



INCREASE YOUR FELICITY

by Our Food Quality



Vision

Having committed to being a leader in the production of raw materials for use in the food industry at the international level under conducting business with good governance that is responsible for society, environment and carbon neutrality to create sustainable value for the business.



Mission

The Company will proactively expand its business to grow in all dimensions along with the development of the organization's infrastructure, providing importance to sustainable business operations to become a leader in the industry at the international level.

Main Principles in Business

R

Responsibility

Being responsible for customers.

B

Benefit for Stakeholder

Work for the benefit of all parties and return profits to society.

F

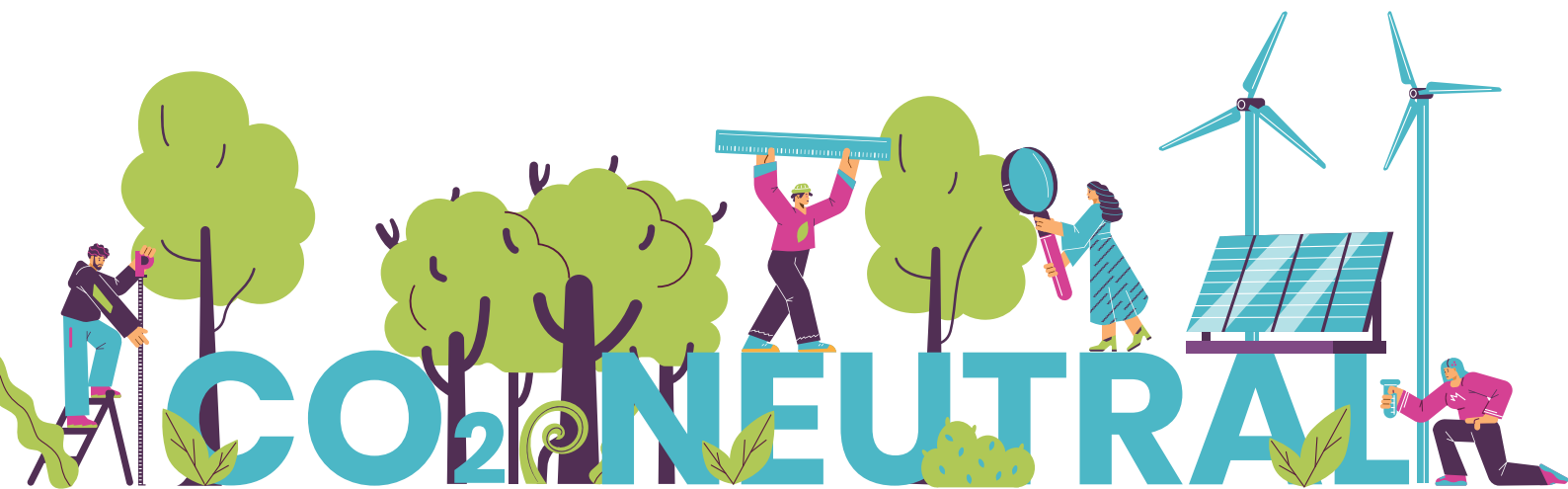
Flexibility

To adapt to changing environments and situations.



“To elevate business operations based on

social, economic and environmental responsibility”



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Message from the Chairman of the Corporate Social Responsibility and Sustainable Development Committee 2022

Conducting business on the basis of social, economic and environmental responsibility, taking into account stakeholders throughout the value chain that it is the operational guidelines of the R&B Food Supply Public Company Limited (“Company”) in which has always adhered to the business operation to strike a balance between business value and worth to stakeholders as well as the development of innovations in the production of raw materials for use in the food industry in line with global changes. The Company recognizes and places importance on conducting business that takes into account environmental, social and corporate governance (ESG) issues and to show its commitment to grow the business with social responsibility to operate efficiently. In the Year 2022, the Company had announced a policy of social responsibility along with appointing a working group to carry out corporate social responsibility (CSR) working at the department level by there were a total of 7 working groups, namely: Corporate governance, human rights, labor, environment, fair operations, consumers, participation and community development to carry out work responsible for impacts in various fields arising from business operations.



Mrs. Petchara Ratanapoompingo

Chairman of the Corporate Social Responsibility
and Sustainable Development



The Company is determined to be a leader in the production of raw materials for use in the food industry at the international level, having prepared to deal with challenges and changes in the world in a new context by defining the operating framework, giving importance to issues that are in line with global ESG directions, with examples of concrete actions in 3 areas as follows:

For the environment, the Company provides importance to the management of greenhouse gas emissions, power management, water and waste management. In the Year 2022, the amount of greenhouse gas emitted from activities of all 3 scopes of organizations as a reference quantity in studying guidelines to achieve the goal of becoming a Carbon Neutral Company by the year 2027 as well as participating in the Care the Bare Project of the Stock Exchange of Thailand to reduce greenhouse gas emissions from various activities. In terms of energy management, renewable energy is generated from solar energy by installing a Solar Rooftop to use electricity within the Company. And this year, the Company was certified the Green Industry level 2 by the Department of Industrial Works in which represents the business or industry that adheres to its operation that is friendly to the environment.

For social, apart from giving importance to the community, the Company focuses on the management of safety and occupational health and the development of the potential of employees in a systematic way, having implementation of various social projects in terms of promoting education, helping society, communities, and employees in times of crisis and in times of disaster by giving survival bags to employees affected by floods to employees affected by the monsoon trough across the Lower Northern Region, Central Region and Eastern Region in the preceding November 2022 as well as having sponsored youth football competitions which was considered as an activity that would help youth to have good physical and mental health. In addition, having participated in the project of conveying knowledge to Sub-District Health Promoting Hospitals, operated by the Folk Doctor Foundation to disseminate knowledge to the community, the Folk Doctor magazine had been delivered to 200 health hospitals across the country for a period of 1 year and also participated in the project to promote industrial factories to have

Sustainable Corporate Social Responsibility (CSR-DIW For Beginner) Year 2022 of the Department of Industrial Works for coexistence between factories and surrounding communities in a supportive and sustainable manner.

In addition, in the field of corporate governance, the Company focuses on corporate governance with business ethics and being committed to conduct business with good governance, transparency and verifiability as well as anti-corruption along with building credibility and trustworthiness among all stakeholders. In the Year 2022, the Company received the evaluation results of the survey on corporate governance of listed companies (CGR) among listed companies with an “Excellent - 5 Star” rating on corporate governance. The Company had announced its intention to be a member of the Coalition Against Corruption of the Thai Private Sector by participating in the Thai Private Sector Collective Action Against Corruption (CAC) Project and also attached importance to the protection of data and information systems to be safe, business continuity and efficiency, supply chain management, having developed purchasing policies, code of conduct for business operations, good governance in business and guidelines for selecting business partners of the Company including communicating the principles of practice to partners to acknowledge sustainable practices for business partners to manage the supply chain in order in order to offer value-added products and services to enhance long-term growth potential.

Although driving the Company to become a sustainable organization will not be easy but determination and awareness for the importance of the sustainability framework in all 3 aspects mentioned above, the Company believes that business practices based on social, economic and environmental responsibilities, taking into account stakeholders throughout the value chain will lead the Company towards sustainability as set with the power of cooperation and unity of all management and employees. Finally, on behalf of the Chairman of the Corporate Social Responsibility and Sustainable Development Committee, a representative of the ESG Board would like to thank all sectors for supporting our work and strongly believe that we will be able to drive the Company to grow and achieve its goals to create social, economic and environmental development continuously and sustainably.



About this Report

Scope of the Report

The R&B Food Supply Public Company Limited (Company) was committed and developed guidelines for sustainable development in which having prepared the second sustainability report, covering operations as from 1 January to 31 December 2022, which this report was prepared in digital format only to be in line with an environmentally friendly report and readers could easily access convenient to search for information as well as being able to access through the RBF website quickly (<https://www.rbfoodsupply.co.th/>), which on the website presented the most current information. The Company disclosed its performance to show transparency in all its

operations to publish publicly by reporting the impact of the Company's operations in all aspects with responsibility for stakeholders throughout the value chain both in the environment, society and corporate governance. This report was based on the GRI Standards 2021 (Global Reporting Initiatives) reporting framework as well as the work in support of the United Nation Sustainable Development Goals (SDGs), to present commitment, responding for the Sustainable Development Goals as the scope of the Year 2022 Sustainability Report had been defined as follows:

Scope from the Nature of business (Thailand)		Content Scope of Report		
Business unit	Location	Environmental Information	Social Information	Corporate Governance Information
R&B Food Supply Public Company Limited	Headquarter	●	●	●
	Branch 2	N/A	●	●
	Branch 3	N/A	●	●
	Branch 5	N/A	●	●
Thai Flavor and Fragrance Co., Ltd. (TFF)	Subsidiary	N/A	●	●
Best Odor Co., Ltd. (BO)	Subsidiary	N/A	●	●
Premium Foods Company Limited (PFC)	Subsidiary	N/A	●	●

Remark: N/A (Not Available) The Company has not collected data for the year 2022, just expecting to disclose such information in the future.

