



ESG Performance Report for Listed Companies in 2024

TAOKAENOI FOOD & MARKETING PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 27 March 2025



ESG Performance

Company Name : TAOKAENOI FOOD & MARKETING PUBLIC COMPANY LIMITED

Symbol : TKN

Market : SET

Industry Group : Agro & Food Industry

Sector : Food & Beverage

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : No

Environmental guidelines : Electricity Management

Information on review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : No
over the past year

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and : ISO 14064 - Greenhouse gases
standards

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan	:	No
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Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management	:	No
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Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management	:	No
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Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	14,068,404.00	14,298,781.00	16,797,876.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	14,068,404.00	14,298,781.00	14,542,887.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	2,254,989.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	5,143.84	5,147.15	6,228.36

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	0.00000000	0.00000000	0.00000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	56,664,068.70	63,193,337.20	66,105,837.78
Percentage of total electricity expense to total expenses (%) ^(**)	1.45	1.39	1.37
Percentage of total electricity expense to total revenues (%) ^(**)	1.29	1.18	1.15
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	20,718.12	22,747.78	24,510.88

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	0.00	0.00	37,206.10
Gasoline (Litres)	0.00	0.00	0.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	456,270.00	557,551.99	556,958.10
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	12,484,880.58	14,145,183.80	15,385,869.13
Percentage of total fuel expense to total expenses (%) ^(**)	0.32	0.31	0.32
Percentage of total fuel expense to total revenues (%) ^(**)	0.28	0.26	0.27

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	0.00	0.00	16,797.88

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00292789
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.00000000	0.00000000	0.00000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : No

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	105,996.50	127,672.00	95,674.00
Water withdrawal by third-party water (cubic meters)	105,996.50	91,997.00	75,577.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	35,675.00	20,097.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	38.76	45.96	35.47
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.02	0.02	0.02

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	0.00	0.00	0.00
Total wastewater discharge (cubic meters)	0.00	0.00	75,599.80
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	75,599.80
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	105,996.50	127,672.00	173,421.00

Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.02409121	0.02384439	0.03022753
Intensity of total water consumption (Cubic meters / m ²)	0.00000000	0.00000000	0.00000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	1,646,004.76	2,118,567.00	1,658,997.50
Total water withdrawal expense from third-party water (Baht)	1,646,004.76	1,679,193.00	1,370,658.50
Total water withdrawal expense from other sources (Baht)	0.00	439,374.00	288,339.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.04	0.05	0.03

	2022	2023	2024
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.04	0.04	0.03
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	601.83	762.62	615.13

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan	:	No
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Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management	:	No
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Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management	:	No
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Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	859,808.00	1,055,342.99	1,066,182.40
Total non-hazardous waste (kilograms)	858,385.00	1,052,680.39	1,063,771.00
Total hazardous waste (kilograms)	1,423.00	2,662.60	2,411.40
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.20	0.20	0.19
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.20	0.20	0.19
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

^(**) Total revenues and expenses from consolidated financial statement

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type : Company
Total number of disclosure boundaries : 1
Actual number of disclosure boundaries : -
Data disclosure coverage (%) : 0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : No

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes
Company's existing targets : Setting net-zero greenhouse gas emissions targets, Carbon Neutrality

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-2	2024 : Greenhouse gas emissions 8,122.80 tCO ₂ e	-	2050 : Reduced by 0.00 tCO ₂ e in comparison to the base year	<ul style="list-style-type: none">Thailand Greenhouse Gas Management Organization (TGO) : NoneScience-based Targets (SBTi) : None

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-2	2024 : Greenhouse gas emissions 8,122.80 tCO ₂ e	2040 : Reduced by 0.00 tCO ₂ e	None

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

The company has installed a clean energy production system from sunlight to produce electricity to replace the traditional electricity usage, and has prepared a plan to use electric vehicles (EVs) in the transportation process.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
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	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	7,774.47	70,574.91	45,943.15
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	1,814.10	2,111.25	1,988.80
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	5,960.37	6,011.55	6,126.83
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	62,452.11	37,827.52

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.001767	0.013181	0.008008
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	2.84	25.40	17.03

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : SGS (Thailand) Co., Ltd.

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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ESG Performance

Company Name : TAOKAENOI FOOD & MARKETING PUBLIC COMPANY LIMITED

Symbol : TKN

Market : SET

Industry Group : Agro & Food Industry

Sector : Food & Beverage

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination, Supplier rights

Read more in 56-1 One-Report

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : No

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0

	2022	2023	2024
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type : Company
Total number of disclosure boundaries : 1
Data disclosure coverage (%) : 0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan : No

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : No
and labor management goals?

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : No
management

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	2,735	2,778	2,697
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
Total employees (persons)	2,735	2,778	2,697
Male employees (persons)	1,313	1,318	1,300
Percentage of male employees (%)	48.01	47.44	48.20
Female employees (persons)	1,422	1,460	1,397
Percentage of female employees (%)	51.99	52.56	51.80
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0

	2022	2023	2024
Percentage of female non-employee workers (%)	0.00	0.00	0.00

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	1,072	1,051	952
Percentage of employees under 30 years old (%)	39.20	37.83	35.30
Total number of employees 30-50 years old (Persons)	1,528	1,584	1,576
Percentage of employees 30-50 years old (%)	55.87	57.02	58.44
Total number of employees over 50 years old (Persons)	135	143	169
Percentage of employees over 50 years old (%)	4.94	5.15	6.27

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	580	574	529
Percentage of male employees under 30 years old (%)	44.17	43.55	40.69
Total number of male employees 30-50 years old (Persons)	697	704	712
Percentage of male employees 30-50 years old (%)	53.08	53.41	54.77
Total number of male employees over 50 years old (Persons)	36	40	59
Percentage of male employees over 50 years old (%)	2.74	3.03	4.54

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	492	477	423
Percentage of female employees under 30 years old (%)	34.60	32.67	30.28
Total number of female employees 30-50 years old (Persons)	831	880	864
Percentage of female employees 30-50 years old (%)	58.44	60.27	61.85
Total number of female employees over 50 years old (Persons)	99	103	110

	2022	2023	2024
Percentage of female employees over 50 years old (%)	6.96	7.05	7.87

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	2,704	2,742	2,661
Percentage of employees in operational level (%)	98.87	98.70	98.67
Total number of employees in management level (Persons)	15	19	19
Percentage of employees in management level (%)	0.55	0.68	0.70
Total number of employees in executive level (Persons)	16	17	17
Percentage of employees in executive level (%)	0.59	0.61	0.63

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	1,290	1,292	1,274
Percentage of male employees in operational level (%)	98.25	98.03	98.00
Total number of male employees in management level (Persons)	12	14	14
Percentage of male employees in management level (%)	0.91	1.06	1.08
Total number of male employees in executive level (Persons)	11	12	12
Percentage of male employees in executive level (%)	0.84	0.91	0.92

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	1,414	1,450	1,387
Percentage of female employees in operational level (%)	99.44	99.32	99.28
Total number of female employees in management level (Persons)	3	5	5
Percentage of female employees in management level (%)	0.21	0.34	0.36

	2022	2023	2024
Total number of female employees in executive level (Persons)	5	5	5
Percentage of female employees in executive level (%)	0.35	0.34	0.36

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No
Years

Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	0	0	0
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person)	0	0	0
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	29	28	29
Percentage of disabled workers to total employment (%)	1.06	1.01	1.08
Total number of employees with disabilities (Persons)	3	2	2
Percentage of disabled employees to total employees (%)	0.11	0.07	0.07

	2022	2023	2024
Total number of workers who are not employees with disabilities (persons)	26	26	27
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	54,374,796.00	51,275,282.00	53,978,020.61
Total male employee remuneration (baht)	25,076,176.00	25,019,767.00	26,970,298.79
Percentage of remuneration in male employees (%)	46.12	48.79	49.97
Total female employee remuneration (baht)	29,298,620.00	26,255,515.00	27,007,721.82
Percentage of remuneration in female employees (%)	53.88	51.21	50.03
Average remuneration of employees (Baht / Person)	19,881.10	18,457.62	20,014.10
Average remuneration of male employees (Baht / Person)	19,098.38	18,983.13	20,746.38
Average remuneration of female employees (Baht / Person)	20,603.81	17,983.23	19,332.66
Ratio of average remuneration of female employees to male employees	1.08	0.95	0.93

Provident fund management policy

Provident fund management policy : Doesn't Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	384	502	507
Proportion of employees who are PVD members (%)	55.57	18.07	18.80
Total amount of provident fund contributed by the company (baht)	1,003,252.85	1,199,776.95	1,333,736.90
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	1.85	2.34	2.47

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	13.55	11.00	15.00
Total amount spent on employee training and development (Baht)	3.19	2.47	4.78
Percentage of training and development expenses to total expenses (%) ^(*)	0.000000	0.000000	0.000000
Percentage of training and development expenses to total revenue (%) ^(*)	0.000000	0.000000	0.000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	9	11	9
Total number of employees that lost time injuries for 1 day or more (Persons)	9	11	9
Percentage of employees that lost time injuries for 1 day or more (%)	0.33	0.40	0.33
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	129	108	120
Total number of male employee turnover leaving the company voluntarily (persons)	61	62	67
Total number of female employee turnover leaving the company voluntarily (persons)	68	46	53
Proportion of voluntary resignations (%)	N/A	N/A	4.45

	2022	2023	2024
Percentage of male employee turnover leaving the Company voluntarily (%)	2.23	2.23	2.48
Percentage of female employee turnover leaving the Company voluntarily (%)	2.49	1.66	1.97

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines : Yes

Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

Reference link to consumer data privacy and protection policy and guidelines : https://investor.taokaenoi.co.th/personal_data_protection_act.html

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines : No

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers : No

Information on customer management plan

Customer management plan

Company's customer management plan : No

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from customers/consumers : Yes

Telephone : 02-9840666

Fax : 02-1088708

Email : -

Company's website : www.taokaenoi.com

Address : 337 Bond St. Bangpood, Pakkret Nonthaburi 11120

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : No

Information on community and social management plan

Community and social management plan

Company's community and social management plan : No

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management : No
goals

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social : No
management

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social : No
development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
social development?

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ESG Performance

Company Name : TAOKAENOI FOOD & MARKETING PUBLIC COMPANY LIMITED

Symbol : TKN

Market : SET

Industry Group : Agro & Food Industry

Sector : Food & Beverage

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Corporate Governance Policy

Taokaenoi Food & Marketing Public Company Limited** recognizes the importance of good corporate governance in accordance with the principles set forth by the Stock Exchange of Thailand. The Board of Directors, executives, and employees strictly adhere to these principles. To ensure comprehensive corporate governance, the Board has established policies covering the following key aspects:

1. Commitment to Good Corporate Governance Principles**

The Board of Directors, executives, and employees are committed to upholding the six fundamental principles of corporate governance:

- 1.1 Accountability Taking responsibility for decisions and actions while being able to justify and explain them.
- 1.2 Responsibility Performing duties with competence and efficiency.
- 1.3 Equitable Treatment Ensuring fair and impartial treatment of all stakeholders.
- 1.4 Transparency Conducting business operations transparently with reliable disclosure of information to relevant parties.
- 1.5 Vision to Create Long-Term Value Focusing on sustainable value creation for the company.
- 1.6 Ethics Upholding high ethical standards and business conduct, ensuring fair governance between the Board, management, and shareholders.

2. Role of the Board of Directors

The Board plays a crucial role in setting the company's vision, strategies, policies, and key business plans. This includes:

- Assessing risk factors and establishing effective management frameworks.
- Ensuring the credibility of accounting, financial reporting, and audit processes.

3. Code of Conduct

The Board of Directors establishes the company's **Code of Conduct**, which serves as a guideline for ethical behavior. This applies to all directors, executives, employees, and staff members alongside the company's rules and regulations.

4. Information Disclosure and Transparency

The company ensures the disclosure of both financial and non-financial information that is adequate, reliable, and timely. Shareholders and stakeholders have equal access to information through dedicated **Public Relations and Investor Relations** units, which are responsible for providing data to investors and the public.

5. Fair Treatment of Shareholders and Stakeholders

The company upholds fairness and equality in dealing with shareholders and stakeholders by:

- Granting equal access to corporate information.
- Establishing appropriate communication channels for engagement with the company.

6. Transparent and Fair Recruitment Process

The company implements a **transparent and fair selection process** for appointing personnel to key management positions at all levels, ensuring suitability and competency for leadership roles.

Reference link for the full version of corporate governance policy and guidelines : https://investor.taokaenoi.co.th/cg_principle.html

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

Taokaenoi Food & Marketing Public Company Limited places great importance on a transparent and fair director recruitment process to ensure that the Board of Directors possesses the necessary qualifications and experience to effectively oversee the company's operations.

Structure of the Nomination and Remuneration Committee

The company has established a Nomination and Remuneration Committee, composed of independent directors with expertise and experience, to ensure that the recruitment process is impartial and transparent.

Director Recruitment Process

1. Nomination of Candidates:
 - o The company allows shareholders to propose candidates for consideration as directors to replace those whose terms have expired.
 - o Announcements are made via the SET Link system of the Stock Exchange of Thailand and the company's website.
 - o The Nomination and Remuneration Committee then reviews the proposed candidates before submitting them to the Board of Directors for consideration. The final list of candidates is included as an agenda item for the shareholders' meeting to seek approval.
2. Qualification Assessment:
 - o The Nomination and Remuneration Committee carefully evaluates the qualifications of the proposed candidates, taking into account their knowledge, capabilities, experience, and suitability with the company's corporate culture.
3. Approval and Appointment:
 - o After completing the assessment, the Nomination and Remuneration Committee submits the list of suitable candidates to the Board of Directors for approval.
 - o Subsequently, the final approval is sought from the shareholders' meeting.

Disclosure of Information

The company is committed to disclosing information related to the recruitment and appointment of directors, including remuneration policies for directors and senior executives, to ensure that shareholders and stakeholders receive complete and transparent information.

Determination of Director Remuneration

Overview of Director Remuneration Policies and Practices at Taokaenoi

Taokaenoi Food & Marketing Public Company Limited places great importance on transparent and fair director remuneration to ensure alignment with the roles and responsibilities of each director.

Nomination and Remuneration Committee

The company has established a Nomination and Remuneration Committee comprising independent directors with expertise and experience to ensure that the remuneration determination process is impartial and transparent.

Remuneration Policy

The company has a policy to disclose remuneration for directors and senior executives, including salaries and other forms of compensation, to ensure that shareholders and stakeholders receive complete and transparent information.

Remuneration Disclosure

The company discloses the remuneration of directors and senior executives, including salaries and other compensatory benefits, in its annual report to provide complete and transparent information to shareholders and stakeholders.

Commitment to Good Corporate Governance

Through these practices, Taokaenoi is committed to maintaining high standards of corporate governance and reinforcing the trust of shareholders and all stakeholders.

