



รายงานความยั่งยืน ประจำปี 2566

SUSTAINABILITY REPORT 2023

Thaifoods Group Public Company Limited



STABLE WITH FOOD QUALITY
PROVIDE OPPORTUNITIES
FOR A QUALITY LIFE
CREATE AWARENESS
IN A SUSTAINABLE,
GREEN WORLD

TRUST FUTURE GROWTH

THAIFOODS GROUP



TRUST

Thaifoods is accountable to society, business partners, customers, and shareholders for each manufacturing process, promoting customer trust in product quality and valuing the environment through transparent, accountable management and driving the organization that follows principles of good corporate governance.

FUTURE :

To drive the organization with hope for the future, to enhance innovation, and to incorporate modern technology into our business style, as well as product development and efficient distribution channels.

GROWTH

Growing with Thaifoods. We never stop continuing our professional development since we have potential employees. We share our professional experience with partners so that we can all grow together. This includes developing internal management systems that meet international standards and pursuing the development of information systems for sustainable strategic management.

	Page
Vision, Mission, Corporate Values	5
Thai Foods Group Business	6
Business of Thai Foods Group Company	7
Awards of success	8
Quality Assurance and Sustainability	9
Thaifoods and Sustainable Development	11
Strategies for Sustainability	11
Development Guidelines for Sustainability	11
Stakeholder Material Topics	13
Sustainability Development Framework	15
Value Chain of Thaifoods Group	19
Operations for sustainability	23
Principles of corporate governance Risk management and	24
Supervision of operations	
Food safety	32
Human rights	36
Employee	38
Society and community	44
Resources and environment	48
Climate change	52
About This Report	55
Appendix	56

Vision, Mission, Core Value

Vision : To be the food producer of quality and safe food based on international standards.

Goal : The organization to grow steadily and sustainably in all aspects on a balanced basis.

Missions

Management

- Manage in a transparent and accountable manner.
- Responsible for society, suppliers, employees, and shareholders.
- Produce safe and quality products.

Innovation

- Create innovations and new technologies.
- Develop products and distribution channels.

Development

- Continuously develop personnel to be professional
- Develop an internal management system according to international standards.
- Develop information systems for strategic management.

Core Value

Integrity : We adhere to the things that are correct and righteous with integrity, sincerity, and trustworthiness.

Responsibility : We promise to perform duties with a sincere desire to do the job to accomplish the goals.

Expert : Our employees possess a broad range of knowledge that enables them to adapt their way of thinking and work cooperatively for success. They also possess a deep understanding, knowledge of the truth, a broad understanding, and the capacity to improve and develop continuously.

Accountability : We have determination, intention, patience, and perseverance for the goal of success in the work.

Coordination : We are excellent at team coordination, both inside and outside the organization, in order to achieve the goal together.

Disciplined : We follow the guidelines of the rules and regulations within the organization strictly and clearly.

Consciousness : We care and are concerned about the environment and society, with an international standard system leading towards sustainable development

Thaifoods' Business

Thaifoods Group Public Company Limited, or “Thaifoods,” is a fully integrated agro-industry and food producer specializing in chicken and pig production, starting from the Feeding business, Farming business, Food business, and distribution Retail business to reach consumers. Thaifoods’ production and distribution processes employ innovative, standardized, and safe production with modern technology. Traceability can be done in every process of production, from the raw materials of animal feed production to animal farms and food production. All are based on the consideration of environmental and community impacts, including supporting a sustainable society so that we can grow together in a sustainable way.

Animal Feeding Business

We produce and sell ready-made animal feed for land animals such as broiler chickens, breeding chickens, laying hens, fattening pigs, breeding pigs, cattle, etc



Hatchery and animal farm business

Hatchery for raising chicks broiler farm Breeder chicken farm
Nucleus Pig Farm Great-grandfather pig farm Grandparent
Pig Farm Breeder pig farm and fattening pig farms by
selecting suitable farm locations as well as promoting
and supporting farmers’ farms to grow sustainably.

Food Business

Production and distribution of chicken and pig parts,
processed meat, and cooked meat and distribution Retail
business to reach consumers.

Distribution Retail Business

Distribute the Company’s products and products through
retail stores, Thai Foods Fresh Market, which is another
popular and efficient distribution channel for consumers
to receive fresh, clean, quality and safe products and products

Businesses Supporting Sustainability

Businesses supporting the main business, which can create sustainability and environmental care, such as a meat and bone meal factory, a sauce and beverage factory, a packaging production and sale factory for animal feeds, a research and development center for feed ingredients, a research and development center for animal husbandry, a research and development center for food innovation, a clean energy business, a medical business,

Business of Thaifoods Group Company

Poultry

Poultry business in Thailand

19 breeder chicken farms,
6 hatchery farms,
281 contract farmers,
3 chicken slaughterhouses
2 chicken sausage factories

Swine

Swine Business in Thailand

2 great-grandparent farms,
2 grandparent farms,
4 replacement GGP-GP breeder farms
35 parent farms,
567 contract farmers.
3 own swine slaughterhouses
1 contracted swine slaughterhouse

Swine Business in Vietnam

2 grandparent farm,
19 parent farms,
74 contract farmers

Animal feed

Feed Business in Thailand

6 feed factories



Income

Poultry **30.81%**

Swine **20.07%**

Animal feed **16.62%**

Retail Shops **30.94%**

Other business **0.37%**

Other income **1.19%**



Sales Channels

Overseas
13 countries

Domestic
54 provinces

Awards of success



ESG 100 : Thaifoods has been selected to be in the Universe of the ESG100 securities group for the year 2023 due to the company's outstanding performance in environmental, social and governance (ESG)

SET ESG Ratings : Thaifoods Group Public Company Limited has been selected as 1 of 193 listed companies that have passed the selection and have announced the results of the SET ESG Ratings sustainable stock assessment for the year 2023 (which is the announcement of the assessment results in the form Rating model for the first year) The company received results



from the SET ESG Ratings sustainable stock assessment at level A in the industry group. (Industry Group : Agro & Food Industry) for the year 2023 From the Stock Exchange of Thailand Thai Foods has been selected to be on the list of sustainable stocks. Continuously coming from 2019 to the present This shows the company's commitment and importance in conducting sustainable business. Including important developments in transparent and auditable disclosure of environmental, social, and corporate governance (ESG) information.



Member of Collective Action Coalition Against Corruption : Thaifoods has joined the project to create a coalition of action among the Thai private sector to combat corruption. Continuously for the 8th year, having announced their intentions since 2016 until the present. The main goal of CAC is to support business organizations in the private sector to formulate concrete anti-corruption policies.

CGR : Thaifoods Group Public Company Limited joins the project Corporate Governance Report of Thai Listed Companies (CGR) for the year 2023 which is evaluated by the Thai Institute of Directors Association The company received an overall average rating of “excellent” or a 5-star level

Sustainability Disclosure Award : Thaifoods Group Public Company Limited received an honorary certificate of Sustainability Disclosure Recognition from Thaipat Institute at the award ceremony of the Sustainability Disclosure Community 2023. This prestigious award is given to listed companies that recognize and place importance on disseminating operational data. It covers economic, social, environmental, or Environmental, Social, and Governance (ESG) issues apart from financial information. This shows the sustainability of the business, which will benefit the group of stakeholders in the business and respond to the sustainable development goal.



Thailand Greenhouse Gas Management Organization : Thaifoods Group Public Company Limited has been registered by the Greenhouse Gas Management Organization. (Public Organization) to demonstrate the commitment to reduce greenhouse gas emissions to net zero according to the company's goal.



CSR-DIW : Thai Foods received a plaque and certificate of “CSR-DIW Continuous Award 2023” which passed the standard criteria for the project to promote industrial factories to have sustainable social and community responsibility (CSR-DIW Continuous) for the year 2023. Demonstrate commitment and seriously intend To maintain work standards regarding participation in social responsibility of the organization. The company has received awards continuously since 2018 until the present.

SETESG Index : Thaifoods has been selected by the Stock Exchange of Thailand (SET) to be a security used for calculating the SETESG Index in the first half of 2024 (2 January – 30 June 2024) TFG is 1 of 19 companies selected to be securities in the SETESG Index, which is an index that reflects the price movement of securities of companies with sustainable business practices. Taking into account environmental, social and corporate governance factors in making investment decisions. Along with analyzing the company's financial data

Quality Assurance and Sustainability

Good Manufacturing Practice (GMP) is a system of quality assurance that has been used and proven to make food safe, trusted, and accepted by consumers based on a number of interrelated factors. As a result, if all the recommended instructions are followed, the food will be of good quality, safe, and standardized

Good Hygiene Practices (GHP) are good hygiene criteria for food businesses that will be used as a basis for environmental management in production throughout the food chain. To prevent food hazards and deliver safe food to consumers.

Hazard Analysis Critical Control Point (HACCP) is a safety standard in every food production process to prevent hazards and contaminants in food that consumers may get from eating food. Through a preventive planning process in advance, including control and surveillance, it ensures consumers that the established standards are always effective.

Halal The production process from beginning to end along the “production chain” must be “Halal” that is compliant with the Islamic law. This is one of the key components of halal food standards. They must not contain any “Haram” substances, which are objects that are prohibited under Islamic law. These substances include raw materials, ingredients, additives, toxins, contaminants, etc., in order to get good, hygienic food products that have nutritional value and benefit health.

ISO 9001:2015 Quality Management System (QMS) is the standard for quality management systems, which is recognized internationally as a system used for managing processes to obtain quality products or services that meet the needs of customers regularly.

ISO 14001:2015 (Environment management System) is the environmental management system standard that has been approved by most organizations worldwide. The objective is to raise awareness inside the organization for the importance of environmental management in order to accomplish both environmental and business development, with a main emphasis on pollution prevention and environmental preservation to help reduce environmental impact and reduce the cost of production in the business.

British Retail Consortium Food Issue 8 (BRC) is an international food safety standard established by the British Retailers Association that identifies safety and quality requirements that must be met in compliance with the law. It pays attention to promoting the development of a culture product safety and expanding the requirements for environmental monitoring to reflect its increased importance. The scope of the BRC Food Safety Standard sets standards for the production, processing, and packaging of processed foods by product owners/producers and products of customers, as well as for the use of raw materials or ingredients by food service companies, food companies, and/or food producers. These standards are set for the production, processing, and packaging of processed foods, including standards for main products such as fruits and vegetables and standards for pet food

Thailand's Labour Standards TLS 8001-2020 It is a system of labour management. The key idea is that Thai labour standards are a labour management system that requires a management system for employees to ensure that employees receive quality, continuous, and sustainable development in labour protection, including labour rights and labour protection. It is a requirement that must be complied with.

Universal Feed Assurance Scheme (UFAS) is Practice criteria for an animal feed factory to produce safe and correct feed according to production standards and legal requirements

Green Industry : Level 4 Thaifoods has received Green Industry Certification Level 4: Green Culture is when everyone in the organization cooperates and operates in an environmentally friendly manner in all aspects of the business. Business operations Until it becomes part of the culture in the organization which has been continuously operated since 2015 until the present

Thaifoods and Sustainable Development

Thaifoods is aware of rapid changes in the business due to both domestic and international factors such as climate change, the volatility of the world economy, and business competition. Therefore, the Company has to continuously adjust to increase its competitiveness. The company has therefore established a policy for sustainable business operations, taking into account good corporate governance of the organization. Business ethics and in accordance with legal requirements Ready to create cooperation between organizations and stakeholders Both in the economy Society and environment for stable and sustainable coexistence

Strategies for Sustainability

Thaifoods sets the direction towards sustainability, so its operations must be based on good corporate governance, transparency, accountability, and bringing stability to the economy for Thaifoods, Thaifoods' neighbors, and its suppliers by reducing negative impacts on the environment with proper management of energy consumption

Development Guidelines for Sustainability

Thaifoods recognizes and places importance on an efficient, transparent, and accountable management system in terms of the economy, society, and environment to create confidence with all parties involved and result in sustainable business growth under ethical operations and in accordance with relevant laws. Thus, the corporate governance policy has been formulated to elevate the existing operations to be clear, standardized, and communicated for implementation at the corporate level of the Company at all levels. It can enhance a truly good corporate governance culture. The Company has adopted principles, guidelines, or practice guidelines for corporate governance issued by various regulatory agencies, both in Thailand and abroad, to apply as a framework for proper corporate governance of the Company for the sustainability of the Company's business operation. The code of conduct, policies, and practice guidelines are required to be reviewed at least annually to reflect and suit the circumstances or changes in business operations



Corporate governance development

Good corporate governance to create an internal control system that is transparent and accountable, as well as managing the risks appropriately

Economic development

Check the quality and safety standards of the products
Develop and further food innovation for sustainability
Supervise production efficiency to create value and reduce production costs

Employee care and development

Treat labour fairly and equally
Build stability at work
Take care and create engagement between employees and the organization
Promote occupational health and safety in the workplace
Development of knowledge and potential of employees

Social development

Engage with people in the community and society
Take care of human rights throughout the supply chain
Support community businesses Promote food accessibility
Take care of animal welfare in accordance with international standards
Take care of suppliers and trade partners

Environmental development

Use of renewable resources
Management of efficient use of resources
Promote the consumption of clean energy in the production process
Climate change

Material Topic Assessment for Sustainability

Process and Procedure for Material Topic Assessment

Understanding the organization's context

Understand the context of the organization. It must understand the objectives, main goals, business style, corporate culture, business value chain, and stakeholder groups, the current sustainability context of the Company and the direction in which it is operating, new laws that significantly relate to companies, such as the Personal Data Protection Act and the cyber security Act, etc., including the impact that occurs or may occur on the stakeholder groups

Identifying topics that affect the Company

Identify the topics that have an actual and expected impact on the Company, both topics that negatively affect the Company and topics that positively affect the Company, by studying information from documents, statistics, numbers, complaints, and facts both from within the organization and from external agencies and stakeholder groups

Evaluating topics that affect the Company

Evaluate topics that affect the Company. The evaluation is divided according to the following topics: 1. Effect size (Scale) 2. Effect scope (Scope) 3. Probability (Likelihood), which will be in order of importance in each topic. The scores for each topic affecting the Company will then be compiled for further ranking.

Prioritizing impacts and identify material topics

Determine the scoring criteria for each significant topic, divided into 3 ranges: Major Significant Topics Middle Significant Topics and Minor Significant Topics. Then, each topic was grouped and prioritized according to the score range received, for example, The company's turnover, environmental management, responsible sourcing of raw materials and water-related risk

In 2023, the Company analyzed and prioritized material topics for stakeholders, both negative and positive. The issues are divided into 3 areas as follows.

