

Environment							
GRI	SET	Detail	Unit	2022	2023	2024	Noted
Environment violations							
3-3	E1.2C	Number of cases or incidents of violation of laws or environmental impacts with explanation of corrective measures	Number of cases	No	No	No	
	E1.3R	Value of damages or fines resulting from violation of laws or environmental impacts	Baht	No	No	No	
		Environmental liability incurred at the end of the year	Cases	No	No	No	
		Number of cases of non-monetary sanctions	Cases	No	No	No	
		Total number of cases brought through the dispute resolution mechanism	Cases	No	No	No	
Environment policy and management system							
3-3	E1.1C	Policy and practice on environmental management	N/A	Yes	Yes	Yes	
	E1.4R	Compliance with international principles and standards on energy management	N/A	Yes	Yes	Yes	
	E1.5R	Compliance with international principles and standards on water management	N/A	Yes	Yes	Yes	
	E1.6R	Compliance with international principles and standards on waste and waste management	N/A	Yes	Yes	Yes	
	E1.7R	Compliance with international principles and standards on greenhouse gas or climate change management	N/A				

The performance results on pollution emission management,								
GRI	SET	Detail	Unit	2022	2023	2024	Noted	
Asian Sea Corporation Public Co. Ltd.								
boiler No. 1								
305-7		NO <sub>x</sub> (standard ≤ 200)	ppm	1.45	1.25	4.75		
		SO <sub>x</sub> (standard ≤ 950)	ppm	117	107.5	86.6		
		CO (standard ≤ 690)	ppm	122.2	171.4	45.05		
		Total Suspended Particulate : TSP (standard ≤ 240)	mg/m <sup>3</sup>	40.9	38.45	45.5		
boiler No. 2								
305-7		NO <sub>x</sub> (standard ≤ 200)	ppm	2.4	1	6.2		
		SO <sub>x</sub> (standard ≤ 950)	ppm	104.05	98.35	140		
		CO (standard ≤ 690)	ppm	251.15	45	9.35		
		Total Suspended Particulate : TSP (standard ≤ 240)	mg/m <sup>3</sup>	34.25	20.8	37.65		
Asian Seafoods Coldstorage (Suratthani) Co. Ltd.								
boiler No. 1								
305-7		NO <sub>x</sub> (standard ≤ 200)	ppm	140.6	133	142		
		SO <sub>x</sub> (standard ≤ 950)	ppm	487.5	548	248		
		CO (standard ≤ 690)	ppm	160.4	<1.0	5.2		
		Total Suspended Particulate : TSP (standard ≤ 240)	mg/m <sup>3</sup>	161.5	193	95.25		
boiler No. 2								
305-7		NO <sub>x</sub> (standard ≤ 200)	ppm	117.35	155	169.1		
		SO <sub>x</sub> (standard ≤ 950)	ppm	535	324	500.5		
		CO (standard ≤ 690)	ppm	3	<1.0	10.1		
		Total Suspended Particulate : TSP (standard ≤ 240)	mg/m <sup>3</sup>	106.05	190	141.4		
Asian Alliance International Public Co. Ltd.								
boiler No. 1								
305-7		NO <sub>x</sub> (standard ≤ 400)	ppm	236.44	240.41	94.63		
		SO <sub>x</sub> (standard ≤ 700)	ppm	141.45	128.62	5.93		
		CO (standard ≤ 690)	ppm	190.49	149.27	351.55		
		Total Suspended Particulate : TSP (standard ≤ 320)	mg/m <sup>3</sup>	139.21	32.37	25.76		
boiler No. 2								
305-7		NO <sub>x</sub> (standard ≤ 400)	ppm	199.75	210.28	117.70		
		SO <sub>x</sub> (standard ≤ 700)	ppm	159.86	137.72	7.14		
		CO (standard ≤ 690)	ppm	206.09	106.74	464.05		
		Total Suspended Particulate : TSP (standard ≤ 320)	mg/m <sup>3</sup>	78.01	22.17	22.59		

