

Corporate Social Responsibility Policy

Thaifoods Group Public Company Limited (the "Company") operates within good corporate governance principles. The Company's operation is transparent and accountable. We are committed to developing our business while balancing the economy, society, and environment. The Company is determined to be a Good Corporate Citizen by conducting business sustainably. We can manage the business to grow steadily and to be accepted in society based on ethics and the principles of good corporate governance. The Company efficiently generates returns for shareholders, considering the impact of business operations on those involved in the Company in all aspects. Being aware of social responsibility in CSR-In-Process and CSR-After-Process, the Company has operated with social responsibility in the following areas:

1. Fair Business Conduct

The Company has formulated the approaches for taking care of stakeholders in the business code of conduct handbook, considering the responsibilities to stakeholders including shareholders, employees, customers, suppliers, contract parties, communities, society, and the environment. Free trade competition is also promoted. The actions potentially causing conflicts of interest and violating intellectual property are avoided. We are against all forms of fraud and corruption, and we also promote social responsibility at every step of the business chain. The following policies are formulated:

1) Business Policy

The Company has established a business policy to be a leader in the production and processing of livestock and agricultural products in a comprehensive manner. We focus on food safety, disease control, and traceability, including environmental and social responsibility.

2) Corporate Governance Policy

The Company is committed to performing business correctly with honesty, fairness, transparency, disclosure of important information, and accountability. The Company considers the benefits and impacts on shareholders, customers, suppliers, employees, and all other stakeholders. The benefits are properly shared.

3) Corporate Social Responsibility Policy

The Company performs its business with a Corporate Social Responsibility (CSR) policy under ethical principles to bring fairness to all involved stakeholders. Good corporate governance principles are applied as a guideline for maintaining the balance of operations in terms of the economy, community, society, and environment, which will lead to sustainably successful business development.

4) Compliance Policy

The Company places importance on compliance with the laws, related regulations, and international business codes of conduct. The Company's directors, executives, and employees are required to act within the framework of laws, rules, and regulations. They must not be involved in helping anyone or doing anything that violates other relevant laws and regulations.

5) Policy on Promoting Resource Efficiency.

The Company encourages directors, executives, and employees at all levels in the organization to use resources efficiently, appropriately, and sufficiently for maximum benefits. This includes communicating, educating, supporting, and raising awareness among employees and all parties involved in managing the use of available resources for the utmost benefit of the organization.

2. Anti-Corruption

The Company performs its business by adhering to corporate governance principles, and a business code of conduct, and always comply with the law. The Company has done public relations to create knowledge and understanding of any corruption for the benefit of the Company, oneself, or others. This is specified in the Company's code of conduct as the basic guidelines for employees.

As the Company is aware of the importance of anti-corruption, the Board of Directors has therefore established the Anti-Corruption Policy to be used clearly as a guideline for the prevention and anti-corruption efforts of the company. The Company gives importance to all forms of anti-corruption. The corporate culture is created so that everyone is aware of the dangers of corruption. The right values are also created and increase the confidence of all stakeholders. To effectively fight against corruption, the Company has then established its Anti-Corruption Policy to use as guidelines as follows:

- 1) Directors, executives, and employees at all levels are prohibited from performing or omitting their duties or abusing their authority in violation of laws and ethics to seek undue benefits in various forms, such as demanding, accepting, offering, or giving the property, as well as other benefits, to state officials or any other individuals conducting business with the company, etc.
- 2) Determine the principles for giving or accepting a gift or entertainment as part of the Company's business code of conduct. The employees must not offer, demand, accept, or agree to accept money, items, meals, entertainment, or any other benefits possibly causing suspicion of bribery and corruption. If it is a gift, it should be reasonable and not be in cash or cash equivalents. All personnel must be aware that taking or not taking any action must be transparent and accountable.
- 3) Determine the procurement regulations, objectives of the transaction, disbursement of money, or any contract. In each step, clear supporting evidence must be prepared with appropriate approval authority for each level.
- 4) Communicate the anti-corruption policy to the departments at all levels of the Company through various channels, including employee training and the Company's internal communication system, to make relevant people aware of and implement the policy.
- 5) Determine the whistle-blowing channels by promoting a variety of communication channels so that employees and stakeholders can report suspicious clues. However, whistleblowers must be protected. The identity of the whistleblower must be strictly protected to avoid punishment or an unfair job transfer. A person will be appointed to inspect and monitor every clue that has been reported.
- 6) Develop anti-corruption measures that are following relevant laws and moral practices. Provide a risk assessment for activities related to or susceptible to corruption and establish appropriate preventive measures with regular communication in the organization.

3. Respect for Human Rights

The Company places importance on respecting human rights with the desire to create equality and fairness within and outside the organization. We will not do anything that directly or indirectly violates the rights and liberties of individuals. We also develop policies to support and respect human rights protection by taking precautions to keep the Company's operations from being involved in human rights violations such as not supporting forced labour, opposing child labour, and respecting and fairly treating all stakeholders based on human dignity. We do not discriminate against people based on their origin, race, gender, age, skin color, religion, physical condition, or family status. The Company also encourages internal monitoring of human rights compliance and encourages joint venture partners, suppliers, and all stakeholders to adhere to human rights principles following international standards and protect the rights of stakeholders damaged by rights violations resulting from the Company's business operations by considering the damages to be no less than the legal rate.