Economy and Corporate Governance

- The Company's Turnover
- Business Innovation
- Food Quality and Safety
- Compliance with the Law

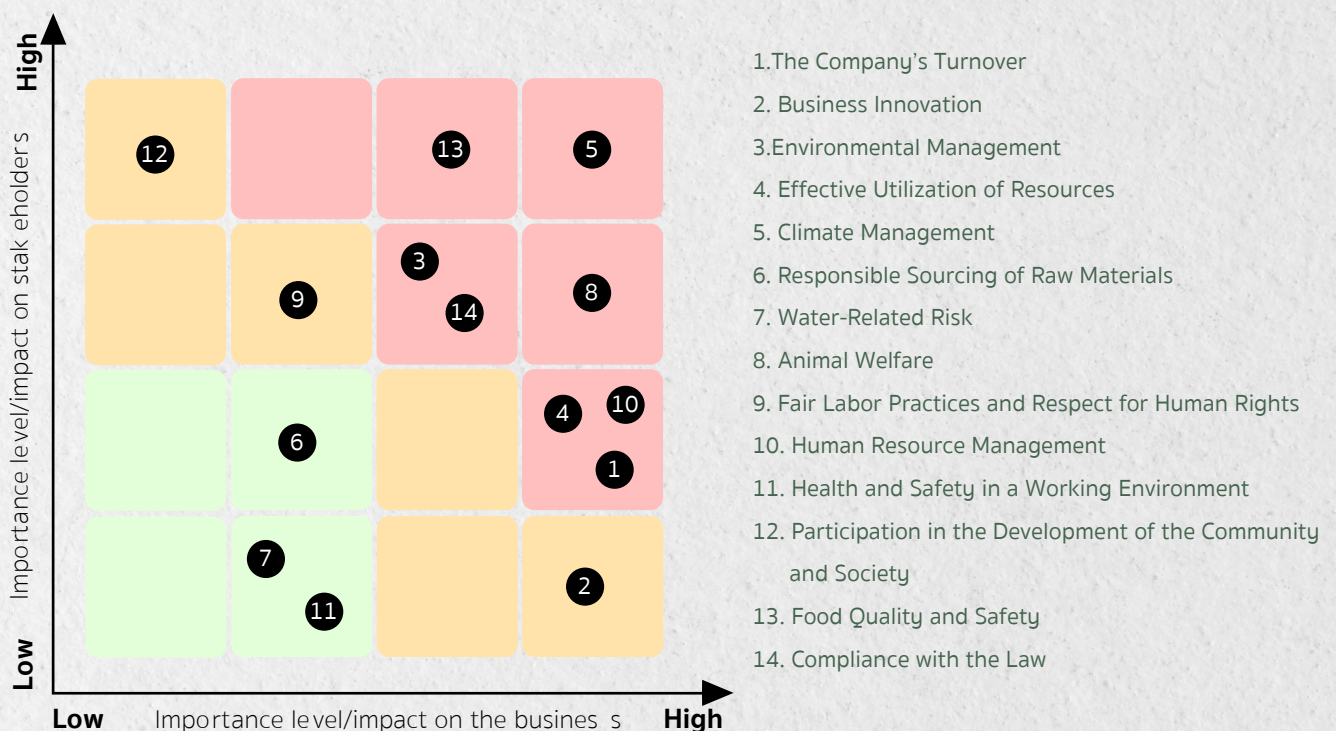
Environmental

- Environmental Management
- Effective Utilization of Resources
- Climate Management
- Responsible Sourcing of Raw Materials
- Water-Related Risk

Social

- Animal Welfare
- Fair Labor Practices and Respect for Human Rights
- Human Resource Management
- Health and Safety in a Working Environment
- Participation in the Development of the Community and Society

The Company has developed comprehensive management guidelines for each of the material topics that arise in order to satisfy the need to handle each topic appropriately. This includes that the Company has disclosed information about material sustainability topics that are consistent with corporate strategy and stakeholder expectations.



Sustainability Development Framework

Development and Strategy	Issues	Goals	Performance
Corporate Governance	Good corporate governance according to international principles	Passing the IOD assessment with good corporate governance.	<ul style="list-style-type: none"> • Passed the IOD evaluation at the level of 5 stars or "excellent" in 2023.
Strategy: Building credibility, transparency, and accountability.	Disclosure of the Company's information and reporting on performance	The Company belongs to a group of companies that recognizes and prioritizes the dissemination of operational information covering economic, social, environmental, or ESG issues.	<ul style="list-style-type: none"> • Received a certificate of honor Sustainability Disclosure Recognition from Thaipat Institute, year 2023 • Selected to be included in the universe of ESG100 securities group for the year 2023. • Selected to be on the SET ESG Ratings list of sustainable stocks for the year 2023. • Received an evaluation score of 4 coins (90-99 points) from the assessment on the quality of the Annual General Meeting of Shareholders 2023 by the Thai Investors Association
Economic Development	Create business growth continually	Sales and customers	<ul style="list-style-type: none"> • Total income 56,541. Million baht
Strategy: Creating sustainable business growth.	Producing quality products according to international standards	Passing the evaluation criteria of customer standards or international standards	<ul style="list-style-type: none"> • Received standards GMP , GHP , HACCP Halal , ISO 9001:2015 , ISO 14001:2015, BRC, Food Issue 8 , UFAS
	Developing innovative products that meet the needs of consumers and society in a sustainable way	Performance of the Company in terms of innovation or research, and development	<ul style="list-style-type: none"> • In 2023, there were 15 research and development projects of the company in collaboration with external agencies and the education sector.
	Supervising production efficiency to create value and reduce production costs.	Projects to increase efficiency and reduce costs	<ul style="list-style-type: none"> • Meat and Bone project • Process Improvement project • Water pump station project • Solar cell project

Development and Strategy	Issues	Goals	Performance
Social	On human rights and the treatment of workers with fairness, equality, and non-discrimination	Treating employees according to human rights principles: fairness, equality, and non-discrimination Not employ child labour or forced labour	• Thailand's Labour Standards TLS 8001-2020
nStrategy: Growing together sustainably	On personnel development to train employees to be proficient	• Training course • Number of training hours	• 164 training courses • Number of training hours: 173,866 hours
	Accessing employee information and listening to employee opinions	Communicating with and listening to employees' opinions	• Communicated with employees via email channel, Intranet channel, public relations forum channel, and Morning Talk channel, in Thai, Vietnamese, English, Khmer, and Burmese. • Get employees' feedback through the comment box, the complaint channel, and other activities
	Building stability at work	• Number of provident fund members • Number of EJIP members	• Provident Fund accounted for 53% • EJIP accounted for 96 % of all employees eligible to participate
	Building engagement in the organization	• Employee engagement scores • Number of employees returning to work after maternity leave	• The engagement score was 88.55 % • Employees on maternity leave returned to work for 93
	Safety at work	Zero employee death rate	All deaths from work 0 case
	Promoting awareness, knowledge, and understanding of safety at work		• Prepared a safety operation plan • Established a safety committee to be specifically responsible • Assessed safety risks in every operational process • Publicized knowledge through various media channels • Conducted training and drills for an emergency plan annually • Provided training for contractors who come to work in Thaifoods' areas according to the relevant courses as well

Development and Strategy	Issues	Goals	Performance
	Sustainably generating income for people in the community	Promoting the farmers' businesses	<ul style="list-style-type: none"> • Employees are hired in the area. • Number of smallholder farmers: contract farming 281 broiler farms 458 swine farms
Environmental	Resource management with quality	Certified by the environment agency	<ul style="list-style-type: none"> • Certified with Green Industry Level 4: Green Culture
Strategy: Giving importance on reducing negative impacts on the environment	Reducing the use of water resources	Set a target for the amount of electricity consumed.	<ul style="list-style-type: none"> • Electricity consumption rate not more than 0.25 kW/hour. Product expansion (kg.) • Prepare an action plan each month, such as setting measures to use electricity. Organizing training to provide knowledge and campaigns to save electricity. To control the amount of use to meet the target
	<ul style="list-style-type: none"> • Reduce the use of water resources • Use water resources efficiently 	<ul style="list-style-type: none"> • Set a target for water use per kilogram of product. • Amount of water recycled. 	<ul style="list-style-type: none"> • Water usage rate not more than 16.0 liters per product amount (kg.) • The company has organized action plan activities to achieve the goal, such as surveying leak points, inspecting pipelines, breaking down machinery equipment regularly, training employees to have additional knowledge in improving and repairing machines to always be perfect, increasing water recycling and reuse, and including public relations on water-saving use in each unit
	Developing a water recycling process	Water quality must meet legal criteria	<ul style="list-style-type: none"> • The result of the water test passed the legal criteria
	Wastewater treatment development	The treatment system must be applied to all waste waters	<ul style="list-style-type: none"> • The treatment system must be applied to all waste waters

Development and Strategy	Issues	Goals	Performance
	Controlling the environment, or air pollution, light, and noise	The quality of the air, light, and noise pollution environment must meet statutory requirements or be in accordance with international standards	<ul style="list-style-type: none"> • The environmental quality measurement results for air, light, and noise pollution passed the legal criteria
	Waste management	Waste management guidelines and waste management results	<ul style="list-style-type: none"> • Waste management was a legal or international standard • Processed the waste from the production process to increase value
	Promoting clean energy consumption		<ul style="list-style-type: none"> • Install Solar Floating, Solar Roof and Solar Car park in the factory area to convert clean energy from sunlight into electrical energy. • Install a generator system in swine farm to convert biogas into electrical energy.
	Improving greenhouse gas emission and climate	The amount of green-house gas emissions meets the criteria of the Greenhouse Gas Management Organization (Public Organization).	<ul style="list-style-type: none"> • In 2023, Thai Foods Group Public Company Limited received certification of registration. Corporate Carbon Footprint Mark From the Greenhouse Gas Management Organization (Public Organization) from data collection for base year 2022
	Developing the project to reduce the amount of greenhouse gas		<ul style="list-style-type: none"> • Set a target of net-zero GHG emission by 2065. • Set a short-term, medium-term and long-term action plan to aim for zero greenhouse gas emissions.

Value Chain



Management of Factors of Production

- Procurement and purchase of quality and safe raw materials
- Fair procurement process

Operation

- Product quality control according to specified standards
- Safety in the production process

Distribution of Goods and Services

- Distribution stores that are easily accessible to the general public
- Convenient, fast, safe and standard transportation service

Marketing and Sales

- Pricing of products and services appropriately
- Providing accurate and complete information about consumption

After-sales service

- Product warranty , Caring about consumer satisfaction
- The center or service unit for receiving comments or suggestions on consumption

Analysis of Stakeholders in the Business Value Chain

Thaifoods analyzes both direct and indirect impacts on business operations that may affect individuals, communities, society, and the environment. This analysis is conducted using the Global Reporting Initiatives (GRI) guidelines as a framework for examining and selecting crucial business issues (Material Aspects). Additionally, stakeholder analysis (Stakeholder Analysis) is employed in evaluating stakeholders throughout the business chain. The company has identified various stakeholder groups and assessed the key impacts on each group. Subsequently, issues, needs, expectations, and impacts resulting from business operations are collected, both directly and indirectly. The company then processes studies and analyzes all gathered information to present guidelines for addressing the needs of each stakeholder group. These guidelines are integrated into Thai Foods' work processes to meet the stakeholder group's needs without imposing a burden on the company's operations. In this process, the company emphasizes the storage, review, and appropriate improvement of operational guidelines.

Groups of Stakeholders

Table of Organizational Stakeholder Correlations

Stakeholder	Expectations of Stakeholder Groups	Example of Operation
Shareholder	<ul style="list-style-type: none"> • Good turnover and payoff • Management in accordance with the principles of corporate governance 	<ul style="list-style-type: none"> • 56-1 One Report • Sustainable Report • Shareholder's Meeting • Channels for receiving complaints • Investor Relations Activities
Employee	<ul style="list-style-type: none"> • Payoff, benefits and welfare • Job security and advancement • Workplace safety 	<ul style="list-style-type: none"> • Organizing a training session to foster the development of knowledge, skills, and talents • Welfare committee • Communication of news and information via email, Intranet system • Receiving comments and complaints • Survey of organizational commitment among employees
Customer Consumer	<ul style="list-style-type: none"> • Quality, standard, and safety are all features of the products and services 	<ul style="list-style-type: none"> • Communicate with customers • Survey of satisfaction • Channels for receiving complaints
Supplier Farmers	<ul style="list-style-type: none"> • Compliance with the framework of fairness and transparency in trade competition by adhering to the trade terms and contracts provided 	<ul style="list-style-type: none"> • Communicate with partners • Supplier evaluation • Survey of satisfaction • Channels for receiving complaints • Procurement that is impartial and transparent
Creditor Debtor	<ul style="list-style-type: none"> • Compliance with the contract's terms and conditions strictly • Providing a timely payoff at a reasonable rate 	<ul style="list-style-type: none"> • Attendance in meetings according to the agenda • 56-1 One Report • Receiving suggestions and complaints
Community Environment	<ul style="list-style-type: none"> • The operation has had no effect • Improving one's quality of life and generating income 	<ul style="list-style-type: none"> • Activities involving community relations • Survey of satisfaction • Environmental management that complies with the law • Take care of the environment in the immediate vicinity • Receiving complaints
Government agency	<ul style="list-style-type: none"> • Compliance with relevant rules and laws • Transparency and accurate information disclosure 	<ul style="list-style-type: none"> • As required by law, accurate, adequate, and transparent disclosure of information • Compliance with all applicable legal provisions, restrictions, and regulations • Participation in the implementation of projects aimed at assisting and developing various fields

Policy and Practice Guidelines Relating to Suppliers

Thaifoods has a policy and practice guidelines relating to suppliers requiring employees to treat all suppliers and/or creditors fairly and honestly and not take any advantage of them, considering the best interests of the Company and receiving fair returns for both parties as the basis. Avoid situations that cause conflicts of interest, negotiations to solve problems are based on business relationships with the following guidelines:

- 1) Do not demand, accept, or pay any benefits illegally to conduct business with suppliers and/or creditors.
- 2) Comply with agreed conditions, in case of unable to comply with any conditions, the Company will jointly consider finding solutions to such problems

The Company has established a policy on the responsible sourcing of raw materials. We are aware of the impact on society, the environment, and stakeholders of the Company's business operations, and the Company is committed to conducting business with fairness, transparency, and accountability by emphasizing the importance of management and development. Value chain management is a guideline for operations in making the most of resources and conserving natural resources, including promoting a good quality of life and the participation of people in the community and society on a continuous and sustainable basis by encouraging suppliers to reduce the use of agricultural chemicals and not support the use of agricultural chemicals that have been identified by the government as prohibited substances, selecting raw material sources by giving importance to products and local raw materials that meet the Company's criteria, and regularly monitoring and evaluating the performance of suppliers to ensure compliance with the code of conduct, policies, rules, and regulations of the Company. This includes promoting the conservation of natural resources and the environment by protecting the biodiversity in the area, which is valuable in conserving the quality of groundwater and soil fertility, providing support for the most efficient use of water in agricultural and industrial production systems, and reducing greenhouse gas emissions.