Certification of Reports from External Agencies

Disclosure of information in this report, the Company adhered to the principles of transparency in business operations, being able to verify, be ethical and respect human rights principles as well as benefits of stakeholders as the financial performance information in this report had been reviewed by a certified public accountant. In terms of environmental information, the Company recognized and attached importance to reducing the environmental impact that may arise from the business operations of the industry that may affect the climate. Therefore, having encouraged employees to understand the concept of greenhouse gas emissions of its organization related to data storage, monitoring, reporting and verification of the organization's greenhouse gas emissions and removals to lead for planning of continual activities to reduce greenhouse gas emissions in the organization. It, therefore provided reports of the emissions and removals of greenhouse gases of the organization with a follow-up period as from 1 January – 31 December 2023, as the Company passed a limited confidence level verification on 23 March 2023 by the Greenhouse Gas Management Certification Body, University of Phayao according to the requirements for calculating and reporting the organization's carbon footprint of the Greenhouse Gas Management Organization (Public Organization).



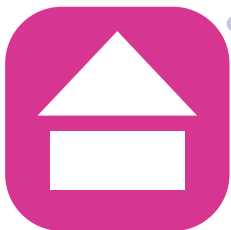
www.rbfoodsupply.co.th



0-2946-6813-18



sustainability@rbsupply.co.th



77 Klongchan, Bangkok,
Bangkok 10240, Thailand

Communication Channel

The Company welcomes opinions and suggestions that are beneficial to the operation process in order to improve and develop the quality of operations in the future as well as promoting sustainable development together with all stakeholders. You can express your opinions and suggestions through the following communication channels:

Get to know the RBF

Products are divided into 6 groups.



Flavour & Fragrance



Flour and sauces



Dehydrated product



Purchased products for sales



Plastic packaging



Frozen food

The R&B Food Supply Public Company Limited ("Company" or "RBF"), its subsidiaries and joint ventures to operate the business of producing and distributing materials used as ingredients in food (Food Ingredients) and mainly distributes products to industrial entrepreneurs according to orders (Made to order) and sells to industrial

entrepreneurs and large retail customers who order production in the form of OEM (Original Equipment Manufacture). In addition, we also manufacture and sell products to large retail customers and general retail customers as well.

There are 10 subsidiaries



Factories
in Thailand

8

Oversea
Factories

2

There are 10 subsidiaries



Factories
in Thailand

4

Oversea
Factories

6

At present, the company has its 4 subsidiaries in Thailand, Vietnam 1 subsidiary, Indonesia 2 subsidiaries, China 1 subsidiary, Singapore 1 subsidiary, and Japan 1 subsidiary in Japan in order to reach more customers in the country and sell more products of the group of companies.

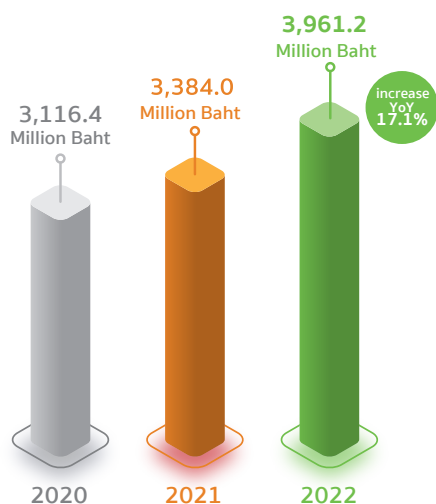


Key Financial Information Year 2022

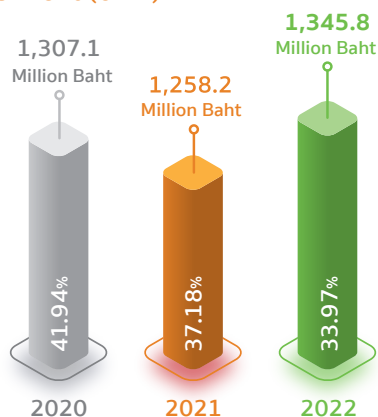
Operating Income

(from selling manufactured products and purchased for sales products)

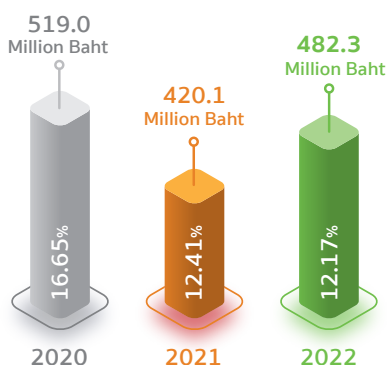
Revenue from Operations



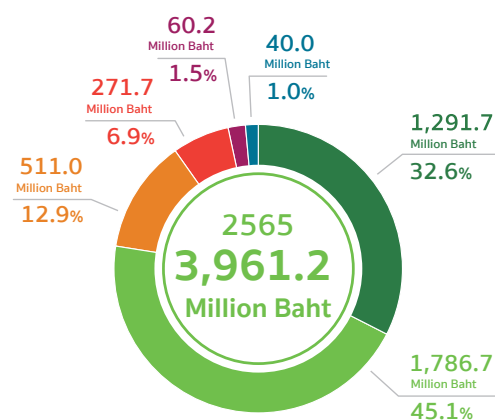
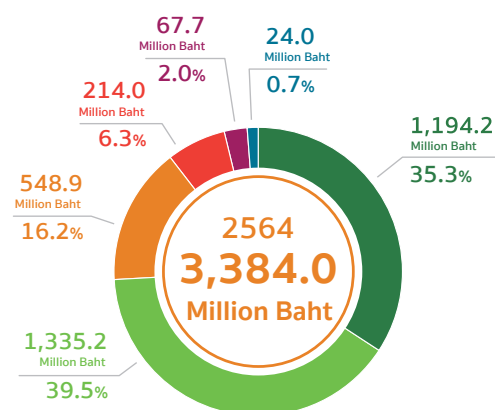
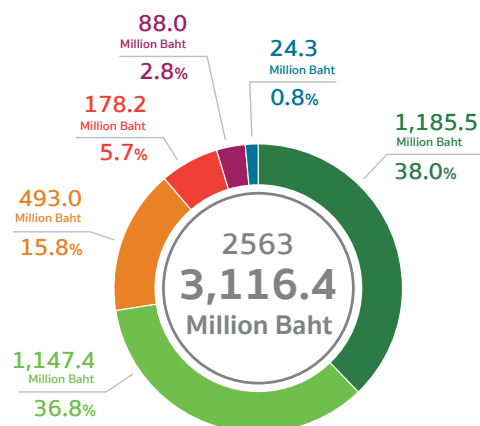
Gross Profit (GPM)



Net Profit (NPM)

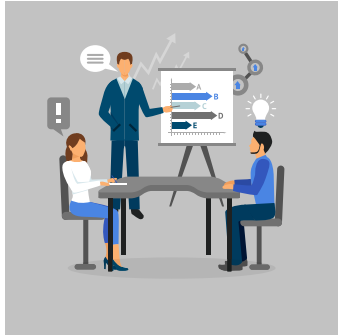


Income from sales of manufactured products and purchases for sales products



Key Sustainability Achievements in the Year 2022

Corporate Governance



Internal RBF

- Assessment of the Corporate Governance Survey of Listed Companies (CGR)
90%
- Complaints that employees violate business ethics
0 Case

External RBF

- Complaints from partners about corruption
0 Case
- Customer satisfaction about products and services
79%
- Customer satisfaction related to sales person
82%
- Complaints about violations of the PDPA law
0 Case

Social



Internal RBF

- Average training hours
11.1 hours/person/year

External RBF

- R&B project "Make Good Deeds, Kathin Harmony" to promote Buddhism
- Youth football competition's sponsorship project
- A project to communicate knowledge to Sub-district Health Promotion Hospitals (RorPhor. SorTor.), having distributed knowledge to the Sub-district Health Promotion Hospital.
200 locations nationwide
- Human rights complaints
0 Case

Environmental



Internal RBF

- The amount of carbon footprint of the organization (CFO) scope 1+2

6,455 tons of carbon dioxide equivalent

- Increased proportion of recyclable waste

363% compared to the year 2021

- The electricity consumption of the organization

8,618 MWh

- Organization's water use

111,338 m³

External RBF

- RB invites everyone to do good for the environment
- Mangrove forest planting project, RBF Green Volunteer



Pride in Sustainability

The Company places importance on sustainable development by conducting business in accordance with good corporate governance, society and environment, the Company has been recognized by leading organizations at the national level as follows:





The RBF and Sustainable Development

Sustainable Development of the RBF

The Company operates its business according to the framework of sustainable development covering 3 areas, namely : Corporate governance, society and environment as the Board of Directors had appointed the Corporate Social Responsibility and Sustainable Development Committee in the Year 2021 and in the Year 2022, having set sustainability management goals as well as having considered and reviewed annually, so that all departments in the Company could implement it in a concrete way. The Company had appointed a committee and working group on corporate social responsibility (CSR) and announced the Company's policies to carry out corporate social responsibility activities to provide social responsibility operations efficiently and also continually developed.