Independence of the Board of Directors from the Management

Taokaenoi Food & Marketing Public Company Limited places great importance on maintaining the independence of the Board of Directors from management to ensure effective and transparent corporate governance.

Board Structure

The Board of Directors consists of 10 members, with at least one-third being independent directors, in line with the regulations of the Securities and Exchange Commission (SEC), which require listed companies to have independent directors comprising no less than one-third of the total number of directors.

Audit Committee

The company has established an Audit Committee consisting entirely of independent directors who are not involved in the company's management. Having an entirely independent Audit Committee enhances transparency and the independence of the Board's functions.

Roles and Responsibilities of the Board of Directors

The Board of Directors plays a crucial role in setting the company's vision, strategy, policies, objectives, mission, business plan, and budget, as well as overseeing management to ensure that operations align with the established policies efficiently and effectively. This is done within the framework of applicable laws, objectives, regulations, Board resolutions, and shareholder meeting resolutions, with responsibility, integrity, and prudence.

Separation of Roles between the Chairman and CEO

To further strengthen independence and clarity in corporate governance, the company clearly separates the roles of the Chairman and the Chief Executive Officer (CEO). The Chairman oversees the Board of Directors' operations, while the CEO is responsible for the day-to-day management and operations of the company.

Commitment to Good Corporate Governance

With these practices in place, Taokaenoi remains committed to upholding high standards of corporate governance and reinforcing the confidence of shareholders and stakeholders.

Director Development

Overview of Policies and Practices for the Development of Directors at Taokaenoi

Taokaenoi Food & Marketing Public Company Limited recognizes the importance of enhancing the knowledge and skills of its directors to ensure they can perform their duties effectively and in accordance with good corporate governance principles.

Disclosure of Director Development and Training

The company has a policy to disclose individual directors' participation in development and training programs in the annual report. This ensures that shareholders and stakeholders receive complete and transparent information.

Support for Training and Seminars

The company encourages directors to attend training programs, seminars, or other activities relevant to their roles. This initiative aims to enhance the necessary knowledge and skills required for the effective performance of their duties.

Performance Evaluation and Development Enhancement

The company regularly evaluates the performance of its directors to identify further development needs. Based on these assessments, appropriate training courses or activities are provided to strengthen their knowledge and skills.

Through these practices, Taokaenoi is committed to fostering confidence among shareholders and all stakeholders.

Board Performance Evaluation

Overview of the Policy and Practices Regarding the Performance Evaluation of the Board of Directors of Taokaenoi
Taokaenoi Food & Marketing Public Company Limited places great importance on good corporate governance (Good Governance) and is committed to conducting business transparently and efficiently. To ensure that the Board of Directors performs effectively and leads the company toward sustainable success, the company has established policies and practices for evaluating the performance of the Board of Directors.

Objectives of the Performance Evaluation

1. Enhancing the efficiency of the Board's performance – Ensuring that the Board operates effectively and aligns with the company's strategic goals.
2. Promoting transparency and governance – Preventing conflicts of interest and fostering fair management practices.
3. Improving and refining work processes – Identifying strengths and areas for improvement in the Board's performance.
4. Strengthening accountability to stakeholders – Building trust among shareholders, investors, and other stakeholders.

Types of Performance Evaluations

The performance evaluation of the Board of Directors at Taokaenoi is conducted at three levels:

1. Board-Level Evaluation (Board Self-Assessment)
 - o Evaluates the overall effectiveness of the Board in fulfilling its roles, responsibilities, and governance duties.
2. Individual Director Evaluation (Individual Board Member Assessment)
 - o Assesses the performance of each Board member, considering their skills, experience, dedication, and participation in meetings.
3. Committee Evaluation (Committee Assessment)
 - o Reviews the performance of Board committees, such as the Audit Committee and the Nomination and Remuneration Committee.

Evaluation Process

1. Defining Assessment Criteria and Forms
 - o The evaluation utilizes a structured form covering key aspects such as roles and responsibilities, transparency, participation, and performance outcomes.
2. Conducting the Assessment
 - o Board members complete self-assessment forms, and additional interviews may be conducted to gather comprehensive feedback.
3. Summarizing and Analyzing the Results
 - o Data is compiled, analyzed, and key areas for improvement are identified.
4. Reporting and Implementation
 - o The evaluation results are reported to the Board and senior management.
 - o Action plans are developed to enhance Board performance in the future.

Expected Outcomes of the Evaluation

- Strengthened governance capabilities of the Board.
- Improved efficiency in Board operations.
- Enhanced transparency and credibility for investors and shareholders.
- Encouragement of governance practices in accordance with international standards.

Corporate Governance of Subsidiaries and Associated Companies

In overseeing subsidiaries and affiliated companies, the Company shall appoint directors or senior executives to supervise these entities, ensuring the establishment of key policies, business operations oversight, and alignment with the Company's strategic direction to maximize overall corporate benefits.

The Company shall retain veto rights on significant matters undertaken by its subsidiaries. Any investment in such entities must be reviewed and approved by the Company's Board of Directors. Additionally, in cases involving related-party transactions, approval from the Audit Committee is required.

Furthermore, the Company must ensure that subsidiaries adhere to regulations concerning related-party transactions, asset acquisitions and disposals, and other significant transactions. Such actions must comply with disclosure requirements. If any transaction has a material impact on the Company, prior approval from the Board of Directors must be obtained. Additionally, the Company shall ensure that subsidiaries maintain proper data management and accounting records, allowing the Company to conduct audits and consolidate financial statements within the required timeframe.

Reference link for Corporate Governance of Subsidiaries and Associated Companies : https://investor.taokaenoi.co.th/cg_principle.html

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business partner, Community and society

Shareholder

Taokaenoi Food & Marketing Public Company Limited places great importance on shareholder rights and is committed to conducting business with good corporate governance. The company ensures transparency, fairness, and confidence among all shareholders by establishing the following **policies, practices, and measures**:

1. Protection of Shareholder Rights

The company upholds the fundamental rights of shareholders as stipulated by law, including the right to receive information, vote, receive dividends, and participate in key company decisions. These decisions may include the appointment of directors, changes to the company's structure, and approval of significant transactions.

2. Fair and Equitable Treatment of Shareholders

The company ensures fair treatment of all shareholders, regardless of their shareholding size or nationality. Measures are in place to prevent insider trading and to guarantee equal access to material company information for all shareholders.

3. Disclosure and Transparency

The company adheres to a policy of accurate, complete, and timely disclosure of information through accessible channels such as annual reports, the company website, and the Stock Exchange of Thailand. Measures are also in place to prevent conflicts of interest and to ensure that disclosed information meets regulatory standards.

4. Efficient Shareholder Meetings

The company conducts its Annual General Meeting (AGM) in compliance with relevant regulations, providing shareholders with sufficient prior notice and an opportunity to ask questions, express opinions, and exercise their voting rights freely and transparently.

5. Fair Return to Shareholders

The company aims to provide appropriate returns to shareholders by distributing dividends in accordance with financial performance and company stability while ensuring long-term business sustainability.

6. Consideration of Shareholder Feedback

The company welcomes shareholder feedback and suggestions through various communication channels, including shareholder meetings and the company website. This approach fosters strong relationships between the company and its shareholders. Through these policies and practices, Taokaenoi remains committed to conducting business with integrity and corporate governance, ensuring sustainable value creation for shareholders and all stakeholders.

Reference link for Shareholder : https://investor.taokaenoi.co.th/cg_principle.html

Employee

Taokaenoi Food & Marketing Public Company Limited recognizes employees as valuable human resources and key drivers of the organization. The company is committed to fostering a fair, safe, and conducive work environment that supports employee development. To this end, the company has established the following **policies, practices, and measures**:

1. Fair and Equitable Human Resource Management

The company upholds fair and equitable employment practices, free from discrimination based on gender, race, religion, or beliefs. All employees are provided with equal opportunities in recruitment, promotions, and career advancement.

2. Competitive Compensation and Benefits

The company has structured its compensation system to align with industry standards, considering employee performance and capabilities. Additionally, the company provides essential benefits such as health insurance, a provident fund, and other welfare programs to enhance employees' quality of life.

3. Employee Development and Training

The company prioritizes employee development by offering various training programs and development courses to enhance knowledge and skills essential for career growth. Continuous learning is encouraged to support employees in reaching their full potential.

4. Workplace Safety and Environment

The company is committed to maintaining a safe and productive work environment by implementing occupational health and safety measures. It also fosters a positive workplace culture that promotes collaboration and efficiency.

5. Promotion of Ethical Conduct and Responsibility

The company has established a code of conduct for employees to adhere to ethical business practices. Additionally, anti-corruption policies are in place, encouraging employees to report any unfair or unethical practices within the organization.

6. Communication and Employee Feedback Mechanisms

The company maintains transparent communication channels that allow employees to express opinions or submit workplace-related concerns. Whistleblower protection measures are in place to ensure that all reports are fairly considered without repercussions.

Through these policies and practices, Taokaenoi is dedicated to fostering a positive work environment, supporting employee development, and strengthening employee engagement, thereby ensuring long-term stability and sustainable growth alongside the organization.

Reference link for Employee : https://investor.taokaenoi.co.th/cg_principle.html

Customer

Overview of Policies, Practices, and Measures Related to Customers of Taokaenoi

Taokaenoi Food & Marketing Public Company Limited highly values its customers as key stakeholders of the organization. The company is committed to delivering high-quality, safe, and customer-centric products. To uphold these commitments, the company has established the following **policies, practices, and measures**:

1. Emphasis on Product Quality and Safety

The company prioritizes quality control and product safety throughout the entire production process, from raw material selection and manufacturing to distribution. This ensures that customers receive products that meet the highest safety and quality standards.

2. Customer Satisfaction and Responsiveness

The company continuously develops and improves its products to align with consumer needs and preferences. Regular customer feedback is collected and analyzed to enhance product offerings and service quality.

3. Fair Business Practices

The company upholds integrity and fairness in business operations. It adheres to transparent and reasonable pricing policies, avoids unfair consumer practices, and provides accurate and comprehensive product information to customers.

4. Protection of Customer Personal Data

The company is committed to safeguarding customer privacy and personal data. Measures are in place to securely store and manage information, ensuring that it is not misused or disclosed without authorization.

5. Communication Channels and Customer Complaint Handling

The company provides accessible and efficient communication channels for customers to make inquiries, provide feedback, or submit complaints regarding products and services. A structured and prompt resolution process is in place to address customer concerns effectively.

6. Social Responsibility and Promotion of Responsible Consumption

The company actively promotes responsible consumption by providing customers with nutritional information and guidance on appropriate product usage. This initiative supports consumer health and well-being in the long term.

Through these policies and practices, Taokaenoi is dedicated to building trust and strong relationships with customers.

The company continuously enhances its products and services to meet international standards, ensuring customer satisfaction and a positive consumer experience.

Reference link for Customer : https://investor.taokaenoi.co.th/cg_principle.html

Business partner

Overview of Taokaenoi's Policies, Practices, and Measures Regarding Business Partners

Taokaenoi Food & Marketing Public Company Limited prioritizes fair, transparent, and responsible business relationships with its partners (suppliers and business associates). The company aims to foster sustainable collaborations and strengthen the supply chain for long-term mutual growth.

1. Policies and Practices Regarding Business Partners

Taokaenoi operates based on fairness, transparency, and corporate responsibility, with the following key practices:

1.1 Fair Business Conduct

- Treating all business partners equitably without discrimination
- Using clear and transparent criteria in the selection and appointment of business partners
- Avoiding any improper exchanges of benefits with business partners

1.2 Compliance with Laws and Business Ethics

- Ensuring that all business partners adhere to legal and regulatory requirements
- Encouraging partners to comply with human rights, labor, and environmental standards
- Avoiding any involvement in unethical activities, such as corruption or misconduct

1.3 Developing Sustainable Business Relationships

- Encouraging efficiency in production and supply chain management
- Establishing long-term collaborations with a focus on shared benefits

2. Measures and Actions Regarding Business Partners

2.1 Systematic Selection and Management of Business Partners

- Implementing a transparent selection process based on quality, efficiency, and social responsibility
- Defining clear terms and conditions in agreements with business partners
- Regularly assessing the performance and compliance of partners

2.2 Preventing Corruption and Unethical Conduct in the Supply Chain

- Enforcing a strict no-bribery and no-corruption policy for all business dealings

- Providing whistleblowing channels for reporting unethical practices
- Monitoring and ensuring transparency in all business transactions

2.3 Supporting Partners for Sustainable Growth

- Guidance on quality standards and best practices
- Encouraging the use of environmentally friendly raw materials and sustainable production methods
- Promoting the adoption of technology and innovation for operational efficiency

2.4 Managing Supply Chain Risks

- Implementing risk assessment and continuous monitoring of business partners
- Establishing contingency plans to mitigate potential supply chain disruptions
- Collaborating with partners to proactively address risks and implement solutions

3. Outcomes and Benefits

- Building trust and strong partnerships between Taokaenoi and its business partners
- Enhancing supply chain stability while reducing potential business risks
- Promoting fair and transparent business practices within the industry
- Fostering sustainable business growth, ensuring long-term success for both Taokaenoi and its partners

Taokaenoi is committed to fair and sustainable collaborations with business partners, aiming to drive ethical industry growth and create shared value for all stakeholders.

Community and society

Overview of Taokaenoi's Community and Social Responsibility Policies, Practices, and Measures

Taokaenoi Food & Marketing Public Company Limited places great importance on corporate social responsibility (CSR), emphasizing positive impacts on communities, society, and the environment. The company has established policies, practices, and measures to ensure sustainable and ethical operations that benefit stakeholders at all levels.

1. Policies and Practices on Community and Social Responsibility

Taokaenoi's CSR policies focus on three key areas:

1.1 Sustainable Community Development

Supporting initiatives that improve the quality of life in local communities

Creating economic opportunities and employment for local residents

Promoting education through scholarship programs and skill development training

1.2 Social and Quality of Life Improvement

Providing food and essential supplies to underprivileged groups

Collaborating with government and private organizations on public welfare projects

Encouraging health and well-being among employees and the public

1.3 Ethical and Transparent Business Operations

Adhering to Good Corporate Governance (GCG) principles

Conducting business responsibly with consideration for social and environmental impacts

Preventing corruption and ensuring ethical business practices

2. Measures and Actions for Community and Social Development

2.1 Community Support and Assistance Programs

Organizing food and essential item donations for schools, communities, and shelters

Encouraging employee volunteerism through community service initiatives

2.2 Education and Skill Development Support

Offering vocational training programs for communities, such as small business management and digital marketing

Partnering with educational institutions to enhance learning programs

2.3 Collaborations with Various Sectors for Social Development

Working with government agencies, non-profit organizations, and private sectors to improve societal well-being

Supporting projects that enhance public health and nutrition initiatives

2.4 Sustainable Development and Environmental Conservation

Utilizing environmentally friendly raw materials and promoting clean energy use

Reducing waste from production processes and encouraging recycling practices

Implementing measures to lower greenhouse gas emissions and minimize environmental impact

3. Outcomes and Benefits

Community Development: Enhanced education, health, and skill-building programs for local communities
Social Welfare Improvements: Support for disadvantaged groups and vulnerable populations
Stronger Partnerships: Effective collaboration with government, non-profits, and private sectors
Sustainable Business Growth: Ethical operations that contribute to long-term social and environmental benefits
Taokaenoi remains committed to responsible business practices, striving to create a positive impact on society and ensuring sustainable community development.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Overview of Taokaenoi's Business Code of Conduct

Taokaenoi Food & Marketing Public Company Limited operates under the principles of **Good Corporate Governance**, emphasizing **integrity, transparency, responsibility, and sustainable business practices**. The company is committed to fostering trust among all stakeholders, including employees, customers, partners, investors, and society at large.

