



## Sustainability Performance Data

### Governance and Economic Performance

GRI	Indicator	UNIT	2022	2023	2024
<b>Direct economic value generated and distributed</b>					
201-1	<b>Direct economic value generated</b>				
	Sales revenue	Million Baht	6,156.90	7,157.00	7,743.40
	Total revenue	Million Baht	6,232.70	7,204.70	7,790.30
	Net Profit	Million Baht	241.10	305.90	405.80
	EBITDA	Million Baht	551.90	647.40	777.00
201-1	<b>Economic value distributed</b>				
	Operating cost	Million Baht	5,865.50	6,738.50	7,205.00
	Employee wage and benefits	Million Baht	824.85	896.86	916.76
	Total amount of investment for community/ social development projects or activities	Million Baht	n/a	0.84	2.55
	Payment to government	Million Baht	73.60	80.30	105.40
<b>Supply Chain Management</b>					
308-1, 414-1	New suppliers tat were screened using ESG criteria (Social and environment)	%	-	-	-
308-2, 414-2	Critical suppliers tat were screened using ESG criteria (Social and environment)	%	-	-	100%
414-2	Proportion of critical suppliers that have signed to comply with the supplier code of conduct	%	-	-	100%
<b>Compliance with standards, regulations, and laws</b>					
416-2, 416-3, 417-2, 417-3	Number of incidents of non-compliance with standards, regulations, and laws related to products, services, label information, and marketing communications	Case	0	0	0
	Number of cases or incidents of violations of laws and regulations - environmental	Case	0	0	0
	Number of cases or incidents of violations of laws and regulations - Labor	Case	0	0	0
418-1	Number of cases of incidents of privacy data breaches or leaks.	Case	0	0	0
<b>Innovation Management</b>					
-	Research and development and innovation expenses	Million Baht	37.92	39.56	47.74
	<b>Health and Nutrition Promotion Products</b>				
	Revenue from health and nutrition promotion products for consumers in high-risk groups, such as low-sodium products, sugar-free products, and products without trans fats, etc.	Million Baht	33.51	44.31	41.72
	Revenue from health and nutrition promotion products for consumers who want to increase their nutrients, such as vitamin supplements, fiber, minerals, etc.	Million Baht	58.80	158.29	157.71
	Proportion of revenue from health promotion products to total sales	% to total sale	1.5%	2.8%	2.6%



