higher-than-expected gross margin.
Central Retail Corp	CRC TB	THB 31.00	BUY	Downside risks to our DCF-based TP include 1) a decline in domestic purchasing power, 2) lower-than-expected tourist arrivals, 3) an absence of the government's stimulus, and 4) a slower-than-expected economic recovery in Vietnam.
Berli Jucker	BJC TB	THB 24.00	BUY	Key downside risks to our DCF-based TP could come from 1) competition with Lotus which could impact its sales and gross margin; and 2) a higher in raw material prices.

Source: FSSIA estimates

Additional Disclosures

Target price history, stock price charts, valuation and risk details, and equity rating histories applicable to each company rated in this report is available in our most recently published reports. You can contact the analyst named on the front of this note or your representative at Finansia Syrus Securities Public Company Limited.

All share prices are as at market close on 28-Oct-2024 unless otherwise stated.

RECOMMENDATION STRUCTURE

Stock ratings

Stock ratings are based on absolute upside or downside, which we define as (target price* - current price) / current price.

BUY (B). The upside is 10% or more.

HOLD (H). The upside or downside is less than 10%.

REDUCE (R). The downside is 10% or more.

Unless otherwise specified, these recommendations are set with a 12-month horizon. Thus, it is possible that future price volatility may cause a temporary mismatch between upside/downside for a stock based on market price and the formal recommendation.

* In most cases, the target price will equal the analyst's assessment of the current fair value of the stock. However, if the analyst doesn't think the market will reassess the stock over the specified time horizon due to a lack of events or catalysts, then the target price may differ from fair value. In most cases, therefore, our recommendation is an assessment of the mismatch between current market price and our assessment of current fair value.

Industry Recommendations

Overweight. The analyst expects the fundamental conditions of the sector to be positive over the next 12 months.

Neutral. The analyst expects the fundamental conditions of the sector to be maintained over the next 12 months.

Underweight. The analyst expects the fundamental conditions of the sector to be negative over the next 12 months.

Country (Strategy) Recommendations

Overweight (O). Over the next 12 months, the analyst expects the market to score positively on two or more of the criteria used to determine market recommendations: index returns relative to the regional benchmark, index sharpe ratio relative to the regional benchmark and index returns relative to the market cost of equity.

Neutral (N). Over the next 12 months, the analyst expects the market to score positively on one of the criteria used to determine market recommendations: index returns relative to the regional benchmark, index sharpe ratio relative to the regional benchmark and index returns relative to the market cost of equity.

Underweight (U). Over the next 12 months, the analyst does not expect the market to score positively on any of the criteria used to determine market recommendations: index returns relative to the regional benchmark, index sharpe ratio relative to the regional benchmark and index returns relative to the market cost of equity.

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