GRI	SET	Detail	Unit	2022	2023	2024	Noted
<b>boiler No. 3</b>							
305-7		NO <sub>x</sub> (standard ≤ 400)	ppm	266.42	257.15	103.44	
		SO <sub>x</sub> (standard ≤ 700)	ppm	257.19	301.28	5.00	
		CO (standard ≤ 690)	ppm	482.02	607.83	276.75	
		Total Suspended Particulate : TSP (standard ≤ 320)	mg/m <sup>3</sup>	93.41	17.85	13.75	
<b>Fishmeal No. 1</b>							
305-7		Total Suspended Particulate : TSP (standard ≤ 400)	mg/m <sup>3</sup>	-	7.08	5.09	The company begins mesurement in 2023
<b>Fishmeal No. 2</b>							
305-7		Total Suspended Particulate : TSP (standard ≤ 400)	mg/m <sup>3</sup>	-	5.41	4.73	The company begins mesurement in 2023
<b>Fishmeal No. 3</b>							
305-7		Total Suspended Particulate : TSP (standard ≤ 400)	mg/m <sup>3</sup>	-	8.03	4.77	The company begins mesurement in 2023
<b>Asian Nutrition Co.,Ltd.</b>							
<b>boiler No. 1</b>							
305-7		NO <sub>x</sub> (standard ≤ 200)	ppm	3.98	2.65	164.37	
		SO <sub>x</sub> (standard ≤ 950)	ppm	33.96	206.51	20.83	
		CO (standard ≤ 690)	ppm	24.21	176.07	5.29	
		Total Suspended Particulate : TSP (standard ≤ 240)	mg/m <sup>3</sup>	22.1	25.11	30.875	
<b>boiler No. 2</b>							
305-7		NO <sub>x</sub> (standard ≤ 200)	ppm	2.98	169.74	123.25	
		SO <sub>x</sub> (standard ≤ 950)	ppm	43.1	21.38	20.22	
		CO (standard ≤ 690)	ppm	23.99	5.35	33.89	
		Total Suspended Particulate : TSP (standard ≤ 240)	mg/m <sup>3</sup>	21.51	31.66	18.72	

The values presented are averages based on the air quality analysis standards of the United States Environmental Protection Agency (US EPA) and are submitted to the Department of Industrial Works.

The performance results on water and wastewater management							
GRI	SET	Detail	Unit	2022	2023	2024	Noted
SET: E3 Water Management							
3-3 303-4 303-5	E3.1C	Water Management Plan	N/A	Yes	Yes	Yes	
	E3.3R	Water Usage Goals	m³	No	No	No	The company has set a goal that 100% of wastewater must be treated before being discharged.
	E3.2C	Total Water Consumption	m³	1,522,831.00	1,289,429.00	1,380,889.26	
		By Water Source > Tap Water	m³	817,145.00	586,811.00	594,705.00	
		By Water Source > Groundwater	m³	386,486.00	362,190.00	442,134.20	
		Classified by water sources > Water from other natural sources	m³	319,200.00	340,428.00	344,050.06	
		Water Intensity (Volume of water used per unit)	m³ / Ton of Production	19.51	18.26	19.03	
	E3.5R	Percentage of Wastewater Treated Before Discharge	%	100.00	100.00	100.00	
		Wastewater Volume	m³	1,996,735.77	1,332,986.43	1,119,462.54	The volume of water entering the treatment system before discharge, with some of it being water from the recycling process.
		By Discharge Source > Public Drains	m³	1,996,735.77	1,332,986.43	1,119,462.54	
Additional:							
		Quantity of fish used for by-product production.	m³	3,217.23	2,853.91	2,433.29	
The performance results on climate change							
GRI	SET	Detail	Unit	2022	2023	2024	Noted
SET: E5 Greenhouse Gas (GHG) Management							
3-3 305-1 305-2 305-3 305-4	E5.1C	Greenhouse Gas Management Plan	N/A	Yes	Yes	Yes	
	E5.4R	Greenhouse Gas Management Goals	N/A	Yes	Yes	Yes	
	E5.2C	Direct Greenhouse Gas Emissions (Scope 1)	Tons of Carbon Dioxide Equivalent	50,865.04	48,991.94	50,175.16	
		Indirect Greenhouse Gas Emissions from Energy Use (Scope 2)	Tons of Carbon Dioxide Equivalent	27,162.90	26,712.66	26,576.23	
	E5.5R	Other Indirect Greenhouse Gas Emissions (Scope 3)	Tons of Carbon Dioxide Equivalent	15,782.68	34,703.00	45,758.12	The company will start operations in 2023.
		Total Greenhouse Gas Emissions from Scope 1, Scope 2, and Scope 3	Tons of Carbon Dioxide Equivalent	93,810.62	110,407.61	122,509.51	
		Reducing Emissions from the Use of Clean Energy	Tons of Carbon Dioxide Equivalent	2,282.07	2,218.90	7,586.17	
		Reducing Emissions from By-product Production	Tons of Carbon Dioxide Equivalent	8,221.33	6,453.91	8,341.87	
		Reducing Emissions from Air Conditioning Use	Tons of Carbon Dioxide Equivalent	-	394.24	887.04	