## Environmental Performance

GRI	Indicator	UNIT	2022	2023	2024
<b>Material</b>					
301-1	<b>Total raw material used</b>	ton	n/a	54,171.90	<b>55,841.90</b>
	Renewable material	ton	n/a	n/a	<b>51,946.33</b>
	Non renewable material	ton	n/a	n/a	<b>3,895.57</b>
<b>Energy</b>					
302-1	<b>Energy Consumption within the organization</b>				
	<b>Total Energy Consumed</b>	kWh	<b>46,766,397.49</b>	<b>48,605,338.38</b>	<b>50,222,848.90</b>
		MJ	<b>168,359,030.97</b>	<b>174,979,218.18</b>	<b>180,802,256.05</b>
	<b>Total non-renewable energy consumption</b>	kWh	<b>45,195,783.49</b>	<b>47,028,789.10</b>	<b>48,325,755.07</b>
		MJ	<b>162,704,820.57</b>	<b>169,303,640.77</b>	<b>173,972,718.27</b>
	Total electricity consumption	kWh	19,900,675.13	21,851,359.37	23,827,098.28
		MJ	71,642,430.46	78,664,893.73	85,777,553.81
	Total energy consumption	MJ	91,062,390.10	90,638,747.04	88,195,164.46
	Diesel	MJ	31,458,169.43	26,442,279.56	19,969,936.41
	Gasoline	MJ	2,534,861.24	2,815,757.88	3,031,928.83
	LPG	MJ	57,068,814.50	61,379,502.87	65,192,914.24
	NGV	MJ	544.93	1,206.73	384.98
	<b>Total renewable energy consumption</b>	kWh	1,570,614.00	1,576,549.28	1,897,093.83
		MJ	5,654,210.40	5,675,577.41	6,829,537.79
	Solar Energy	kWh	1,570,614.00	1,576,549.28	1,897,093.83
		MJ	5,654,210.40	5,675,577.41	6,829,537.79
	<b>Total energy sold</b>	MJ	-	-	-
302-3	<b>Energy intensity</b>				
	<b>Total energy intensity</b>	kWh/ton	1,332.50	1,360.74	1,275.22
		MJ/ ton	4,797.00	4,898.65	4,590.78
	Electricity intensity	kWh/ton	611.78	655.88	653.17
		MJ/ ton	2,202.39	2,361.16	2,351.40
	Fuel intensity	kWh/ton	720.73	704.86	622.05
		MJ/ ton	2,594.61	2,537.49	2,239.38
	Proportion renewable energy per total energy consumption	%	12.1%	11.7%	13.6%
-	Total Production	ton	35,096,708.32	35,719,902.01	39,383,812.87
	Total cost of energy consumption	THB	141,259,599.70	158,444,151.88	154,057,564.77
	Total electricity expense	THB	86,203,710.49	102,313,572.15	102,856,102.86
	Total fuel expense	THB	55,055,889.21	56,130,579.73	51,201,461.91
	Total electricity consumption target	kWh	n/a	n/a	0.5% reduction in intensity
GRI	Indicator	UNIT	2022	2023	2024
<b>Water Management</b>					
303-3	<b>Water withdrawal</b>				
	<b>Total water withdrawal from all areas by source</b>	m <sup>3</sup>	<b>254,564.00</b>	<b>276,543.30</b>	<b>228,015.00</b>
	Third-Party water	m <sup>3</sup>	253,173.00	274,840.30	224,861.00
	Ground water	m <sup>3</sup>	1,391.00	1,703.00	3,154.00
	Surface water	m <sup>3</sup>	-	-	-
	Seawater	m <sup>3</sup>	-	-	-
	Produced water	m <sup>3</sup>	-	-	-
	<b>Total water withdrawal from all areas by categories</b>	m <sup>3</sup>	<b>254,564.00</b>	<b>276,543.30</b>	<b>228,015.00</b>
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m <sup>3</sup>	254,564.00	276,543.30	228,015.00
	Other water (>1,000 mg/L Total Dissolved Solids)	m <sup>3</sup>	-	-	-
	<b>Total water withdrawal from all areas with water stress</b>	m <sup>3</sup>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	m <sup>3</sup>	n/a	n/a	n/a
	Other water (>1,000 mg/L Total Dissolved Solids)	m <sup>3</sup>	n/a	n/a	n/a
303-4	<b>Water Discharge</b>				
	<b>Water discharge by destination</b>	m <sup>3</sup>	<b>53,856.80</b>	<b>22,262.64</b>	<b>13,596.00</b>
	Third-party water sent for use to other organizations	m <sup>3</sup>	53,856.80	22,262.64	13,596.00
	Surface water	m <sup>3</sup>	-	-	-
	Ground water	m <sup>3</sup>	-	-	-
	Seawater	m <sup>3</sup>	-	-	-
	<b>Total water withdrawal from all areas with water stress</b>				
	water withdrawal (≤1,000 mg/L Total Dissolved Solids)	m <sup>3</sup>	n/a	n/a	n/a
	Other water (>1,000 mg/L Total Dissolved Solids)	m <sup>3</sup>	n/a	n/a	n/a



GRI	Indicator	UNIT	2022	2023	2024
303-4-d	<b>Water discharge quality<sup>1</sup></b>				
	Acidity and alkalinity (pH)	-	8.20	7.90	7.93
	BOD	mg/l	3.90	4.90	3.33
	COD	mg/l	37.80	43.50	33.97
	TSS	mg/l	15.80	23.50	12.90
	TDS	mg/l	819.30	816.80	844.00
	TKN	mg/l	3.80	4.30	2.67
	Oil & Grease	mg/l	2.90	3.10	3.03
303-5	<b>Water Consumption</b>				
-	<b>Total Water Consumption for all areas</b>	m <sup>3</sup>	<b>200,707.20</b>	<b>254,286.66</b>	<b>214,419.00</b>
	Total Water Consumption for all areas with water stress	m <sup>3</sup>	n/a	n/a	n/a
	Change in water storage	m <sup>3</sup>	n/a	n/a	n/a
	Total net water consumption	m <sup>3</sup>	200,707.20	254,280.66	214,419.00
	Water consumption Intensity	m <sup>3</sup> / ton	5.719	7.119	5.444
	<b>Water Expense</b>	THB	4,410,645.17	4,771,129.48	3,892,242.71
	Third-Party water expense	THB	4,407,614.79	4,766,791.22	3,883,456.00
	Other water expense	THB	3,030.38	4,338.26	8,786.71

Remarks <sup>1</sup> The results of the waste water inspection are the results of the treatment ponds of the Thepharak and Bangplee factories which are the annual average values from the monthly water quality analysis. However, both factories do not discharge wastewater into the public.

