



TKN Sustainability Policy

Taokaenoi Food & Marketing Public Company Limited (“the Company”) has in place the sustainability policy that is in conformity with the vision to lead become the food innovation company that brings about happiness to consumers around the globe and the aim to deliver great value to consumers as a “product” of “innovation”, as well as to create consumption culture that adjust to the time. Furthermore, the Company would like to deliver other value aspects to stakeholders in the form of compensation and value from attending activity together. This includes creating valuable products to consumers, the design of production process that is environmentally-friendly building a good relationship with surrounding communities or conduct a research and development on raw materials resource with raw material manufacturer. The Company’s concept and policy on sustainability are as follows:

Sustainable Development Goals

Upstream: Progress forward with stakeholder as a vendor

Considering business operation, every procedures from upstream to downstream involve stakeholders. Therefore, moving forward together with stakeholder especially the one who being our vendor is essential. It is the Company’s commitment to conduct business with fairness, building engagement and deliver value for each other. All in all. These efforts is to ensure our vendors will be proud to be a part of process to deliver the value of “Taokaenoi” product to consumers.

- Main supplier of raw materials: The Company strives to collaborate in developing raw materials which is the raw seaweed with seaweed manufacturers to increase production and minimise environmental impact. The Company aims to develop the seaweed spicy that give the highest yield with better quality.
- Raw material vendors and other products: The Company determines to promote and select manufacturers of raw materials and packages that have environmental friendly production process. The Company adheres to the fair trade.

Along the way: Every employee contributes to the delivery of happiness to consumers.

- Every employee is the person who drive our sustainable growth. The Company promotes the awareness on sustainable development of our corporation among employees, with the concentration on understanding toward society and environment in which affect everyone’s existence. When all employees realise the outcome of sustainable operation, our products will be great and ready for delivery to consumers at our greatest pride.

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Taokaenoi Food and Marketing Public Company Limited

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- The Company promotes corporate bonding to encourage employees that they are a part of our growth. It is the Company's policy to continually develop its personnel, with fair assessment system, reasonable incentive and welfares.
- Promoting understanding toward sustainability: The Company has set forth the sustainable development into the key performance for the executive rank from director and higher in all departments to encourage the sharing to the entire corporation and to stakeholders from upstream to downstream.

On the way: Production process and environmentally-friendly products including the seek for alternative innovation for sustainability

- At present, most of the raw materials in food industry are from nature. Having production process that generate minimal impact to environment and nature will maintain the sustainable growth of our business. Taking into consideration that nature and environment allow everything to grow, the Company has emphasised to develop a production process that is modern, reducing the waste emission to nature, including wastewater treatment, reducing waste in production process or seeking for alternative energy, for instance using solar cells in production process, joining the assessment for various production standard i.e., ISO, BRC to build trust among stakeholders and to affirm that our products will deliver to consumers the value to environment, great taste and nutrition.
- Due to limited resource, global uncertainty, emerging risks such as COVID-19 pandemic, European heat waves and many more events that could damage agricultural products and result in shortage, the Company has a policy to study variety of alternative resources including innovation, i.e., plant based food, packages from natural product which is environmentally-friendly to diversify business while adhering to the Company's vision to become the world food innovation company.

Downstream: Enhance value, experience and consumption of our product with happiness

- The core of our business is to deliver the innovative products and offer the experience of having good food to consumers which include happiness of consumption, nutrition and product safety. The Company emphasises the research, development to have modern technology for production process and deliver products to consumers, and to communicate to consumers the value of our product toward society and environment. It is our endeavor to let consumers feel proud for being

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a part of consuming good food that brings about benefit to themselves and also to the society and environment.

The Board of Directors' the meeting of the Company no.9/2020, held on 23 December had the resolution approved TKN Sustainability Policy.

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