Key Principles of Taokaenoi's Business Code of Conduct

Ethical and Transparent Business Operations

- Comply with all applicable laws, regulations, and business standards.
- Promote transparency and accountability in corporate management.
- Avoid conflicts of interest that may negatively impact the company.

Fair Treatment of Stakeholders

- Respect the rights of customers, employees, partners, shareholders, and communities.
- Promote equality and fair treatment for all parties.
- Avoid business practices that contradict ethical standards or harm society and the environment.

Employee Welfare and Organizational Culture

- Provide fair benefits and welfare for employees.
- Maintain a safe and supportive working environment.
- Encourage continuous learning and professional development.

Confidentiality and Prevention of Insider Trading

- Protect company-sensitive information and prohibit its misuse for personal gain.
- Comply with policies regarding insider trading prevention.
- Ensure proper control and disclosure of company information.

Environmental Protection and Social Responsibility

- Promote environmentally friendly business practices.
- Support corporate social responsibility initiatives and sustainable development.
- Prevent negative impacts on local communities and the environment.

Anti-Corruption and Bribery Prevention

- Implement a strict anti-corruption policy and prohibit all forms of bribery.
- Establish whistleblowing channels for employees to report unethical behavior.
- Protect whistleblowers to ensure their reports do not affect their employment.

Reference link for the full version of business code of conduct : https://investor.taokaenoi.co.th/cg_principle.html

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Information and IT system security, Safety and occupational health at work

Prevention of Conflicts of Interest

Overview of Conflict of Interest Prevention at Taokaenoi

Taokaenoi Food & Marketing Public Company Limited places great importance on preventing conflicts of interest to ensure ethical business operations, transparency, and good corporate governance. The company has established clear policies and guidelines to prevent and manage conflicts of interest, ensuring that all decisions prioritize the best

interests of the company and its stakeholders.

Definition of Conflict of Interest

A conflict of interest arises when a director, executive, employee, or any related person has personal interests that could interfere with their ability to act in the best interest of the company. This includes situations where personal relationships, financial interests, or external business activities could influence decision-making.

Key Policies and Guidelines

1. Disclosure of Interests
 - o Directors, executives, and employees must disclose any personal or family interests that could create a conflict with the company's business.
 - o Any transactions or relationships that may lead to a conflict of interest must be reported to the Board of Directors.
2. Prohibition of Using Corporate Information for Personal Gain
 - o Employees and executives are strictly prohibited from using company information, trade secrets, or internal data for personal benefit or the benefit of third parties.
3. Restrictions on Transactions with Related Parties
 - o Any business dealings between the company and a related party must be conducted transparently, fairly, and in compliance with regulatory requirements.
 - o Transactions must be reviewed and approved by independent committees to ensure fairness and prevent bias.
4. Avoidance of Dual Roles and External Interests
 - o Employees and executives must not engage in outside business activities that could compete with or negatively impact the company.
 - o Directors and executives must refrain from holding positions or having financial interests in competing businesses without prior approval from the Board.
5. Gift, Entertainment, and Hospitality Policy
 - o Employees should not accept gifts, benefits, or hospitality that could influence their decision-making or create an obligation to external parties.
6. Whistleblowing and Reporting Mechanism
 - o Employees are encouraged to report any potential conflicts of interest through confidential reporting channels.
 - o The company ensures protection for whistleblowers to prevent retaliation.

Management and Oversight

- The Audit Committee and Board of Directors oversee the enforcement of conflict of interest policies.
- Regular training and awareness programs are conducted to educate employees about identifying and managing conflicts of interest.
- Violations of the policy may result in disciplinary actions, including termination of employment and legal consequences.

Reference link for Prevention of Conflicts of Interest : https://investor.taokaenoi.co.th/cg_principle.html

Anti-corruption

Taokaenoi Food & Marketing Public Company Limited is committed to conducting business with integrity, adhering to corporate social responsibility and accountability to all stakeholders in accordance with the principles of good corporate governance. To ensure that the Company establishes appropriate responsibilities, practices, and operational guidelines to prevent corruption in all business activities and to conduct business in a fair, transparent, and auditable manner, the Company has established a **written Anti-Corruption Policy** as a guideline for transparent and sustainable business operations, forming an integral part of its corporate conduct.

Definition under the Anti-Corruption Policy

Corruption refers to bribery in any form, including offering, promising, giving, pledging, soliciting, or receiving money, assets, or any other improper benefits, whether directly or indirectly, to or from politicians, government officials, state agencies, private entities, or any individual responsible for a duty, with the intent to influence them to act or refrain from acting in their duties to obtain or retain business, secure business advantages, or gain any other improper business benefits. This also includes using donations, sponsorships, gifts, or hospitality to gain undue benefits, except where such actions are permitted by applicable laws, regulations, announcements, company rules, local customs, traditions, or commercial practices.

Guidelines for Implementing the Anti-Corruption Policy

Directors, executives, and employees at all levels must comply with the Anti-Corruption Policy and refrain from any involvement in corrupt activities, whether directly or indirectly.

Anti-corruption measures are an integral part of business operations and a shared responsibility of the Board of Directors, executives, supervisors, and employees at all levels. They must contribute to ensuring the effective implementation of the policy, reviewing practices, and updating operational guidelines in accordance with business changes, regulations, and legal requirements.

The Company develops anti-corruption measures in compliance with **relevant laws and ethical standards**, including risk assessments for activities and areas vulnerable to corruption, which are compiled into operational guidelines for relevant personnel.

The Company strictly **prohibits and does not support bribery** in any form across all business activities under its supervision. Donations, political contributions, business gifts, and sponsorships must be conducted transparently and must not be used to improperly influence government or private sector officials.

The Company implements **appropriate internal controls and regular audits** to prevent any misconduct by employees.

The Company provides **anti-corruption training and awareness programs** for the Board of Directors, executives, and employees to foster integrity, honesty, and accountability in their duties, while demonstrating the Company's strong commitment to anti-corruption efforts.

Employees must not ignore or disregard **any act of corruption related to the Company**. They are required to report such incidents to their supervisors or responsible personnel and cooperate in any fact-finding investigations. If in doubt, they should consult their supervisors or designated compliance officers. Failure to report or cooperate in an investigation is considered a violation.

The Company ensures **fair treatment and protection** for employees or external parties who report corruption-related incidents involving the Company.

Any **director, executive, or employee found guilty of corruption** will be subject to disciplinary action in accordance with the Company's regulations, which may include the most severe penalties. If the act violates the law, legal action may also be taken.

The Company allows the **Audit Committee or external agencies** to review management reporting systems and risk management frameworks to ensure compliance with international standards, business suitability, and effectiveness.

This translation maintains the formality and precision required for corporate policies and governance documentation. Let me know if you'd like any modifications!

Reference link for Anti-corruption : https://investor.taokaenoi.co.th/cg_principle.html

Whistleblowing and Protection of Whistleblowers

Taokaenoi Food & Marketing Public Company Limited places great importance on good corporate governance, transparency, and accountability. To uphold these principles, the Company provides employees with a designated **whistleblowing channel** to report any irregularities in the Company's business operations. Additionally, a protection mechanism has been established to ensure that whistleblowers or informants do not suffer any negative consequences as a result of their reports.

Eligible Whistleblowers

1. Employees who witness violations of laws, regulations, company rules, or the Company's business code of conduct.
2. Employees who have been harassed, threatened, or subjected to disciplinary actions due to their whistleblowing, providing information during investigations, participating in legal proceedings, or cooperating with courts or government agencies.

Whistleblower Report Recipients

Reports may be submitted to any of the following individuals:

1. A trusted supervisor at any level.
2. The Director of Human Resources.
3. The Chief Executive Officer.
4. Any member of the Board of Directors.

Whistleblowing Methods

A complaint or report may be submitted through any of the following channels:

1. Direct verbal or written communication with the recipient.
2. Via the email address of the recipient.
3. Through a sealed letter addressed to the recipient.
4. Via the Company website: www.taokaenoi.co.th
5. Via email: whistleblower@taokaenoi.co.th

All whistleblower reports will be treated with **strict confidentiality**, and multiple reporting channels may be used.

Investigation Process

1. The recipient of the report will conduct a **fact-finding investigation** or delegate the investigation to a trusted individual or unit.
2. The recipient or designated investigator may summon any employee to provide information or request relevant documents for verification.
3. If the allegations are substantiated, the Company will take the following actions:
 - o If the complaint pertains to a **violation of laws, regulations, company policies, or the code of conduct**, the matter will be presented along with recommendations for corrective actions to the appropriate authority. If the issue significantly impacts the Company's **reputation, image, or financial position**, it will be escalated to the Audit Committee for further review.
 - o If the complaint results in harm to any individual, the Company will **propose appropriate and fair remedial measures** for the affected party.

Protection Measures for Whistleblowers and Informants

1. **Anonymous Reports:** If a whistleblower chooses to remain anonymous, they must provide **sufficient and clear factual evidence** that reasonably indicates a violation of laws, regulations, company policies, or the business code of conduct. However, disclosure of identity allows the Company to **update the whistleblower** on the investigation's progress and take **more efficient action**.
2. **Confidentiality:** All information related to the report will be treated as **confidential** and disclosed only as necessary, considering the safety and well-being of the whistleblower, information sources, and relevant individuals. The responsible personnel must maintain the highest level of confidentiality, and any breach will be considered a **disciplinary offense**.
3. **Protection from Retaliation:** If a whistleblower believes they may be at risk or suffer harm, they may request **protective measures** from the Company. The Company may also proactively implement protective measures if there is a reasonable likelihood of harm or danger.
4. **Disciplinary Actions Against Retaliation:** Any employee who engages in **unfair treatment, discrimination, or harm** against a whistleblower due to their report, participation in legal proceedings, or cooperation with courts or government agencies will be subject to **disciplinary action**. If the misconduct is unlawful, legal action may also be taken.
5. **Remedial Actions:** Any individual who suffers harm due to whistleblowing will be entitled to **appropriate and fair compensation** through suitable procedures.

Reference link for Whistleblowing and Protection of : https://investor.taokaenoi.co.th/cg_principle.html
Whistleblowers

Prevention of Misuse of Inside Information

Policy on Insider Information Usage

To ensure **equal access to information** and prevent the misuse of insider information for the benefit of directors, executives, employees, and staff—including their spouses and minor children—the **Board of Directors** has approved the following policy as part of its commitment to **Good Governance**:

1. **Confidentiality Obligation**
 - o Directors, executives, employees, and staff must maintain the **confidentiality** of the Company's insider information.
2. **Prohibition of Insider Information Misuse**
 - o Directors, executives, employees, and staff must **not disclose** or use insider information for their own benefit or the benefit of any other person, whether directly or indirectly, and regardless of whether they receive compensation.
3. **Restrictions on Insider Trading and Other Transactions**
 - o Directors, executives, employees, and staff must not **buy, sell, transfer, or receive** the Company's securities using insider information.
 - o They must also refrain from entering into any **legal transactions** based on such information that could cause damage to the Company, directly or indirectly.
 - o Any violation of this policy will be considered a **serious offense**.
4. **Preventive Measures Against Insider Trading**
 - o The Company strictly **prohibits** directors, executives, department directors, and other individuals with access to insider information from trading the Company's securities **within one month before the disclosure of quarterly or annual financial statements** and **for 48 hours after the disclosure of material information**.
 - o Directors, executives, and employees of both the Company and its **subsidiaries** are prohibited from disclosing insider information to **external parties** or any individuals not responsible for preventing insider trading.
5. **Mandatory Reporting of Securities Transactions**
 - o Directors, executives, and department directors must report any **purchase, sale, or change in their holding of the Company's securities** to the Company.

o They must also report changes in their securities holdings to the **Securities and Exchange Commission (SEC)** in compliance with **Section 59 of the Securities and Exchange Act**.

Disciplinary Actions

Any individual found to have misused or disclosed insider information in a manner that **harms the Company** will face disciplinary action based on the severity of the violation. This may include:

Verbal warnings

Written warnings

Probation

Dismissal (termination due to misconduct, forced resignation, or dismissal with cause)

Additionally, the Company will provide **training** to executives regarding their duty to report securities holdings, including those of their spouses and minor children, as well as the penalties under the **Securities and Exchange Act B.E. 2535 (1992)** and its amendments.

Reference link for Prevention of Misuse of Inside Information : https://investor.taokaenoi.co.th/cg_principle.html

Gift giving or receiving, entertainment, or business hospitality

Taokaenoi Food & Marketing Public Company Limited has established clear policies and practices regarding gift giving and receiving to prevent corruption and bribery, ensuring transparent and ethical business operations.

Gift Giving Policy

- Gifts given on important business occasions must comply with legal regulations and must not constitute bribery or support for political activities.
- The value of a gift must not exceed 3,000 THB per person per occasion and must be approved by the relevant supervisor.
- If the gift's value exceeds 3,000 THB per person per occasion, it must be approved by the line supervisor or higher management, including the Managing Director and Chief Executive Officer.

Gift Receiving Policy

- Receiving gifts or other benefits must be in line with local customs and traditions, and must not violate relevant laws.
- Gifts that may influence decision-making or create conflicts of interest are strictly prohibited.

Information and IT system security

Taokaenoi Food & Marketing Public Company Limited has established an Information Technology (IT) Security Policy and practices to protect information assets from unauthorized access, accidental disclosure, improper modification, and destruction. The objective of this policy is to ensure the continuity and security of the company's business operations.