GRI	Indicator	UNIT	2022	2023	2024
	<b>Waste Management<sup>1</sup></b>				
306-3	<b>Total waste generated</b>				
	<b>Total waste generated by category</b>	ton	<b>3,216.7</b>	<b>3,120.7</b>	<b>3,193.5</b>
	Total hazardous waste	ton	5.9	7.7	6.3
	Total non-hazardous waste	ton	3,210.8	3,113.0	3,187.2
	Total waste per ton production		0.09	0.09	0.08
306-4	<b>Waste diverted from disposal</b>	ton	<b>2,624.76</b>	<b>2,617.82</b>	<b>2,674.63</b>
	<b>Hazardous waste diverted from disposal</b>	ton	<b>0.73</b>	<b>0.76</b>	<b>0.98</b>
	- Preparation for reuse	ton			
	Onsite	ton	-	-	-
	Offsite	ton	-	-	-
	- Recycling	ton			
	Onsite	ton	-	-	-
	Offsite	ton	0.73	0.76	0.98
	- Other recovery operations	ton			
	Onsite	ton	-	-	-
	Offsite	ton	-	-	-
	<b>Non-hazardous waste diverted from disposal</b>	ton	<b>2,624.03</b>	<b>2,617.06</b>	<b>2,673.65</b>
	- Preparation for reuse	ton	-	-	-
	Onsite	ton	-	-	-
	Offsite	ton	-	-	-
	- Recycling	ton	1,224.06	1,027.81	1,072.68
	Onsite	ton	-	-	-
	Offsite	ton	1,224.06	1,027.81	1,072.68
	- Recycling	ton	761.10	484.32	545.92
	- Feeding	ton	462.97	543.49	526.76
	- Compost	ton	1,399.97	1,589.25	1,600.97
	Onsite	ton	-	-	-
	Offsite	ton	1,399.97	1,589.25	1,600.97
306-5	<b>Waste directed to disposal</b>	ton	<b>591.99</b>	<b>502.90</b>	<b>518.88</b>
	<b>Hazardous waste directed to disposal</b>	ton	<b>5.17</b>	<b>6.97</b>	<b>5.33</b>
	Onsite	ton	-	-	-
	Offsite	ton	5.17	6.97	5.33
	- Incineration (Incineration with energy recovery, blending fuel)	ton	4.60	5.75	3.70
	- Incineration (without energy recovery)	ton	-	-	-
	- Secure landfill	ton	0.57	1.22	1.62



GRI	Indicator	UNIT	2022	2023	2024
	<b>Non-hazardous waste directed to disposal</b>	ton	<b>586.81</b>	<b>495.93</b>	<b>513.55</b>
	Onsite	ton	-	-	-
	Offsite	ton	586.81	495.93	513.55
	- Incineration (Incineration with energy recovery, blending fuel)	ton	324.09	445.83	428.60
	- Incineration (without energy recovery)	ton	-	-	-
	- Sanitary landfill	ton	262.73	50.11	84.95
	<b>Food waste<sup>1</sup></b>				
	<b>Food waste from source</b>	ton	<b>464.37</b>	<b>663.92</b>	<b>626.36</b>
	Production line	ton	425.77	620.09	586.52
	General waste	ton	38.60	43.83	39.83
	<b>Food waste from waste management</b>	ton	<b>464.37</b>	<b>663.92</b>	<b>626.36</b>
	- Compost	ton	0.00	0.00	0.00
	- Sanitary landfill	ton	31.52	18.07	3.64
	- Incineration (with energy recovery, blending fuel)	ton	90.39	102.37	98.38
	- Feeding	ton	342.47	543.49	524.33
306-3	<b>Spill<sup>2</sup></b>				
	Number of significant oil and chemical spills (leading to impacts to external party or environment)	case	0	0	0
	Volume of significant oil and chemical spill	Litre	0	0	0