Practice Guidelines for Procurement and Selection of Suppliers

The criteria and practice guidelines are set for the procurement and selection of new vendors/suppliers and the assessment of current vendors/suppliers in order to use them as standards in registering vendors/suppliers to do business with Thaifoods and its affiliates. They must deliver quality products and services with the food safety, legitimacy, and credibility of a generally recognized brand in accordance with the quality policy that the Company wants, leading to a smooth and efficient business operation. It also ensures that Thaifoods will get good quality and safe products or services. Throughout the process, it must be transparent and fair to both Thaifoods and its suppliers

Critical Suppliers

Thaifoods has established criteria for ranking the company's suppliers. To ensure that the company has criteria for prioritizing and specifying the types of business partners of the company, and know which trading partners are important trading partners in order to analyze risks that may arise from trading partners. By specifying that the main trading partner (Tier 1) refers to the trading partner who directly produces or provides services. Indirect trading partners (Non Tier) refer to persons who produce or provide services to the main trading partners. Critical Supplier refers to a company's trading partners whose products or services have a significant impact on the company's competitive advantage, such as social, environmental, and corporate governance impacts. Good according to the company's business partner ethics guidelines. And the criteria for evaluating and determining the type of business partners of the company are: Partners whose purchasing amount exceeds the first 90% of the total value. Products that cannot be replaced. A product is an important component of a main product or machine. The trading partners have strategic relationships. If any of the above is present, they are considered to be important trading partners of the Company.

Policy and Practice Guidelines Relating to Creditors

The Company gives priority to its creditors, which are various financial institutions that have provided financial support to the Company, which is suitable for the business conditions. The Company is committed to conducting business in accordance with good corporate governance principles. It has taken care of its financial status to ensure that it can control financial risks and is ready to comply with the loan conditions specified in the agreement. The Company complies with the contract terms, agreements, obligations, and contingent liabilities, including various strict conditions toward creditors, transparency, and equality. If the Company is unable to comply with the conditions specified in the contract, it will notify the creditor and negotiate with the creditor jointly to find solutions to problems and prevent damage, including not requesting, accepting, or giving any benefits, which is corruption.

Policy and Procedure Relating to Competitors

The Company has a policy to treat its competitors without violating their secrets or revealing their trade secrets by fraudulent means. The Company conducts its business under the rules of good competition and does not seek competitors' confidential information by illegal means. We do not act with the intention of damaging the reputation of commercial competitors by making defamatory accusations and generating unfair trade advantages in order to build a free-trade competition system. In 2023, there was no conflict between the Thaifoods Group and its competitors.

Sustainable Operations



Efficient, transparent, and verifiable management is essential for sustainable business growth in accordance with good corporate governance guidelines.

Corporate governance principles Risk management and supervision of operations

Corporate governance

Thaifoods recognizes and values efficient, transparent, and accountable management processes that create confidence among all parties involved and result in sustainable business growth in accordance with business conduct adhering to business ethics and compliance with the law. Therefore, a corporate governance policy has been established to elevate the current operations into a clear, standardized system and disseminate the practice to the board of directors, executives, and employees of the Company at all levels. This is to genuinely promote a corporate governance culture. In order to operate at the highest efficiency, the Company has implemented the 2017 Good Corporate Governance Guidelines for Listed Companies issued by the Office of the Securities and Exchange Commission and adapt it to operations to achieve maximum efficiency.

Corporate governance

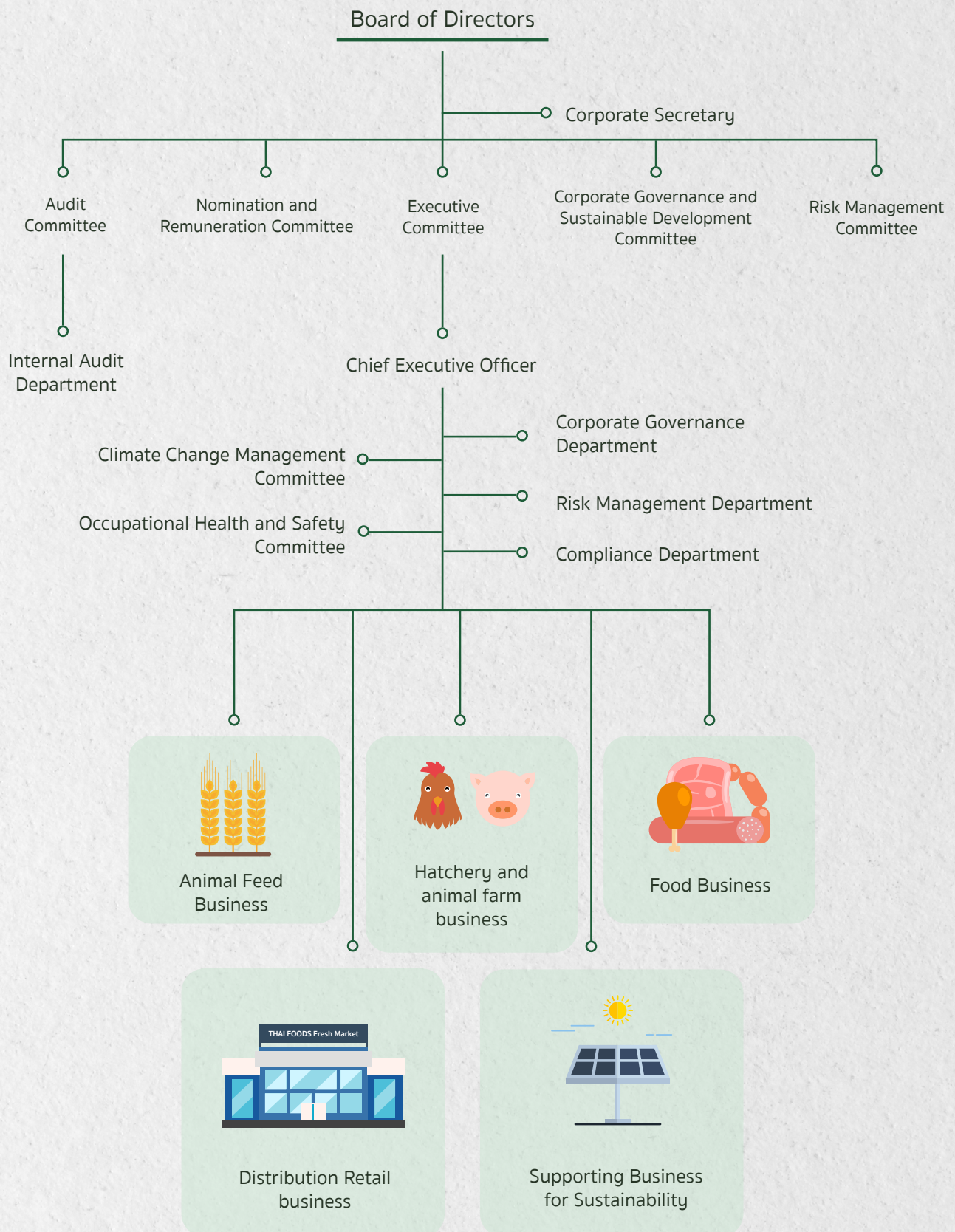
Set policies, ethics, and related guidelines to serve as guidelines for the organization's operations, and review and evaluate the results.

Establish a corporate governance structure to promote operations in accordance with good corporate governance principles. Establish a Corporate Governance and Sustainability Development Committee to support corporate governance operations from the board level to the operational level.

Report the results of corporate governance operations to the Board of Directors.

Provide channels for complaints, report clues, and offer suggestions that are disclosed to the public and accessible to all stakeholders.

corporate governance structure



The Structure of the Board of Directors

The Company's Management Structure consists of the following: 1) The Board of Directors; 2) The Audit Committee; 3) The Nomination and Remuneration Committee; 4) The Corporate Governance and Sustainable Development Committee; and 5) The Risk Management Committee. 6) The Executive Committee

The Board of Directors has issued a charter, setting the scope, roles, duties, and responsibilities of the following: Board of Directors , Audit Committee , Nomination and Remuneration Committee , Corporate Governance and Sustainable Development Committee , Risk Management Committee , Executive Committee , Chairman and ,Chief Executive Officer clearly, as well as monitoring the performance of assigned duties appropriately.



Independence in the Discharge of the Duties of the Board

The Board of Directors has the authorities and responsibilities independently from the management. The Chairman of the Board is not the Chief Executive Officer in order to effectively manage the Company with transparency in accordance with good corporate governance principles. There are also the independent directors, who have duties to promote the work of the Board of Directors and to ensure all shareholders that the Company's management is independent and transparent, taking into account the true interests of all parties. In order to enhance the effectiveness of the work of independent directors, the Company arranges meetings among independent directors at least once a year.

Discharge of Duties of the Board of Directors

In 2023, a total of 6 Board of Directors meetings were held. The average attendance rate of directors was 98%, with review and approval of the Company's vision, strategies, and goals, both short-term and long-term, following the budgets as proposed by the management. This includes the improvement of corporate governance policies and codes of conduct.

Sub-committees

The Board of Directors appoints sub-committees that are diverse in terms of knowledge, abilities, experiences, skills, specializations, and independence in performing the duties. The diversity is considered in terms of age, sex, ethnicity, and nationality in accordance with business operations, good corporate governance principles, articles of association, and provisions of law. In the Annual General Meeting of Shareholders, the Company also provides an opportunity for shareholders to nominate a person to be considered as a director.

Consideration of the Remuneration of Directors and Sub-committees

The Nomination and Remuneration Committee considers the policy and criteria for the remuneration of directors by considering their roles, duties and responsibilities before submitting them to the Board of Directors and shareholders for approval in accordance with the Company's regulations.

In 2023, the company proceeded, reviewed, and improved the code of conduct, policies, strategies, and set goals related to good corporate governance and sustainable development. To stakeholders, economy, society and environment To comply with legal requirements and good practices according to international principles so that directors, executives, and employees strictly adhere to and comply with the specified guidelines.

The company conducts corporate governance in the area of sustainability with the Corporate Governance and Sustainability Development Committee. Conduct inspections and evaluations of corporate governance. Social and environment of the company received from the management and report such information on corporate governance performance to the Company's directors for their acknowledgment.

The company communicates ethics, policies, and guidelines related to good corporate governance. Including the anti-corruption of the organization for employees to know. and cultivate organizational culture through activities within the organization, training, seminars, public relations through the company website (Intranet), internal email . Including signing an acknowledgment and taking a business ethics test every year. The company provides business ethics training to all employees when they start working. It is considered one of the important topics that every employee in the Thaifoods Group needs to know. which every Thai Foods person must read and review the business ethics Sign the acknowledgment along with the business ethics test. To review and instill in employees an understanding of the importance of following the code of ethics. that the organization determines and can strictly follow And there were no significant cases of violations regarding the organization's ethics and code of ethics in 2023.



“GOVERNANCE OF TFG”

Executive group Management and related employees Attend a seminar to exchange opinions under the topic “GOVERNANCE OF TFG” and listen to policies and directions for corporate governance operations from executives and exchange information on corporate governance concepts to encourage the organization to have effective operations. In accordance with the principles of good

corporate governance. Suitable for the corporate culture and business ethics of Thaifoods. The seminar was held on September 14, 2023 in an online format via the Google meet system.

In 2023, directors, executives and employees of Thai Foods Group Public Company Limited will proceed with reading and reviewing Sign to accept and take the Business Ethics Test, completing 100%.

Anti-Corruption

The Company always operates its business under the principles of good corporate governance, with an emphasis on anti-corruption. The creation of the anti-corruption policies was constrained by adhering to anti-corruption related rules, laws, and regulations to ensure that the Company is anti-corruption in all forms and levels. This applies to all directors, executives, and employees, and it covers both domestic and overseas businesses as well as all related units. This helps build confidence among all stakeholders. The Company and its affiliates conduct business with honesty, transparency, and accountability, as well as supporting activities against corruption. The Company has established policies to serve as clear guidelines for conducting business and developing Thaifoods for sustainability. There are practice guidelines, as follows: Prevention and anti-corruption practice guidelines Political contributions Charitable donations and sponsorships Receiving or giving gifts, service charges, hospitality, and Other expenses Facilitation fee Government officer employment and Human resource management. Additionally, the Company has evaluated the risks of corruption on an annual basis, at least once a year, and has a strict audit process, track, and control in place to monitor its occurrence. In 2023, the Company did not find any significant anti-corruption issues.



In 2023, Thai Foods continues to cultivate anti-corruption awareness. Passed training/seminars Public relations media Policy communication Including guidelines for protecting complainants if they see cases of wrongdoing in ways that suggest corruption. And employees are informed to sign and accept compliance with the anti-corruption policy and take a test at the rate of 100 percent of Thai Foods employees. There is also a campaign to not accept gifts or any other benefits during every festival, known as the “No Gift-Policy” at Thai Foods, which is upheld annually. In 2023, Thai Foods will not hire any government employees as company employees.

Thaifoods has joined the project to create a coalition of action among the Thai private sector to combat corruption. Continuously for the 8th year, having announced their intentions since 2016 until the present. The main goal of the CAC is to support private-sector businesses in formulating concrete anti-corruption policies. Thai Foods has joined the CAC membership and has consistently adhered to the project’s main objectives, including encouraging business partners or stakeholders to join the project to create a coalition of action among the Thai private sector to combat corruption. This strengthens the alliance, making it transparent and verifiable In 2023, the Company passed its second renewal certification effective March 31, 2023 until March 31, 2026.



You can read more information on anti-corruption at www.tfg.co.th

Risk management

Management approach

Establish risk management policies.

- Establish a risk management structure and a risk management committee to oversee risks at the organizational level and define roles and responsibilities for those involved from the board level to the operating level.

Set strategies, create plans, supervise, monitor, and control risks, including disclosing important risks of the company. Communicate, train, and instill risk awareness among directors, executives, and all employees in the organization.

Report risk management performance and inform the Board of Directors.

Thaifoods prioritizes risk management as the cornerstone of good corporate governance. It is crucial to help the company manage risks and effectively mitigate the impact of potential damages from significant events. To enable the company to conduct business and achieve its objectives or set goals, a risk management policy has been established to guide operations and the company's risk management processes. This helps create stability for the benefit of stakeholders, instilling risk management and internal control practices until they become part of the organizational culture. Risk management is the process that boards, executives and all employees use to develop strategies and implement them throughout the organization. Its purpose is to identify potential events that may occur and may affect the organization. Including managing risks to be within an acceptable level (Risk Appetite) to create appropriate confidence that the organization will achieve its objectives according to the goals set. with tracking Control and oversee company risks at least 4 times a year (quarterly). This includes integrating the concept of risk into every operational step, specifying it as the responsibility of those involved. They are tasked with managing risks in each area to maintain them at an acceptable level, and to prepare risk management plans to prevent emergencies in various scenarios.