GRI	SET	Detail	Unit	2022	2023	2024	Noted
3-3 305-1 305-2 305-3 305-4	E5.6R	Carbon Intensity per Unit for Scope 1 and Scope 2	Tons of Carbon Dioxide Equivalent / Ton of Production	1.00	1.08	1.07	
		Overall Carbon Intensity (Total Carbon Intensity)	Tons of Carbon Dioxide Equivalent / Ton of Production	1.20	1.57	1.70	
		E5.3C Verification of Greenhouse Gas Emissions Data by External Organizations	English	VGREEN KU Co.,Ltd			

#### SET-FBE: E4 Risks from climate change

3-3	FBE-E4.1	Climate Change Risk Assessment by explanation of the potential impacts that climate change may have on business operations.	N/A	No	Yes	Yes	Materiality assessment has been conducted since 2019, but the risk assessment was conducted in 2023.
	FBE-E4.2	Goals, Plans, and Risk Mitigation Measures for Climate Change	N/A	Yes	Yes	Yes	

#### The performance results on Waste management

GRI	SET	Detail	Unit	2022	2023	2024	Noted
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#### SET: E4 Waste management

306-1 306-2 306-3 306-4 306-5	E4.1C	Waste and Waste Management Plan	N/A	Yes	Yes	Yes	
	E4.3R	Waste and Waste Management Target	N/A	No	Yes	Yes	Started setting goals in 2023
	E4.2C	Total Waste Generation	Kg	11,343,399.25	9,245,374.73	9,764,188.92	
	E4.2C	Total Non-Hazardous Waste Generation	Kg	11,338,173.25	9,238,231.73	9,759,044.92	
		Reuse / Recycle Waste and Waste	Kg	2,029,122.25	1,662,989.00	1,465,659.92	
		Composted in the Factory	Kg	113.00	14,491.00	18,241.00	
		Composted to Make Fertilizer or Soil Quality Improver (Hire External Agencies)	Kg	272,030.00	529,490.00	548,300.00	
		Amount of Raw Material Waste from Tuna Processing Process Recycled to Make Fish Meal	Kg	6,045,741.00	4,710,184.83	4,913,745.00	
		Quantity sold for animal feed.	Kg	727,782.00	734,196.90	723,001.00	
		Landfilled (Hire External Agencies or Municipalities to Dispose of)	Kg	2,263,385.00	1,586,880.00	2,090,098.00	
	E4.2C	Total Hazardous Waste Generation	Kg	5,226.00	7,143.00	5,144.00	
		Quantity of hazardous waste and waste reused / recycled.	Kg	-	1,617.00	1,646.00	
		Safe Landfilled After Stabilization or Solidification (Hire External Agencies)	Kg	1,590.00	3,016.00	830.00	
		Other Disposal Methods (Hire External Agencies)	Kg	3,636.00	2,510.00	2,668.00	
	E4.4R	Reuse / Recycle Waste	Kg	2,029,122.25	1,664,606.00	1,467,305.92	

#### SET-FBE: E1 Food waste management

3-3	FBE-E1.2	Amount of food waste used for composting	Kg	-	13,410.00	18,241.00	It is the amount of leftover food from the cafeteria.
		Amount of food waste disposed of by other methods	Kg	6,773,523.00	5,444,381.73	5,636,746.00	Fish bones and intestines are used to make fish meal, increasing the sales volume to make animal feed, and checking the numbers sent to the Department of Factories.

The performance results on Energy Management							
GRI	SET	Detail	Unit	2022	2023	2024	Noted
<b>SET: E2 Energy Management</b>							
3-3	E1.4R	Compliance with international principles and standards on energy management	N/A	Yes	Yes	Yes	
	E2.1C	Energy Management Plan	N/A	Yes	Yes	Yes	
	E2.4R	Energy management goals	N/A	Yes	Yes	Yes	
<b>Energy use within the organization</b>							
3-3 302-1	E2.2C	Total energy from all oil and fuels	GJ	493,385.17	458,557.27	471,800.90	
		Total energy (oil, fuel, electricity, solar)	GJ	712,100.30	670,196.45	690,800.39	
		Fuel Energy Density	GJ / Ton of Production	6.32	6.49	6.50	
		Energy consumption and procurement from non-renewable sources (oil and fuels)	GJ	493,385.17	458,557.27	471,800.90	
		Diesel	GJ	16,746.65	17,683.22	14,822.76	
		Gasoline	GJ	158.28	137.31	258.68	
		Fuel oil	GJ	46,871.40	53,403.60	22,110.16	
		Liquefied Petroleum Gas: LPG	GJ	5,853.75	5,190.97	5,851.29	
		Coal	GJ	423,755.09	382,142.17	428,758.00	
	E2.2C	<b>Electricity</b>					
		Annual electricity consumption	GJ	202,280.94	193,966.17	187,767.08	Purchased from the Provincial Electricity Authority
		Total electricity consumption	GJ	218,715.13	211,639.18	218,999.49	
	E2.3C	Purchase of electricity from renewable energy sources, such as Solar PPA	GJ	16,434.19	17,673.01	31,232.41	
<b>Energy intensity</b>							
302-3	E2.5R	Energy intensity	GJ / Ton of Production	10.39	10.93	10.43	
		Coal consumption per product weight	GJ / Ton of Production	10.09	12.91	10.36	