It also strived to respond to the needs and expectations of all stakeholders, including the 17 Global Sustainable Development Goals (SDGs), by emphasizing and setting 5 targets including: 1) Health and wellbeing 2) Decent employment and economic growth 3) Sustainable consumption and production plans 4) Climate change response 5) Peaceful and fair society without discrimination in which the Company required

directors, management, employees at all levels and everyone to be responsible for supporting, promoting and operating in accordance with relevant policies and practices for sustainable development.



Materiality Assessment)

The Company had reviewed all sustainability issues in the year 2022 related to both internal and external business operations where having covered all risk issues of the Company and expectations of all groups of stakeholders as well as trends and direction of sustainability in the agro-industry and food industry so that the business could grow continuously, able to create positive impacts and to reduce negative impacts from business operations. The Company, therefore placed importance on the fundamentals for systematic corporate governance, having managed risks to promote balance in economic, social and environmental dimensions including the ability to generate long-term sustainable returns for all groups of stakeholders from the policy level to the operations within the organization. In addition, it also placed importance on accurate and transparent communication both inside and outside the organization to create understanding and to create participation in order to achieve the same

goal. In order that, the important issues for its business operations were identified as follows.

Procedures for Assessing Material Issues

In the Year 2022, there was a process of assessing significant sustainability issues by analyzing the impact of business operations along the value chain through workshop methods and the expectations of all groups of stakeholders via questionnaires to identify relevant issues from the environmental dimension (Environment), social dimension (Social) and economic dimension/governance dimension (Economic/Governance) and then prioritized those issues that had influenced the company's stakeholders and overall business by aligning with global sustainability standards as these important issues would be part of the consideration of the development of the company's sustainability strategy to be able to achieve the goals of the organization including taking views and comments to analyze priorities as well as operational guidelines to respond to the needs of stakeholders correctly and appropriately and to develop the organization to be sustainable.



Materiality Assessment

1

Identifying materiality that affect ability to create value of the organization (Materiality) by considering the impact of business operations and expectations of stakeholders throughout the value chain, including to consider issue of food industry sustainability as well as and sustainability trends both nationally and internationally.



Consideration to verify on Materiality

3

Clarifying priorities of material issues regarding sustainability to the responsible management for consideration and report to the Sustainable Development Board to consider for approval and disclosed in report of the Company's Sustainability Development.



Review and Consecutive Development

4

Having communicated to all departments of the Company for acknowledgment to be determined sustainable development guidelines for further operations.



Prioritization of materiality

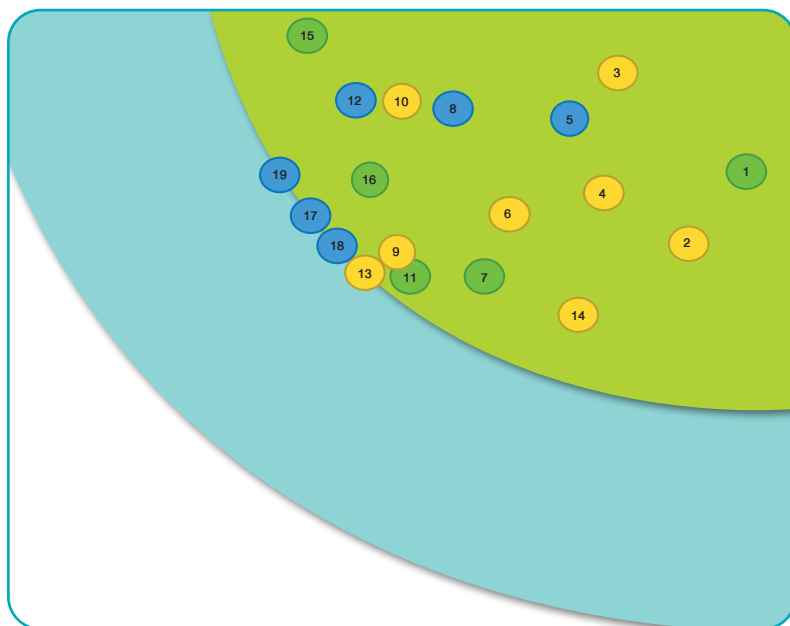
2

Prioritization of materiality, namely:

1. Significance priority of the Organization's Economic, Environmental and Social Impacts in terms of finance, operations, strategy, reputation and rules-laws.
2. Influence on stakeholder assessments and decisions through opinion poll with the questionnaire to all groups of stakeholders of the Company, then therefore, the results are calculated to prioritize all issues.

Assessment Result

Importance/Influence to Stakeholder



Importance to RBF

1. Customer health and safety
2. Quality products or servloes
3. Legal Compliance
4. Good Corporate Governaoe
5. Waste Management
6. Ethics and Anti-Corruption
7. Ooocupational Health and Safety
8. Air Pollution Management
9. Supply Chain Management
10. Risk and Crisis Management
11. Respects and protections of human rights
12. Water Management
13. Brand and trademark Management
14. Cyber seourity and protection of personal Information
15. Community Safety
16. Labeling the packages with responsibility
17. Biodiversity
18. Design of ciroual economy system
19. Dealing with the Climate Changes



ENVIRONMENT

Environmental Management

- Waste management
- Water management
- Air pollution management
- Biodiversity
- Design of circular economy system



SOCIAL

Occupational Health and Safety

Respects and protections of human rights

Customer health and safety

Community safety

Labeling the packages with responsibility



GOVERNANCE

Corporate governance, risk and Compliance with Laws

- Good Corporate Governance
- Code of Conduct and Anti-Corruption
- Compliance with the law.

Risk and Crisis Management

Cyber Security and Protection of personal information

Supply Chain Management

- Supply Chain Management
- Quality products/services
- Brand and trademark management

Business Operations in Line with the Global's Sustainable Development Goals

The Company is committed to driving business in line with the Sustainable Development Goals (SDGs) of the United Nations by assessing the link between policies and operational activities of the organization into the

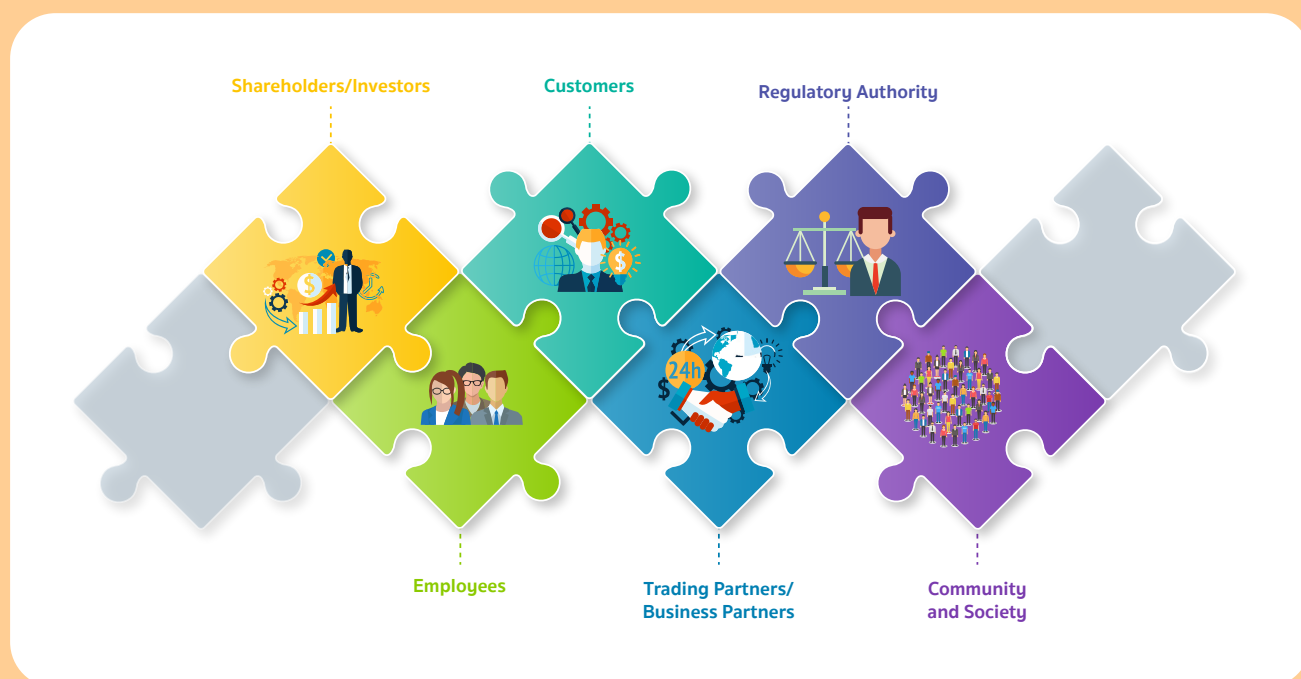
Sustainable Development Goals annually. There are issues that are important to the business operations of the Company along with the results that are consistent as follows:

SDGs	Sustainable Development Goals	The RBF Goals	Performance 2022
 <p>3 GOOD HEALTH AND WELL BEING</p>	Continuously develop the food safety quality system and have been certified by various agencies both nationally and internationally. Besides, the Company also develops various health products such as products with low sugar content, sugar free products and low-salty products, etc.	<ul style="list-style-type: none"> Set up a world-class food safety management system, namely: BRC grade A system for all production plants within the Year 2023 and continuously maintain certification status 	<ul style="list-style-type: none"> Headquarter (A+) RBF Branch 2 (B) RBF Branch 3 (B+) RBF Branch 5 (B+) PFC (B+)
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Having committed to conducting business responsibly on the basis of sustainable development in order to be a part in strengthening the country's economic system. In addition, the Company also places importance on taking care of employees equally and appropriately from legal employment, providing welfare and various benefits, including work safety as well as skill and abilities development for employees appropriately and being consistent with the company's business practices to create career advancement along with the growth of the Company.	<ul style="list-style-type: none"> Implementation of human rights by applying for accreditation of SEDEX: SMETA by the Year 2022 and continuously maintain its certified status 	<ul style="list-style-type: none"> SEDEX : SMETA System has been accredited completely
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Effective resource management and maximize benefits with the 3Rs concept: Reduce, Reuse, and Recycle waste, including promoting the circular economy to achieve its production and Sustainable Development Goals and Sustainable Consumption throughout the Company's Business Value Chain.	<ul style="list-style-type: none"> Circular economy System Efficient water management Efficient waste disposal 	<ul style="list-style-type: none"> Bring bread crumbs to ferment for making fertilizer or as a soil improver. Wastewater treatment within the organization, all parameters meet the standard criteria. Having organized the Recycle Bin Project to apply the 3 Rs principles to the Company.
 <p>13 CLIMATE ACTION</p>	Having realized the seriousness of climate change. Therefore, the Company has announced its commitment to become a carbon neutral organization by the Year 2027.	<ul style="list-style-type: none"> To prepare the carbon footprint of the organization by setting a goal to be able to report the carbon footprint of the organization by the Year 2023. Be a carbon dioxide neutral emissions organization(Carbon Neutral Company) by the Year 2027 	<ul style="list-style-type: none"> Data has been collected to prepare the carbon footprint of the organization completely. To use the carbon footprint data of the organization to analyze and plan operations to further reduce greenhouse gas emissions efficiently.
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	Having realized the importance of good corporate governance as it is believed that conducting business under good corporate governance practices will encourage the organization to increase its competitiveness to grow steadily and sustainably. It also reflects efficient organizational management with ethics, morality and transparency as well as it can be verified.	<ul style="list-style-type: none"> The Thai Private Sector Collective Action Coalition against Corruption (CAC), having planned to be certified by the CAC within the year 2024 and continuing to maintain the certification status. To participate in the corporate governance survey of listed companies (CGR) organized by the Thai Institute of Directors Association (IOD) to survey and monitor the development of corporate governance of listed companies in Thailand. The Company aims to achieve an excellent rating in the Year 2025 and continuously maintain an excellent 5-star rating. 	<ul style="list-style-type: none"> Having already announced its intention to join the anti-corruption alliance of the private sector in Thailand against corruption (Private Sector Collective Action against Corruption (CAC)). By now, in the process of applying for membership certification. Having received a 5-star excellent corporate governance rating from the Corporate Governance Survey of Listed Companies Project of the Year 2022.

Stakeholder Engagement

The Company assesses and identifies stakeholder groups by analyzing the impact of business activities throughout the company's value chain where affecting stakeholders in economic, environmental, social dimensions, together with the impact of stakeholders on the company's business operations to be assessed and identified stakeholder groups due to collaboration with various stakeholder groups is the heart of business operations.

Therefore, it attaches great importance to develop relationships and to enhance the quality of life of all groups of stakeholders as well as listening to opinions from all parties to improve the organization in the future. The group of stakeholders who are most relevant to the Company, having been divided into groups, taking into account their participation and impact on business operations that it can be divided into 6 groups as follows:



The Company has different communication styles and engagement processes with each group of stakeholders as appropriate in order to strengthen relationships according to good corporate governance principles through a variety of channels both inside and outside the Company. Due to the COVID-19 situation still affecting until the year 2022, the Company had communicated as

well as having activities to help alleviate the impact to stakeholders continuously by surveying the needs and expectations of stakeholders in such situations online to adjust operations to be consistent and timely. However, the expectation of stakeholders towards the Company and responding to issues were as follows:



Shareholders/Investors

Expectation

- Business grows with sustainable profits
- Good Corporate Governance
- Management with transparency
- Ability to create opportunities in challenging situations
- Effective risk management

Response

- Business operations that are transparent, verifiable and adhere to good governance principles
- Efficient management creates confidence and maximum returns
- Transparent, complete and continuous disclosure of information
- Provide accurate and complete financial information
- Fulfill our commitments within the legal framework and context

Participation/Communication Channels

- Quarterly investor briefing meeting.
- Sustainability Report
- Disclosure through annual reports.
- Notification of news through the Stock Exchange of Thailand
- Shareholders meeting



Employees

Expectation

- Good remuneration and welfare
- Stability and advancement in career
- Development of potential, knowledge and ability
- Participation in the organization by commenting
- Fair Labor Practices
- Work-life balance

Response

- Allocate good compensation, appropriate welfare
- Consider promotions and transfers
- Set up an equal and fair performance appraisal system
- Organize training courses that meet business needs and keep pace with changes
- Listen to opinions and suggestions for improvement
- Human rights and fair labor practices
- Human Resource Development

Participation/Communication Channels

- Annual Vision Announcement Meeting
- Social Media/Email
- Annual Report
- Sustainability Report
- Suggestions or complaints through the comment box
- Employee satisfaction and organizational commitment survey once a year



Customers

Expectation

- Products and services with high quality and safety that meet standards and laws.
- Deliver goods and services according to the amount and time specified
- Good quality after sales service
- Fast product information support
- Security of personal information
- Competitive pricing in the market

Response

- Quality services and responsibility
- The delivery of the goods is high quality according to the number and time of delivery
- Good experience and service beyond expectation
- Develop a customer information management system to maintain personal information and security in accordance with international standards
- Innovation and Product Responsibility (Quality, food safety)

Participation/Communication Channels

- Direct customer contact
- Social media or email
- Annual customer satisfaction survey
- Suggestions or complaints

Trading Partners/ Business Partners

Expectation

- Equality in business operations.
- Business operations with each other. transparency
- Joint development of potential, growing together.
- Timely administration and payments.
- Fair Trade
- The expectation of the company's consistency.
- Increased order volume

Response

- Fair and transparent competition
- Transparent and fair business contracts
- Organize training courses to enhance potential
- Correct payment schedule, complete and right on time
- Customer Data Retention
- Responsible Sourcing
- Business Ethics and Labor Practices
- Supplier Assessment

Participation/Communication Channels

- Annual meeting
- Organize training to increase knowledge for partners and various activities to build a good relationship between the Company and a network of business partners.
- Social media or email
- Suggestions or complaints at email: sustainability@rbsupply.co.th or line Official: @rbfgroup
- Annual Report
- Sustainability Report
- Supplier audit report