Scope of the Policy

This policy applies to:

- Directors, executives, and all employees of the company
- Contract or temporary employees
- Contractors and any other individuals hired by the company

Roles and Responsibilities

1. IT Administrator

- Study and understand IT regulations, work standards, and operational procedures
- Enforce IT security policies and measures to ensure data protection

2. Chief Information Officer (CIO)

- Review and approve IT regulations and standards
- Oversee and manage IT security practices within the organization
- Continuously assess and monitor IT-related risks

IT Security Measures

1. Access Control

- Define access rights to data and IT systems based on roles and responsibilities
- Regularly review and verify access permissions

2. Training and Awareness

- Conduct employee training on IT security practices and protocols
- Raise awareness about potential threats and promote safe practices

3. Risk Management

- Assess and analyze risks related to information technology
- Implement systematic and continuous risk mitigation strategies

4. Audit and Evaluation

- Regularly audit and evaluate compliance with IT security policies
- Continuously improve practices to adapt to current situations

Incident Response and Management

- Establish procedures for reporting IT security incidents
- Take prompt action to resolve and recover from incidents to minimize impact
- Analyze the causes and prepare reports to improve future processes

Safety and occupational health at work

Taokaenoi Food & Marketing Public Company Limited has established policies on occupational health, safety, and the environment to ensure the well-being and safety of employees, communities, and stakeholders. Additionally, the company is committed to social and environmental responsibility by minimizing the impact of resource utilization and business operations at every stage.

These policies align with the Occupational Safety, Health, and Work Environment Act B.E. 2554 (2011), which mandates that employers provide safety training for executives, supervisors, and all employees to ensure safe work practices.

Furthermore, the company has developed an occupational safety, health, and work environment manual to ensure that all employees adhere strictly to safety regulations, reducing risks of hazards and workplace accidents.

Through these initiatives, the company is dedicated to creating a safe working environment and promoting good health for all employees.

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

Process for Promoting Compliance with the Business Code of Conduct at Tao Kae Noi

Tao Kae Noi is committed to conducting business with integrity and transparency by establishing clear guidelines for the Board of Directors, executives, and employees to adhere to the Business Code of Conduct. These guidelines serve as the foundation for fostering a responsible corporate culture that aligns with international ethical standards.

1. Establishment and Communication of the Business Code of Conduct

- The company has developed a **Business Code of Conduct** to ensure ethical behavior and integrity in all business activities.
- The code is regularly reviewed, updated, and disseminated through employee handbooks, the company website, and internal communication channels.
- Dedicated training sessions and meetings are conducted to ensure that the Board of Directors, executives, and employees fully comprehend and adhere to the ethical guidelines.

2. Training and Development on the Business Code of Conduct

- All new employees undergo comprehensive training on the Business Code of Conduct, while existing employees participate in periodic refresher courses.
- Case studies and real-world scenarios are utilized to enhance employees' understanding of ethical decision-making and appropriate business practices.
- Executives are expected to serve as role models in demonstrating ethical leadership and compliance with the code.

3. Reporting Mechanisms and Whistleblower Protection

- The company has established multiple secure channels for reporting misconduct or violations, including designated email addresses, hotlines, and an online complaint system.
- Whistleblower protection policies ensure that individuals who report unethical behavior are safeguarded against retaliation and their confidentiality is maintained.
- A designated audit committee is responsible for investigating reported incidents and implementing appropriate remedial measures.

4. Governance and Internal Audits

- The Board of Directors and the Audit Committee oversee the implementation and enforcement of the Business Code of Conduct.
- The **Internal Audit Department** conducts regular assessments to ensure compliance with ethical standards and corporate policies.
- Advanced monitoring systems and technology are employed to enhance transparency in financial transactions and corporate governance.

5. Disciplinary Actions and Corrective Measures for Violations

- Violations of the Business Code of Conduct are subject to disciplinary actions proportionate to their severity, ranging from formal warnings to termination of employment.
- Preventive measures, such as additional training, policy enhancements, or operational adjustments, are implemented to mitigate future risks.
- Findings from audits and corrective actions are systematically reported to the Board of Directors and relevant stakeholders to maintain accountability and transparency.

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct : https://investor.taokaenoi.co.th/cg_principle.html

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : -

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes

Material changes and developments in policy and guidelines over the past year : Yes

Corporate Governance Policy

Revision of Corporate Governance Policy The company has revised its Corporate Governance Policy by separating the Corporate Governance Policy, the charters and practices of the Board of Directors and its subcommittees, and the Taokaenoi Code of Conduct to enhance clarity and facilitate future disclosure of such information.

Corporate Governance Principles The company has refined its corporate governance principles into four fundamental concepts as the foundation for corporate governance:

Ethics: Conducting business with ethical standards.

Responsibility: Committed to performing duties efficiently while being accountable for outcomes (Accountability) and maintaining transparency (Transparency) to build trust among stakeholders.

Equitable Treatment: Ensuring fair and equal treatment of all stakeholders.

Sustainable Value Creation: Focusing on long-term value creation for the company while promoting sustainable business development for the benefit of both the organization and its stakeholders.

Reviewing the company's financial reporting to ensure accuracy, completeness, and adequate disclosure, thereby ensuring equal access to information for all shareholders. This includes coordination with external auditors and management responsible for preparing quarterly and annual financial reports. Additional emphasis is placed on upholding the quality and reliability of financial reports.

Code of Business Conduct

In alignment with corporate governance best practices, the company emphasizes anti-corruption measures in its business operations with stakeholders by maintaining transparency and integrity in compliance with relevant laws and

standards.

The company has established and publicly disclosed its Anti-Corruption Policy while encouraging other companies and business partners to implement and disclose their own anti-corruption policies.

Additional provision: The company shall maintain its membership in the Thailand Private Sector Collective Action Coalition Against Corruption (CAC) to reinforce trust among stakeholders and shareholders.

Stakeholder Treatment

To enhance clarity regarding employee treatment, the company has outlined three key aspects:

Compensation: The company determines employee compensation based on expertise, experience, job position, and individual responsibilities. This consideration aligns with both short-term and long-term corporate performance and the annual compensation budget, ensuring a connection with the value created for shareholders while accounting for economic and social factors. Compensation is provided in the form of salaries and bonuses, structured appropriately.

Employee Benefits: The company offers competitive benefits and privileges comparable to industry standards and in compliance with legal requirements. These include employee uniforms, annual health check-ups, social security, group insurance (life and health insurance), and a provident fund for employees.

Long-term Employee Welfare: The company has established an employee provident fund, whereby employees who are members contribute 3-7% of their salary monthly, with the company matching contributions at a rate of 3-7% based on the employee's tenure.

Insider Trading Policy

The company has established measures to safeguard and prevent the misuse of internal information (Insider Trading). Directors, executives, employees at the department director level or higher, and individuals with access to internal information—including their spouses, cohabiting partners, and minor children—are prohibited from trading the company's securities within one month prior to the disclosure of significant information, such as quarterly and annual financial statements or other critical disclosures. Additionally, a 48-hour restriction is imposed following the disclosure of such information.

The Investor Relations Department shall notify relevant persons in advance via official communication.

Additional provision: The company will issue confidentiality reminders to relevant persons, prohibiting stock transactions in cases where corporate activities may affect stock prices.

Disclosure of Securities Transactions by Directors and Executives

Directors and executives, including their spouses, cohabiting partners, minor children, and any legal entities in which they, their spouses, or minor children hold more than 30% of the voting rights and maintain the largest shareholding, are required to report any purchase, sale, or change in their ownership of the company's securities to the company (via the Corporate Secretary) and disclose such transactions to the Securities and Exchange Commission (SEC) as stipulated under Section 59 of the Securities and Exchange Act.

Additional provision: Reporting must be completed within three business days from the transaction date or within three business days under the following conditions: (a) the cumulative transaction value exceeds THB 3 million, or (b) six months have passed since the initial transaction.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

Taokaenoi Food & Marketing Public Company Limited places great importance on adhering to the principles of good corporate governance for listed companies (CG Code). The Board of Directors has reviewed and approved the adoption of the 2017 CG Code, ensuring its alignment with the company's business operations.

The company has established a Good Corporate Governance Policy, which encompasses an Anti-Corruption Policy, Information Disclosure and Transparency Policy, Whistleblowing Policy, Company Regulations, and Code of Business Conduct.

Furthermore, the company has developed a Good Corporate Governance Handbook to serve as a guideline for directors, executives, and employees to uphold ethical standards and fulfill their responsibilities towards all stakeholders.

Through these initiatives, Taokaenoi is committed to fostering trust and confidence among all stakeholders while conducting business in accordance with good corporate governance principles and ethical standards.

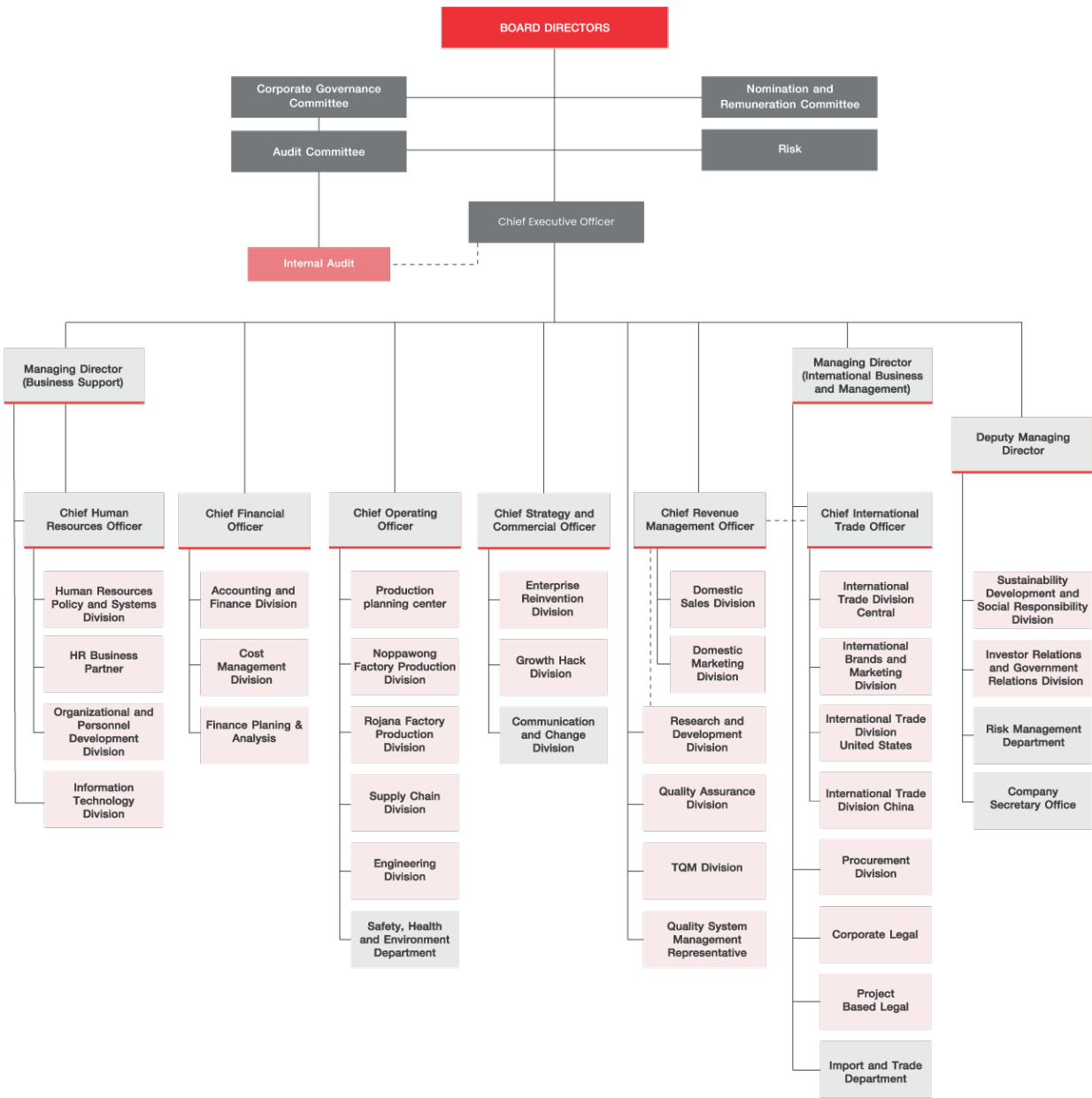
Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	10	
	6	4
Executive directors	4	
	3	1
Non-executive directors	6	
	3	3
Independent directors	4	
	3	1
Non-executive directors who have no position in independent directors	2	
	0	2

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	60.00	40.00
Executive directors	40.00	
	30.00	10.00
Non-executive directors	60.00	
	30.00	30.00
Independent directors	40.00	
	30.00	10.00
Non-executive directors who have no position in independent directors	20.00	
	0.00	20.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average director age	58	
	59	58

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. YUTH VORACHATTARN</p> <p>Gender: Male</p> <p>Age : 76 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Chairman of the Board of Directors</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	24 Mar 2012	Governance/ Compliance, Risk Management, Sustainability, Accounting, Finance

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. ITTHIPAT PEERADECHAPAN</p> <p>Gender: Male</p> <p>Age : 40 years</p> <p>Highest level of education : Honorary degree</p> <p>Study field of the highest level of education : Entrepreneurship</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 298,676,200 Shares (21.643203 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 70 Shares (0.000005 %) <p><u>Indirect shareholding details</u></p> <p>Self (Indirectly through Holding Company) 252,000,000 shares</p> <p><u>Reference link for the shareholding</u></p> <p>https://www.set.or.th/en/market/product/stock/quote/TKN/major-shareholders</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	21 Sep 2004	Food & Beverage, Marketing, Strategic Management, Data Analysis, Leadership

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Ms. ORRAPAT PEERADECHAPAN Gender: Female Age : 43 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 56,615,000 Shares (4.102536 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) <p><u>Indirect shareholding details</u></p> <p>Self (Indirectly through Holding Company) 54,000,000 shares</p> <p><u>Reference link for the shareholding</u></p> <p>https://www.set.or.th/en/market/product/stock/quote/TKN/major-shareholders</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	21 Sep 2004	Food & Beverage, Finance, Law, Marketing, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Ms. PORNTERRA RONGKASIRIPHAN Gender: Female Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	10 Nov 2008	Food & Beverage, Accounting, Finance, Economics, Strategic Management
<p>5. Mr. CHAIYONG RATANACHROENSIRI Gender: Male Age : 69 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	24 Mar 2012	Engineering, Accounting, Finance, Governance/ Compliance, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mrs. WANEE THASANAMONTIEN</p> <p>Gender: Female</p> <p>Age : 70 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	13 Nov 2014	Accounting, Finance, Law, Risk Management, Strategic Management
<p>7. Mr. JIRAPONG SUNTIPIROMKUL</p> <p>Gender: Male</p> <p>Age : 62 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director</p> <p>(Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Sep 2018	Accounting, Finance, Risk Management, Strategic Management, Sustainability