The performance results on Community Coexistence / Community Development and Support								
GRI	SET	Detail	Unit	2022	2023	2024	Noted	
<b>SET: S4 Community/Social Responsibility</b>								
3-3 413-1 413-2	S4.1C	Policy on development and participation in communities/society that may be affected by business	N/A	Yes	Yes	Yes	Policy on Sustainable Development and Corporate Social Responsibility	
	S4.2C	Plan to promote development and participation in communities/society that may be affected by business	N/A	Yes	Yes	Yes	Scope of reporting specific to businesses in Thailand	
	S4.3C	Number of disputes with communities/society and measures to resolve	Cases	0	0	0		
	S4.4R	Goals for development and participation in communities/society that may be affected by business	N/A	Yes	Yes	Yes		
	S4.5R	Benefits from projects or activities for development and assistance to communities/society	N/A	Yes	Yes	Yes		
<b>GRI 13.12 Local communities and SET: S4 Community/Social Responsibility</b>								
413-1	S4.1C	Number of areas where business operations are carried out (Operation site)	Area	6	6	5	Scope of reporting specific to businesses in Thailand	
	S4.2C	Number of areas where projects involving local community participation, community impact assessments, or development projects are carried out"	Area	5	5	4		
	S4.3C	Proportion of operations involving local community participation, community impact assessments, or development projects	percentage of total local community project area	83.33	83.33	80.00		
	S4.4R							
413-2	S4.5R	Location of operations	N/A	0	0	0		
		Actual and potential significant negative impacts from business operations	N/A	No impact	No impact	No impact		
<b>The performance results on food quality and safety</b>								
GRI	SET	Detail	Unit	2022	2023	2024	Noted	
<b>SET-FBE: S1 Consumer Responsibility</b>								
416-1	FBE-S1.1	Risk assessment of raw materials and products that may affect the health and safety of consumers	N/A	Yes	Yes	Yes	Scope of reporting specific to businesses in Thailand	
	FBE-S1.2	Number of incidents or complaints about health effects or safety from consuming products, along with corrective and remedial measures	Cases	0	0	0		
<b>GRI 416: Customer Health and Safety 2016 and SET-FBE: S1 Consumer Responsibility</b>								
416-1	FBE-S1.1 FBE-S1.2	Percentage of key product groups assessed for health and safety impacts	%	100	100	100	Scope of reporting specific to businesses in Thailand	
<b>Non-compliance with requirements regarding health and safety impacts of products</b>								
416-2		Total number of incidents of regulatory and/or voluntary compliance violations relating to the health and safety impacts of products and services.	Cases	0	0	0		
		Non-compliance resulting in fines or sanctions.	Cases	0	0	0		
		Non-compliance resulting in warnings.	Cases	0	0	0		
		Non-compliance with voluntary compliance.	Cases	0	0	0		

