

| 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 _x (standard ≤ 200) | ppm | 1.45 | 1.25 | 4.75 | |
| | | SO _x (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 ³ | 40.9 | 38.45 | 45.5 | |
| boiler No. 2 | | | | | | | |
| 305-7 | | NO _x (standard ≤ 200) | ppm | 2.4 | 1 | 6.2 | |
| | | SO _x (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 ³ | 34.25 | 20.8 | 37.65 | |
| Asian Seafoods Coldstorage (Suratthani) Co. Ltd. | | | | | | | |
| boiler No. 1 | | | | | | | |
| 305-7 | | NO _x (standard ≤ 200) | ppm | 140.6 | 133 | 142 | |
| | | SO _x (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 ³ | 161.5 | 193 | 95.25 | |
| boiler No. 2 | | | | | | | |
| 305-7 | | NO _x (standard ≤ 200) | ppm | 117.35 | 155 | 169.1 | |
| | | SO _x (standard ≤ 950) | ppm | 535 | 324 | 500.5 | |
| | | CO (standard ≤ 690) | ppm | 3 | <1.0 | 10.1 | |
| | | Total Suspended Particulate : TSP (standard ≤ 240) | mg/m ³ | 106.05 | 190 | 141.4 | |
| Asian Alliance International Public Co. Ltd. | | | | | | | |
| boiler No. 1 | | | | | | | |
| 305-7 | | NO _x (standard ≤ 400) | ppm | 236.44 | 240.41 | 94.63 | |
| | | SO _x (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 ³ | 139.21 | 32.37 | 25.76 | |
| boiler No. 2 | | | | | | | |
| 305-7 | | NO _x (standard ≤ 400) | ppm | 199.75 | 210.28 | 117.70 | |
| | | SO _x (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 ³ | 78.01 | 22.17 | 22.59 | |

| GRI | SET | Detail | Unit | 2022 | 2023 | 2024 | Noted |
|--------------------------|-----|--|-------------------|--------|--------|--------|---------------------------------------|
| boiler No. 3 | | | | | | | |
| 305-7 | | NO _x (standard ≤ 400) | ppm | 266.42 | 257.15 | 103.44 | |
| | | SO _x (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 ³ | 93.41 | 17.85 | 13.75 | |
| Fishmeal No. 1 | | | | | | | |
| 305-7 | | Total Suspended Particulate : TSP (standard ≤ 400) | mg/m ³ | - | 7.08 | 5.09 | The company begins mesurement in 2023 |
| Fishmeal No. 2 | | | | | | | |
| 305-7 | | Total Suspended Particulate : TSP (standard ≤ 400) | mg/m ³ | - | 5.41 | 4.73 | The company begins mesurement in 2023 |
| Fishmeal No. 3 | | | | | | | |
| 305-7 | | Total Suspended Particulate : TSP (standard ≤ 400) | mg/m ³ | - | 8.03 | 4.77 | The company begins mesurement in 2023 |
| Asian Nutrition Co.,Ltd. | | | | | | | |
| boiler No. 1 | | | | | | | |
| 305-7 | | NO _x (standard ≤ 200) | ppm | 3.98 | 2.65 | 164.37 | |
| | | SO _x (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 ³ | 22.1 | 25.11 | 30.875 | |
| boiler No. 2 | | | | | | | |
| 305-7 | | NO _x (standard ≤ 200) | ppm | 2.98 | 169.74 | 123.25 | |
| | | SO _x (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 ³ | 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 | |
| | | Percentage of Wastewater Treated Before Discharge | % | 100.00 | 100.00 | 100.00 | |
| | | E3.5R | Wastewater Volume | m³ | 1,996,735.77 | 1,332,986.43 | 1,119,462.54 |
| | By Discharge Source > Public Drains | | m³ | 1,996,735.77 | 1,332,986.43 | 1,119,462.54 | |
| | Volume of Water Reused or Recycled | | m³ | 162,645.00 | 135,743.50 | 115,350.30 | |
| 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 | |
| | E5.2C | 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 |
| 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 |
| SET: E2 Energy Management | | | | | | | |
| 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 | |
| Energy use within the organization | | | | | | | |
| 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 | Electricity | | | | | |
| | | 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 | |
| Energy intensity | | | | | | | |
| 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 |
| SET: S4 Community/Social Responsibility | | | | | | | |
| 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 | |
| GRI 13.12 Local communities and SET: S4 Community/Social Responsibility | | | | | | | |
| 413-1 | S4.1C S4.2C S4.3C S4.4R | Number of areas where business operations are carried out (Operation site) | Area | 6 | 6 | 5 | Scope of reporting specific to businesses in Thailand |
| | | Number of areas where projects involving local community participation, community impact assessments, or development projects are carried out" | Area | 5 | 5 | 4 | |
| | | 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 | |
| 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 | |
| | | | | | | | |
| The performance results on food quality and safety | | | | | | | |
| GRI | SET | Detail | Unit | 2022 | 2023 | 2024 | Noted |
| SET-FBE: S1 Consumer Responsibility | | | | | | | |
| 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 | |
| 416-2 | 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 | |
| GRI 416: Customer Health and Safety 2016 and SET-FBE: S1 Consumer Responsibility | | | | | | | |
| 416-1 | FBE-S1.1 FBE-S1.2 | Percentage of key product groups assessed for health and safety impacts | % | 100 | 100 | 100 | |