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. SOMJIN SORNPAISARN</p> <p>Gender: Male</p> <p>Age : 62 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	20 Apr 2022	<p>Finance, Accounting, Engineering, Risk Management, Business Administration</p>
<p>9. Ms. MOOKDA PAIRATCHAVET</p> <p>Gender: Female</p> <p>Age : 65 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	20 Apr 2022	<p>Risk Management, Food & Beverage, Governance/ Compliance, Business Administration, Finance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>10. Mr. NUTCHATPONG PEERADECHAPAN</p> <p>Gender: Male</p> <p>Age : 46 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Education</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 55,060,500 Shares (3.989891 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) <p><u>Indirect shareholding details</u></p> <p>Self (Indirectly through Holding Company) 54,000,000 shares</p> <p><u>Reference link for the shareholding</u></p> <p>https://www.set.or.th/en/market/product/stock/quote/TKN/major-shareholders</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Newly appointed director not being replaced the ex-director</p>	27 Apr 2023	<p>Information & Communication Technology, Governance/ Compliance, Sustainability, Engineering, Human Resource Management</p>

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. YUTH VORACHATTARN	Chairman of the Board of Directors		✓	✓		
2. Mr. ITTHIPAT PEERADECHAPAN	Director	✓				✓
3. Ms. ORRAPAT PEERADECHAPAN	Director	✓				
4. Ms. PORNTERRA RONGKASIRIPHAN	Director		✓		✓	✓
5. Mr. CHAIYONG RATANACHROENSIRI	Director		✓	✓		
6. Mrs. WANEE THASANAMONTIEN	Director		✓	✓		
7. Mr. JIRAPONG SUNTIPIROMKUL	Director	✓				✓
8. Mr. SOMJIN SORNPAISARN	Director		✓	✓		
9. Ms. MOOKDA PAIRATCHAVET	Director		✓		✓	
10. Mr. NUTCHATPONG PEERADECHAPAN	Director	✓				
Total (persons)		4	6	4	2	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	10.00
2. Food & Beverage	4	40.00
3. Information & Communication Technology	1	10.00
4. Law	2	20.00
5. Marketing	2	20.00
6. Accounting	6	60.00
7. Finance	8	80.00
8. Human Resource Management	1	10.00
9. Sustainability	3	30.00
10. Data Analysis	1	10.00
11. Engineering	3	30.00
12. Leadership	1	10.00
13. Strategic Management	6	60.00
14. Risk Management	5	50.00
15. Governance/ Compliance	4	40.00
16. Business Administration	2	20.00

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	No

Additional explanation : (*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of : Doesn't Have
directors and the Management

Information on the roles and duties of the board of directors

Board charter : Have

Scope of Authority

Manage and oversee the company in accordance with the law, objectives, and regulations of the company, as well as the resolutions of the Board of Directors and shareholders' meetings. Perform duties with responsibility, honesty, integrity, and caution while safeguarding the company's interests based on good corporate governance principles.

Scope of Authority, Duties, and Responsibilities of the Board of Directors

1. Management and Corporate Governance

The Board of Directors has the authority to manage and oversee the company in compliance with applicable laws, objectives, the company's articles of association, as well as resolutions of the Board of Directors and shareholders' meetings. The Board must perform its duties with responsibility, honesty, and integrity while safeguarding the company's best interests based on the principles of good corporate governance.

2. Appointment of Executives and Subcommittees

The Board of Directors has the authority to appoint directors and/or company executives to carry out specific tasks as assigned by the Board. This includes appointing the Chief Executive Officer (CEO) and other subcommittees, such as the Audit Committee and the Nomination and Remuneration Committee, as deemed appropriate and necessary. The Board also has the authority to approve the scope of powers and responsibilities of these subcommittees, as well as to revoke, withdraw, or amend such powers as necessary.

3. Delegation of Authority

The Board of Directors shall define its scope of responsibilities and delegate management authority in writing, including the authority to approve various transactions (Management of Authority). However, such delegation does not absolve the Board of its responsibilities. The Board shall continue to monitor and oversee management to ensure that delegated duties are performed effectively.

4. Limitation on External Directorships

To ensure directors can effectively dedicate their time to their duties, each director may hold directorships in no more than five publicly listed companies.

5. Authority to Determine Authorized Signatories

The Board of Directors has the authority to designate or change the authorized directors who can legally bind the company.

6. Strategic Planning and Oversight

The Board is responsible for setting objectives, direction, operational policies, business plans, and budgets. It must also oversee the management and administration of executives or designated individuals to ensure compliance with the Board's policies and plans.

7. Approval and Review of Key Corporate Matters

The Board shall periodically review and approve key aspects of the company's operations, including vision, mission, policies, business strategies, corporate goals, business plans, financial targets, major investment projects, and annual budgets.

8. Monitoring Compliance with Policies and Plans

The Board must supervise and ensure that management adheres to the approved policies, plans, and budgets.

9. Financial Reporting and Internal Controls

The Board shall establish reliable accounting, financial reporting, and auditing systems, as well as ensure the effectiveness and efficiency of internal control and internal audit functions.

10. Annual Reporting Requirements

The Board must ensure that the company's and/or the Board's annual reports comply with applicable laws and regulations.

11. Corporate Governance Policy Implementation

The Board shall establish corporate governance policies based on ethical principles and ensure their effective implementation.

12. Seeking External Professional Advice

If necessary, the Board may seek professional opinions from external experts to support informed decision-making.

13. Risk Management and Performance Monitoring

The Board must review risk management processes and policies and monitor their implementation.

14. Appointment of a Company Secretary

The Board shall ensure the appointment of a Company Secretary or a designated individual to assist in carrying out corporate governance duties and ensuring compliance with laws and regulations.

15. Fair Treatment of Shareholders and Stakeholders

The Board must ensure the equitable treatment of both majority and minority shareholders, as well as fair dealings with all stakeholders.

16. Balancing Management and Shareholder Influence

The Board must maintain an appropriate balance of power between management and major shareholders, with particular attention to the proportion of independent directors on the Board.

17. Reappointment of Independent Directors

When reappointing independent directors, the Board must reasonably consider the necessity of such appointments.

18. Access to Sufficient Information

The Board shall ensure that a structured process is in place for receiving sufficient information from management to effectively fulfill its duties and responsibilities.

19. Related-Party Transactions

The Board shall establish clear and transparent procedures for related-party transactions between the company, its subsidiaries, and related persons to prevent conflicts of interest. Such transactions must be disclosed appropriately and reported to the Board.

20. Disclosure of Material Information

The Board must ensure the accurate, complete, timely, and transparent disclosure of material information through accessible and reliable channels.

21. Board Meetings

The Board must hold at least six meetings annually. If monthly meetings are not held, management must provide performance reports in the months without meetings to enable continuous oversight.

22. Meetings of Non-Executive Directors

The Board shall conduct at least one meeting per year for non-executive directors, without the presence of management, to discuss management-related concerns. The outcome of such meetings shall be reported to the CEO.

23. Approval of Significant Transactions

The Board has the authority to approve necessary and relevant matters in the company's best interests, including related-party transactions and material asset acquisitions or disposals that require Board approval under applicable laws and regulations.

However, the following matters require shareholder approval:

- Matters that legally require shareholder resolutions.
- Matters in which a director has a conflict of interest and where laws or regulations mandate shareholder approval.

24. Board and Executive Performance Evaluations

The Board shall conduct annual performance evaluations of (a) the Board of Directors as a whole, (b) individual directors, (c) each subcommittee, and (d) the CEO. These evaluations shall be benchmarked against the defined scope of duties in the Board and subcommittee charters. The overall evaluation results shall be disclosed in the company's annual report.

25. Legal and Regulatory Compliance

The Board has the authority, duties, and responsibilities as stipulated by applicable laws, regulations, the company's articles of association, and shareholder resolutions. The Board may delegate specific tasks to individual directors or others, with the ability to revoke, amend, or modify such delegated authority as needed. However, such delegation must not allow directors or their appointees to approve transactions where they or related parties have conflicts of interest with the company or its subsidiaries.

26. Orientation for New Directors

The Board shall arrange orientation programs for newly appointed directors.

27. Independent Professional Advice

The Board may seek independent professional advice whenever necessary, with the cost borne by the company.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit Subcommittee

Scope of authorities, role, and duties

Duties and Responsibilities of the Audit Committee

1. Financial Reporting Review

The Audit Committee shall review the company's financial reports to ensure accuracy, completeness, and adequate disclosure, promoting fairness among shareholders. This includes coordinating with external auditors and financial executives responsible for preparing quarterly and annual financial reports, with an emphasis on quality and reliability.

2. Internal Control and Internal Audit Systems

The Audit Committee shall review the adequacy and effectiveness of the company's internal control and internal audit systems. It shall also assess the independence of the internal audit function and approve the appointment, transfer, or dismissal of the head of internal audit or any other responsible internal audit unit.

3. Legal and Regulatory Compliance

The Audit Committee shall ensure that the company complies with the Securities and Exchange Act, the regulations of the Stock Exchange of Thailand (SET), and other relevant laws governing the company's business, as well as the company's policies, rules, regulations, and code of conduct.

4. IT Governance and Cybersecurity Oversight

The Audit Committee shall review the company's IT governance framework and cybersecurity policies to ensure effective implementation in line with international standards.

5. Appointment and Independence of External Auditors

The Audit Committee shall consider and recommend the appointment, termination, and remuneration of an independent external auditor. It shall also meet with the external auditor at least once a year without the presence of management.

6. Related-Party Transactions and Conflict of Interest Management

The Audit Committee shall review related-party transactions and potential conflicts of interest to ensure compliance with the Securities and Exchange Act and SET regulations. The Committee shall also verify that such transactions are reasonable, in the best interest of the company, and properly disclosed.

7. Handling of Suspected Legal Violations

If the company's external auditor identifies any suspicious actions by directors, executives, or other responsible persons that may constitute legal violations, the Audit Committee shall promptly investigate and report the preliminary findings to the Securities and Exchange Commission (SEC) and the external auditor within 30 days of receiving the report.

8. Annual Audit Committee Report

The Audit Committee shall prepare a report for inclusion in the company's annual report, signed by the Chair of the Audit Committee. The report must include at least the following information:

- o Opinion on the accuracy, completeness, and reliability of the company's financial reports.
- o Opinion on the adequacy of the company's internal control system.
- o Opinion on compliance with relevant securities laws, SET regulations, and other applicable laws.
- o Opinion on the appropriateness of the external auditor.
- o Opinion on transactions that may involve conflicts of interest.
- o Number of Audit Committee meetings and individual members' attendance records.
- o Summary of key observations or concerns arising from the Audit Committee's performance of its duties under the charter.
- o Any other matters deemed necessary for shareholders and investors to be informed of, within the scope of the Committee's responsibilities as assigned by the Board of Directors.

9. Reporting Significant Financial and Compliance Issues

If the Audit Committee identifies or suspects the following issues that could materially impact the company's financial status and performance, it shall report them to the Board of Directors for corrective action within an appropriate timeframe:

- o Transactions involving conflicts of interest.
- o Fraud, irregularities, or significant deficiencies in internal control systems.
- o Violations or non-compliance with securities laws, SET regulations, or other applicable business laws.

If the Board of Directors or management fails to take corrective action within the specified timeframe, any member of the Audit Committee may report such matters to the SEC or SET.

10. Seeking Independent Professional Advice

The Audit Committee may seek independent professional opinions from external consultants whenever necessary, with the costs covered by the company.

11. Other Responsibilities Assigned by the Board

The Audit Committee shall perform other duties as assigned by the Board of Directors, as deemed appropriate.

12. Anti-Corruption Compliance Review

The Audit Committee shall review and verify the accuracy of self-assessment documents and references related to the company's anti-corruption measures under the Thai Private Sector Collective Action Against Corruption (CAC) initiative.

Reference link for the charter

-

Nomination and Remuneration Committee

Role

- Nomination Subcommittee
- Remuneration Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

-

Corporate Governance Committee

Role

- Nomination Remuneration Subcommittee
- Sustainability Subcommittee

Scope of authorities, role, and duties

-

Reference link for the charter

-

Risk Management Committee

Role

- RiskManagement Subcommittee
- Climate Change Governance

Scope of authorities, role, and duties

-

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mrs. WANEE THASANAMONTIEN ^(*) Gender: Female Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	13 Nov 2014	Accounting, Finance, Law, Risk Management, Strategic Management
2. Mr. YUTH VORACHATTARN Gender: Male Age : 76 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)	24 Mar 2012	Governance/ Compliance, Risk Management, Sustainability, Accounting, Finance
3. Mr. CHAIYONG RATANACHROENSIRI Gender: Male Age : 69 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	24 Mar 2012	Engineering, Accounting, Finance, Governance/ Compliance, Strategic Management

Additional explanation :

(*) Directors with expertise in accounting information review

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. CHAIYONG RATANACHROENSIRI	The chairman of the subcommittee (Independent director)
	Mr. YUTH VORACHATTARN	Member of the subcommittee (Independent director)
	Mrs. WANEE THASANAMONTIEN	Member of the subcommittee (Independent director)

Subcommittee name	Name list	Position
Corporate Governance Committee	Mr. YUTH VORACHATTARN	The chairman of the subcommittee (Independent director)
	Mrs. WANEE THASANAMONTIEN	Member of the subcommittee (Independent director)
	Mr. CHAIYONG RATANACHROENSIRI	Member of the subcommittee (Independent director)
Risk Management Committee	Mr. SOMJIN SORNPAISARN	The chairman of the subcommittee (Independent director)
	Ms. ORRAPAT PEERADECHAPAN	Member of the subcommittee
	Mr. JIRAPONG SUNTIPIROMKUL	Member of the subcommittee
	Ms. PORNTERRA RONGKASIRIPHAN	Member of the subcommittee
	Mr. Prin Pitchavichit	Member of the subcommittee
	Mrs. Tipnapa Jitjang	Member of the subcommittee
	Mr. Woothi Kruanamkhum	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. ITTHIPAT PEERADECHAPAN</p> <p>Gender: Male</p> <p>Age : 40 years</p> <p>Highest level of education : Honorary degree</p> <p>Study field of the highest level of education : Entrepreneurship</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>CHIEF EXECUTIVE OFFICER</p> <p>(The highest-ranking executive)</p>	21 Sep 2004	Food & Beverage, Marketing, Strategic Management, Data Analysis, Leadership
<p>2. Ms. ORRAPAT PEERADECHAPAN</p> <p>Gender: Female</p> <p>Age : 43 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Managing Director	21 Sep 2004	Food & Beverage, Finance, Law, Marketing, Strategic Management
<p>3. Mr. NUTCHATPONG PEERADECHAPAN</p> <p>Gender: Male</p> <p>Age : 46 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Education</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Managing Director	21 Sep 2004	Information & Communication Technology, Governance/ Compliance, Sustainability, Engineering, Human Resource Management
<p>4. Mr. JIRAPONG SUNTIPIROMKUL</p> <p>Gender: Male</p> <p>Age : 62 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Managing Director	27 May 2013	Accounting, Finance, Risk Management, Strategic Management, Sustainability