4. Fair Labour Treatment

The Company has a policy for all employees to work together in a happy work environment and accept each other. We treat employees at all levels like brothers and sisters. There is no taking advantage of one another. The Company has human resource management at every step to care for employees for maximum efficiency in personnel recruitment and development. This includes continuous training for employees. Remuneration and welfare are fairly and appropriately provided. In addition, the Company encourages and supports all employees to have the opportunity for career advancement. Learning is

promoted at all levels of the organization, and skills are developed to raise the level of professionalism in a suitable working environment. The policies of the Company are as follows:

1) Remuneration and Welfare for Employees

The Company has established policies on fair remuneration, including creating career stability. The employees can have fair career advancement opportunities. Various welfare benefits are provided for employees of the Company as required by law, such as social security, and those that are not required by law, such as health insurance and accident insurance for employees, as well as various types of subsidies, e.g., subsidies for the funeral expenses of the deceased parents of the employees, scholarships for the employees' children, etc.

2) Development of Knowledge and Potential of Employees and Training

The Company has established policies to promote personnel development. The employees are encouraged to develop their knowledge, abilities, and potential for having a good attitude, morality, ethics, and teamwork through the process of training, seminars, and field trips for efficient employee development.

In addition, the Company has supported the development of the organization and human resources by emphasizing efficient work processes. The roles and responsibilities of employees are clearly defined. The appropriate returns are determined. A system for evaluating and increasing the performance of employees has been developed. Up until now, the company has organized training courses such as the quality management system program, the leadership program, etc.

3) Occupational Health and Safety Policy

The Company has established policies that support employees' efforts to work safely with good hygiene in the workplace. We focus on preventing possible accidents to the best of our abilities and strengthening employee safety consciousness. In addition, knowledge is provided through training, and the employees are encouraged to have good health (and not do anything harmful to the health and hygiene of customers or service users), including keeping the workplace constantly hygienic and safe.

5. Responsibilities to Consumers

The Company performs its business operations through the integrated production of livestock products. We place importance on quality control and the safety of livestock because we comprehend that "food quality and safety" are the most important basis of business operation, along with the availability of qualified personnel and strict quality assurance measures.

6. Environment Care

The Company has established policies on environmental protection. Up until now, the company has managed by taking the safety of the environment into account in all business processes, such as conducting a rigorous survey and reporting on environmental impact before construction. The systems and regulations are put in place in order not to cause any impact on the environment and surrounding communities. In addition, the Company places importance on managing the use of natural resources for maximum efficiency. The by-products or leftovers from production are used as much as possible. The waste treatment from the production process meets quality standards with a correct evaluation of the environmental management system.

In addition, the Company has also established policies on energy conservation to be used as a guideline for energy operations for maximum efficiency and benefits. Energy conservation is determined as part of the operation. We continuously improve the efficiency of resource utilization to suit the business. The energy conservation target plans and measures are set each year and communicated to all employees, so they understand and act correctly. The Company supports resources in personnel, budget, training, and others as appropriate to improve energy management work. The policies, targets, and energy plans are reviewed and revised annually.

The Company has a pollution and waste management policy as follows:

1) Air Pollution

The Company has a pollution elimination system before releasing them outside the factory. The results of measuring the emissions to the outside are monitored to be following the law. The person authorized by the Department of Industrial Works shall measure once a year.

2) Water Pollution

The Company controls the wastewater treatment system to be efficient according to legal standards. The appropriate and highly efficient technology is adopted in wastewater treatment. The quality of wastewater is monitored and measured before releasing it to the outside to obtain a quality of effluent that meets the law and does not affect the ecosystem overall. We also pay attention to the recycling of treated wastewater.

3) Waste

The Company manages waste by type as required by law. There is a system to prevent environmental contamination from storage, transportation, and disposal. We provide hazardous waste management systems and waste sorting for each type, including the establishment of an internal management system, making accounts for waste generated each month, ensuring correct methods of waste collection and storage, and delivering waste for disposal by authorized persons from the Department of Industrial Works, Ministry of Industry.

7. Participation in Community and Social Development

The Company has implemented projects and activities related to Corporate Social Responsibility (CSR) under good corporate governance principles, with an emphasis on the development of Environmental, Social, and Governance (ESG) aspects. The activities are arranged together with the community people and society, focusing on children who are the youth of the nation through the school lunch support program and sports support on various occasions, mainly considering the needs of the community members and society.

8. Report on Performance

The Company has prepared a Sustainability Report separate from the Annual Report, referring to the reporting guidelines of the Global Reporting Initiative, Version GRI-G4, to disseminate information on the Company's operations concerning social, community, and environmental responsibility. This is a report on the Company's performance in the year, published through the Company's website, www.tfg.co.th.

9. Policy Review and Improvement

The Company requires this policy to be reviewed regularly, at least every year or when significant changes occur, to ensure consistency with the Company's operations.

Announcement on January 1st, 2025