Community and Society

Expectation

- Value community feedback
- Take safety and environmental impact seriously
- Treat complaints fairly
- Support and promote activities that are beneficial to the community

Response

- Study, learn, understand, listen to feedback from the community and respond honestly
- Collaborate consistently to meet the needs of the community in a systematic way
- Build recognition for unity with the community
- Create jobs, create careers, generate income for the community

Participation/Communication Channels

- Sustainability Development Report
- Social Media/Email
- Suggestions or complaints from the Company's Corporate Governance and Business Ethics Complaints Department as follows:
(1) Channels for filing complaints and suggestions are as follows:
 - Mr. Rut Dankul
Independent Director/
Chairman of the Audit Committee
ac@rbfoodsupply.co.th
 - Mrs. Benchawan Rattanaprayoon
Independent Director/Audit Committee
ac@rbfoodsupply.co.th
 - Mr. Supasin Suriya
Independent Director/Audit Committee
ac@rbfoodsupply.co.th
 - Mr. Surachai Prachyanothai
Company Secretary/
Secretary of the Audit Committee
comsec@rbsupply.co.th
- Organize activities with community networks



Regulatory Authority

Expectation

- Compliance with the law and promoting good corporate governance according to good governance principles
- Equal and Fair Competition
- Support and cooperation in various activities
- Deal with various complaints. effectively
- Conducting business with transparency, accountability, fairness and not against the law
- Disclosure of information that is transparent, complete and verifiable.
- Compliance with laws and regulations to build confidence.
- Maintain quality management and build credibility.
- Support and cooperate in various activities

Response

- Compliance with the law regulations related to conducting business properly
- Development of work processes based on requirements, recommendations and observations received from the regulatory authority
- Clarify or submit accurate information to government agencies within the specified timeframe
- Control the environmental quality better than the standard required by law
- Collaborate with the government to promote the implementation of projects that are environmentally friendly

Participation/Communication Channels

- Coordination with government agencies
- Channels for receiving complaints and suggestions



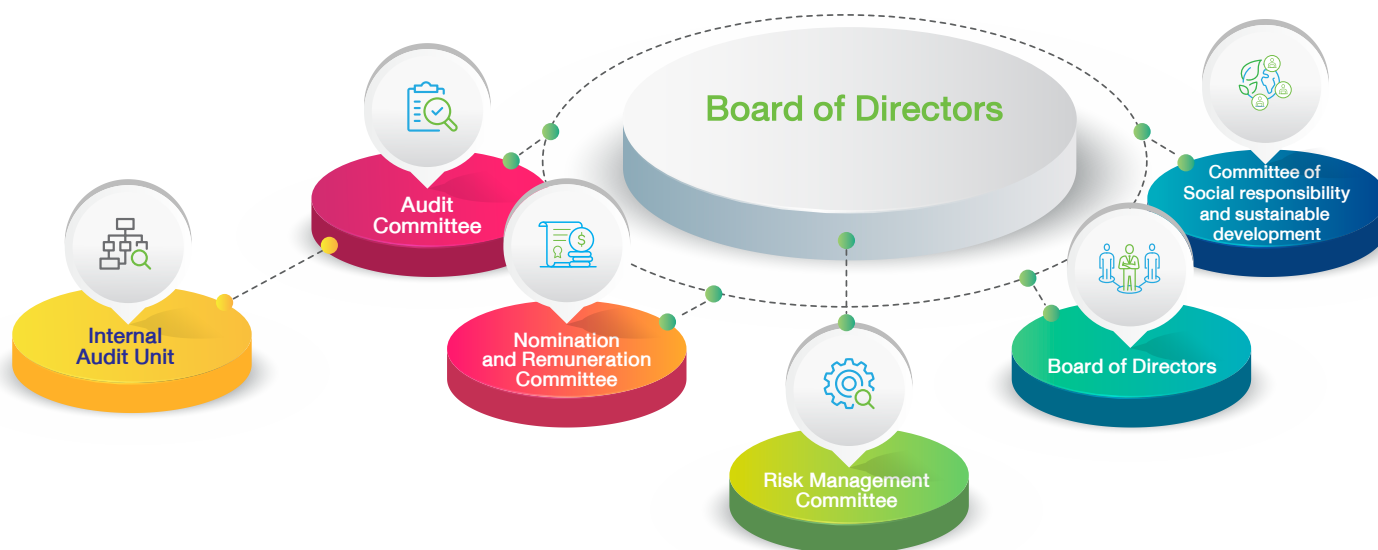
Corporate Governance

Good Corporate Governance

The Company realizes the importance of good corporate governance. It is believed that conducting business under good corporate governance practices will encourage the organization to increase its competitiveness and grow steadily and sustainably. It also reflects the organization's management with efficiency, ethics, morality, and transparency. It can be verified as well as building confidence among all stakeholders including

creating sustainable returns in the long term. In addition, proper management of risks that may affect the Company's operations to comply with laws and regulations will increase the stability of the Company to be more sustainable.

In order to achieve the above goals, the Company has established a corporate governance structure as follows:



The Company is committed to conduct business under good corporate governance and ethical principles along with caring for the environment and society as the Company has a real sense of social responsibility by the Company has set good practice guidelines in accordance with the rules of the Stock Exchange of Thailand. In the conducting business of the Company, they have considered the potential impact taking into account the relevant internal and external stakeholders of the organization as from shareholders, employees, customers, communities, to the wider society and in order to achieve sustainability in all sectors of society both in terms of conservation of natural resources and the environment including the creation of public benefits for society as a whole. The Board of Directors, therefore having resolved to approve the appointment of the Corporate Social Responsibility and Sustainable Development Committee with duties and responsibilities as follows:

- 1) To set policies and directions for social responsibility and sustainable development to propose to the Board of Directors.
- 2) To support the implementation of social responsibility and sustainable development by attending meetings to provide guidelines for operations and follow up on the work periodically according to the specified time frame.
- 3) To evaluate the results of the implementation of social responsibility and sustainable development, having provided suggestions for development and reported to the Board of Directors at least once a year.
- 4) To approve the report on social responsibility and sustainable development to disclose to the public

Business Ethics

The Company has prepared a code of business conduct to adhere to and be a guideline for the Board of Directors, management and all employees, covering various topics such as anti-fraud and corruption, prevention of conflicts of interest, confidentiality, non-discrimination, etc., which

you can study more details at the company's website https://www.rbfoodsupply.co.th/ir/year_download/19/all. In addition, the company's board of directors, management and all employees are required to receive training in business ethics and arrange a test for knowledge of business ethics of the Company to ensure that everyone in the Company acknowledges and understands such guidelines.

Besides, the Board of Directors and management of the Company also agreed with the importance of joining the Private Sector Collective Action Coalition Against Corruption (CAC) Project as well, in which the Company had participated in such project as well as a working group had been established to drive the project to be effective. The Company had already announced its intention to be a member of the Thai Private Sector Collective Action Against Corruption (CAC) Project in the Year 2022.