Remarks <sup>1</sup>Including the company only

<sup>2</sup>Including the company and its subsidiaries

GRI	Indicator	UNIT	2022	2023	2024
	<b>Greenhouse Gases Emission (GHG)<sup>1</sup></b>				
305-1	<b>Total direct GHG emissions (Scope 1)</b>				
	Direct GHG emissions (Scope 1)	tCO <sub>2</sub> eq	8,147.00	6,324.00	9,329.00
	Total biogenic CO2 emissions (Scope 1)	tCO <sub>2</sub> eq	n/a	n/a	7,537.22
305-2	<b>Indirect GHG emission from energy purchased and consumes (Scope 2)</b>				
	Market-based energy indirect (Scope 2) GHG emissions	tCO <sub>2</sub> eq	9,532.00	10,368.00	11,765.00
305-3	<b>Other indirect GHG emissions (Scope 3)</b>				
	Other indirect GHG emissions (Scope 3)	tCO <sub>2</sub> eq	73,830.00	79,353.00	85,741.00
	Purchases of goods and services	tCO <sub>2</sub> eq	n/a	n/a	77,351.00
	Upstream transportation and distribution	tCO <sub>2</sub> eq	n/a	n/a	3,047.28
	Waste generated in operations	tCO <sub>2</sub> eq	n/a	n/a	150.68
305-1,	<b>GHG emission Scope 1,2</b>	tCO <sub>2</sub> eq	<b>17,679.00</b>	<b>16,692.00</b>	<b>21,094.00</b>
305-2	<b>GHG emission intensity (Scope 1, 2)</b>	tCO <sub>2</sub> eq	<b>0.50</b>	<b>0.47</b>	<b>0.54</b>
305-4	<b>GHG emission Scope 1, 2, 3</b>	tCO <sub>2</sub> eq	<b>91,509.00</b>	<b>96,045.00</b>	<b>106,835.00</b>
	<b>GHG emission intensity (Scope 1, 2, 3)</b>	tCO <sub>2</sub> eq	2.61	2.69	2.71

Remarks <sup>1</sup>Including the company only



## Social Performance

GRI	Indicator	UNIT	2022		2023		2024	
			Female	Male	Female	Male	Female	Male
Employment								
2-7	Total employee	person	1928		1966		1818	
		person	1225	703	1301	666	1131	687
		%	64%	36%	66%	34%	62%	38%
	Total employee by Plant							
	Head office	person	478	292	556	234	505	291
	Bang Na	person	32	20	5	6	3	4
	Bang Phli	person	428	170	457	201	368	183
	Theparak	person	237	135	232	148	213	149
	Chiang Mai	person	15	28	14	23	12	13
	Khon Kaen	person	14	26	14	24	13	22
	Surat Thani	person	12	24	14	23	11	22
	Indoguna	person	9	8	9	7	6	3
2-7	Total employee by area							
	Bangkok Metropolitan Region	person	1809		1854		1725	
		person	1184	625	1259	595	1095	630
	North	person	43		37		25	
		person	15	28	14	23	12	13
	Northeastern	person	40		38		35	
		person	14	26	14	24	13	22
	South	person	36		37		33	
		person	12	24	14	23	11	22
405-1	Total employee by age group							
	<30 years	person	529		532		422	
		person	340	189	356	176	268	154
		%	18%	10%	18%	9%	15%	8%
	30-50 years	person	1254		1281		1230	
		person	801	454	851	430	765	465
		%	42%	24%	43%	22%	42%	26%
	>50 years	person	145		153		166	
		person	84	61	94	59	98	68
		%	4%	3%	5%	3%	5%	4%
	Total employee by employee category (level)							
	Operation	person	1533		1593		1420	
		person	951	582	1040	553	879	541
		%	49%	30%	53%	28%	48%	30%
	Management	person	387		367		390	
		person	273	114	260	107	251	139
		%	14%	6%	13%	5%	14%	8%
	Executive	person	8		6		8	
		person	1	7	1	5	1	7
		%	0.1%	0.4%	0.1%	0.3%	0.1%	0.4%
	Total employee by nationality							
	Thai	person	1225	687	1301	649	1131	671
	Other	person	0	8	0	8	0	8
	- Singaporean	person	0	1	0	1	0	1
	- Myanmar	person	0	7	0	7	0	7
	People with Disability							
	People with disability	person	2		2		2	
		person	1	1	1	1	1	1
	The ratio of people with disability to the total number of employees	% to total employees	0.10%		0.10%		0.11%	
	404-1	New Employee						
New Employee		person	928		681		331	
		person	614	314	433	248	177	154