The performance results on data security and privacy							
GRI	SET	Detail	Unit	2022	2023	2024	Noted
SET: G1 Cybersecurity and Personal Data Protection							
3-3	S3.2C	Number of customer data leaks with corrective measures	Cases	0	0	0	
	COM-G1.1	Policies and practices on cybersecurity and personal data protection	N/A	Yes	Yes	Yes	
		Percentage of technology infrastructure certified to cybersecurity standards, such as ISO 27001 or other standards	%	92.86	93.33	88.89	
	COM-G1.2	Total number of technology infrastructures	Project	14	15	18	
		Total number of technology infrastructures certified to cybersecurity standards, such as ISO 27001 or other standards	Project	13	14	16	
	COM-G1.3	Policies and practices on the use of personal data	N/A	Yes	Yes	Yes	
	COM-G1.5	Number of incidents or cases where the company was attacked by cyberattacks, with corrective measures	Cases	0	0	0	
The performance results on responsible Marketing Performance and Product Labeling							
GRI	SET	Detail	Unit	2022	2023	2024	Noted
SET: S3 Responsibility towards customers/consumers							
Consumer rights							
2-29	S3.1C	Policy and practice on the protection of customer personal data	N/A	Yes	Yes	Yes	
	S3.2C	Number of cases of customer data leakage with corrective measures	Cases	0	0	0	
	S3.3C	Number of incidents or complaints related to violations of consumer rights with corrective measures	Cases	0	0	0	
417-2 417-3	S3.4R	Channels through which the company receives complaints from customers/consumers	N/A	Yes	Yes	Yes	
	S3.5R	Customer satisfaction development plan	N/A	Yes	Yes	Yes	Only for OEM's customer
	S3.6R	Customer satisfaction development goals	N/A	Yes	Yes	Yes	Only for OEM's customer
	S3.7R	Customer satisfaction assessment results	N/A	Yes	Yes	Yes	Only for OEM's customer
Responsible Marketing and Advertising							
417-1	S3.8R	Responsible Marketing and Advertising Practices	N/A	Yes	Yes	Yes	
	S3.9R	Practices for communicating information about the impact of products and services to customers/consumers	N/A	Yes	Yes	Yes	
GRI 417: Marketing and Labeling 2016							
417-1	S3.8R S3.9R	Product Information and Labelling Requirements	N/A	Yes	Yes	Yes	
417-2		Number of non-compliance incidents related to product and service information and labelling	Cases	0	0	0	
417-3		Number of non-compliance incidents related to marketing communications	Cases	0	0	0	

Performance results on human rights and treatment of workers and employees															
GRI	SET	Detail	Unit	2022			2023			2024			Noted		
				Male	Female	Total	Male	Female	Total	Male	Female	Total			
SET: S2 Fair treatment of workers															
Safety, occupational health and working environment															
3-3 403-1 403-3 403-9 403-10	S2.12C	Plans or activities related to the development of safety, occupational health and working environment	N/A	Yes			Yes			Yes					
	S2.13C	Number of incidents or cases of work-related injuries that resulted in work stoppage	Times	92			69			99					
		Occupational Illness Statistics	People	0	0	0	0	0	0	0	0	0			
		- Employees	People	0	0	0	0	0	0	0	0	0			
		- Contractors	People	0	0	0	0	0	0	0	0	0			
		Work-related fatality statistics	People	0	0	0	0	0	0	0	0	0			
		- Employees	People	0	0	0	0	0	0	0	0	0			
		- Contractors	People	0	0	0	0	0	0	0	0	0			
		Work-related injury statistics (no days off from work)	People	174	234	408	88	131	219	204	189	393			
		- Employees	People	174	234	408	88	131	219	204	189	393			
		- Contractors	People	0	0	0	0	0	0	0	0	0			
		Work-related injury statistics (work-loss)	People	57	35	92	52	17	69	82	17	99			
		- Employees	People	57	35	92	52	17	69	82	17	99			
		- Contractors	People	0	0	0	0	0	0	0	0	0			
	S2.15R	Injury Frequency Rate:IFR	People / 1 million working hours	6.75	4.60	5.73	6.75	2.54	4.79	14.61	2.07	7.16			
		Injury Severity Rate:ISR	Day / 1 million working hours	21.79	16.43	19.25	15.57	12.71	14.24	106.57	9.86	49.11			
GRI 403: Occupational Health and Safety 2018															
Occupational Health, Safety and Health Management System															
403-1	Disclose	Occupational Health and Safety Management System	N/A	Yes			Yes			Yes					
		Is the system implemented on the basis of accepted risk management and/or management system standards/guidelines and, if so, a list of standards/guidelines	N/A	Yes			Yes			Yes					
		A description of the scope of workers, activities and workplaces covered by the Occupational Health and Safety Management System and an explanation of and if so, why not any workers, activities or workplaces?	N/A	Yes			Yes			Yes					
Occupational Health and Safety Training for Employees															
403-5	Disclose	Details of occupational health and safety training provided to employees, including general training and training on work-related hazards, specifically hazardous activities or hazardous situations.	N/A	Yes			Yes			Yes					