In 2023, the company conducted training to educate employees on risk management. The aim was to enable employees to identify and define risk management in the organization's business operations according to the ISO 9001:2015 Quality Management System (QMS) framework. This included training on strategic risk, operational risk, and product risk. New employees were also provided with risk training to help them understand the organization's overall risk landscape

Political Neutrality

Thaifoods is a politically neutral organization; we do not connect with any political party, political group, or politician. The Company supports democracy without any policy to support financial assets, other advantages, or participation in politics, politicians, or any other relevant person, both directly and indirectly, to find a business favorable for the Company. The Company recognize that our employees have the right and duty, in a democratic regime, to participate in or support political activities freely under the relevant constitutional provisions, laws, and regulations



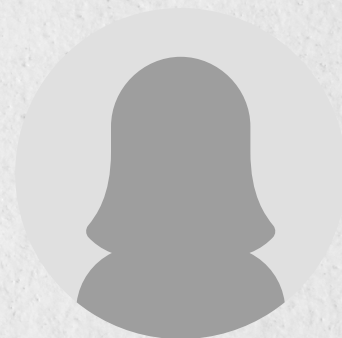
In line with the Sustainable Development Goals (SDGs) Goal 16 Dimension of peace and institutions promoting a peaceful society : and comprehensive for sustainable development Give everyone access to justice and create effective, accountable, and inclusive institutions at all levels.

Non-Infringement of Intellectual Property

The Company has policies and guidelines regarding intellectual property rights under the law, whether it is a trademark, patent, copyright, trade secret, or other intellectual property required by law. The Company's directors, executives, and employees are required to abide by the Code of Conduct for intellectual property or copyright.

Personal Data Protection

Personal data is another important issue. Thaifoods always prioritizes the interests of stakeholders and the negative consequences of a personal data breach. The Company therefore has a standardized data security system with a system for categorizing and defining the confidentiality of data, a data management method, the right to access information, physical security and an organizational environment, and operational procedures related to Information processing and communication equipment. This is to ensure that the information processed by the Company is safe and to prevent personal data breaches. The protection of personal information of suppliers, customers, personnel of Thaifoods, or those involved in business operations in all forms is Thaifoods' highest responsibility. Therefore, there are clear protection measures in storage, storage terms, the right to access, authorized person designation, and a standardized data security system that can be audited to prevent personal data breaches. Additionally, the Company has appointed a personal data protection officer to advise and coordinate with the data subject regarding the Company's compliance with the Personal Data Protection Act. The contact channel is as follows:



Personal data protection officers

Compliance Department

Email : DPO@tfg.co.th

Cyber security

Thai Foods establishes policies regarding the use of information systems, encompassing general usage regulations and property ownership, as well as security and confidentiality. These policies cover the use of computer systems and connections to the Internet or intranet, electronic mail, chatting, and other forms of digital communication, as well as the use of the organization's website, applications, various programs, and shared file systems or folders. These practices aim to create clarity and standardize internal operations in accordance with international principles. Raising awareness and facilitating internal communication, the company views its current information technology (IT) system as crucial. Each department primarily relies on IT systems for data collection. Moreover, the IT system is integral to operational processes. Therefore, any failure, interruption, or attack on the company's IT infrastructure be it the Internet, Intranet, or Cloud system affects operations, data collection, and communication, making it a critical concern for the entire organization. Thai Foods has identified information technology as a significant risk and has conducted analysis and risk management planning to address any deficiencies, particularly in the area of cyber security. For instance, Thai Foods has implemented a security system to prevent external attacks, established a data backup system, and implemented measures to limit access to potentially dangerous websites. These measures are aimed at preventing impacts and supporting emergency situations that may arise.

In 2023, Thai Foods will conduct technological safety training, including a Security Awareness course, to raise awareness and promote technological safety practices. The training will cover current trends in cyber security, types of cyber threats, protection against cyber threats, and information security management systems compliant with ISO 27001 and the Personal Data Protection Act 2019.

Receipt of Complaints and Protection of Complainants

Thaifoods has established policies and guidelines for receiving complaints and providing protection to complainants. An agency has been established. Supervise operations To receive complaints and be responsible for controlling, supervising, managing issues received and finding solutions together. Including taking steps to comply with the company's regulations and guidelines and legal requirements. Including reporting operating results to the Board of Directors for acknowledgment. At least once a year and carry out communication Publicize the complaint channel for all employees and stakeholders to know and access through public channels and the company's internal communication channels such as the Intranet, Email, and the company's website.



Actions when receiving a complaint

The Complaints Department conducts a preliminary consideration of the complaints received regarding which department. along with contacting back to the complainant to ask for more information The Complaint Coordinator is responsible for gathering and considering the sufficiency of evidence initially. and submit complaints that have been considered to the investigation committee or authority as appropriate Including storing information Record progress, summarize results, follow up, adjust the status of complaints, and set access rights to information related to complaints. Additionally, it is also responsible for supervising the completion of complaints within a time period. Then proceed to inform the relevant agencies to investigate the facts related to the complaint and take appropriate corrective action..

Guidelines for protecting complainants

The company has established measures to protect and maintain the confidentiality of complainants. The complainant and related persons You will receive appropriate protection from the company including information on complaints. Will be kept secret and not disclosed to unrelated parties. Except where disclosure is required according to legal requirements. Any person who is aware of the complaint or information related to the complaint must protect the information on the complaint or related to the complaint to be confidential. and not disclosed to other persons Taking into account the safety and damage of those who report complaints. source of information or related persons Except in cases where it is necessary in the process of implementing this regulation. or as required by law If there is a deliberate violation of the disclosure of information, the company will take disciplinary action. and/or take legal action against violators.

Complaint Channels

Corporate Website	: www.tfg.co.th
E-Mail	: whistleblow@tfg.co.th
Mail	: Compliance Department Thaifoods Group Public Company Limited, 1010 Shinawatra Tower 3, 12th Floor, Vibhavadi Rangsit Rd., Chatuchak, Chatuchak, Bangkok 10900,

You Can Read Policy for receiving complaints and providing protection to complainants More at www.tfg.co.th

Food safety

Management approach

Establish policies and announce commitment to producing quality food. Safe and in accordance with international standards

Set strategies, action plans and determine operational processes to meet safety standards and other related standards according to international standards. Communicate and instill a safe food culture to everyone in the organization.

There is a systematic process for traceability of products. Starting from the farm where they were raised. Transport route to the factory The route for delivering products to consumers

Produce and develop products with quality, safety, and meet the needs of customers and consumers.

Animal welfare

Thaifoods prioritizes its raw material suppliers, particularly chicken and pig farms, by establishing farm standards for animal welfare. These standards ensure that animals are raised and cared for in hygienic conditions, with comfortable living spaces and suitable environments. They also guarantee access to sufficient food and water. Close supervision by animal husbandry experts is maintained to promote strong and healthy growth in chickens and pigs, reduce stress and illness through effective barn management practices, and control the environment to optimize growth conditions. Additionally, stringent safety and animal health measures are implemented to the best of the company's abilities. There are experts to efficiently monitor standards and have an action plan that is in line with animal welfare principles and legal requirements. There must be a farm structure that can prevent and control the spread of disease. The farm veterinarian must have a farm veterinarian license. A professional license to operate a farm must include an analysis of the water quality used. Results of animal feed quality analysis, residues, daily animal husbandry records. Record of current inspections of the working conditions of tools and greenhouse equipment. Including compliance with the Department of Livestock Development regulations regarding the protection and welfare of animals. Inspection and care according to animal welfare principles Air circulation, dust, temperature, humidity, light and various gases must not exceed specified limits. which may be harmful to animals To give consumers confidence that Thai Foods farms are clean, safe and can be trusted. Including setting farm standards for conducting business abroad to meet international standards.

Thaifoods invests in Grandfather pig farm business By creating cooperation Together with CooperL, a producer of pig breeds. and the leading complete pig producer in France which is a joint investment under the name “Thai Foods Nucleus Genetics Company Limited” (TFNG) to operate a Grandfather pig farm business. The business operations of the Grandfather Pig Farm under the TFNG joint venture company use pig production technology. Advanced genetic management and precise management of feeding programs through the AI system, which increases the efficiency of producing quality breeding pigs. Control the cost of pig production to increase the ability to move towards world-class pig production. The farm will increase its ability to produce pigs for its own use. Reduce dependency on foreign pig breeding companies Increase the efficiency of pig production throughout the system from breeds that continue to develop rapidly every year. They also produce breeding pigs for sale to independent farms. The farm began operations in August 2023 and will have maximum production in May 2024 onwards. It consists of 3 purebred breeds of pigs: Pietrain, Large White and Landrace.



In line with the Sustainable Development Goals (SDGs) Goal 17: Development partnership dimension Strengthening the implementation mechanism and revitalizing the global partnership for sustainable development

Quality and safety

Thaifoods adheres to the principle of “quality food, quality of life” which has always been consistent with the company’s vision. This commitment ensures that consumers of Thai food products receive quality and safe food that meets international standards. We give importance to producing quality and safe food for consumers by emphasizing every step of the production process to meet these standards. We have built a culture of food safety across our people and at every step of our production. To create confidence for consumers that products from Thai food factories can be systematically traceable. This traceability begins with the farm from which the ingredients are sourced. Proceed through the transport route to the factory. and expand to delivery routes to consumers

Traceability of raw materials

Thai Foods has a process for identifying details of raw materials. Products in process, finished products and traceability steps of the production process Including the source of raw materials in the event that raw materials in the production process or products encounter quality and safety problems. along with creating an annual traceability test plan To ensure that the company has a process that can actually conduct traceability of raw materials within the specified period Traceability is divided into 2 types: 1.Forward, product traceability. Starting with information on the raw materials used. Product production process in each step Until the process of delivering finished products to customers. 2. Backward product traceability. From finished product information delivered to customers Go back to the product manufacturing process in each step. until the raw material information In addition, Thaifoods also trains personnel with professional trainers until they are proficient before entering the actual work process

Development of products, services and sales channels

Thaifoods recognizes the importance of customers and has established policies and a code of practice to treat them by developing a system to supervise the production process and supplying high-quality products to customers. It includes the Company giving importance to improving and developing production technology and checking product quality to always be up to date. The Company has established a system to monitor and strictly follow the agreements with customers with honesty and attentiveness. We set up a system to control and maintain customer confidential information as if it were a company's secret and not use it for the wrongful gain of oneself or those involved, including providing accurate product and service information on the product label that states the truth about the product without propaganda or causing confusion or misunderstanding. However, Thaifoods customers have the Business-to-Business (B2B) type, which are trades between businesses and businesses, and the purpose is to meet business needs in the form of raw materials or the production of goods or services for the benefit or development of the organization's business, not solely direct utilization or consumption, and the Business-to-Customer (B2C) type, which is a business that sells goods or services between the business owner and buyers directly.

In 2023, the company has developed production processes to meet consumer needs more efficiently, such as a project to expand work areas to reduce contamination from foreign substances. From the trend of demand for chicken parts products has increased and the original working space is not enough Therefore, the design was carried out to increase the area for work. Reduce the problem of foreign objects from the production process and increase the number of people. To be sufficient to meet needs This allows the company to produce more chicken parts. Increase employment for people in the area and can generate income for the company

Management of suggestions, opinions and complaints

Thaifoods has established channels for filing complaints related to Thai Foods products and services in order to protect consumers and determine solutions. Including handling complaints quickly and efficiently The complaints department is responsible. In the case of receiving complaints and suggestions from customers or consumers, the complaints department will contact you to request additional details. and used to improve the service further. In addition, there is also an inspection Record and analyze the cause of the problem. To find ways to prevent, correct and develop the quality of products and services further. In the case that the complainant wants compensation, the company will investigate the facts. and compensate appropriately for the damage incurred

Thai Foods conducts customer satisfaction surveys for both domestic and international customers every year. Covers topics regarding product quality Product delivery and service personnel/sales staff The customer satisfaction target was set at 81 percent and the evaluation results in 2023 were 85 percent, which is in line with the target. In 2023, no significant product complaints were found



Developing an organizational culture for innovation

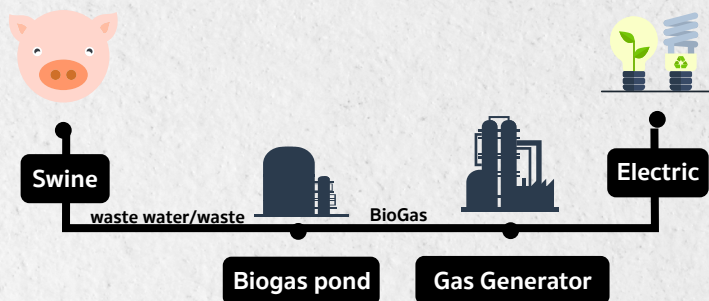
Management approach

Establish innovation and technology as one of the organization's important missions.

Integrate innovation and technology into the organization's operational plan through the Project Improvement Kaizen project or other related matters. To develop the company's work processes for maximum efficiency. Both in finance Society and environment

Innovate and find technology that is suitable for the business to be applied efficiently.

Thai Foods brings in innovations to further develop both operational processes and product development continuously. Both in improving the production process appropriate operational processes Modern and ready to keep up with the world To increase the business capabilities of the company and cover the needs of stakeholders throughout the value chain. Including responding to the needs of consumers with variety and increasing quantities. according to the continuous future population growth. Thaifoods has a project to bring in a biogas generator system for sow farms. Come to develop the pig farm business by bringing biogas from pig manure digesters or biogas from pig manure. From Thai Foods' farms to produce electricity, which is



clean energy to replace the use of electricity from coal To help reduce environmental problems in managing waste and odors efficiently. Reduce the impact that the community receives from environmental problems and significantly reduce costs in terms of electricity bills.

And this year, the company continues to support innovation development while cultivating and stimulating thought processes and development. continuously Thai Foods has a total of 13 successful innovation projects presented and implemented by knowledgeable and expert personnel, which can reduce costs and increase income. And can effectively reduce the impact on business operations, such as the project to install a Switch Sensor to detect movement for turning off-on lights in the work area. Normally, the lights will be turned on to provide bright light 24 hours a day, so a Switch Sensor has been modified that detects the movement of people who will be using it in appropriate spots. To automatically turn off and on the light at that point. And the lighting system will be changed to LED bulbs, which can help reduce electricity use. and expenses



In line with the Sustainable Development Goals (SDGs) Goal 7: Economic Dimension Ensure everyone has access to modern, sustainable and affordable energy. Goal 9: Economic Dimension Build a durable infrastructure Promote comprehensive and sustainable industrial development and promote innovation

Human Rights

Human rights are the basic rights that human beings are born with equal. and have the right to live with dignity Regardless of differences in race, skin color, gender, age, language, religion, physical status, and health, including political beliefs. The right to live without violence or discrimination.

