

## Diversity & Inclusion, Non-discrimination and Gender Equality

*“At CP Axta, we respect the individuality of every employee and embrace inclusive hiring practices, grounded in equality and gender diversity. We believe that diversity unlocks limitless potential—empowering both our people and our organization to thrive.”*

The company respects diversity and inclusion where employees, worker, supplier and vendor are treated with fairness, without any discrimination from the race, nationality, skin colour, ethnicity, religion, social status, gender, age, physical features or disability, political belief and marital status. Proven by Winning the 1st of 2024 the Asia-Pacific and Thailand WEP Award: Transparency & Reporting to Promote Gender Equality and Honorable Mention for The Community Engagement and Partnerships.

**Target: Women in Top management level above 50% by 2025**

### 2025 Result:

- 57%** Women in total workforce
- 58%** Women in management position (first level, middle and top)
- 47%** Women in Top management
- 55%** Women in Middle management
- 60%** Women in first management
- 57%** Women in revenue generating function
- 33%** Women in STEM\* related position

Note: \* STEM : STEM : Science, Technology, Engineering and Mathematics



For exemplary practice embracing the Women's Empowerment Principles (WEPs) in Asia-Pacific



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## Gender Pay Indicators

The Company also conducts equal payment analysis to ensure that both men and women are paid equally fair, including the annual reviewing for compensation and benefits at competitive rates with benchmarking in the same industry and leading company. The data are also verified by Third party as the Assurance letter on last page of SD report)

Level*	Payment Ration by Gender (Female: Male)	
	2024	2025
All Employee (Based Salary Only)	0.99 : 1.00	0.95 : 1.00
All Employee (Based Salary + Other Cash Incentives)	0.97 : 1.00	0.94 : 1.00
Executive Level (Based Salary Only)	0.77 : 1.00	0.73 : 1.00
Executive Level (Based Salary + Other Cash Incentives)	0.69 : 1.00	0.70 : 1.00
Management Level (Based Salary Only)	0.90 : 1.00	0.89 : 1.00
Management Level (Based Salary + Other Cash Incentives)	0.89 : 1.00	0.89 : 1.00
Non Management Level (Based Salary Only)	1.02 : 1.00	1.02 : 1.00
Non Management Level (Based Salary + Other Cash Incentives)	1.00 : 1.00	1.00 : 1.00

Gender Payment Indicators*	% Difference Between Male and Female	
	2024	2025
<b>Mean gender pay gap</b> = [Male's mean payment - Female's mean payment] / Female's mean payment	1.33%	4.90%
<b>Median gender pay gap</b> = [Male's median payment - Female's median payment] / Female's median payment	-2.79%	-1.89%
<b>Mean bonus gap</b> = [Male's mean bonus - Female's mean bonus] / Female's mean bonus	-1.30%	4.77%
<b>Median bonus gap</b> = [Male's mean bonus - Female's median bonus] / Female's median bonus	-3.20	-4.76%

\* Coverage : cover all employees at every levels (100%)

## Facility and Supporting for Diversity and Inclusion



**Parking and toilet for wheelchair users**

**100%** of store and head office have the parking lot, sloping and toilet for wheelchair and older person



**Lactation Rooms**

**100%** of store and head office have the Lactation rooms



**Prayer rooms for Religions**

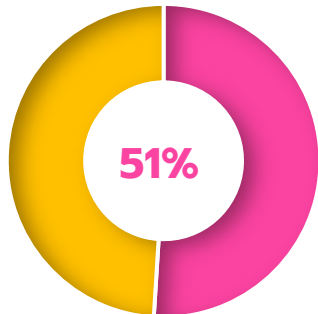
**100%** head office provides space and time for religious ceremonies

## Support Women Own Business in Supply Chain

According to the successful integrating the principles of human rights, equality, and non-discrimination to daily operation and year 2022, the company achieved the first prize for Thailand WEP Award - category of Gender-Inclusive Workplace category and 2024, achieved first prize of Asia Pacific Region – category of Transparency and Reporting

In 2025, The Company partner with UN Women, SEC to sharing the best practice for integrate the human rights and gender equality to procurement and supplier selection process through the fairness and non-discrimination. Presently, The gender of our supplier owner shows 51% female to prove the compliance to the Women's Empowerment Principles (WEPs), for promote fair practices towards women and aim to enhance gender equality throughout the supply chain.