GRI	SET	Detail	Unit	2022			2023			2024			Noted										
				Male	Female	Total	Male	Female	Total	Male	Female	Total											
<b>Promoting employee health</b>																							
403-6	Disclose	A description of how the organization facilitates access to non-work-related health care services (e.g., health insurance, medical reimbursement, or programs).	N/A	Yes			Yes			Yes													
		A description of voluntary health promotion services and programs offered to employees to address non-work-related health risks, including specific health risks, and how the organization facilitates employee access to these services and programs.	N/A	Yes			Yes			Yes													
<b>GRI 403-8 Occupational Health and Safety Management System</b>																							
<b>Permanent employees covered by the occupational health and safety management system</b>																							
403-8		Number of employees covered by the occupational health and safety management system	People	2,510	3,977	6,487	2,209	3,582	5,791	2,365	3,594	5,959	Scope of reporting specific to businesses in Thailand										
		Proportion of employees covered by the occupational health and safety management system	Percentage of all employees	100	100	100	100	100	100	100	100	100											
		Number of employees covered by the occupational health and safety management system and subject to internal audit	People	2,510	3,977	6,487	2,209	3,582	5,791	2,365	3,594	5,959											
		Proportion of employees covered by the occupational health and safety management system and subject to internal audit	Percentage of all employees	100	100	100	100	100	100	100	100	100											
		Number of employees covered by the occupational health and safety management system and subject to external audit or certification	People	2,510	3,977	6,487	2,209	3,582	5,791	2,365	3,594	5,959											
		Proportion of employees covered by the occupational health and safety management system and subject to external audit or certification	Percentage of all employees	100	100	100	100	100	100	100	100	100											
<b>SET: S1 Human rights</b>																							
3-3 406-1	S1.1C	Human Rights Policy and Practices	N/A	Yes			Yes			Yes													
	S1.3R	Number of incidents of human rights violations with corrective and remedial measures	Cases	0			0			0													
<b>SET-FBE: S2 Respect for diversity and equality</b>																							
405-1 406-1	FBE-S2.1	Policy and practice on respect for differences and equality within the organization and supply chain, without discrimination on the basis of gender, age, nationality, disability, religion, or others	N/A	Yes			Yes			Yes													
	FBE-S2.2	Employee data classified by gender and nationality	People	2,510	3,977	6,487	2,209	3,582	5,791	2,365	3,594	5,959											
		Thai	People	643	918	1,561	590	815	1,405	625	1,042	1,667											
		International	People	1,867	3,059	4,926	1,619	2,767	4,386	1,740	2,552	4,292											
	FBE-S2.3	Number of incidents or complaints regarding violations of rights, equality, and unfair labor practices, along with corrective and remedial measures	Times	0			0			0													

GRI	SET	Detail	Unit	2022			2023			2024			Noted
				Male	Female	Total	Male	Female	Total	Male	Female	Total	
<b>SET-FBE: S3 Promotion of female labor</b>													
405-1	FBE-S3.1	Policy and practice on promoting women in the workplace equally	N/A	Yes			Yes			Yes			
	FBE-S3.2	Number of female employees classified by position level	People	3,977			3,582			3,594			
		Operational level	People	3,816			3,409			3,420			
		Management level	People	160			172			173			
		Senior executives (top executives as defined by SEC)	People	1			1			1			
<b>SET-FBE: S4 Anti-Child Labor</b>													
408-1	FBE-S4.1	Policy and practice on combating child labor within the organization	N/A	Yes			Yes			Yes			
	FBE-S4.2	Policy and practice on combating child labor in the supply chain	N/A	Yes			Yes			Yes			
	FBE-S4.3	Number of incidents or cases in which child labor has been reported or detected within the organization and supply chain, along with measures to correct and remedy	Cases	0			0			0			
<b>GRI 405: Diversity and Equal Opportunity 2016 GRI</b>													
405-1	<b>All employees classified by position level</b>												
	Senior level	People	4	1	5	4	1	5	4	1	5		
	Percentage of Total Employees	%	0.16	0.03	0.08	0.18	0.03	0.09	0.17	0.03	0.08		
	Executive level	People	100	160	260	108	172	280	110	173	283		
	Percentage of Total Employees	%	3.98	4.02	4.01	4.89	4.80	4.84	4.65	4.81	4.75		
	Operational level	People	2,406	3,816	6222	2,097	3,409	5506	2,251	3,420	5,671		
	Percentage of Total Employees	%	95.86	95.95	95.91	94.93	95.17	95.08	95.18	95.16	95.17		
	<b>Proportion of female employees</b>												
	Proportion of female employees in the executive level	%	61.54			61.43			61.13				
	Number of executive level	People	260			280			283				
	Number of female employees in the executive level	People	160			172			173				
	Proportion of female employees in the senior executive level	%	20.00			20.00			20.00				
	Total number of senior executives	People	5			5			5				
	Number of female employees in the senior executive level	People	1			1			1				
	Proportion of female board members	%	37.50			37.50			37.50				
	Number of board members	People	8			8			8				
	Number of female board members	People	3			3			3				