And in every corner of the world, there are still many women who experience discrimination and the deprivation of rights and freedoms in various fields. Reducing equality between the genders It can be said that women's rights are another form of human rights that must be given importance. Thai Foods supports equality in every respect and promotes potential personnel without gender discrimination. Physical status Both children and women who are part of the Thai Foods value chain Whether it is a group of female employees who are another important group in driving the company to grow.

The company gives equal rights to all female and male employees without discrimination or gender discrimination. and give importance to equal compensation between females and males By evaluating from duties It is primarily the responsibility and performance of the individual. The company includes guidelines and policies that protect women and children in accordance with the law. Thai Foods implements a systematic, transparent, and fair recruitment and hiring process, including employment in underprivileged groups and disabled groups. without discrimination and consider personnel based on their knowledge, abilities, and attitudes that are consistent with and appropriate to the position and values of the company. Thai Foods has always given importance to respect for human rights. Human rights policy Labor Human Rights Policy Hiring labor and labor management Includes clearly defining guidelines for human rights. You can read more at www.tfg.co.th



In line with the Sustainable Development Goals (SDGs) Goal 5: Social Dimension Achieve gender equality and empower women and girls. Goal 10: Economic dimension Reduce inequality within and between countries.

Human Rights Due Diligence

To prevent human rights violations, the company must analyze potential risks. The company conducts a risk assessment by analyzing, evaluating, and considering the seriousness and likelihood of risks occurring. This assessment covers various aspects such as forced labor, compensation, working hours and holidays, discrimination, discipline and punishment, sexual harassment and violence, child labor, female labor, freedom of association and collective bargaining, safety, occupational health, and working environment. that the company considers to have covered various issues in the field of human rights to be analyzed

	Human Rights Risk Issues	Guidelines for prevention/risk reduction
Employee	Issues related to labor standards such as occupational safety Working hours, benefits, etc.	The company operates with a commitment to legal compliance to prevent any violations of employees' rights. In the event of a potential violation, the company has established a corrective process. Additionally, there is a designated complaint channel for employees to report any grievances. The company will address these complaints promptly, taking corrective action to further improve its practices.
Partners	Issues related to labor standards The same as the company's employees.	Establish criteria for selecting partners, ensuring they comply with labor laws. The company will not engage in business with partners who pose a risk or have a history of human rights violations.
Community	Environmental issues or affecting normal well-being	The company examines its operating methods so as not to create an impact on the community. And community comments/complaints are regularly followed up. Through participation in community activities or CSR activities to bring opinions/complaints Come improve the company's operations. Do not violate the rights of the community and be able to take corrective action in a timely manner.
Customers	Quality of products that may affect life and body	Thai Foods is in the food industry group. This causes a risk of issues related to customers. that may be affected by product consumption The company therefore places strict emphasis on product quality and safety. and measures for food safety and quality have been established. Dyeback inspection of raw materials Production process that complies with standards and development and improvement in technology that is always used, including opening public channels on the company's website for customers to come in and make complaints/suggestions Each company will use the comments to improve and develop further.

Remedies and complaint channels

The company is committed to solving problems and providing remedies to those affected by human rights risks that may occur. including providing appropriate methods and solutions in order to mitigate risks and impacts that occur. In 2023, the company had no significant complaints of human rights violations.

The growth of personnel is a critical factor in propelling the organization towards sustainable development.

Employee

Management approach

Establish and announce policies related to employees. Labor human rights
Human resources policy and other related matters

Prepare an operational plan. Guidelines for promoting and caring for employees,
such as treating labor fairly Employee compensation and benefits Employee
potential development safety at work

Provide a complaint channel. Whistleblowing Give suggestions to employees

organize an organizational engagement survey of employees to explore needs
and use employee suggestions to develop further action plans.

Provide communication. public relations Information in various fields to employees
through email, public relations boards, and the company's internal website

Treating labor fairly

Thaifoods Group adheres to treating all employees and stakeholders without discrimination. The company recognizes that its operations must be based on morality, ethics, and human rights in business. Therefore, we adhere to these principles as guidelines for our practices at all times. The company emphasizes human rights principles in all work processes to prevent violations in any form. This includes promoting transparency and accountability in operations to protect human rights through various policies. This includes the corporate governance policy, business ethics policy, social responsibility policy, policy for accepting complaints and providing protection to complainants, regulations of the investigation subcommittee, guidelines for treating labor fairly, and communication guidelines. It encourages the dissemination of knowledge, understanding, guidelines, and other principles to the company's stakeholders to ensure compliance with human rights guidelines in business practices. The human rights policy is published through the company's communication channels, and there is regular supervision, monitoring, and inspection of actions impacting human rights. The human resources department is designated to oversee, monitor, and inspect the company's human rights practices. Including providing opportunities for

employees and stakeholders to express their opinions, report problems, report clues, or report complaints in the event of events or actions related to violations of human rights policy. In addition, the company has a fact-finding process in accordance with the regulations of the company Providing protection for complainants and punishment according to company regulations and respect human rights for all groups The company follows international principles of practice. and principles of compliance with Thai labor standards fairly Both in prohibiting child labor and prohibiting children under 18 from entering the company's work area. In terms of scholarships, the company provides scholarships to employees' children every year.

Thai Foods has an employment policy that focuses on equality. and establish a process for recruiting and considering hiring employees in a transparent and fair manner. Including employment in underprivileged groups and disabled groups. without discrimination Personnel are considered based on knowledge, abilities, and attitudes that are consistent with and appropriate for the position and values of Thai Foods. In 2023, Thaifoods has hired a group of disabled/disabled employees. Total number: 37 people

Employee compensation and benefits

The company has a policy for all employees to live together under a happy and accepting work environment. Employees at all levels are treated like brothers and sisters. There is no exploitation. In terms of taking care of employees The company has human resource management at every step. to achieve maximum efficiency Since recruiting personnel Personnel development Including continuous training for employees. Including determining fair compensation. and providing appropriate welfare. In addition, the company promotes and supports every employee to have opportunities for advancement. There is learning at every level of the organization and skills development. To raise the level of work to professionalism in a suitable working environment. A policy has been created to support fair treatment of labor, including a labor human rights policy. Hiring labor and labor management Occupational health, safety and environmental policy Human resource management policy and compensation policy An action plan related to labor relations activities has been prepared. And an employee engagement survey was conducted. In 2023, the goal was set at 85 percent and the results of the employee engagement survey were 88.55 percent, including the provision of basic welfare and other benefits. Support the establishment of welfare committees in business establishments. To act as a representative to



participate in discussions and offer opinions on welfare matters. At Thai Foods, there are procedures for employees. In addition to basic employee benefits such as compensation fund, social security, medical expenses Uniform/uniform, diligence allowance, bonus and annual salary increase Leave days specified by law Assistance due to death Important religious holidays for factory group employees Activities for sick visits, maternity visits, employee scholarships, employee child scholarships Work rewards: TFG LONG SERVICE YEAR AWARD, lunch/special menu project for employees Special price products for employees Scholarships for employees interested in supporting employee health care, such as annual health examinations. and health insurance for employees

Employees classified by gender

 **52%**
Female employee

 **48%**
Male employee

In 2023, the company takes care of health workers. The value of health care includes health insurance and health examinations totaling more than 23 million baht, including the company creating partnerships with financial institutions to provide special interest financial loans for employees. Including other loan service businesses for Thai Foods employees. Promote additional income generation for employees through various vocational training activities. Through organizing club-style activities for employees, such as vegetable growing activities through trial plots. Dessert making activities, etc. The company promotes savings and creates financial security for employees.

By providing a provident fund. This is a fund established jointly by employers and employees. The objective is to save money for employees during retirement by allocating a percentage contribution. Given to employees according to their years of service as appropriate The highest is 7 percent of salary and a joint venture project between employers and employees, Employee Joint Investment Program: EJIP, which in 2023 has 96.17 percent of employees participating in the EJIP project and 52.62 percent participating in the provident fund. To have a labor relations department to act Take care of preparing operational plans, control, supervise, and compile operating results. related to labor relations activities



Employee potential development

Learning and personnel development in 2023 Thai foods has developed a curriculum and format to follow the strategy. and policies to promote personnel development Including the goals of the organization As well as all employees receiving maximum benefit from participating in the project. "Employee potential development"

Divided into 5 knowledge groups:

- **TFG Orientation Program** : The first step into the Thai Foods Group family. Learn the history of the company and an overview of business operations. Organizational culture (TFG DNA) as well as rules and regulations and various criteria for working so that everyone can work hard and be ready to become part of the Thaifoods Group family
- **Quality & Law Requirement** : "We will be a producer of quality and safe food according to international standards" in order to achieve the company's vision. We aim to create knowledge and understanding about quality systems and production standards. as well as correct operating methods according to quality standards
- **Core Competency**: Focus on developing the core competencies or behaviors of employees that promote the operations or business of the company. Focusing on creating good behavior and attitude at work. as well as cultivating organizational culture for all employees.
- **Leadership Competency** : Focuses on developing management skills, attitudes, academics, and personality that promote leadership among executives/managers/supervisors. To be ready to lead the team to success according to the set goals.

- **Functional Competency** : Focus on developing skills Professional knowledge of employees with emphasis on creating behaviors and attitudes consistent with individual responsibilities. It also strengthens the skills necessary for work to be effective and increase work results.

In 2023, Thai Foods has organized a total of 407 training courses and has set a target for employee training of 7 hours/person or 1 training course/person and has organized training in many formats, including seminars (Work Shop), Online training (Google Meet), etc.

Performance Developing the potential of employees of the Thaifoods Group of Companies

Training hours in 2023
amount to 173,866 hours.
Average 7 hours/person



Training course for modern assistant store managers and basic firefighting training The course is an integration of two courses. To develop personnel and enhance safety knowledge for employees. By organizing 2 training days in 2023, organizing a total of 8 training sessions. The benefits received from participating in the training Employees will learn about store management. Manage teams and deal with customer complaints. This is a technique that can actually be applied to work. This course is compulsory for the position. All assistant store managers must receive training to support their future career growth. and basic firefighting courses The company has focused on the supervisor level because they are considered responsible for the operational area. Therefore, the said course is a compulsory course. From the said training course, knowledge levels were measured before and after the training by taking a test. It shows that the knowledge level of the



employees who attended the training There is increased knowledge and understanding and results from behavioral assessments from supervisors that show the development of skills that are consistent with the training curriculum. It was found that employees were able to cope with immediate problems better. Have a passion for service and can manage a team effectively Based on complaints about employee behavior decreasing Branch supervisors receive praise from customers for their service at a higher level. In terms of safety or basic fire extinguishing Employees can use fire extinguishers and put out incidents safely and correctly.

Open educational opportunities and recruit with quality.

Thaifoods provides students with real-world learning opportunities. Through an internship or co-op training and is a collaboration with leading educational institutions in the country. The university has given the company an opportunity to provide guidance to students. in internship and cooperative training projects and selecting interns Persons with abilities appropriate to the company's business operations and consistent with their profession and study curriculum. Come and try out the actual work from employees who have experience and knowledge and ability to help advise and assign work to interns to actively participate in the organization. To give students the opportunity to develop their own potential. Including being able to be an important assistant to the organization as well

TFG Internship Program

Summer internship project during the month May-July To open opportunities for students Has strengthened knowledge and experience in actual work with professional personnel.

Co-Operative Education Program

Promote and encourage students to have the opportunity to do internships in a cooperative form with the company. It will last approximately 4 months according to the conditions set by each institution. It is also a channel for the company to promote knowledge and abilities. for students to develop their careers

In 2023, Thaifoods Group has students participating in the project.



In line with the Sustainable Development Goals (SDGs) Goal 4: Social dimension Ensuring inclusive and equitable quality education for everyone and support lifelong learning opportunities.

workplace safety.

Thaifoods is aware of its responsibility in occupational health, safety, and the environment. both inside and outside the organization Covers all stakeholders Therefore, policies are established to support employees in working safely, including occupational health, safety, and environment policy (QSHE: Quality Safety Health and Environment) with emphasis on conducting business in accordance with international standards and safety laws. Occupational health and environment Including strictly related industry standards, caring for, protecting and controlling the environment, occupational health and safety. From the process of screening suppliers and services, screening the receipt of raw materials. Receiving raw materials, producing, storing and delivering products to the company's customers. Reducing hazards and risks from operations which is caused by the procedures and methods of work working environment n Developing and creating quality innovations Safety for society and the environment throughout every process in the company's operations Creating a safety culture including Process Safety Management .To

take care of the safety of employees, strive to control, prevent, and reduce environmental impacts. By planning to use resources sustainably Since the design Construction and installation of machinery, testing, production, maintenance, delivery, and storage of raw materials and products, including promoting stakeholder participation. By communicating operations and effectiveness in Quality, Security, Safety, Occupational Health and Environment to stakeholders both inside and outside the organization. Including listening to opinions, needs, and expectations for use in the review. and improve operations to ensure sustainability Thaifoods places great importance on the safety of workers at all levels. Therefore, a concrete operational plan has been prepared. and determine the frequency of operations regularly A safety committee has been established to take responsibility and assess safety risks in every operational process. Including publicizing knowledge through public relations media through



training and practicing emergency plans annually. It also includes training of contractors who come to work in Thaifoods' area according to related courses as well. The company regularly conducts safety knowledge training for employees. To ensure compliance with legal standards and requirements In the Safety in the workplace Training course, it covers work safety content. and environment Investigation of work accidents Selecting appropriate Personal Protective Equipment (PPE) and Job Safety Analysis (JSA) By analyzing work for safety. It is a method of analyzing the work process step by step. By analyzing dangers From the operating environment, machinery, equipment, and work methods worker To find dangers in each step Then find methods and measures to prevent danger in each step. Including courses on work safety in related areas. Such as fire evacuation course (basic), safety supervisor course Hazard analysis and prediction course Chemical safety course In 2023, there will be a training course on occupational health. Safety and environment, totaling 164 courses, and a total of 10,933 employees of Thai Foods Group received training. The safety training that the company has provided to employees also covers

contractors who come to work in the area. Company area as well To ensure that Employees and contractors will behave correctly according to safety standards and help effectively reduce accidents. Thai Foods has set a goal to reduce accidents in 2023, which is a work-related death rate of 0 people, and the results of operations are in line with the target.



Collaborate with the community to foster mutual growth

social and community

Management approach

Establish and communicate policies regarding stakeholders, ensuring socially responsible business practices.

Define the structure for sustainable development and outline roles and responsibilities for social responsibility.

Develop operational plans, budgets, and guidelines to promote sustainable social initiatives.