List of executives	Position	First appointment date	Skills and expertise
5. Mr. Prin Pitchavichit Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief People Officer	1 Jan 2020	Human Resource Management, Sustainability, Corporate Social Responsibility, Leadership, Governance/ Compliance
6. Mrs. Tipnapa Jitjang ^(*) Gender: Female Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	Chief Financial Officer	1 May 2021	Budgeting, Risk Management, Data Analysis, Finance, Accounting
7. Mr. Wachira Yarnthasarakij Gender: Male Age : 48 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief International Trade Officer	11 Feb 2022	Brand Management, Food & Beverage, Marketing, Digital Marketing, Negotiation
8. Mr. Husin Adam Gender: Male Age : 51 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : No Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Strategy and Commercial Officer	16 Aug 2023	Business Administration, Engineering, Strategic Management, Data Analysis, Change Management

List of executives	Position	First appointment date	Skills and expertise
9. Mr. Worapong Kietdumrongwong Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Revenue Officer	1 Oct 2023	Business Administration, Marketing, Digital Marketing, Brand Management, Negotiation
10. Mr. Woothi Kruanamkhum Gender: Male Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Operating Officer (The highest-ranking executive)	1 Nov 2024	Engineering, Food & Beverage, Industrial Materials & Machinery, Data Analysis, Strategic Management

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

(***) Appointed after the fiscal year end of the reporting year

Remuneration policy for executive directors and executives

The Company has a policy to set the compensation for directors, sub-committee members, Chief Executive Officer, and senior executives at a level comparable to the Company's performance in order to retain the required quality of personnel. The Company determines compensation according to the following guidelines:

1. The Nomination and Compensation Committee will consider the compensation for the Company's directors, sub-committee members, and senior executives, ensuring it is appropriate to their duties, responsibilities, performance, the type/size of the Company's business, and the benefits expected from each individual. The compensation must be at a level sufficient to attract and retain quality personnel, in comparison with companies in similar businesses. Additionally, it should consider the type of compensation, method of payment, and the appropriate amount, with the results of the evaluation reported to the Board of Directors.
2. If there is a proposal to adjust the compensation rate for senior executives, it must be presented to the Board of Directors for approval.
3. The compensation for directors and sub-committee members must be presented annually to the shareholders' meeting for approval.

Does the board of directors or the remuneration committee : Yes
 have an opinion on the remuneration policy for executive
 directors and executives

The Nomination and Remuneration Committee shall consider and propose the remuneration of directors based on the following criteria:

The remuneration of directors must be aligned with the company's strategy and both short-term and long-term goals.

The remuneration of directors shall be determined by the company's performance and must correspond to the experience, duties, and responsibilities of the directors.

Directors assigned with additional duties and responsibilities, such as serving as members of subcommittees, should receive appropriate additional remuneration.

The remuneration of directors must be comparable to the standards practiced within the industry.
After considering the aforementioned criteria, the proposal will be submitted to the Board of Directors for approval.
Subsequently, the Board of Directors will present the proposed remuneration to the shareholders' meeting for final approval.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	44,630,000.00	73,480,000.00	75,630,000.00

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	1,969,644.00	2,620,266.00	2,870,930.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Bonus

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00
and executives in the past year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mr. Wanchai Wongponsawiwat	wanchai.w@taokaenoi.co.th	029840666 ต่อ 308

List of the company secretary

General information	Email	Telephone number
1. Mr. Anajak Limphaisan	anajak.li@taokaenoi.co.th	02 984 0666 ต่อ 502

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mrs. Wanwimol Jongsureeyapas	wanvimol.jo@plgroup.co.th	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. Jirapong Suntipiromkul	Jirapong.S@taokaenoi.co.th	-

Head of investor relations

Does the Company have an appointed head of investor relations : Have

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Jirapong Suntipiromkul	Jirapong.S@taokaenoi.co.th	-

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone +66 2034 0000	2,580,000.00	Types of non-audit service : non-audit fee Details of non-audit service : Out of Pocket Expenses 86,653.05 Baht Fee Company's stock destruction 25,000 Baht BOI Audit 250,000 Baht Audit Impairment Test 150,000 Baht Amount paid during the fiscal year 1,584,120.00 baht Amount to be paid in the future 1,507,533.05 baht Total non-audit fee 511,653.05 baht	1. Mr. CHOOPONG SURACHUTIKARN Email: csurachutikarn@deloitte.com License number: 4325

Details of the auditors of the subsidiaries

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone +66 2034 0000	1,350,000.00	-	1. Mr. CHOOPONG SURACHUTIKARN Email: csurachutikarn@deloitte.com License number: 4325

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be representatives in Thailand : No

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Summary of duty performance of the board of directors over the past year

Responsibilities of the Board of Directors

The Board of Directors holds the responsibility for overseeing the company's business operations in accordance with the established policies, plans, strategies, objectives, and corporate regulations. The Board ensures that all duties are carried out with accountability to the company, its shareholders, and all stakeholders, upholding transparency and good governance throughout the organization.

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. YUTH VORACHATTARN	Chairman of the Board of Directors	24 Mar 2012	Governance/ Compliance, Risk Management, Sustainability, Accounting, Finance
Ms. ORRAPAT PEERADECHAPAN	Director	21 Sep 2004	Food & Beverage, Finance, Law, Marketing, Strategic Management
Ms. PORNTERA RONGKASIRIPHAN	Director	10 Nov 2008	Food & Beverage, Accounting, Finance, Economics, Strategic Management

List of newly appointed director not being replaced the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. NUTCHATPONG PEERADECHAPAN	Director	27 Apr 2023	Information & Communication Technology, Governance/ Compliance, Sustainability, Engineering, Human Resource Management

Selection of independent directors

Criteria for selecting independent directors

Independent Director Qualifications and Independence Criteria

(1) Independent directors must meet the independence qualifications as specified by the company and in accordance with the guidelines set forth in the notifications of the Capital Market Supervisory Board. They must be individuals capable of safeguarding the interests of all shareholders equitably to prevent conflicts of interest. Furthermore, independent

directors must be able to attend board meetings and express their opinions independently.

The company requires that independent directors shall not hold executive positions. They must be independent from management, major shareholders, and controlling persons. They shall not have any business relationships with the company that could restrict their ability to express independent opinions. Additional qualifications include:

- (a) Holding no more than 1% of the total voting shares of the company, its parent company, subsidiaries, affiliates, major shareholders, or controlling persons. This calculation shall include shares held by persons related to the independent director.
- (b) Not being or having been a director involved in management, an employee, staff member, salaried advisor, or controlling person of the company, its parent company, subsidiaries, affiliates, peer subsidiaries, major shareholders, or controlling persons, unless at least two years have passed since leaving such positions before assuming the role of an independent director. This restriction does not apply to independent directors who were government officials or advisors to government agencies that are major shareholders or controlling persons of the company.
- (c) Having no business relationships with the company, its parent company, subsidiaries, affiliates, major shareholders, or controlling persons that may interfere with independent judgment. Additionally, they shall not be or have been a significant shareholder or controlling person of any entity having business relationships with the company, its parent company, subsidiaries, affiliates, major shareholders, or controlling persons, unless at least two years have passed since such relationships ended. They shall not have direct or indirect financial or managerial interests in the company, its group companies, affiliates, or any entity with potential conflicts of interest. Business relationships include normal trade transactions, property leasing, transactions related to assets or services, and financial assistance, such as lending, borrowing, or providing collateral. Debt obligations arising from such transactions shall be calculated according to the rules for connected transactions as prescribed by the Capital Market Supervisory Board. Debt obligations with the same entity within one year prior to the business relationship shall also be considered.
- (d) Having no kinship or legal relationships, whether as a parent, spouse, sibling, child, or spouse of a child, with other directors, executives, major shareholders, controlling persons, or any individual nominated as a director, executive, or controlling person of the company or its subsidiaries.
- (e) Not serving as a director appointed to represent the interests of company directors, major shareholders, or shareholders related to major shareholders. They must be capable of expressing opinions and making reports independently, free from the influence of any person or group, and must not be subject to any circumstances that could prevent them from providing candid opinions.
- (f) Not being or having been an auditor of the company, its parent company, subsidiaries, affiliates, major shareholders, or controlling persons, and not being a significant shareholder, controlling person, or partner of an audit firm that provides audit services to the company, its parent company, subsidiaries, affiliates, major shareholders, or controlling persons, unless at least two years have passed since leaving such positions.
- (g) Not being or having been a professional service provider, including legal or financial advisors, who has received service fees exceeding THB 2 million per year from the company, its parent company, subsidiaries, affiliates, major shareholders, or controlling persons. They must also not be a significant shareholder, controlling person, or partner of such a service provider, unless at least two years have passed since such relationships ended.
- (h) Not engaging in businesses of the same nature and in significant competition with the company or its subsidiaries. They must not be a significant partner in a partnership, an executive director, an employee, a staff member, a salaried advisor, or a shareholder holding more than 1% of the total voting shares of any company conducting a business that competes with the company or its subsidiaries.
- (i) Not possessing any other characteristics that would prevent them from independently expressing opinions on the company's business operations.

Once appointed as an independent director, and having met the above qualifications, they may be assigned by the board of directors to participate in decision-making for the company, its parent company, subsidiaries, affiliates, peer subsidiaries, major shareholders, or controlling persons through a collective decision-making process.

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No
over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes
through the nomination committee
Method for selecting persons to be appointed as the highest- : Yes
ranking executive through the nomination committee

Number of directors from major shareholders

Number of directors from each group of major shareholders : 3
over the past year (persons)

Rights of minority shareholders on director appointment

The company will provide an opportunity for shareholders to nominate individuals for director positions in advance and exercise their right to appoint directors on an individual basis.

Method of director appointment : Method whereby each director requires approval votes
more than half of the votes of attending shareholders
and casting votes

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. YUTH VORACHATTARN (Chairman of the Board of Directors)	Non-participating	-
2. Mr. ITTHIPAT PEERADECHAPAN (Director)	Non-participating	-
3. Ms. ORRAPAT PEERADECHAPAN (Director)	Non-participating	-
4. Ms. PORNTERRA RONGKASIRIPHAN (Director)	Non-participating	-
5. Mr. CHAIYONG RATANACHROENSIRI (Director)	Non-participating	-
6. Mrs. WANEE THASANAMONTIEN (Director)	Non-participating	-
7. Mr. JIRAPONG SUNTIPIROMKUL (Director)	Participating	Thai Institute of Directors (IOD) • 2024: ESG in the Boardroom: A Practical Guide for Board (ESG)
8. Mr. SOMJIN SORNPAISARN (Director)	Non-participating	-
9. Ms. MOOKDA PAIRATCHAVET (Director)	Non-participating	-
10. Mr. NUTCHATPONG PEERADECHAPAN (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Company conducts an annual evaluation and review of the performance of the Board of Directors, individual directors, and sub-committees. The evaluation is done once a year and is divided into two types: the evaluation of the Board of Directors and sub-committees as a whole, and the self-assessment of each member. The evaluation results are analyzed to determine measures for improving efficiency and developing action plans for future performance. The details are as follows:

Evaluation Form 1 : Evaluation of the Board of Directors as a Whole

The evaluation of the performance of the entire Board of Directors is divided into 6 categories:

- (1) Structure and qualifications of the Board of Directors
- (2) Roles, duties, and responsibilities of the Board
- (3) Board meetings
- (4) Performance of individual directors
- (5) Relationship with Company management
- (6) Personal development of directors and executive development

Evaluation Form 2 : Evaluation of the Sub-Committees as a Whole

The evaluation of the sub-committees' performance is divided into 4 categories:

- (1) Structure and qualifications of the sub-committees
- (2) Sub-committee meetings
- (3) Roles, duties, and responsibilities of the sub-committees
- (4) Other matters

Evaluation Form 3 : Evaluation of Individual Director Performance

The evaluation of individual directors is divided into 3 categories:

- (1) Structure and qualifications of the director
- (2) Attendance at meetings
- (3) Roles, duties, and responsibilities

Scoring Criteria

The scoring system consists of five levels: 0-1-2-3-4, with the following meanings:

0 = Strongly Disagree or no action taken on the matter.

1 = Disagree or minimal action taken on the matter.

2 = Agree or moderate action taken on the matter.

3 = Strongly Agree or good action taken on the matter.

4 = Very Strongly Agree or excellent action taken on the matter.

Assessment Calculation

The assessment result is calculated by summing the scores and averaging them as a percentage of the total score for each criterion. The final assessment results are categorized into five levels as follows:

More than 85% - 100% = Excellent

More than 75% - 85% = Very Good

More than 65% - 75% = Good

More than 50% - 65% = Fair

Less than 50% = Needs Improvement

Evaluation of the duty performance of the board of directors over the past year

Assessment Results

Board of Directors Assessment: The majority of scores are at level 4, with an average score of **93.69%**, categorized as **Excellent**.

Individual Directors Assessment: The majority of scores are at level 4, with an average score of **92.57%**, categorized as **Excellent**.

Sub-Committee Assessment:

Audit Committee: The majority of scores are at level 4, with an average score of **98.26%**, categorized as **Excellent**

Nomination, Compensation, and Corporate Governance Committee: The majority of scores are at level 4, with an average score of **99.87%**, categorized as **Excellent**.

Risk Management Committee: The majority of scores are at level 3, with an average score of **77.43%**, categorized as **Very Good**.

Corporate Governance Committee: The majority of scores are at level 4, with an average score of **98.75%**, categorized as **Excellent**.

Chief Executive Officer Assessment: All scores are at level 4, with an average score of **92.75%**, categorized as **Excellent**.