| Non-compliance with requirements regarding health and safety impacts of products | | | | | | | |
| 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 | |
| | COM-G1.2 | Percentage of technology infrastructure certified to cybersecurity standards, such as ISO 27001 or other standards | % | 92.86 | 93.33 | 88.89 | |
| | | 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 | |
| | COM-G1.6 | Number of incidents or cases of personal data leaks, 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 3-3 417-2 417-3 | 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 | |
| | 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 | | | sedex |
| | | 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 | | | sedex |
| | | 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 | | | Scope of reporting specific to businesses in Thailand |
| 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 | |
| Promoting employee health | | | | | | | | | | | | | |
| 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 | | | |
| GRI 403-8 Occupational Health and Safety Management System | | | | | | | | | | | | | |
| Permanent employees covered by the occupational health and safety management system | | | | | | | | | | | | | |
| 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 | |
| SET: S1 Human rights | | | | | | | | | | | | | |
| 3-3 | S1.1C | Human Rights Policy and Practices | N/A | Yes | | | Yes | | | Yes | | | |
| 406-1 | S1.3R | Number of incidents of human rights violations with corrective and remedial measures | Cases | 0 | | | 0 | | | 0 | | | |
| SET-FBE: S2 Respect for diversity and equality | | | | | | | | | | | | | |
| 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 | |
| SET-FBE: S3 Promotion of female labor | | | | | | | | | | | | | |
| 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 | | | |
| SET-FBE: S4 Anti-Child Labor | | | | | | | | | | | | | |
| 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 | | | |
| GRI 405: Diversity and Equal Opportunity 2016 GRI | | | | | | | | | | | | | |
| 405-1 | | All employees classified by position level | | | | | | | | | | | |
| | | 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 | |
| | | Proportion of female employees | | | | | | | | | | | |
| | | 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 | | | | | | | | | | | | | |
| 3-3 401-2 | 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 | | | |
| | 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 | | | |
| | S2.11R | Benefits that employees and/or the organization receive from employee development | N/A | Yes | | | Yes | | | Yes | | | |
| Promoting relationships and engagement with employees | | | | | | | | | | | | | |
| 3-3 401-1 | 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 | | | |
| | 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 | |
| GRI 401: Employment 2016 | | | | | | | | | | | | | |
| 401-1 | | Employee turnover rate | | | | | | | | | | | |
| | | 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 |
| SET: G1 Composition of the Board | | | | | | | |
| Board structure | | | | | | | |
| 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 | |
| | G1.8C | Number of independent directors in each subcommittee | | | | | |
| | | 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. |
| Roles and responsibilities of the board | | | | | | | |
| 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 | |
| | G1.15C | Number of meetings of each subcommittee | | | | | |
| | | 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 |
|--|----------|--|--------------|------------|------------|------------|---|
| Compensation of directors and top executives | | | | | | | |
| 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 | |
| Business Ethics | | | | | | | |
| 2-26 | G1.36C | Number of cases of violation of business ethics or corruption, along with corrective measures | Cases | 0 | 0 | 0 | |
| Results of product research and development operations | | | | | | | |
| GRI | SET | Detail | Unit | 2022 | 2023 | 2024 | Noted |
| SET: G5 Innovation Development | | | | | | | |
| 3-3 | G5.3C | Expenses for research and development of innovation | Million Baht | 24.4 | 31 | 36.7 | |
| SET-FBE: G2 Health and Nutrition Products | | | | | | | |
| G4-FP7 | FBE-G2.4 | Percentage of products with nutritional labelling | % | 100 | 100 | 100 | |
| Performance results of supply chain management | | | | | | | |
| GRI | SET | Detail | Unit | 2022 | 2023 | 2024 | Noted |
| SET: G4 Sustainable Supply Chain Management | | | | | | | |
| 3-3 308-1 414-1 | 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 |
| | 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 |
| SET-FBE: G3 Sustainable sourcing of raw materials | | | | | | | |
| 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 | |
| SET-FBE: G1 Consumer health and safety | | | | | | | |
| G4-FP5 | FBE-G1.2 | Percentage of agricultural products or produce certified as food safe | % | 100 | 100 | 100 | |