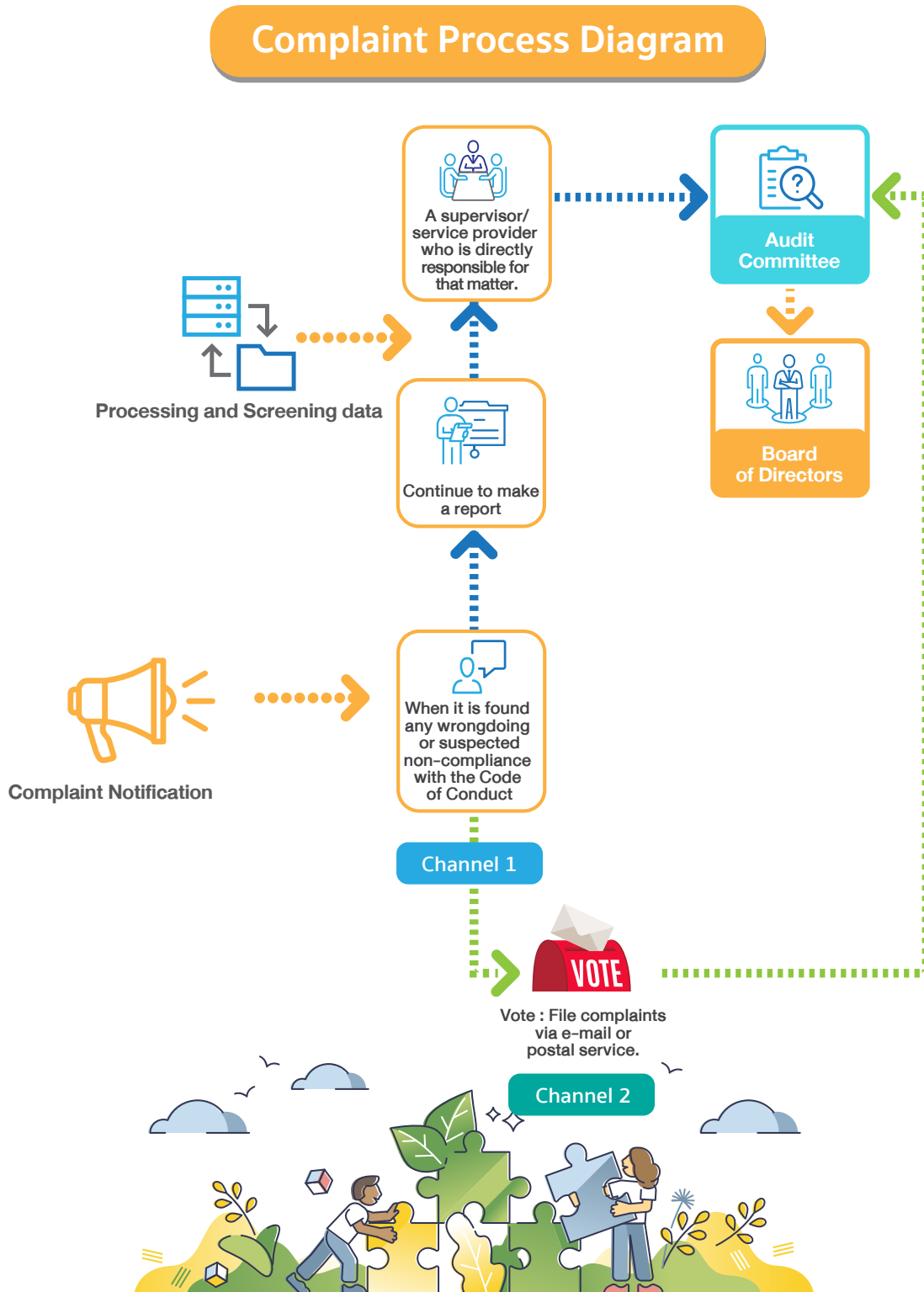
And in the year 2022, the Company was evaluated by the corporate governance survey of listed companies (CGR) among listed companies with an "excellent - 5 stars" corporate governance rating, where has achieved the target that must be assessed at the excellent level in the Year 2025.



The Company places importance on compliance with the Code of Conduct. Therefore, a process for investigating and dealing with violations of the company's business ethics has been established by providing an opportunity for employees to have complaint channels and freely express their opinions as a guideline for development and sustainability for the organization as follows:

1. Submission of complaints

In the event that witnessing suspected violations or urgent issues found that you may ask questions or report non-compliance with the Code of Conduct or to report to the responsible person in the following order:



However, in the case of there is an action that violates the law, regulations or business ethics of the Company, such clues can be reported via the complaint and suggestion channels.

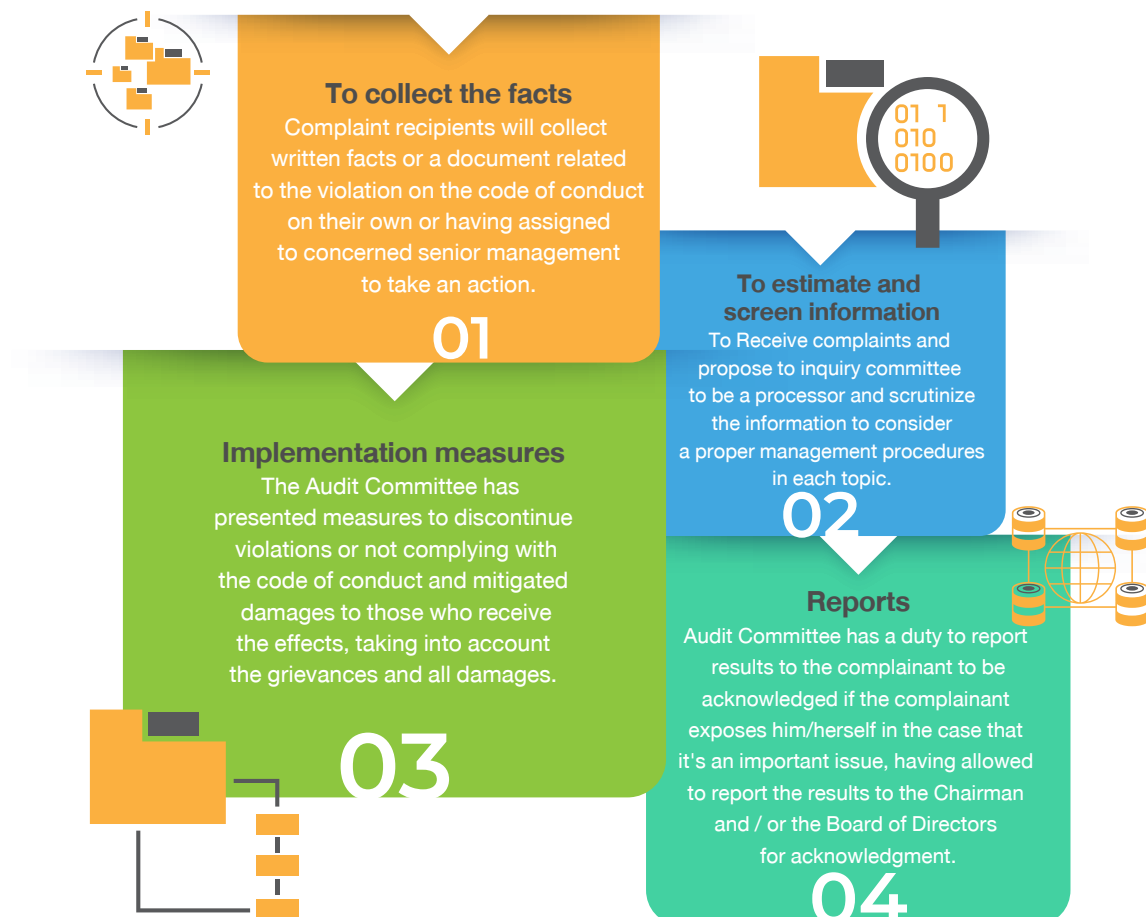
- 1) Mr. Rut Dankul
Independent Director/
Chairman of the Audit Committee
ac@rbfoodsupply.co.th
- 2) Mrs. Benjawan Ratanaprayul
Independent Director/Audit Committee
ac@rbfoodsupply.co.th
- 3) Asst. Prof. Suppasin Suriya
Independent Director/Audit Committee
ac@rbfoodsupply.co.th
- 4) Mr. Surachai Prachyanotai
Company Secretary/
Secretary of the Audit Committee
comsec@rbsupply.co.th

or contact the Company Secretary by mail to the Company's Secretary at No. 77, Pho Kaew 3 Alley, Klongjan Sub-district, Bangkokpi District, Bangkok Metropolis 10240




In order to protect the complainant in the case of a violation of the company's business ethics, the Company has established measures to protect complainants with the following criteria:

1. The complainant can choose to remain anonymous if he/she deems that disclosure would be unsafe. But if it reveals itself, it will allow the organization to report progress and clarify the facts.
2. Complaint recipients will keep relevant information confidential/considering safety. Measures for the protection of employees who make complaints and/or those who provide information and/or cooperation in data investigation will protect them from unfair practices such as job change, job description, work place, suspension order, job intimidation, interference with work performance, termination of employment as a result of the cause of the complaint.

Procedures when receiving complaints



Performance of the Year 2022

Performance	Unit	2020	2021	2022
Excellent CG Scoring	%	70 	87 	90 
Complaints that a case has been seen violation of business ethics	Case	0	0	0

RISK AND EMERGING RISK MANAGEMENT

The Board of Directors and Management closely monitor the risks and global emerging risks that could have a significant impact on current and future business operations or in the future, 5 next years or 10 years from now by considering risks and opportunities that may affect business operations.

The Company is aware of risk factors that may occur in 4 aspects: 1. Strategic risk 2. Operation risk

3. Financial risk 4. Compliance risk. As in 5 dimensions of risk including the economic dimension (Economic), social dimension (Societal), environmental dimension (Environmental), geopolitical dimension (Geopolitical) and technological dimensions (Technological) as well as having prepared a risk management plan to help the Company to be achieved its goals according to the strategies and directions as set out below:

1. Strategic Risk



1.1 Foreign investment risks

The Company has a cautious investment policy by conducting market surveys and building a customer base in interested countries before investing as well as the Company has also hired experts to review the accuracy of Internal Audit, Legal Due Diligence and Tax Audited continuously. Therefore, it has hired a legal and tax reviewer for a specified period of time to avoid investment mistakes.