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	-	-
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Nomination and Remuneration Committee	Group assessment	-	-
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Corporate Governance Committee	Group assessment	-	-
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Risk Management Committee	Group assessment	-	-
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	-	-
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Company conducts an annual performance evaluation of the Chief Executive Officer (CEO). The results of this evaluation are analyzed to identify measures for improving efficiency and creating a development plan for future performance. The evaluation form for the CEO's performance includes the following categories:

1. Leadership
2. Strategy formulation
3. Strategy implementation
4. Financial planning and performance
5. Relationship with the Board of Directors
6. External relations
7. Management and employee relations
8. Succession planning
9. Knowledge of products and services
10. Personal characteristics

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 9
(times)

Date of AGM meeting : 22 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. YUTH VORACHATTARN (Chairman of the Board of Directors, Independent director)	9	/	9	1	/	1	N/A	/	N/A
2. Mr. ITTHIPAT PEERADECHAPAN (Director)	9	/	9	1	/	1	N/A	/	N/A
3. Ms. ORRAPAT PEERADECHAPAN (Director)	9	/	9	1	/	1	N/A	/	N/A
4. Ms. PORNTERRA RONGKASIRIPHAN (Director)	9	/	9	1	/	1	N/A	/	N/A
5. Mr. CHAIYONG RATANACHROENSIRI (Director, Independent director)	9	/	9	1	/	1	N/A	/	N/A
6. Mrs. WANEE THASANAMONTIEN (Director, Independent director)	9	/	9	1	/	1	N/A	/	N/A
7. Mr. JIRAPONG SUNTIPIROMKUL (Director)	9	/	9	1	/	1	N/A	/	N/A
8. Mr. SOMJIN SORNPAISARN (Director, Independent director)	7	/	9	0	/	1	N/A	/	N/A
9. Ms. MOOKDA PAIRATCHAVET (Director)	9	/	9	1	/	1	N/A	/	N/A
10. Mr. NUTCHATPONG PEERADECHAPAN (Director)	9	/	9	1	/	1	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

According to the company's regulations, Clause 16, Paragraph 1, it is stipulated that "Directors are entitled to receive compensation from the company in the form of remuneration, meeting allowances, gratuities, bonuses, or other benefits as specified by the regulations or as approved by the shareholders' meeting. This may be determined as a fixed amount or set as criteria and may be designated for each occasion or to have ongoing effect until changed. Additionally, directors are entitled to receive allowances and other benefits according to the company's regulations."

Therefore, the meeting considered the compensation by taking into account the appropriateness of the remuneration in relation to the duties and responsibilities assigned.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. YUTH VORACHATTARN (Chairman of the Board of Directors)			1,106,000.00		0.00
Board of Directors	720,000.00	180,000.00	900,000.00	No	
Audit Committee	180,000.00	0.00	180,000.00	No	
Corporate Governance Committee	10,000.00	0.00	10,000.00	No	
Nomination and Remuneration Committee	16,000.00	0.00	16,000.00	No	
2. Mr. ITTHIPAT PEERADECHAPAN (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
3. Ms. ORRAPAT PEERADECHAPAN (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
4. Ms. PORNTERA RONGKASIRIPHAN (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk Management Committee	0.00	0.00	0.00	No	
5. Mr. CHAIYONG RATANACHROENSIRI (Director)			658,000.00		0.00
Board of Directors	360,000.00	90,000.00	450,000.00	No	
Audit Committee	180,000.00	0.00	180,000.00	No	
Nomination and Remuneration Committee	20,000.00	0.00	20,000.00	No	
Corporate Governance Committee	8,000.00	0.00	8,000.00	No	
6. Mrs. WANEE THASANAMONTIEN (Director)			714,000.00		0.00
Board of Directors	360,000.00	90,000.00	450,000.00	No	
Audit Committee	240,000.00	0.00	240,000.00	No	
Corporate Governance Committee	8,000.00	0.00	8,000.00	No	
Nomination and Remuneration Committee	16,000.00	0.00	16,000.00	No	
7. Mr. JIRAPONG SUNTIPIROMKUL (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
8. Mr. SOMJIN SORNPAISARN (Director)			470,000.00		0.00
Board of Directors	360,000.00	90,000.00	450,000.00	No	
Risk Management Committee	20,000.00	0.00	20,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
9. Ms. MOOKDA PAIRATCHAVET (Director)			1,200,000.00		0.00
Board of Directors	960,000.00	240,000.00	1,200,000.00	No	
10. Mr. NUTCHATPONG PEERADECHAPAN (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
11. Mr. Prin Pitchavichit (Member of the subcommittee)			0.00		0.00
Risk Management Committee	0.00	0.00	0.00	No	
12. Mrs. Tipnapa Jitjang (Member of the subcommittee)			0.00		0.00
Risk Management Committee	0.00	0.00	0.00	No	
13. Mr. Woothi Kruanamkhum (Member of the subcommittee)			0.00		0.00
Risk Management Committee	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	2,760,000.00	690,000.00	3,450,000.00
2. Audit Committee	600,000.00	0.00	600,000.00
3. Nomination and Remuneration Committee	52,000.00	0.00	52,000.00
4. Corporate Governance Committee	26,000.00	0.00	26,000.00
5. Risk Management Committee	20,000.00	0.00	20,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	3,458,000.00
Other monetary remuneration (Baht)	690,000.00
Total (Baht)	4,148,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of : 575,000.00
directors over the past year
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes
companies

Mechanism for overseeing subsidiaries and associated : Yes
companies

Mechanism for overseeing management and taking : The appointment of representatives as directors, executives, or
responsibility for operations in subsidiaries and associated controlling persons in proportion to shareholding, The
companies approved by the board of directors determination of the scope of duties and responsibilities of directors
and executives as company representatives in establishing
important policies, Disclosure of financial condition and operating
results, Internal control system of the subsidiary operating the core
business is appropriate and sufficient in the subsidiary operating the
core business

Regarding the supervision of subsidiaries and affiliated companies, the Company shall appoint directors or senior employees to oversee subsidiaries and affiliated companies in order to establish key policies and ensure that business operations proceed in an appropriate direction, thereby maximizing the overall benefits to the group of companies. The Company should have the right to veto (Veto Right) on significant matters to be undertaken by subsidiaries. Investments in such companies must be considered and approved by the Company's Board of Directors. In the case of related party transactions, approval must also be obtained from the Audit Committee.

Furthermore, the Company must ensure that subsidiaries have regulations regarding related party transactions, acquisition or disposal of assets, or any other significant transactions, in a complete and accurate manner. The disclosure criteria must be properly followed, and if any operations have a significant impact on the Company, prior approval from the Board of Directors' meeting is required.

Additionally, the Company must ensure that subsidiaries maintain proper record-keeping and accounting practices so that financial statements can be consolidated and prepared in a timely manner.

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest : No / In progress
over the past year

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside : Yes
information to seek benefits over the past year

To ensure equality in information awareness and prevent the misuse of internal information for the benefit of directors, executives, employees, and staff—including their spouses and minor children—the Company has established a Good Governance policy regarding the use of internal information. The Board of Directors has reviewed and approved the policy with the following details:

1. Confidentiality and Protection of Internal Information

1.1 Directors, executives, employees, and staff of the Company are obligated to maintain the confidentiality of the Company's internal information.

1.2 It is strictly prohibited for directors, executives, employees, and staff to disclose or exploit the Company's confidential or internal information for personal gain or the benefit of others, whether directly or indirectly, and regardless of whether any compensation is received.

1.3 Directors, executives, employees, and staff are forbidden from buying, selling, transferring, or accepting the transfer of the Company's securities using internal information. Engaging in any legal transaction that leverages confidential or internal information of the Company, resulting in potential harm to the Company, is considered a severe violation.

2. Insider Trading Prevention Measures

The Company has established guidelines to prevent improper use of internal information (Insider Trading), which include:

2.1 Directors, executives, employees at the level of director or higher, and individuals related to internal information are prohibited from trading the Company's securities within one month prior to the disclosure of quarterly and annual financial statements, and for 48 hours after significant information has been disclosed.

2.2 Directors, executives, and employees of the Company and its subsidiaries are prohibited from disclosing internal information to external parties or individuals not responsible for preventing the misuse of internal information.

3. Reporting of Securities Trading

Directors, executives, and employees at the level of director or higher are required to report all purchases, sales, or changes in the ownership of the Company's securities to the Company, as well as report any changes to the Securities and Exchange Commission (SEC) as per Section 59 of the Securities and Exchange Act.

4. Disciplinary Actions

The Company has set disciplinary measures for those who exploit internal information for personal gain or disclose it in a way that could cause harm to the Company. Depending on the severity of the offense, disciplinary actions may include verbal warnings, written warnings, probation, or termination of employment (including dismissal or forced resignation).

Additionally, the Company will provide training and awareness programs to executives to ensure they understand their obligations to report their securities holdings, including those held by their spouses and minor children. The training will also cover penalties under the Securities and Exchange Act B.E. 2535 (1992), including amendments.

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

The detailed anti-corruption operation of Taokaenoi under various aspects:

1. Reviewing the Suitability of Anti-Corruption Measures

Taokaenoi periodically reviews and updates its anti-corruption policies to ensure their relevance to the business environment, legal requirements, and industry standards. The Board of Directors and the compliance team oversee the effectiveness of these policies to prevent corruption efficiently.

2. Participation in Anti-Corruption Programs

The company actively participates in anti-corruption initiatives, such as the Thai Private Sector Collective Action Against Corruption (CAC). It also collaborates with government agencies and independent organizations that promote transparency and integrity in business operations.

3. Corruption Risk Assessment and Identification

Taokaenoi systematically assesses corruption risks by analyzing business processes that may be vulnerable to fraudulent activities. Preventive measures, such as strict approval procedures and proactive monitoring systems, are implemented to mitigate these risks.

4. Communication and Training on Anti-Corruption Policies and Practices

The company regularly conducts training programs to educate employees at all levels on anti-corruption policies. Employees are informed about the consequences of corruption and guided on ethical practices through various communication channels, including internal documents, the corporate website, and official emails.

5. Monitoring and Evaluating Compliance with Anti-Corruption Policies

A dedicated compliance team and the audit committee monitor the implementation of anti-corruption policies. They evaluate and improve measures to ensure their effectiveness. Additionally, a whistleblowing system is in place, allowing employees and external stakeholders to report corruption anonymously.

6. Audit Committee and External Auditor Review of Anti-Corruption Processes

The company's audit committee and external auditors play a crucial role in reviewing the adequacy and completeness of anti-corruption measures. Their insights help improve processes, ensuring that Taokaenoi operates with transparency and accountability.

These measures enable Taokaenoi to conduct business with integrity, minimize corruption risks, and foster trust among stakeholders.

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : Yes
over the past year

Whistleblowing Policy and Protection Mechanism

Taokaenoi Food & Marketing Public Company Limited** prioritizes good corporate governance, transparency, and accountability. To uphold these values, the company provides employees with a designated reporting channel to report or provide information regarding any irregularities in business operations. A protection mechanism is also in place to ensure that whistleblowers or informants do not suffer any adverse consequences from their reports.

Eligible Whistleblowers

1. Employees who witness violations of laws, regulations, company policies, or the company's business code of conduct.
2. Employees who have been retaliated against, threatened, or disciplined for filing a complaint, assisting in an investigation, participating in legal proceedings, or cooperating with courts or government agencies.

Whistleblowing Recipients

1. A trusted supervisor at any level.
2. The Director of Human Resources.
3. The Chief Executive Officer.
4. Any member of the Board of Directors.

Whistleblowing Channels

Employees may report concerns through one or more of the following channels:

1. Direct verbal or written communication with the designated recipient.
2. Email to the recipient.
3. Sealed letter addressed directly to the recipient.
4. Via the company's website: www.taokaenoi.co.th
5. Via email: whistleblower@taokaenoi.co.th

All complaints will be treated with the highest level of confidentiality, and multiple reporting channels may be used.

Investigation Procedures

1. The recipient of the complaint will conduct an investigation or assign a trusted individual or unit to verify the facts.
2. The investigator may request relevant employees to provide information or submit necessary documents for fact-finding purposes.
3. If the allegations are substantiated, the company will take appropriate action as follows:
 - **For legal, regulatory, or ethical violations**: The issue, along with recommendations for corrective actions, will be presented to the appropriate authority for consideration. If the matter significantly impacts the company's reputation, image, or financial standing, it will be escalated to the Audit Committee.
 - **For damages to individuals**: A suitable and fair remedy will be proposed for the affected party.

Protection for Whistleblowers and Informants**

1. Whistleblowers may choose to remain anonymous but must provide sufficient factual details or evidence to indicate a reasonable belief that a violation has occurred. However, disclosing their identity allows the company to communicate investigation outcomes more effectively and expedite the process.
2. All information related to the report will be kept confidential and disclosed only when necessary, with consideration for the safety and well-being of the whistleblower, sources, and relevant parties. Responsible personnel at all stages must maintain the highest level of confidentiality, and any breach will be subject to disciplinary action.
3. If a whistleblower perceives a risk to their safety or potential harm, they may request appropriate protection measures. The company may also proactively implement protective measures without a formal request if the situation warrants such action.
4. Any employee engaging in unfair treatment, discrimination, or causing harm due to someone's involvement in whistleblowing, legal proceedings, or cooperation with authorities will be subject to disciplinary action. If such actions violate the law, legal penalties will apply.

5. Individuals who suffer harm will receive appropriate and fair remedies through an appropriate resolution process.

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mrs. WANEE THASANAMONTIEN (Chairman of the audit committee)	4	/	4
2 Mr. YUTH VORACHATTARN (Member of the audit committee)	4	/	4
3 Mr. CHAIYONG RATANACHROENSIRI (Member of the audit committee)	4	/	4

The results of duty performance of the audit committee

Audit Committee Report

Financial Statement Review

The Audit Committee reviewed the key information of the quarterly and annual financial statements for the year 2024. The Committee inquired and received explanations from management and auditors regarding the accuracy and completeness of the financial statements, as well as the adequacy of information disclosure. Additionally, the Committee acknowledged the updates on revised accounting standards. The Audit Committee held independent meetings with auditors without management participation to discuss freely. The Committee concurs with the auditors that the financial statements are materially accurate in accordance with financial reporting standards.

Review and Opinion on Related Party Transactions or Potential Conflicts of Interest

The Audit Committee reviewed related party transactions and potential conflicts of interest, including the disclosure of such transactions, in compliance with the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission. The auditors opined that significant transactions with related parties were disclosed and presented in the financial statements and accompanying notes. The Committee agrees with the auditors that these transactions are reasonable, beneficial to the Company's operations, and properly and fully disclosed.

Internal Audit Review

The Audit Committee evaluated the mission, scope of work, duties, responsibilities, and independence of **P&L Internal Audit Co., Ltd.**, the Company's internal auditor. The Committee approved the annual audit plan, developed based on the organization's risk levels. The Committee concluded that the internal control system of the Company is adequate, appropriate, and effective, adhering to international standards.

Operational and Internal Control System Review

The Audit Committee reviewed the internal control system to assess adequacy, appropriateness, and effectiveness, following the guidelines established by the Securities and Exchange Commission. The review was conducted in collaboration with the auditors and internal auditors. The Committee concurs that the Company and its subsidiaries have a sufficient, appropriate, and effective control system with no significant weaknesses or deficiencies. Additionally, the protection of assets and accurate, complete, and reliable information disclosure were confirmed.

Risk Management System Review

The Audit Committee reviewed the Company's risk management policy, risk factors, management strategies, and progress in

risk management. The Company appointed a Risk Management Committee, chaired by an independent director and comprised of senior executives, to oversee risk management. The Committee established risk objectives, identified events and risk factors, assessed risks, managed risks, and monitored progress. Furthermore, the Company set appropriate **Key Risk Indicators (KRI)** to align with current situations and defined acceptable risk levels.