GRI	Indicator	UNIT	2022		2023		2024	
			Female	Male	Female	Male	Female	Male
	New hire rate	% to total employees	48.1%		34.6%		18.2%	
		% to total employees	31.8%	16.3%	22.5%	12.9%	9.2%	8.0%
401-1	Employee Turnover							
	Total employee turnover	person	779		650		462	
		person	515	264	416	234	273	189
	Employee turnover rate	% to total employees	40.4%		33.1%		25.4%	
		% to total employees	26.7%	13.7%	21.2%	11.9%	15.0%	10.4%
	Voluntary employee turnover rate	% to total employee	40.4%		33.1%		25.4%	
		% to total employee	26.7%	13.7%	21.2%	11.9%	15.0%	10.4%
401-3	Parental Leave							
	Number of employees entitled to parental leave	person	1225		1301		1131	
	Number of employees taking parental leave	person	37		28		19	
	Number of employees returning to work after parental leave	person	36		22		16	
	Employee retuning to work retention rate	%	97%		79%		84%	
Diversity and equal opportunity								
405	Ratio of women in workforce	% of total employees	63.5%		66.2%		62.2%	
	Ratio of women in operation positions	% of total operation	62.0%		65.3%		61.9%	
	Ratio of women in management positions	% of total management	70.5%		70.8%		64.4%	
	Ratio of women in executive positions	% of total executives	12.5%		16.7%		12.5%	
	Number of women on Board of Directors	person	2		2		2	
	Ratio of women on Board of Directors	%	17%		17%		17%	
405-2	Ratio salary and remuneration							
	Total salary and remuneration	Million Baht	824.85		896.86		916.76	
		Million Baht	458.42	366.43	489.82	407.05	496.12	420.63
	Ratio of salary and remuneration of female to male	Female : Male	0.72		0.62		0.72	
	Ratio of salary and remuneration of executive to total expense	%	6.5%		6.7%		7.3%	
-	Employee Provident Fund							
	Number of employees who are members of the Employee Provident Fund	person	1,669		1,678		1,605	
	The proportion of employees who are members of the Employee provident fund to total employees	%	86.6		85.4		88.3	
	The amount of money the company contributes to the provident fund (baht)	Bath	29,431,418.42		31,270,000.28		32,045,163.32	
404-1	Training and development							
	Total training hour	hour	16,176		19,416		29,229	
	Average training hour per person	hour/person/year	8.4		9.9		16.1	
	Training hour by gender	hour/person/year	13.2	23.0	14.9	29.2	25.8	42.5
	Average training hour by employee category							
	Operation	hour/person/year	10.6		12.2		20.6	
	Management up	hour/person/year	41.0		52.1		73.4	
	Total investment on employee training	THB	1,923,634.85		4,070,928.20		3,249,976.74	



GRI	Indicator	UNIT	2022	2023	2024
	Average spent of training	hour/person/ year	997.74	2,070.67	1,787.67
	<b>Employee Engagement</b>				
	Employee engagement result	%	-	75.31%	78.40%
	Coverage	%	-	85.35%	94.06%
	Employee engagement target <sup>1</sup>	%	-	80%	75%
	<b>Number of violations/complaints</b>				
	Number of incidents related to human rights violations	case	0	0	0
	Number of significant labor disputes	case	0	0	0
GRI	Indicator	UNIT	2022	2023	2024
<b>Occupational Health and Safety</b>					
403-9	<b>Total Working Hour</b>	hour			
	Employee	hour	n/a	5,555,996.00	5,504,929.00
	Contractor	hour	n/a	n/a	n/a
	<b>Fatalities as a result of work-related injury</b>				
	Employee	person	0	0	0
	Contractor	person	0	0	0
	<b>Lost-time injury frequency rate: LTIFR</b>				
	Employee	person	0	26	23
		case/ 1 million manhours	n/a	5.9	6.19
	Contractor	person	0	0	0
		case/ 1 million manhours	n/a	n/a	n/a
	<b>Work-Related Illnesses</b>				
	Occupational Illness Frequency Rate: OIFR				
	Employee	person	0	0	0
	Contractor	person	0	0	0
GRI	Indicator	UNIT	2022	2023	2024
<b>Customer Responsibility</b>					
416	<b>Customer health and safety</b>				
	Customer satisfaction target <sup>2</sup>	%	n/a	80%	75%
	Customer satisfaction result	%	n/a	85%	72%
	<b>Marketing and Labling</b>				
417-1	Percentage of products with nutrition labeling	%	100%	100%	100%
<b>Corporate Social Responsibility</b>					
413-1	<b>Local Communities</b>				
	Number of disputes with communities/society	case	0	0	0
	Total amount of investment for community/ social development projects or activities	million Baht	n/a	0.84	2.55

Remarks : <sup>1</sup> The target of employee engagement 2024 was adjusted due to changes in the criteria for assessing the Company's employee engagement.

<sup>2</sup> Customer satisfaction has been conducted with new criteria and methods in 2024.