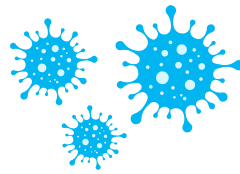
1.2 The risk of relying on the main customer groups

The Company sells products to a small number of main customers including products that are not satisfied with the quality of customers. However, the Company will maintain product quality standards and meet the needs of customers, as well as expanding the customer base to large retailers and general retailers to reduce the risk of relying on the main customer groups.



1.3 The risk of relying on large customers

The Company tries to expand its customer base to reduce such risks including to increase the customer base in foreign countries by determining the proportion of purchase orders for large and small customers. Normally, from the previous business operations, the company's major customers, there are continuous purchases, some of which have been continuously purchased for more than 20 years.



1.4 Risk from the outbreak of Coronavirus Disease 2019 (COVID-19)

From the situation of the COVID-19 outbreak, which has spread in many countries around the world since the end of Year 2019, including Thailand since January 2020 and having affected health economic and social conditions, both direct and indirect. Many countries have imposed measures to restrict economic and travel activity, causing widespread disruption to supply chains in many countries. This may affect the Company or its partners in production issues, quality control issues, shortage of raw materials. However, such situation has begun to improve after the COVID-19 vaccine has been distributed to people in many countries.

The Company has dealt with production and quality control risks by providing measures to maintain cleanliness and safety, such as screening before entering the office, provision of alcohol gel for employees to clean their hands, arrangement of workplaces and central areas for social distancing. As for raw material issues, the Company has provided a backup source for the main raw materials and analyzing the quantity of demand regularly to ensure that it does not affect the supply chain.



1.5 Corruption risk

As the Board of Directors and management of the Company looked beyond the importance of joining the Private Sector Collective Action Coalition against Corruption (CAC) and on 9 August 2022, the Board of Directors' Meeting No. 4/2022, had its approval of participation in the Thai Private Sector Collective Action Coalition Against Corruption (CAC) and having been certified by the Private Sector Collective Action Coalition of Thailand against CAC already had a 1-star rating as well as having aimed to achieve a 2-star CAC badge (CAC CERTIFIED) in the year 2024.

2. Operation Risk



2.1 The risk of relying on product research and development personnel and keeping secrets of production formulas

To reduce the risk of relying on product research and development personnel, the Company has a policy to control the turnover rate of employees, license assignments in the RD Program in which are subject to the approved authority and having confidentiality agreements with product research and development personnel.



2.2 The risk of procuring raw materials to meet the required quantity and quality

Due to the Company uses natural ingredients such as wheat flour, vegetables, sugar, etc. There may be changes in quantity and quality according to factors that cannot be controlled. In the past, the problem of COVID-19 caused the cost of raw materials to increase. The Company, therefore managed the risk by setting up a back-up supplier for the first 20 main raw materials and setting a minimum amount of raw materials in the ERP system.



2.3 The risk of information technology systems being attacked (Emerging Risk)

Nowadays, information technology has come to help in the business of the Company to be efficient in recording and coordinating work in various steps. This makes business processes go fast and smooth but at the same time, the information technology system may become a critical point that causes business interruption and damage if there is a system failure and may be attacked for damage or to steal and seize data or systems. This is collectively referred to as a cyber threat. Therefore, the information security policy has been prepared by providing mechanisms to prevent unauthorized access to systems and information that may cause business damage, increasing the security of corporate information technology information as well as planning for potential threat events. In addition, the Company has a backup system in the secondary operating system (Disaster Recovery Site - DR Site) to help prevent business damage and prevent damage to important data, along with the operation of the DR Site system is regularly checked by the examiners.



2.4 Risks from the Company's operations that affect people in the community

The Company has a factory located in the community area where in the part of the place of production and storage of the product , it is necessary to release waste-water and odors into the environment in which may cause surrounding communities to be affected. Therefore, the Company has set a goal to reduce environmental complaints and comply with rules, regulations or environmental laws.



2.5 Product Quality and Safety Risks

Since consumption safety is one of the important factors, the Company is committed to produce products to meet the needs of consumers both in terms of taste, quality, safety and nutritional value under the terms relevant regulations, then the Company has set up a quality management system for its production plants to continuously control the quality in each production process.



3. Financial Risk



3.1 The risk of not receiving payment for goods and services from the debtor

Trade credit is given based on several factors such as customer's creditworthiness, reputation, authorized capital, past trading history, preceding Financial Statements which information may or may not be obtained especially for domestic individual customers, overseas customers. Therefore, there is a risk that the Company will not receive payment for goods and services from the debtor.

Therefore, it is necessary to have tools to manage and prevent potential losses, such as credit approval policies, subscribing to the Ministry of Commerce's business database to search for financial information of companies, Trade Credited Insurance.



3.2 Exchange rate fluctuation risk

Exchange rate fluctuations are now more intense than in preceding years. Therefore, the past information is presented in order to know how the preceding year was and how it will be managed in the future. When considering behavior by currency, behavior can be separated for management purposes such as considering the use of financial tools (Forward Rate) to manage exposure, trading RPT by using USD as a medium, selling local products without hedging, etc.



3.3 The risk of receiving payments from customers in cash

The Company has set measures for customers to pay by transferring money through the bank's application system or if the salesperson receives cash payment from the customer, it will be transferred to the company's bank account within the next day immediately. The finance department will check the amount of money into the account to match the sales order document to reduce the risk of payment from customers in cash as well as to reduce the cause of fraud from retail sales staff not sending money to the Company.

4. Compliance Risk



4.1 Risk of non-compliance with the transfer price law

The Company has invested in its subsidiaries as well as having traded products between the Company and its subsidiaries both domestically and internationally. Therefore, the Company has a risk of not complying with the transfer price law on determining criteria, methods and conditions for improving the Company's income and expenses or a juristic partnership with a relationship (Transfer Pricing), relevant laws in foreign countries. Therefore, an external agency with expertise has been hired to conduct research, transfer price analysis and annual report preparation to ensure that the transfer price is correct and in accordance with the requirements of the law.



4.2 Risk from non-compliance with laws related to industrial plants

The company's main business is the production of various types of food and raw materials. In addition, there are 7 factories in Thailand, which have various laws involved in the operation of factories such as the Factory Act, the Environment Act, the Industrial Waste Act, and others which have rules that must be complied with in accordance with the law and may result in the Company to be suspended or revoked various licenses if not complying with the law. The Company, therefore has established units to be responsible for supervising and inspecting every factory by having to comply with the law.

4. Compliance Risk



4.3 The risk from the Company having a major shareholder of more than 50.00%

As the management structure of the company consists of committees and sub-committees, total of 6 sets, namely : The Board of Directors, Audit Committee, Nomination and Remuneration Committee, Risk Management Committee, Corporate Social Responsibility and Sustainable Development Committee and Executive Board. Each committee has clearly defined scope of duties and responsibilities, as result of the system of the Company having a standard and can be easily verified. In addition, the structure of the Board of Directors of the Company also consists of 4 independent directors who are qualified according to the criteria of the SEC and the Stock Exchange of Thailand. Each of them is a person with knowledge and ability. This makes it possible to review the work of the Company to be more transparent as well as being able to balance power in presenting various matters to a certain extent. Therefore, the Company is confident that shareholders and stakeholders of the Company will be treated equally and fairly. In addition, the Company has regulations in case there are connected transactions with directors, major shareholder or a person with controlling power in the consolidated business both persons who may have conflicts as such person will not have the authority to approve the transaction. Therefore, it can reduce the risks that may occur as well.



4.4 Risk from Personal Data Protection Act : PDPA (Emerging Risk)

Personal data is a risk that organizations must manage accordingly due to it is information that criminals or people with bad intentions may misuse it if the data supervisory agency cannot protect it. As a result, the organization lacks credibility in the implementation of the Personal Data Protection Act: PDPA). The Personal Data Protection Officer and the working group have completed all relevant documents and ready to be announced on the website and public areas as scheduled by Office of the Personal Data Protection Commission as well as the Civil and Commercial Law regarding general declaration criteria, including:

1. Records of processing activities of organizations related to personal data (Records of Processing Activity) or ROPA according to Section 39 of the Personal Data Protection Act B.E. 2565 (2022).
2. Privacy Notice, Section 24, Personal Data Protection Act, B.E. 2565 (2022).
3. Requesting consent from the owner of personal data (Privacy Information Consent), Section 19 Personal Data Protection Act B.E. 2565 (2022).