Performance results of human resource management																	
GRI	SET	Detail	Unit	2022			2023			2024			Noted				
				Male	Female	Total	Male	Female	Total	Male	Female	Total					
SET: S2 Fair treatment of workers																	
Employment																	
2-7 405-1	S2.1C	Total employees	People	2,510	3,977	6,487	2,209	3,582	5,791	2,365	3,594	5,959					
Employees classified by place of residence																	
2-7 405-1	S2.1C	Thailand	People	643	918	1,561	590	815	1,405	625	1,042	1,667					
	S2.1C	International	People	1,867	3,059	4,926	1,619	2,767	4,386	1,740	2,552	4,292					
Number of employees by type																	
2-7 405-1	S2.1C	Total number of permanent employees	People	2,510	3,977	6,487	2,209	3,582	5,791	2,365	3,594	5,959					
	S2.1C	Total number of temporary employees	People			0			0			0					
Employees classified by position level																	
2-7 405-1	S2.1C	CEO & Chief Executive Officer & Managing Director	People	1	0	1	1	0	1	1	0	1					
	S2.1C	Executive Level	People	103	161	264	111	173	284	113	174	287					
	S2.1C	Operational Level	People	2,406	3,816	6,222	2,097	3,409	5,506	2,251	3,420	5,671					
Pay compensation																	
401-2 405-2		Total compensation of employees	Baht	514,830,657	694,657,035	1,209,487,692	458,476,723	637,799,466	1,096,276,189	466,891,048	657,483,761	1,124,374,809					
		Amount of money that the company contributes to the provident fund for employees	Baht	4,795,738.86			4,576,633.19			4,312,067.000							
	S2.4C	Number of employees who are members of the provident fund	People	848			699			671							
		Percentage of employees who are members of the provident fund	%	13.07			12.07			11.26			The company provides this benefit only to monthly employees.				
	S2.5R	Gender compensation difference	Female : Male	No			No			No			There is no difference in compensation in the compensation policy.				
Employee development																	
3-3	S2.6C	Employee development plans or activities	N/A	Yes			Yes			Yes							
	S2.7C	Number of employee training hours	Hour	200,515			200,266			273,254							
	S2.7C	Average employee training hours	Hour / People	31			35			46							
401-2	S2.7C	Number of senior executive training hours	Hour	32			24			20							
	S2.7C	Average senior executive training hours	Hour / People / Year	16			12			10							
404-1 404-2 404-3	S2.8R	Employee development plans are part of the annual employee performance appraisal	N/A	Yes			Yes			Yes							
	S2.9R	Employee development objectives	N/A	Yes			Yes			Yes							
	S2.10R	Amount of employee development expenses	Baht	1,712,522			1,185,802			1,702,602							
3-3 401-1	S2.11R	Benefits that employees and/or the organization receive from employee development	N/A	Yes			Yes			Yes							
	S2.17C	Percentage of employees who voluntarily resigned	%	10.74			18.84			11.09							
	S2.18C	Number of major labor disputes and measures to resolve them	Cases	0			0			0							
3-3 401-1	S2.20R	Employee engagement assessment results	N/A	No			No			No							

GRI	SET	Detail	Unit	2022			2023			2024			Noted		
				Male	Female	Total	Male	Female	Total	Male	Female	Total			
<b>GRI 401: Employment 2016</b>															
401-1		<b>Employee turnover rate</b>													
		Total number of employees who resigned	People	282	415	697	503	588	1,091	286	375	661			
		Percentage of total employees	%	11.24	10.44	10.74	22.77	16.42	18.84	12.09	10.43	11.09			
		Total number of employees who voluntarily resigned	People	282	415	697	503	588	1,091	286	375	661			
		Percentage of total employees	%	11.24	10.44	10.74	22.77	16.42	18.84	12.09	10.43	11.09			