Foster sustainable engagement with stakeholders

Report operational outcomes to the Board of Directors.

Establish channels for lodging complaints, reporting concerns, and offering suggestions, ensuring transparency and accessibility for all stakeholders.

Disclose operational information to stakeholders for transparency and accountability.

The company has always operated its business responsibly towards society and stakeholders. We are committed to building consumer confidence. that you must receive quality products according to standards The company still considers impacts and places importance on being a part of stakeholders in the community and society. A stakeholder participation policy has been created. to set criteria Management Guidelines to meet the expectations of stakeholder groups and to set strategies The direction towards sustainability requires operations to be based on good corporate governance, transparency, and accountability, and is ready to bring economic stability to the company and strengthen the circular economy in the community. including stakeholders in every sector Under the principle of “Trust Future Growth” To ensure that the company’s operations are complete and include stakeholder participation. The company always realizes that the community will remain with us for a long time. In 2023, Thaifoods takes care of society and communities. Total value over 13 million baht



In line with the Sustainable Development Goals (SDGs)

Goal 1 : Social dimension Eliminate all forms of poverty in every area.

Goal 2: Social dimension End hunger Achieve food security and upgrade nutrition and promote sustainable agriculture.

Goal 3: Social Dimension Ensuring people live healthy lives and promoting well-being for everyone at every age.

Goal 4: Social dimension Ensure that everyone has comprehensive and equitable quality education. and support lifelong learning o opportunities.

Goal 8: Economic Dimension Promote continuous, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Goal 11: Economic dimension Make cities and human settlements inclusive, safe, resilient and sustainable

Support complete nutrition growth through the “Im Nee Pheua Nong Project”

Thaifoods supports the company’s food products. To schools in the nearby area by supporting chicken to be used as an ingredient to cook lunch for students. To promote food nutrition to students To grow appropriately according to age Because the main goal of Thaifoods is to produce quality food for consumers. We sincerely hope that Thaifoods will play a part in helping reduce food costs for children. to parents This project has been implemented continuously since 2015 until the present, and in 2023, Thaifoods has set a goal. In terms of supporting school lunches The company has set an average target of 1 factory area per 2 schools. The results of operations throughout the preparation of this full project for children in the past. It was found to be according to the target.



Embrace the chance to craft a fulfilling life with an open mindset and a commitment to excellence.

Thaifoods supports learning and promotes good hygiene for school-aged children so that they can grow up in a stable and sustainable way. Thaifoods conducts business with social responsibility. and stakeholders in every sector as always We create confidence for consumers that they must receive quality products according to standards and do not neglect to consider the impact of business operations and give importance to being a part in creating A community and society where people can live together sustainably. Through supporting activities in schools, such as supporting the organization of sports day Against drug threats Support scholarships for students Support Children’s Day activities Support school supplies, sports equipment, computers, including chicken products, sausages, ready-to-eat food. in organizing various school activities in the nearby area

Thaifoods strengthens safety for Thaifoods people and stakeholders in the community.



Thaifoods campaigns on safety for Thaifoods people and stakeholders in the area. Through activities to instill awareness of occupational health and safety There are regular safety surveys from operations. Provide prevention and control measures to prevent serious accidents. Training courses on occupational health and

safety are organized for Thaifoods people. along with emphasizing correct meditation When having to work in a risky area Including the establishment of a safety, occupational health and working environment committee.



Thaifoods receives a plaque as a model organization for road safety. and move forward with cooperation to drive organizational measures in private sector establishments.

Thaifoods has organized activities to promote safety knowledge for people in the community through training courses on basic fire drills, fire evacuation and first aid in educational institutions, the Safety to School project, and the project to support safety helmets for students. student Including a campaign to wear helmets for people in the community. To promote safe travel The project supports budget for road repairs near the factory area to reduce accidents and provide convenience for people in the area.

Promote equality and prepare for the future Create educational opportunities

Thaifoods is committed to child development. This is an important force for the country to grow into an efficient adult and drive a sustainable society. Thaifoods therefore promotes learning for students in schools in the community through support. Equipment and necessary items It also helps promote learning. Other skills such as sports, academics, daily living skills and give importance to agricultural projects To serve as lunch and promote the development of professional skills. to students in participating schools Including funding for repairs and construction of buildings and locations for schools and child development centers in the area

Promote career creation reduce immigration

Thaifoods provides employment opportunities for local people. By supporting employees who are domiciled in the area to work with the company. Allows employees to work close to home Reduce the amount of migration of people in the area. Reduce travel time Avoid higher living expenses and other expenses. When a change in residence is required Including creating more good relationships in the family. Employees get to live with their families. Reduce distance in relationships and distance from travel. It also has a positive effect on your health to get complete rest. Don't worry about traveling. Have time for yourself without affecting your regular job.

Create cooperation with the government to enter the community market.

Thaifoods supports the circular economy in the community. By helping to increase trading channels in the areas surrounding the company. and create cooperation with the community to open opportunities for people with disabilities and people in the community to register to sell products in the factory area. To have the opportunity to create income for yourself and your family. through activities Community flea market A flea market selling OTOP products that also creates cooperation with the community.

Growing together with the community sustainably

The heart of Thaifoods' business operations is producing quality food and delivering it safely to consumers. The company has always valued every life that lives with us, even in times of crisis. Thaifoods gives full support to communities and society. Supporting financial aid, items, food, and labor to the best of the company's ability, including essential items for urgent situations, such as preventing epidemics, medical equipment, disinfecting equipment, survival kits, consumer items, and medicine. Additionally, the company provides chicken parts, sausages, cooked chicken, and processed products to support medical facilities, government agencies, schools, communities, and villagers. Including helping the elderly, disabled people, and underprivileged people in the area and relying on each other. The company therefore does not neglect the safety of people in the community terms of safety on roads, community areas, or shared routes. The company has managed road repairs in the community area. Around the factory regularly Support solar lamp traffic convex mirror for the community to install in blind spots to ensure that road users will be safe throughout their journey.

In 2023, the company has prepared an action plan to support communities and society. There is a survey of the satisfaction of the surrounding communities. which received evaluation results in the criteria of "good" in the past operating year. The Company and subsidiaries received a plaque and certificate for the "CSR-DIW Continuous Award 2023," which has passed the standard criteria of the Industrial Factory Promotion Program for Sustainable Social and Community Responsibility (CSR-DIW Continuous) 2023 as follows:

1. Thaifoods Group Public Company Limited, Kanchanaburi branch,
2. Thaifoods Group Public Company Limited, Prachinburi branch,
3. Thai Foods Feed Mills Co., Ltd., Suphanburi branch
4. Thai Foods Feed Mills Co., Ltd., Prachinburi branch



which shows commitment and determination to maintain work standards regarding participation in social responsibility of the organization The company has received awards continuously since 2018 until the present

Process of Handling Complaints for Communities and Stakeholders

1. Report suggestions and complaints in the suggestion box or call
2. Collects feedback and complaints
3. Report suggestions/complaints and present information to the executives.
The executives consider and assign the responsible persons to be responsible
4. The responsible persons perform the improvements and corrections to the suggestions/complaints.
5. The executives follow up on the improvements and corrections to the suggestions/complaints.
6. The results of the corrections to the suggestions/complaints will be reported and communicated back to inform relevant persons/employees

Conduct business responsibly and commit to efficient resource use for sustainable coexistence.

Resources and environment

Management approach

Establish environmental policies and management protocols, including clear directives and guidelines for environmental stewardship

Establish Develop a sustainable development framework outlining roles and responsibilities pertaining to environmental performance and climate change.

Create operational plans, budgets, and guidelines to enhance resource efficiency and comply with legal requirements, encompassing energy and water management, waste reduction, pollution control, and climate change adaptation.

Implement measures to monitor and safeguard business operations from adverse environmental impacts, including biodiversity preservation.

Foster environmental awareness and competence across the organization and community through communication and training initiatives.

Provide regular reports on environmental performance to executives with supervisory responsibilities.

Thaifoods conducts business responsibly and in accordance with legal requirements. for sustainable coexistence with stakeholders Therefore it has been determined. Environmental policy and environmental management set guidelines It is based on conducting business responsibly in each aspect appropriately. Including establishing a policy on climate change. Occupational health, safety and environmental policy Policy on responsible sourcing of raw materials To achieve results, the Company's business operations have been determined. Based on sustainable environmental management

Energy

Thaifoods conducts business with determination, in using resources efficiently and make good use of it Conduct business in an environmentally friendly manner and in accordance with legal requirements. So you can be sure that The energy that is brought into the business process will be used to its fullest potential. We improve the production process and apply appropriate technology to the business to bring maximum benefit to the company The company therefore plans to manage energy resources both in the short term and in the long term. in bringing clean energy /alternative energy into circulation for use in the production process Planning and control of electrical energy use Reducing fuel energy use Including organizing campaign activities to instill environmental awareness and energy saving among employees. Changing the form of raw materials used for energy fuel Products that help save energy Public relations media has been prepared to campaign for energy saving/reducing energy use. Including changing raw materials in fuels and energy to be environmentally friendly and sustainable raw materials that are safe for the world and communities and society with maximum efficiency. Currently Thaifoods Clean energy technology is being introduced. into use in the business process By using solar energy in the project Solar on ground Solar Rooftop Solar floating Solar Car Park in terms of economics, society, environment and in accordance with the law.

In 2023, a total of 13 percent of clean energy (Solar) was used in business operations, helping the company Reduce coal use by 49,505 tons, avoid carbon dioxide emissions by 58,780 tons, and equivalent to planting 80,310 trees The company has set a plan to expand the use of technology to cover all business groups. Inventing, developing and studying new technology Including presenting plans for investment in energy and technology in order to use the information as a guideline for the organization's long-term development. and create opportunities for the organization by investing in green businesses under the name of Thai Foods Renewable Company Limited and joint ventures with business partners in the clean energy business as well. And the company has set a target for the amount of electricity used. By setting an action plan for each month such as Determining measures to use electrical energy Organizing training to provide knowledge and campaigns to save electricity. To control the amount of use to meet the target



In line with the Sustainable Development Goals (SDGs) Goal 7: Economic Dimension Ensuring everyone has access to affordable, sustainable modern energy.



Water

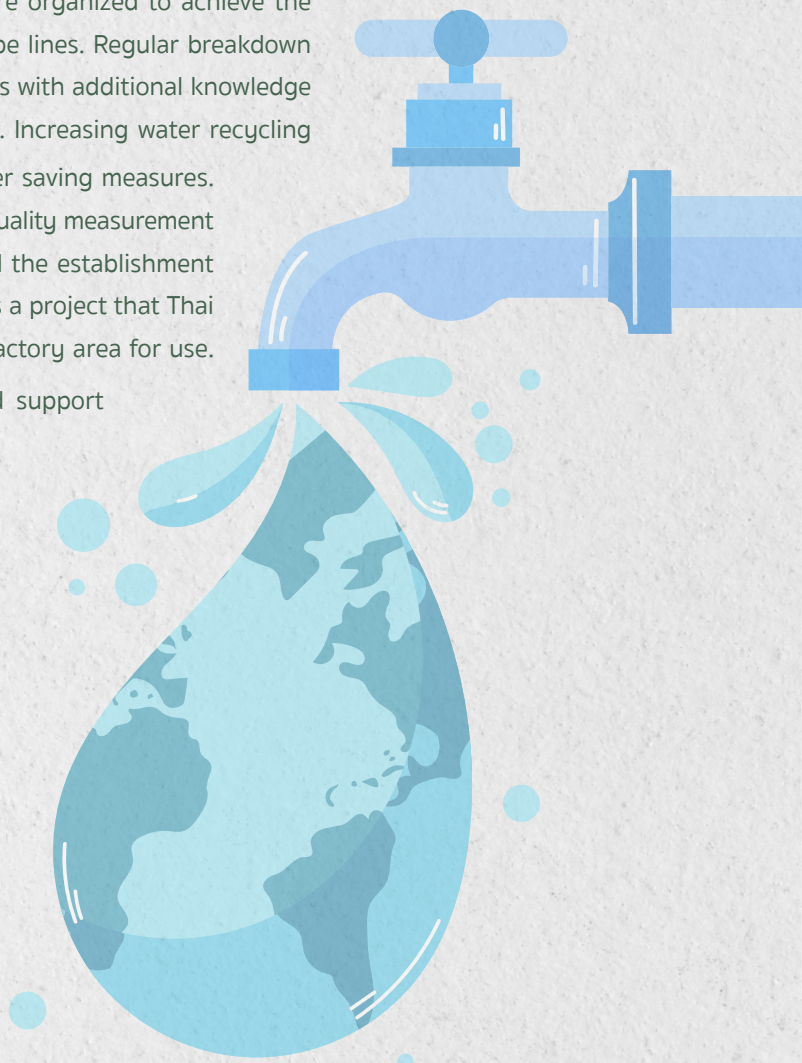
Water management is one of the key factors for Thaifoods' production process. This is because water must be used throughout the production process. And to prevent the risk of water shortages that may occur, Thaifoods has guidelines for managing water use appropriately both in the production process and outside the production process. Start by collecting water usage statistics for analysis. Then use the information to plan water management. It has been improved to be consistent and appropriate to the company's operational plan. In addition to planning to reduce the amount of water used in the production process, Thaifoods also works to increase efficiency and create maximum efficiency in water resources.

Set a goal to reduce the amount of water energy used. The goal is to use water per kilogram of product. and activities and action plans are organized to achieve the goals, such as surveying leak points and inspecting pipe lines. Regular breakdown of mechanical equipment Training to provide employees with additional knowledge on improvement Always repair machines to perfection. Increasing water recycling and reuse Including publicizing the organization's water saving measures. to employees for acknowledgment. In 2023, the water quality measurement results of Thai Foods passed all standard criteria. And the establishment of a water pumping station in the company area. This is a project that Thai Foods created to provide raw water sources near the factory area for use.

Including being prepared to manage water risks and support business expansion that will occur in the future.

and changes in the current climate affect the amount of water used in operations. Agricultural businesses and the food industry require water in their production processes, such as growing crops for raw materials for producing animal feed. animal farm and chicken and pig parts processing plants. Therefore, water management planning is important to prevent risks that may occur to the company regarding the sufficiency of water in the production process. The company therefore plans management and prepares reserve water sources, which may affect the cost of water procurement. The company oversees water use with the community to prevent conflicts that may occur with communities surrounding the factory in water shortage conditions.