### Women Business Owner in Our Supply Chain



## Support and Develop in Community

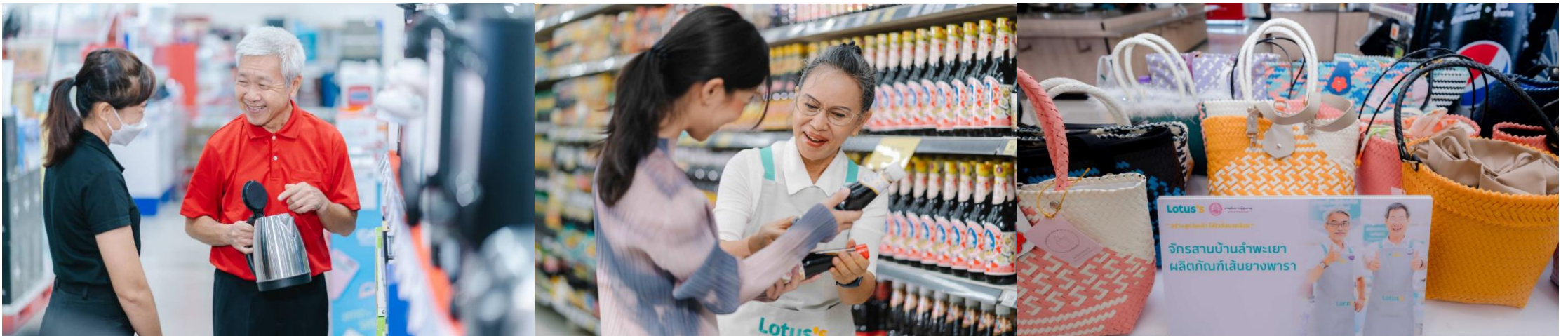
The Company continues the project to supports and develop women and vulnerable group in community to upskill and earn the money to support themselves and families such as Koo-Kid Kon Mee Fun (Dreamers' Partner)



[Click here to watch: ชีวิตที่ต้องสู้ กับคำนิยาม | ฮัจัน EJAN](#)  
\*\*For English subtitle, you can switch on Closed captioning (CC) auto-translate to English on YouTube



[Click here to watch: หนึ่งชีวิต "แม่ฮ้อย" | ฮัจัน EJAN](#)  
\*\*For English subtitle, you can switch on Closed captioning (CC) auto-translate to English on YouTube



## HR Asia Best Companies to Work for in Asia 2025 Award– 3 consecutive years

The company is committed to conducting business with alignment to human rights and fair labour practices. We promote equal and fair treatment of fundamental rights, aiming to foster a workplace where every employee enjoys a meaningful and empowering experience. By continuously enhancing employee skills and capabilities, we create growth opportunities that align individual development with organizational success—driving sustainable progress toward our shared goals.



## The UN Women – Winner of WEPs Awards of Asia-Pacific and Thailand

In 2024, the company was honoured with the Winner Award in the Transparency and Reporting category of the WEPs Awards 2024 by UN Women. This prestigious recognition is awarded to organizations that demonstrate the commitment to tracking performance and progress towards greater gender inclusivity in our business practices with clear targets, regular assessment and reporting of how far we have gone. It also recognizes our corporate initiatives on gender inclusivity known to the public.

(\*The WEP Award conducts every 2 years)



## Role Model Organization Award -Promoting Employment and Income for Elderly

CP Axtra supports employment and livelihood opportunities for senior citizens through the “Super 60” project, encompassing three key programs:

1. Senior Employment Program: Hiring elderly citizens to take on roles at Makro and Lotus’s stores.
2. Senior Entrepreneur “Tao Kae Wai Gao”: Vocational training and income-generation support for seniors seeking freelance work or operating their own businesses.
3. Happy Elderly Market “Talad Suk Jai Wai Gao”: Providing free booth space at Makro and Lotus’s for elderly vendors to sell their products without incurring any fees.

This project reflects the our unwavering commitment to creating inclusive economic value and delivering positive social impact. In recognition of these efforts, the Company was named a Model Organization for Promoting Employment and Income Generation for the Elderly Award, awarded by the Director-General of the Department of Older Persons, Ministry of Social Development and Human Security.