Performance of Good Corporate Governance and Business Ethics							
GRI	SET	Detail	Unit	2022	2023	2024	Noted
<b>SET: G1 Composition of the Board</b>							
<b>Board structure</b>							
2-9 2-11	G1.2C	Total number of directors	People	8	8	8	
	G1.2C	Number of executive directors	People	4	4	4	
	G1.3C	Number of independent directors	People	3	3	3	
	G1.4C	Number of non-executive directors (excluding independent directors)	People	1	1	1	
	G1.5C	Number of female directors	People	3	3	3	
	<b>Number of independent directors in each subcommittee</b>						
2-11	G1.8C	The Audit Committee	People	3	3	3	
		The Risk Management for Sustainability Committee	People	1	1	1	
		The Corporate Governance and Nomination and Remuneration Committee	People	2	2	2	
	G1.10C	Number of years of service of individual directors	Year	3	3	3	The term of office of the Board of Directors is 3 years. The number of years each Board of Directors can serve can be found in Section 8.1.
<b>Roles and responsibilities of the board</b>							
2-12	G1.11C	Number of Board of Directors Meetings	Times	7	6	5	
	G1.11C	Number of Board of Directors Meeting Attendees	%	96	96	97.5	
		Average Number of Board of Directors Meeting Attendees	People	7.7	7.7	7.8	
	G1.13C	Number of Audit Committee Meetings	People	4	5	4	
	<b>Number of meetings of each subcommittee</b>						
	G1.15C	The Executive Committee	Times	12	10	4	
		The Nomination and Remuneration Committee	Times	4	N/A	N/A	Restructuring of the Board of Directors in November 2023
	G1.15C	The Corporate Governance and Nomination and Remuneration Committee	Times	N/A	2	3	Restructuring of the Board of Directors in November 2023
		The Risk Management Committee	Times	6	N/A	N/A	Restructuring of the Board of Directors in November 2023
		The Corporate Governance and Sustainability Management Committee	Times	4	N/A	N/A	Restructuring of the Board of Directors in November 2023
		The Risk Management for Sustainability Committee	Times	N/A	6	5	Restructuring of the Board of Directors in November 2023
		The credit committee	Times	12	12	12	

GRI	SET	Detail	Unit	2022	2023	2024	Noted	
<b>Compensation of directors and top executives</b>								
2-19 2-20 2-21	G1.22C	Amount of remuneration of individual directors	Baht	1,225,000	1,085,000	985,000	The total audit committee bonus of 420,000 baht for 2024 is subject to approval at the 2025 annual general meeting of shareholders.	
	G1.25C	Amount of total remuneration of executives	Baht	23,139,607	19,268,244	24,219,291		
<b>Business Ethics</b>								
2-26	G1.36C	Number of cases of violation of business ethics or corruption, along with corrective measures	Cases	0	0	0		
<b>Results of product research and development operations</b>								
GRI	SET	Detail	Unit	2022	2023	2024	Noted	
<b>SET: G5 Innovation Development</b>								
3-3	G5.3C	Expenses for research and development of innovation	Million Baht	24.4	31	36.7		
<b>SET-FBE: G2 Health and Nutrition Products</b>								
G4-FP7	FBE-G2.4	Percentage of products with nutritional labelling	%	100	100	100		
<b>Performance results of supply chain management</b>								
GRI	SET	Detail	Unit	2022	2023	2024	Noted	
<b>SET: G4 Sustainable Supply Chain Management</b>								
3-3	G4.3R	Percentage of new suppliers to the company that have passed the environmental and social screening	%	N/A	N/A	99.75	Start of operation in 2024	
		Number of new suppliers to the company that have passed the environmental and social screening	Supplier	N/A	N/A	225	Start of operation in 2024	
308-1 414-1	G4.5R	Percentage of key suppliers that have signed up to the business's Supplier Code of Conduct	%	N/A	N/A	99.75	Start of operation in 2024	
		Number of key suppliers that have signed up	Supplier	N/A	N/A	447	Start of operation in 2024	
		Total number of key suppliers: Suppliers with a high risk of negative ESG impacts or material business relevance to the company, or a combination of both	Supplier	N/A	N/A	20	Start of operation in 2024	
<b>SET-FBE: G3 Sustainable sourcing of raw materials</b>								
3-3	FBE-G3.2	Percentage of agricultural raw materials and products procured from responsible sources	%	100	100	100	It is information on raw materials obtained from the fishing industry.	
	FBE-G3.4	Percentage of land animal products certified for animal welfare	%	100	100	100		
	FBE-G3.5	Percentage of aquatic animal products certified for sustainable fisheries	%	100	100	100		
<b>SET-FBE: G1 Consumer health and safety</b>								
G4-FP5	FBE-G1.2	Percentage of agricultural products or produce certified as food safe	%	100	100	100		