In this regard, the company has joined with the community and relevant government agencies to jointly manage, for example, a chicken slaughtering factory. Prachinburi Province joins with the Huai Somong River Group to take care of the water in the Narubodin chinda Reservoir, a water source in Nadi and Kabinburi Districts. In addition, state or local governments may adjust regulations to respond to changing local water conditions as appropriate to the event. The company must therefore follow up on relevant regulations at the national and local levels so that the company can comply in a timely manner. This matter affects the reputation or image risk of the company if there is a dispute between the company and the community as well. The company has been monitoring water risks of suppliers of raw materials for producing the company's products, such as drought conditions in areas where animal feed raw materials are grown. and water management within farmers' farms, etc. because if the company's trading partners are unable to deliver raw materials for producing products to the company, it will directly affect the company.



The flooding phenomenon is a natural disaster. The company can't avoid it. The company can find ways to reduce the severity and alleviate the damage that will occur. By having a flood management plan and emergency backup plan in the event of an event. as a guideline for preventing damage Reduce the severity of floods and to recover as quickly as possible In this matter, the company studied together with the community who are related people and residents in the area. By requiring a report on the flood situation in each factory area. Create measures to prevent damage and manage when disasters occur. Inspect the condition of buildings and structures in the business establishment to prevent violence and damage. Check drainage and survey the community to listen to opinions in order to discuss and find solutions together when such cases occur



In line with the Sustainable Development Goals (SDGs)

Goal 6: Environmental dimension Ensuring that water and sanitation are available to all and sustainably managed

Garbage, waste and pollution

Waste management that arises from the company's operating processes is The company has a clear operational plan for eliminating each type of waste generated. Both hazardous and non-hazardous waste The prepared management plan is implemented appropriately. There are measures to prevent chemical leaks. Waste with standards and in accordance with international principles. As for hazardous waste, the company

**REUSE
REDUCE
CYCLE**

hires outsiders. Select only those who have a license to manage waste in that matter. Come into operation and the contractor must have proper management according to legal requirements related to the environment As for non-hazardous waste that the company can fully manage itself, The company has arranged separation points in appropriate areas. Whether it is sludge from the wastewater treatment system Cardboard boxes and paper packaging Plastic bags and plastic packaging can be used. and in order not to affect environmental stakeholders. To the community surrounding the factory The company therefore has a process for removing waste. From the production process such as chicken heads, chicken intestines, bones, they are processed and transformed into raw materials for animal feed. which can add value and reduce waste that occurs in the production process In addition, educational campaigns are organized for employees, including the creation of public relations media to enhance knowledge and understanding about types of waste and proper disposal.

In terms of overall pollution management from the company's operations, It is a business operation in the form of a large industry and Must coexist with stakeholders in many sectors Thai Foods intends to live together sustainably. The company therefore has a plan. Manage the control of pollution that affects the environment comprehensively and without affecting our way of life. of stakeholders in the factory area, both direct and indirect We have carried out field visits to inquire about environmental impacts. On a monthly basis, 1-2 times a month. or as appropriate in order to achieve timely resolution. If the stakeholder group finds a problem on their own, they can report the matter to the company's coordinator in order to fix it and find a solution together. In addition, the company has installed a system. Quality odor management The company has environmental experts to measure environmental standards. environment to meet safety criteria and be subject to legal requirements. Including training on hearing conservation projects. for medical surveillance For health Safety and good environment for employees Occupational health and safety training and environment for employees Energy management training course Training course to raise awareness of employees in the agency And there is training for relevant employees.

Climate Change

Operational guidelines and strategies

Establish policies and guidelines related to climate change. To provide guidelines for operating the organization

Assess climate change risks and opportunities Including setting guidelines for managing the organization's risks.

Establish a climate change governance structure Ready to set up a working group To support climate change operations From the board level to the operational level

Set targets and establish action plans to achieve climate change goals.

Report the results of operations on climate change to executives for acknowledgment.

Disclose operational information to the public and have access to all stakeholders.

Ready to embrace the business transformation towards a low carbon society

From the crisis of climate change and global warming that is currently occurring. It had an impact all over the world and spread rapidly. Whether it is the impact of the heat wave that continues to soar causing changes to the ecosystem Extinction of living things that may occur in the future. changes in the ocean from the melting of ice sheets causing sea levels to rise significantly Including rapid climate change and sudden natural disasters. Thaifoods is one of the organizations affected both directly and indirectly. Therefore, it can be considered an important challenge for Thaifoods in dealing with the crisis. To ensure that operations are efficient, stable and sustainable.

Thaifoods develops technology that focuses in the direction of energy saving and a low carbon economy. Comply with policies/laws/regulations that limit business operations that contribute to the impacts of climate change. Including the organization's social participation in the transition to a low-carbon economy. Therefore, roles and responsibilities have been assigned to the Corporate Governance and Development Committee for Sustainability. Supervise climate change operations and determine climate change as one of the organization's key risks, including establishing a climate change committee and working group to carry out climate change operations. To achieve the objectives and goals of the company.



In line with the Sustainable Development Goals (SDGs)

Goal 12: Environmental dimension Ensuring sustainable production and consumption patterns.

Goal 13: Environmental dimension Urgent action to combat climate change and its impacts.

Thaifoods also received the opportunity to participate in the 2023 Climate Management Model Project with the Stock Exchange of Thailand. throughout participating in the project Thaifoods has received advice and guidelines for operations that are beneficial to the company. By adopting the disclosure guidelines of TCFD: Task Force on Climate-related Financial Disclosures, which is a disclosure guideline that takes into account climate change. Both in terms of governance, strategy, and risk and opportunity management. Setting indicators and goals Including the impact on the business sector as a whole. From the implementation of the above guidelines As a result, Thai Food is Able to proceed appropriately according to TCFD guidelines. Make development and climate management Thaifoods products are standardized.

Important risks and opportunities related to climate change

Physical risks

Risk of damage to tangible assets It comes from the frequency or severity of weather conditions. Physical risks can be divided into 2 types: acute and Chronic, such as water shortages, floods, rising temperatures. that may affect the company's business operations

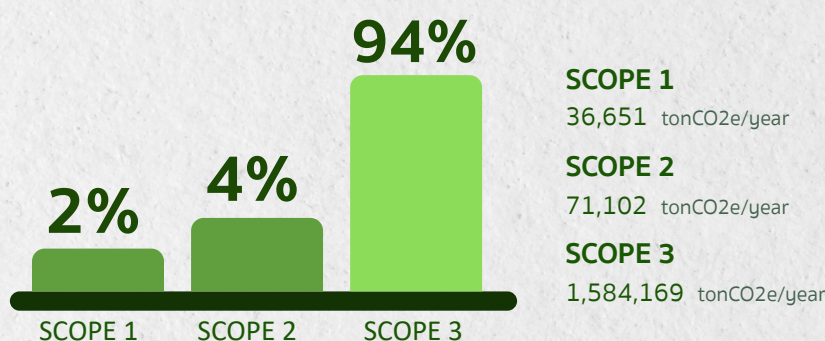
Transition Risk

Risks associated with adapting to a low-carbon economy It is a change in policy, rules, regulations, technology, and market needs. and corporate image

The company's goals and plans for reducing greenhouse gas emissions

The company has an action plan to achieve the goal of net-zero greenhouse gas emissions by 2065, which is divided into three phases: short-term, medium-term, and long-term. The plan includes installing solar cells and using clean energy in the production process. There are plans to expand the installation of solar cells to cover all factories, farms, and retail stores where feasible. Additionally, there are plans to develop biogas to convert gases generated from business operations into electricity, switch to LED bulbs, and use inverter systems in air conditioning technology. The company also aims to manage travel and employee numbers, as well as goods transportation, to reduce energy consumption. There is a plan to transition from gasoline cars to electric cars. Furthermore, the company is focused on product development for low-carbon product certification, seeking new technologies to reduce greenhouse gas emissions in the production process. The company also collaborates with business partners that prioritize environmental sustainability and emphasizes reducing greenhouse gas emissions

Greenhouse gas emissions of Thai Foods Group Public Company Limited in 2022



Thaifoods Group Public Company Limited has been registered by the Greenhouse Gas Management Organization. (Public Organization) to demonstrate the commitment to reduce greenhouse gas emissions to net zero according to the company's goal, and LRQA (Thailand) Limited is the person who verifies the information.

Biodiversity

The impact of the Company's operations has always been examined across the whole business value chain. We are always aware that our business operations may have both positive and negative environmental implications, including on ecosystem biodiversity. As a result, the Company has established guidelines to ensure that no unforeseen repercussions, particularly during the production process, affect natural resources or the environment. At the same time, it does not block the development of commercial operations aimed at maintaining biodiversity balance so that it may be used in a cost-effective and fair way based on ecologically responsible and Eco friendly economic growth. It promotes natural resources and environmental sustainability so it's balanced and has proper management of natural resources for the environment, environmental conservation, protection, prevention, and restoration, and environmental conservation, protection, prevention, and restoration. As well as to lessen the consequences of climate change and natural catastrophes.



In line with the Sustainable Development Goals (SDGs)

Goal 15: Environmental dimension : protecting, restoring, and supporting the sustainable use of terrestrial ecosystems. This includes sustainable forest management, combating desertification, halting land degradation and restoring soil health, and preventing biodiversity loss."

About This Report

Thaifoods Group Public Company Limited has created a sustainability report every year. This is the 8th consecutive year (2016–2023). The main objective of creating the report is to report the environmental, social, and corporate governance performance, or ESG (Environment, Social, and Governance), including the Company's economic growth results, concretely to the stakeholders of the Company.

Scope of This Report

This report is a report on the performance from 1 January 2023–31 December 2023. The reporting scope has been set to cover the operations of Thaifoods Group Public Company Limited and affiliates of Thaifoods Group. Thaifoods has adopted the disclosure principles in accordance with the guidelines of the Global Reporting Initiatives Standard 2021 (GRI Standards 2021). These principles disclose the information based on the indicators referring to the goals of operating according to the “Sustainable Development Goals” (SDGs) of the United Nations, to be applied appropriately in the industrial business groups of “Agriculture and Food Industry.”

For more information, please contact

Corporate Governance Department

Thaifoods Group Public Company Limited

1010 Shinawatra Tower 3, 12th Floor, Vibhavadi Rangsit Rd., Chatuchak, Chatuchak, Bangkok 10900

Tel. 02 513 8989 ext. 349 Fax. 02 513 9060

Email: CG@tfg.co.th

APPENDIX



Summary of Performance in Sustainability

Human Resources

Personnel of Thaifoods Group Public Company Limited

Human resources information	Unit	2023
• Total number of employees.	Person	16,015
Number of employees classified by workplace		
• Head office	Person	315
• Chicken slaughtering factory, Kanchanaburi	Person	9,993
• Sausage processing factory, Kanchanaburi	Person	293
• MEAT&BONE factory	Person	17
• Chicken butchery factory, Prachinburi	Person	4,990
• Processed sausage factory, Prachinburi	Person	407
Number of employees classified by gender		
• Number of male employees	Person	7,295
• Number of female employees	Person	8,720
Number of male employees classified by age		
• Age less than 30 years.	Person	3,810
• Age 30-50 years	Person	3,408
• Over 50 years old	Person	77
Number of female employees classified by age		
• Age less than 30 years.	Person	4,395
• Age 30-50 years	Person	4,144
• Over 50 years old	Person	181
Number of employees, classified by employee level		
• Senior executives (E1 – E4)	Person	3
• Management level (M1 – M4)	Person	118
• Operational/staff level (S1 – S4)	Person	15,894

Number of senior executives (E1 – E4) classified by gender		
• Male senior executives	Person	2
• Female senior executives	Person	1
Number of management levels (M1 – M4) classified by gender		
• Management level/male supervisor	Person	54
• Management level/female supervisor	Person	64
Number of operational levels/staff (S1 – S4) classified by gender		
• Operational level/male officer	Person	7,239
• Operational level/female officers	Person	8,655
New employee		
• Number of new employees.	Person	5,401
• Proportion of new employees	Percent-Age	34
Number of new employees, classified by gender		
• Male	Person	2,363
• Female	Person	3,038
Number of new employees classified by age		
• Age less than 30 years.	Person	3,486
• Age 30-50 years	Person	1,908
• Over 50 years old	Person	7
Employee resigns		
• Number of employees resigning.	Person	5,391
• Proportion of employees resigning.	Percentage	34
• Number of male employees resign voluntarily.	Person	687
• Number of female employees who resigned voluntarily.	Person	1,063
Number of employees resigning, classified by gender		
• Male	Person	2,389
• Female	Person	3,002
Number of employees resigning, classified by age		
• Age less than 30 years.	Person	2,918
• Age 30-50 years	Person	2,433
• Over 50 years old	Person	40
• Number of disabled/disabled employees.	Person	19
• Absenteeism rate	Percentage	0.01
Number of female employees on maternity leave, classified by age		
• Age less than 30 years.	Person	81
• Age 30-50 years	Person	69
• Over 50 years old	Person	0
• Rate of return to work after maternity leave.	Percentage	93

Personnel of the affiliates of Thaifoods Group Public Company Limited

Human resources information	Unit	2566
• Total number of employees.	Person	21,404
Number of employees classified by gender		
• Number of male employees	Person	10,704
• Number of female employees	Person	10,700
Number of male employees classified by age		
• Age less than 30 years.	Person	5,635

• Age 30-50 years	Person	4,843
• Over 50 years old	Person	222
Number of male employees classified by age		
• Age less than 30 years.	Person	5,387
• Age 30-50 years	Person	5,141
• Over 50 years old	Person	176
Number of employees, classified by employee level		
• Senior executives (E1 – E4)	Person	13
• Management level (M1 – M4)	Person	207
• Operational/staff level (S1 – S4)	Person	21,184
Number of senior executives (E1 – E4) classified by gender		
• Male senior executives	Person	11
• Female senior executives	Person	2
Number of management levels (M1 – M4) classified by gender		
• Management level/male supervisor	Person	134
• Management level/female supervisor	Person	73
Number of operational levels/staff (S1 – S4) classified by gender		
• Operational level/male officer	Person	10,555
• Operational level/female officers	Person	10,629
New employee		
• Number of new employees.	Person	9,591
• Proportion of new employees	Percentage	45
Number of new employees, classified by gender		
• Male	Person	4,948
• Female	Person	4,643
Number of new employees classified by age		
• Age less than 30 years.	Person	5,705
• Age 30-50 years	Person	3,820
• Over 50 years old	Person	66
Employee resigns		
• Number of employees resigning.	Person	7,173
• Proportion of employees resigning.	Percentage	34
• Number of male employees resign voluntarily.	Person	2,706
• Number of female employees who resigned voluntarily.	Person	2,695
Number of employees resigning, classified by gender		
• Male	Person	3,625
• Female	Person	3,548
Number of employees resigning, classified by age		
• Age less than 30 years.	Person	3,980
• Age 30-50 years	Person	3,085
• Over 50 years old	Person	108
• Number of disabled/disabled employees.	Person	18
• Absenteeism rate	Percentage	0.01
Number of female employees on maternity leave, classified by age		
• Age less than 30 years.	Person	111
• Age 30-50 years	Person	59
• Over 50 years old	Person	0
• Rate of return to work after maternity leave.	Percentage	95