Fraud Investigation and Whistleblowing Review

The Company has developed a complaint and whistleblowing system for both internal employees and external parties. Complaints can be made verbally, in writing, via the complaint recipient's email, through a sealed letter addressed directly to the complaint recipient, via the Company's website (www.taokaenoi.co.th), or via the designated email (whistleblower@taokaenoi.co.th). During the year 2024, no complaints were received through this system.

Compliance with Securities and Exchange Laws

The Audit Committee reviewed the Company's compliance with the regulations of the Stock Exchange of Thailand, relevant business laws, the Company's internal regulations, and external obligations. No violations of laws, regulations, internal rules, or external commitments were found.

Appointment of Auditors and Audit Fees for 2024

The Audit Committee has proposed the appointment of the following certified public accountants from **Deloitte Touche Tohmatsu Jaiyos Audit Co., Ltd.** for the year 2024:

- Mr. Chupong Surachutikarn (CPA No. 4325)
- Ms. Vimonporn Boonyasathien (CPA No. 4067)
- Ms. Pensri Thamwarodom (CPA No. 4923)
- Ms. Waraporn Kriengsuntornkit (CPA No. 5033)

The total remuneration for the Company's audit and quarterly financial statement reviews is **2,580,000 THB**. Additionally, the audit fee for the Company's subsidiaries amounts to **1,350,000 THB**.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 2
Committee (times)

List of Directors	Meeting attendance Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. CHAIYONG RATANACHROENSIRI (The chairman of the subcommittee)	2	/	2
2 Mr. YUTH VORACHATTARN (Member of the subcommittee)	2	/	2
3 Mrs. WANEE THASANAMONTIEN (Member of the subcommittee)	2	/	2

The results of duty performance of Nomination and Remuneration Committee

Remuneration and Performance Evaluation

Remuneration Determination for the Board of Directors and Sub-Committees (Year 2024)

The Nomination and Remuneration Committee considered the remuneration for the Board of Directors and sub-committees for the year 2024. This was based on the Company's performance and business size, compared with listed companies in the same industry. The proposal was submitted to the Board of Directors for approval and subsequently presented to the Annual General Meeting of Shareholders for the year 2024.

Performance Evaluation and Assessment

The Committee reviewed the evaluation forms and performance results in alignment with the Company's vision to assess the performance of the Board of Directors and sub-committees for the year 2024. The evaluation results will be analyzed and summarized, and the findings will be disclosed in the **Annual Information Disclosure Form/Annual Report (Form 56-1 One**

Report). This disclosure aims to establish measures to improve work efficiency and develop future performance improvement plans.

Additionally, the Company has disclosed the remuneration of the Board of Directors, sub-committees, and executives in the Annual Report to ensure transparency and accountability.

Meeting attendance Corporate Governance Committee

Meeting Corporate Governance Committee : 1
(times)

List of Directors	Meeting attendance Corporate Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. YUTH VORACHATTARN (The chairman of the subcommittee)	1	/	1
2 Mrs. WANEE THASANAMONTIEN (Member of the subcommittee)	1	/	1
3 Mr. CHAIYONG RATANACHROENSIRI (Member of the subcommittee)	1	/	1

The results of duty performance of Corporate Governance Committee

Corporate Governance and Oversight

Shareholder Participation Guidelines

The Corporate Governance Committee supervised the establishment of criteria to allow minority shareholders to propose agenda items and nominate candidates for election as directors in advance of the Annual General Meeting of Shareholders 2024.

Corporate Governance Report (CGR) 2024

The Committee acknowledged the results of the Corporate Governance Report of Thai Listed Companies 2024 (CGR), conducted by the Thai Institute of Directors (IOD) with support from the Stock Exchange of Thailand (SET). The company was rated at the **4-star level**, indicating excellent corporate governance practices.

AGM Quality Assessment

The Committee acknowledged the assessment of the Annual General Meeting (AGM) quality conducted by the Thai Investors Association. The assessment for 2024 achieved a score of **100%**, rated as **“Very Good”**.

Governance Policy and Ethical Standards Review

The Corporate Governance Committee continuously reviewed and monitored the implementation of good corporate governance practices. This included revisiting governance policies, ethical guidelines, operational strategies, and the charters of various committees. The proposed revisions were presented to the Board of Directors for approval to further enhance operational efficiency.

Additionally, the company actively promoted awareness and compliance among employees through various communication channels, fostering an organizational culture of integrity and accountability.

Meeting attendance Risk Management Committee

Meeting Risk Management Committee (times) : 2

List of Directors	Meeting attendance Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SOMJIN SORNPAISARN (The chairman of the subcommittee)	2	/	2

List of Directors	Meeting attendance Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
2 Ms. ORRAPAT PEERADECHAPAN (Member of the subcommittee)	1	/	2
3 Mr. JIRAPONG SUNTIPIROMKUL (Member of the subcommittee)	2	/	2
4 Ms. PORNTERRA RONGKASIRIPHAN (Member of the subcommittee)	2	/	2
5 Mr. Prin Pitchavichit (Member of the subcommittee)	2	/	2
6 Mrs. Tipnapa Jitjang (Member of the subcommittee)	2	/	2
7 Mr. Woothi Kruanamkhum (Member of the subcommittee)	1	/	2

The results of duty performance of Risk Management Committee

Risk Management Review and Strategy

Review of Policies, Strategies, and Risk Management Approaches

The Risk Management Committee reviewed the organization's policies, strategies, and approaches to risk management to ensure they align with the Company's goals and sustainable value creation for stakeholders.

Risk Assessment and Framework for the Year 2024

The Committee considered and defined risk categories and established a clearer risk assessment framework for the year 2024. This framework serves as a guideline for conducting risk assessments, taking into account both the likelihood of risk occurrence and the severity of potential impacts on achieving the objectives of the organization's business plan.

Reporting of Risk Assessment and Management Results

The results of the risk assessment and risk management actions were reported to the Audit Committee and the Board of Directors to ensure comprehensive understanding and proactive decision-making.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Sustainability Policy

Taokaenoi Food & Marketing Public Company Limited (the “Company”) has established a sustainability policy that aligns with its vision to become an innovative food company that brings happiness to consumers worldwide. The Company aims to deliver value to consumers through “**innovative products**” while fostering a culture of consumption that adapts to changing times.

Simultaneously, the Company is committed to creating additional value for stakeholders in the form of both **returns and benefits** derived from collaborative activities. These include developing products that deliver value to consumers, designing environmentally friendly production processes, building strong relationships with communities surrounding the factory, and engaging in research and development of raw material sources in collaboration with raw material producers for the Company.

Reference link for sustainability policy : https://investor.taokaenoi.co.th/sustainability_management_policy.html

Sustainability management goals

Does the company set sustainability management goals : Yes

Value Chain Approach to Sustainability

Upstream: Moving forward together with stakeholders who are business partners, fostering collaboration and mutual growth.

Midstream: Every employee actively participates in delivering happiness to consumers. Additionally, the production processes and products are designed to be environmentally friendly, while continuously seeking innovative alternatives for sustainability.

Downstream: Promoting value, experiences, and joyful consumption of the Company’s products.

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 9 Industry, Innovation and Infrastructure, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 17 Partnerships for the Goals

Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : No

Has the company changed and developed the policy and/or goals of sustainable management over the past year : No

Information on impacts on stakeholder management in business value chain

Business value chain

Business Value Chain Activities Overview

The **Business Value Chain (Value Chain)** is a concept that helps organizations understand and manage key activities that create value for their products and services. It is generally divided into **Primary Activities** and **Support Activities** as follows:

1. Primary Activities

These are activities directly involved in producing and delivering goods or services to customers.

Inbound Logistics

Procurement of raw materials, transportation, warehousing, and inventory management.

Operations

Transforming raw materials into finished products, quality management, and production efficiency improvement.

Outbound Logistics

Distribution of goods, delivery to customers, and warehouse and transportation management.

Marketing & Sales

Branding, advertising, promotional activities, and product distribution.

After-Sales Service

Customer support, warranty services, maintenance, and additional services.

2. Support Activities

These activities support the primary activities to ensure efficiency in operations.

Firm Infrastructure

Organizational management, accounting systems, strategic planning, and corporate governance.

Human Resource Management

Recruitment, employee development, and workforce management to enhance organizational capability.

Technology Development

Research and development (R&D), information systems, and innovations to improve competitive advantages.

Procurement

Acquisition of raw materials, equipment, and services necessary for production processes.

3. Outcomes of Value Chain Activities

Efficient execution of value chain activities helps organizations to:

Enhance product and service value

Reduce unnecessary costs

Improve customer satisfaction

Gain competitive advantages

Analyzing the value chain enables organizations to identify strengths and weaknesses, improve workflows, and develop suitable strategies for sustainable competitiveness.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
Internal stakeholders			
<ul style="list-style-type: none"> Board of director 	Financial results, growth, profitability, transparency, and other factors that align with the needs and expectations of investors.	-	<ul style="list-style-type: none"> Internal Meeting Annual General Meeting (AGM) Complaint Reception Training / Seminar
External stakeholders			
<ul style="list-style-type: none"> Consumers 	<p>Customer and user needs and expectations related to the organization's products include:</p> <ul style="list-style-type: none"> - Compliance with specifications and requirements - Reliability of quality - Consistent supply availability - Delivery performance - Post-production activities (service assurance) - Pricing and lifecycle costs - Product safety and environmental impact 	Receive customer feedback/complaints through various contact channels.	<ul style="list-style-type: none"> Press Release Complaint Reception Satisfaction Survey

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : No

Information on sustainability report

Corporate sustainability report

The company's corporate sustainability report : Doesn't Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : IFRS Sustainability Disclosure Standards guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Risk Management Policy and Plan

1. Risk Management Policy

A risk management policy is a framework established by an organization to identify, assess, manage, and mitigate potential risks. Its objective is to ensure that business operations run efficiently and that the organization achieves its strategic goals.

Key Components of a Risk Management Policy:

Executive Commitment: Management must support and promote a risk management culture within the organization.

Scope of the Policy: Defines the extent of risk management, covering all business processes.

Risk Management Framework: Adopts internationally recognized standards such as ISO 31000 or COSO ERM.

Integration with Business Operations: Embeds risk management into corporate strategy and daily operations.

Monitoring and Evaluation: Establishes a system for continuous review and improvement of the risk management policy.

2. Risk Management Plan

A risk management plan is a strategic process that enables organizations to systematically identify, analyze, control, and respond to risks.

Key Steps in a Risk Management Plan:

1. Risk Identification

Analyze and identify potential risk factors affecting the organization.

Utilize methods such as brainstorming, SWOT analysis, or historical data analysis.

2. Risk Assessment

Evaluate the likelihood and impact of identified risks.

Use tools such as a Risk Matrix to prioritize risks based on severity.

3. Risk Control and Mitigation

Establish risk control measures, including:

Risk Avoidance: Eliminating activities with high risk.

Risk Reduction: Improving processes or implementing preventive measures.

Risk Transfer: Shifting risk to third parties, such as through insurance or contractual agreements.

Risk Acceptance: Acknowledging risks that cannot be avoided while preparing contingency plans.

4. Monitoring & Review

Assess and review the effectiveness of risk management measures.

Adjust the plan based on evolving circumstances and emerging risks.

3. Benefits of Effective Risk Management

- Prevents or minimizes adverse events and their impact.
- Enhances financial stability and business continuity.
- Builds trust among stakeholders, including customers, investors, and employees.
- Strengthens the organization's competitive advantage.

An effective risk management approach enables organizations to operate sustainably while proactively addressing challenges and opportunities with confidence.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

- Risk 1 1. Strategic Risk
- 2. Operational Risk
- 3. Financial Risk
- 4. Compliance Risk

Related risk topics : Strategic Risk

- Behavior or needs of customers / consumers
- Reliance on large customers or few customers
- Economic risk
- Pandemic risk

Operational Risk

- Shortage or reliance on skilled workers
- Shortage or fluctuation in pricing of raw materials or productive resources
- Information security and cyber-attack
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risks : Yes

Risk characteristics

ESG Risks of Tao Kae Noi and Risk Management Measures

Environmental, Social, and Governance (ESG) risks are critical factors that impact the business operations of Tao Kae Noi, a leading company in the processed seafood snack industry. These risks can be categorized into three main areas as follows:

1. Environmental Risks

Risk Characteristics:

High consumption of natural resources, particularly seaweed, which is the primary raw material for production.
Pollution generated from the production process, such as wastewater from seaweed cleaning and waste materials.
Climate change, which may affect seaweed cultivation and raw material supply.

2. Social Risks

Risk Characteristics:

Product safety and quality concerns that may affect consumer health.
Workplace conditions in manufacturing facilities, including employee safety and labor welfare.
Changing consumer demands and market trends.

3. Governance Risks

Risk Characteristics:

Issues related to corporate governance, including transparency in business operations and financial reporting.
Compliance risks concerning legal and regulatory requirements, such as food safety regulations and consumer protection laws.
Investor and shareholder relationship management.

Risk-related consequences

1. Environmental Risks

Impact of Risks:

Increased raw material costs due to potential seaweed shortages.
Environmental pollution may lead to legal penalties and damage the company's reputation.
Lack of proper environmental management may result in a loss of investor and consumer confidence.

Impact of Risks:

Contamination in products could lead to product recalls, loss of consumer trust, and potential legal issues.

Labor-related issues, such as violations of workers' rights, could harm the company's reputation and stakeholder relationships.

Failure to adapt to evolving consumer preferences, such as the demand for healthier snacks, may result in declining sales.

3. Governance Risks

Impact of Risks:

Lack of transparency may undermine the company's credibility and negatively affect stock value.

Non-compliance with laws and regulations may result in fines and legal disputes.

Poor communication with investors may lead to instability in stock value and investor confidence.

Risk management measures

1. Environmental Risks

Risk Management Measures:

- Sourcing sustainable raw materials, ensuring that seaweed suppliers comply with environmental standards.
- Developing eco-friendly production processes, including wastewater treatment systems and waste reduction initiatives.
- Setting targets to reduce carbon emissions and improve energy efficiency in manufacturing.

2. Social Risks

Risk Management Measures:

- Implementing stringent food safety standards such as HACCP, GMP, and ISO certifications.
- Enhancing employee welfare through improved working conditions and fair compensation policies.
- Innovating and developing new products that align with market trends, such as healthier snack options and organic ingredients.

3. Governance Risks

Risk Management Measures:

- Implementing strong corporate governance practices, including the establishment of an audit committee and risk management board.
- Ensuring compliance with international standards and legal requirements, such as labor and environmental regulations.
- Providing accurate and transparent information to shareholders and investors to maintain trust and confidence.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and : No
guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with : No
new suppliers?

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : No

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge : No
compliance with the supplier code of conduct?

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : No

Information on process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No
innovation culture

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from : No
innovation development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
innovation development?

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