Thaifoods Group Company

Human resources information	Unit	2023
• Employees who receive performance evaluations.	Percentage	100
• Number of violations of business ethics. (Business Ethics)	Case	0
• Number of major labor disputes.	Case	0
Employee compensation		
• Total employee compensation amount.	Billion baht	5.5
• Amount of compensation for male employees.	Billion baht	2.6
• Amount of compensation for female employees.	Billion baht	2.8
Provident fund		
• Number of employees who are members of the provident fund.	Person	1,447
• Proportion of employees who are members of the provident fund.	Percentage	53
• The amount of money that the company contributes to the provident fund.	Million baht	30
Contribution rate paid into the provident fund		
• Work experience less than 5 years.	Percent/month	3
• Work tenure between 5 – 9 years.	Percent/month	5
• Work experience of 10 years or more.	Percent/month	7
Employee Joint Investment Program : EJIP		
• Number of employees who are EJIP members.	Person	99
• Proportion of employees who are EJIP members.	Percentage	96
Internship/Co-op		
• Total number of interns	Person	54
• Number of male interns.	Person	17
• Number of female interns.	Person	37
• Total number of cooperative training students.	Person	97
• Number of male co-op students.	Person	29
• Number of female co-op students.	Person	68

Personnel development

Thaifoods Group Company

Personnel development information	unit	2023
Training costs		
Expenses for training knowledge and developing employees of Thaifoods Group Company	Million baht	8.8
Expenses for training knowledge and developing employees of Thaifoods Group Public Company Limited.	Million baht	1.9
Expenses for training knowledge and developing employees of the affiliates of Thaifoods Group Public Company Limited	Million baht	6.8
Training hours		
Total hours for training knowledge and developing employees of Thaifoods Group Company	hours	173,866
Number of hours for training knowledge and developing employees of Thaifoods Group Public Company Limited.	hours	73,153
Number of hours for training knowledge and developing employees of the affiliates of Thaifoods Group Public Company Limited	hours	100,713
Average training hours	hours/person	7
Average training costs	baht/person	354
Total number of training courses	course	407
Proportion of employees who received training	percentage	64

Environment

Thaifoods Group Public Company Limited

Information on Environment	Unit	2021	2022	2023
water management				
Water consumption	Million Cubic Meter	4.9	3.4	6
Amount of recycled/reused/recycled water used	Cubic Meter	n/a	n/a	503,486
Energy management				
Amount of electricity consumption	Kilowatt-hour	n/a	n/a	108,069,622
Amount of electricity consumption from solar	Kilowatt-hour	n/a	n/a	14,305,102
Amount of electricity used from the electricity purchased	Kilowatt-hour	n/a	n/a	93,764,520
Cost of purchased electricity	Million baht	n/a	n/a	475
Garbage and waste management				
Amount of Total Waste	Tons	18,056.90	13,342.62	17,708.43
Amount of hazardous Waste	Tons	2,098.74	20.61	58.32
Amount of Non- Hazardous Waste	Tons	15,958.16	13,322.01	17,650.11
Emergencies affecting the Environment	cases	0	0	0
Number of incidents in which the quality of water released does not meet standards	cases	n/a	n/a	0

Occupational health, safety and working environment

Thaifoods Group Public Company Limited

Information on occupational health and safety	Unit	TFG KAN	TFS KAN	MEAT&BONE	TFG PRA	TFS PRA
		2023				
Total number of working hours						
Employee	hour	16,043,904	366,224	36,320	7,480,384	651,296
Contractor	hour	2,080	0	0	512	512
Number of work-related fatalities						
Employee	Person	0	0	0	0	0
Contractor	Person	0	0	0	0	0
Employee	Person per 200,000 hours worked	0	0	0	0	0
Contractor		0	0	0	0	0
Number of work-related injury incidents						
Employee	Person	51	0	0	49	4
Contractor	Person	0	0	0	0	0
Employee	Person per 200,000 hours worked	0.64	0	0	1.22	1.13
Contractor			0	0	0	0
Number of lost-time injuries						
Employee	Person	38	0	0	38	4
Contractor	Person	0	0	0	0	0
Employee	Person per 200,000 hours worked	0.47	0	0	0.95	1.13
Contractor		0	0	0	0	0
Number of serious work-related injury incidents						
Employee	Person	2	0	0	0	0
Contractor	Person	0	0	0	0	0

Employee	Persons per 200,000 hours worked	0.02	0	0	0	0
Contractor		0	0	0	0	0
Deaths of work-related illness						
Employee	Person	0	0	0	0	0
Contractor	Person	0	0	0	0	0
Number of work-related illness incidents						
Employee	Person	0	0	0	0	0
Contractor	Person	0	0	0	0	0
Occupational sickness rate						
Employee	Person per 200,000 hours worked	0	0	0	0	0
Safety training						
Employees who have received safety training	Person	4776	0	0	3519	293
Contractors who have received safety training	Person	1376	0	0	232	32

Number of work-related injury incidents : All types of injuries from work, except injuries that received first aid.

Number of lost-time injuries : Injuries that cause stop work for 1 day or more, starting with holidays following the date of the accident.

Number of serious work-related injury incidents : Work-related injuries to the point where the body cannot be restored to its original condition within 180 days, disability.

Number of work-related illness incidents : The number of work-related illnesses or diseases is based on reports from the Compensation Fund in cases of work-related illnesses or according to a certificate from an occupational medicine doctor.

Occupational sickness rate : The number of occupational illnesses or diseases is based on reports from the Workers' Compensation Fund in cases of occupational illnesses or according to a certificate from an occupational medicine doctor.

GRI Content Index

Statement of use		Thaifoods Group Public Company Limited has reported in accordance with the GRI Standards for the period of 1st January to 31st December 2023.				
GRI 1 used		GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)		We will be validating our list of material issues with the latest GRI Sector Standard for our industry when it is published by GRI.				
GRI Standard	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General Disclosure GRI 2: General Disclosures 2021	2-1 Organizational details	56-1 One Report Page 102.sustainability reporting Page 25				
	2-2 Entities included in the organization's sustainability reporting.	Sustainability reporting Page 25,54.				
	2-3 Reporting period, frequency and contact point	Sustainability reporting Page 54				
	2-4 Restatements of information	Sustainability reporting Page 4				
	2-5 External assurance	Sustainability reporting Page 53				
	2-6 Activities, value chain and other business relationships	Sustainability reporting Page 19-20				
	2-7 Employees	Sustainability reporting Page 38-42				
	2-8 Workers who are not employees	Sustainability reporting Page 60-61				
	2-9 Governance structure and composition	Sustainability reporting Page 25-27				
	2-10 Nomination and selection of the highest governance body	56-1 One Report Page 98-100 .sustainability reporting Page 24-26				
	2-11 Chair of the highest governance body	56-1 One Report Page 4-5.Sustainability reporting Page 25 Website : https://www.tfg.co.th/th/about_us/board_of_director				
	2-12 Role of the highest governance body in overseeing the management of impacts	56-1 One Report Page 92-98.Sustainability reporting Page 24-25 Website : https://www.tfg.co.th/th/sustainability/cg/charter				
	2-13 Delegation of responsibility for managing impacts	Sustainability reporting Page 24,29,38,43,47 Website : https://www.tfg.co.th/th/sustainability/cg/charter				
	2-14 Role of the highest governance body in sustainability reporting	Sustainability reporting Page 24 Website : https://www.tfg.co.th/th/sustainability/cg/charter				
	2-15 Conflicts of interest	56-1 One Report Page 116-121				
	2-16 Communication of critical concerns	sustainability reporting Page 13-14				

GRI Standard	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosure					
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	56-1 One Report Page 76-101 ,Sustainability reporting Page 24-31			
	2-18 Evaluation of the performance of the highest governance body	56-1 One Report Page 110			
	2-19 Remuneration policies	Sustainability reporting Page 39 Website : https://www.tfg.co.th/th/sustainability/cg/policy_th			
	2-20 Process to determine remuneration	56-1 One Report Page 106-108,Sustainability reporting Page 27 Website : https://www.tfg.co.th/th/sustainability/cg/policy_th			
	2-21 Annual total compensation ratio	56-1 One Report Page 106-108,			
	2-22 Statement on sustainable development strategy	Sustainability reporting Page 11-12			
	2-23 Policy commitments	Website : https://www.tfg.co.th/th/sustainability/cg/policy_th			
	2-24 Embedding policy commitments	Sustainability reporting Page 24,29,38,43,47 Website : https://www.tfg.co.th/th/sustainability/cg/policy_th			
	2-25 Processes to remediate negative impacts	Sustainability reporting Page 24,29,38,43,47			
	2-26 Mechanisms for seeking advice and raising concerns	sustainability reporting Page 31 Website : https://www.tfg.co.th/th/sustainability/cg/policy_th			
Material Topics	2-27 Compliance with laws and regulations	56-1 One Report Page 76 ,Sustainability reporting Page 24-31			
	2-28 Membership associations	Sustainability reporting Page 28			
	2-29 Approach to stakeholder engagement	Sustainability reporting Page 20,			
	2-30 Collective bargaining agreements	Sustainability reporting Page 20,23,43-46,47-53			
	3-1 Process to determine material topics	Sustainability reporting Page 13-14			
	3-2 List of material topics	Sustainability reporting Page 14			
	3-3 Management of material topics	Sustainability reporting Page 32-35			
	201-1 Direct economic value generated and distributed	56-1 One Report Page 7,17-18 ,Sustainability reporting Page 7			
	201-4 Financial assistance received from government	56-1 One Report Page 23-24			
	Environmental Management , Effective Utilization of Resources , Water-Related Risk				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability reporting Page 47			
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	Sustainability reporting Page 48,60			

GRI Standard	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 302: ENERGY 2016	302-2 Energy consumption outside of the organization	Sustainability reporting Page 48,60			
	302-4 Reduction of energy consumption	Sustainability reporting Page 48,60			
	302-5 Reductions in energy requirements of products and services	Sustainability reporting Page 48			
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	Sustainability reporting Page 49			
	303-2 Management of water discharge-related impacts	Sustainability reporting Page 49			
	303-5 Water consumption	Sustainability reporting Page 49,60			
	306-1 Waste generation and significant waste-related impacts	Sustainability reporting Page 50			
GRI 306: WASTE 2020	306-2 Management of significant waste-related impacts	Sustainability reporting Page 50			
	306-3 Waste generated	Sustainability reporting Page 60			
Climate Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability reporting Page 51			
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability reporting Page 51-53			
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability reporting Page 53			
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability reporting Page 53			
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability reporting Page 53			
	305-5 Reduction of GHG emissions	Sustainability reporting Page 48,53			
Fair Labor Practices and Respect for Human Rights , Human Resource Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability reporting Page 38			
GRI 401: EMPLOYMENT 2016	404-1 Average hours of training per year per employee	Sustainability reporting Page 40			

GRI Standard	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 401: EMPLOYMENT 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability reporting Page 38-42			
	401-3 Parental leave	Sustainability reporting Page 39:56-58			
	405-1 Diversity of governance bodies and employees	Sustainability reporting Page 25:56-58			
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-2 Ratio of basic salary and remuneration of women to men	Sustainability reporting Page 59			
	406-1 Incidents of discrimination and corrective actions taken	Sustainability reporting Page 36-37			
GRI 406: NON-DISCRIMINATION 2016					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability reporting Page 42:60-61			
GRI 410: SECURITY PRACTICES 2016	410-1 Security personnel trained in human rights policies or procedures	Sustainability reporting Page 36-37,42,60-61			
Health and Safety in a Working Environment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability reporting Page 38			
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	Sustainability reporting Page 42			
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability reporting Page 42			
	403-3 Occupational health services	Sustainability reporting Page 42			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability reporting Page 42			
	403-5 Worker training on occupational health and safety	Sustainability reporting Page 60-61			
	403-6 Promotion of worker health	Sustainability reporting Page 39-42			
	403-8 Workers covered by an occupational health and safety management system	Sustainability reporting Page 39-42, 60-61			
	403-9 Work-related injuries	Sustainability reporting Page 60-61			
	403-10 Work-related ill health	Sustainability reporting Page 60-61			

GRI Standard	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Participation in the Development of the Community and Society					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability reporting Page 43			
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability reporting Page 43-46			
	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability reporting Page 43-46			
GRI 415: PUBLIC POLICY 2016	415-1 Political contributions	Sustainability reporting Page 29-30			
Compliance with the Law					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability reporting Page 24			
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks rated to corruption	Sustainability reporting Page 28			
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability reporting Page 28			
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Sustainability reporting Page 22,28			
GRI 207: Tax 2019	207-1 Approach to tax	56-1 One Report Page 23-24			
	207-2 Tax governance, control, and risk management	56-1 One Report Page 23-24, Sustainability reporting Page 29 Website : https://www.tfg.co.th/th/sustainability/cg/policy_th			
	207-3 Stakeholder engagement and management of concerns related to tax	56-1 One Report Page 23-24 Website : https://www.tfg.co.th/th/sustainability/cg/policy_th			
	207-4 Country-by-country reporting	56-1 One Report Page 23-24			

United Nations Sustainable Development Goals



United Nations Sustainable Development Goals			Page
Goal 1	NO POVERTY	End poverty in all its forms everywhere	43-46
Goal 2	ZERO HUNGER	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	43-46
Goal 3	GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all 50	43-46
Goal 4	QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	41, 43-46
Goal 5	GENDER EQUALITY	Achieve gender equality and empower all women and girls	36
Goal 6	CLEAN WATER AND SANITATION	Ensure access to water and sanitation for all	49-50
Goal 7	AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	35, 48
Goal 8	DECENT WORK AND ECONOMIC GROWTH	Promote inclusive and sustainable economic growth employment and decent work for all	43-46
Goal 9	INDUSTRY INNOVATION INFRASTRUCTURE	Build resilient infrastructure, promote sustainable industrialization and foster innovation	35
Goal 10	REDUCED INEQUALITIES	Reduce inequality within and among countries	36
Goal 11	SUSTAINABLE CITIES AND COMMUNITIES	Make cities inclusive, safe, resilient and sustainable	43-46
Goal 12	RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	51-53
Goal 13	CLIMATE ACTION	Take urgent action to combat climate change and its impacts	51-53
Goal 14	LIFE BELOW WATER	Conserve and sustainably use the oceans, seas and marine resources	-
Goal 15	LIFE ON LAND	Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss	53
Goal 16	PEACE, JUSTICE AND STRONG INSTITUTIONS	Promote just, peaceful and inclusive societies	29-30
Goal 17	PARTNERSHIPS FOR THE GOALS	Revitalize the global partnership for sustainable development	32-33