Crisis Management

The company has a process for managing uncertainty events that are likely to occur and affect the achievement of objectives and goals in various aspects of the organization, as from risk assessment, formulation of measures or guidelines for controlling or responding to risks until the follow-up and measurement of risk management's measures to reduce the likelihood of a risk event occurring or reduce the impact of damage to a level acceptable to the organization including crisis and emergency management, operational continuity management.

The Company aims to prepare a Business Continuity Plan (BCP) including reviewing measures and rehearsing the Continuity Management Plan at least once a year, having created an incident management plan to cover all risk areas, having made an insurance plan along with reviewing the capital and scope of insurance to ensure that they are current and appropriate annually. These guidelines and management plans are to ensure that the Company can effectively manage and control any emergency situations that may occur to encourage business to go on its operations.

Cyber Security and Privacy Protection

Today's business operations rely on technology as an important basis for controlling, managing and promoting more convenient, faster and efficient work. In addition, technology also plays a part in supporting the storage of various information with large quantities of the Company to be orderly as well as it is always ready to use as well. Therefore, cyber security and protection of personal data are of great importance because in the event that the Company's cyber attacks or data leakage occurs, it will affect the confidence towards the Company and in some cases, the Company may be sued and have to pay fines or compensation to those who have suffered damage, etc.

The Company is committed to building cyber security to prevent attacks and data leakage cases and having guidelines that are consistent with regulations and relevant laws. In order that, the Company has assigned the Information Technology Department to be responsible for cyber security supervision through information technology security policies, information technology system administration regulations, emergency information technology system recovery plan, information technology risk management plan and safety manuals for using information systems.

The Year 2022 Performance

Performance	Unit	2020	2021	2022
Training on cyber security and personal data protection for employees	Percentage	N/A	100	100
Verification results from both internal auditors and IT accountants	-	N/A	No serious risk issues were found.	No serious risk issues were found.

Note: N/A (Not Available) The Company has not yet collected data.

The Company has processes and practices designed to protect its networks, equipment, programs and data from attacks, espionages, destructions or unauthorized accesses by others in order. It is important to protect and prevent data leakage or loss of data, especially business data since the planning of the preparation, compliance and enforcement policy enforcement and security procedure for the collection, usage, sharing, storage, defining access permissions and sending information out of the Company when allowed to ensure that all information is taken care of and preserved efficiently, completely and correctly, ready to use properly.

The Company raises awareness of cyber security and personal data protection to everyone in the Company by providing training on cyber security and personal data protection to employees. In the year 2022, 100% of employees who used computers, having received such training as well as 100% of new employees, having

received such training. Besides, the Company also plans to conduct a test on cyber security and personal data protection at least once a year.

In this regard, the results of verification from both internal auditors and the accountants, the Company did not find any serious risk issues from the audits of both agencies regarding the announcement of the Personal Data Protection Act : PDPA, which took effect on 1 June 2022, the Company considered it as a risk that required management services and to be able to comply with the Personal Data Protection Act effectively. In the year 2022, the Company had implemented a PDPA project along with hiring consultants with experience in PDPA to manage the use of personal data of all stakeholders, namely: Shareholders, employees, customers, business partners appropriately and in line with the Personal Data Protection Act (PDPA) as well as a working group to protect personal data had already been established.

Supply Chain Management

Supply chain management is essential to operate the business efficiently in terms of cost, quality of products and services, creating a competitive advantage including supporting the organization to be able to deliver the value according to the intent. The Company places importance to supply chain management by developing procurement policies, ethics that go hand in hand with business operations, social responsibility policies, good governance in business operations and guidelines for selecting business partners of the Company by taking into account quality, price, quantity, services and speed of response, efficiency as well as responsibility of society, environment and corporate governance. There is also a procurement process that places importance on

transparency, fairness, and can be verified and corresponding with the rules, regulations, and relevant laws

Management Approach

Currently, the Company has established a department of Supply Chain Management (SCM) to be responsible for and manages the Company's supply chain in the process among manufacturers, service providers with suppliers for maximum efficiency to reduce production costs, leading to an increase in the profits of the business at the end by this process will start from the procurement, manufacturing, storage, Information Technology, Distribution as well as transportation, which having important effects on customer satisfaction.



The Company adheres to the requirements of partners' code of conduct in considering recruitment and selection, which all partners must be aware of and accept the requirements in the business partners' code of conduct before becoming a business partner of the Company and have to conduct business with transparency, legally, taking into account human rights, treating workers with fairness in accordance with safety, occupational health standards and having management that is friendly to the environment by specifying these details with conditions and penalties in business contracts for business partners to acknowledge and comply with them by the Company will be a follow-up and evaluation of the business partners' performance to strictly comply with the company's related policies and practices. In the event that it is found that any trade partner has practices that are inconsistent, the Company will operate in accordance with the guidelines that have been specified by beginning with a verbal warning or sending a written document to notify with a plan to fix it, the timeline and

follow up on improvements in such issues as well as penalties are determined according to the nature of the risks and possible impacts. This may include the termination of the contract and permanent delisting from the company's supplier list in order to prevent risks that may affect the company's operations in the future

The Company communicates and try to understand with business partners annually in order to acknowledge and understand the policy, regulations and means for procurement of various news including guidelines for managing partners. There is a clear, fair and equal code of conduct for trading partners to build confidence for partners when working together with the Company. It also helps partners to maintain business standards in accordance with laws and regulations related to environmental protection, consideration of human rights, fair Labor practices, compliance with safety standards, occupational health, good governance, prevention of wrongful exploitation of duties, anti-fraud and corruption in all forms including encouraging business partners to join the anti-corruption network partners as well as the Company has prepared various channels for communicating with the partners such as e-mail, letter, and telephone to receive comments and complaints.

Supplier's Risk Assessment

The Company has analyzed and classified the importance of business suppliers by setting criteria for grouping business suppliers into 3 levels as follows:

Level 1 is a Critical suppliers.

Level 2 is moderate trading suppliers (High-Risk).

Level 3 is trading suppliers with low risk (Low Risk).

And evaluation of the performance of suppliers by suppliers at each level must make a plan to improve products and services, guidelines for preventing and reducing risks that may occur in accordance with their own levels. The Company will continuously monitor the operation according to the operational guidelines of the business plan to ensure that all suppliers able to manage risks to a level that does not affect the business, community and environment as well as the Company also

develops strategic procurement processes together with suppliers to identify ways to support the development of products and services that effectively meet the needs of customers.

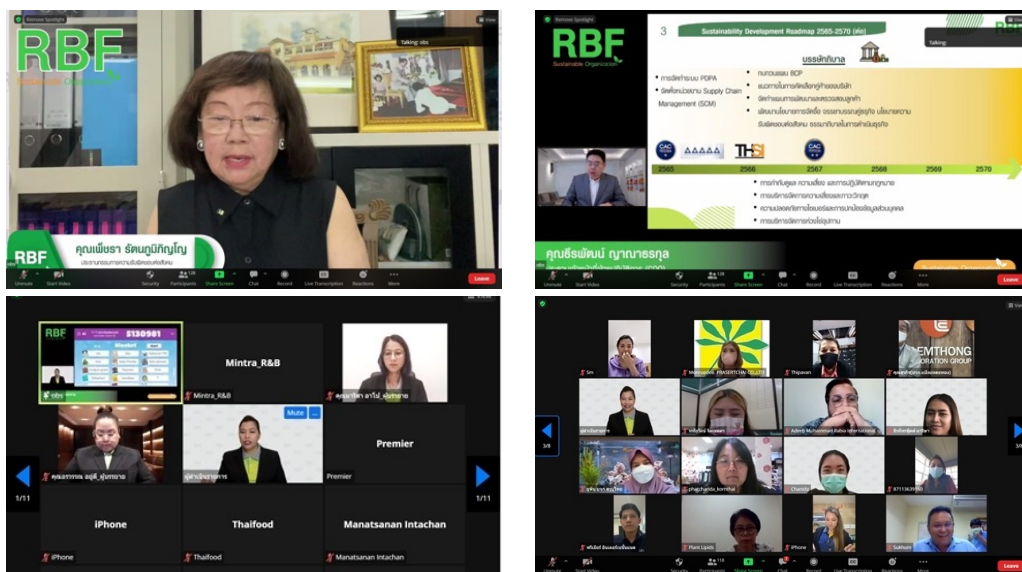
For monitoring and verifying compliance with business ethics and auditing of business suppliers, the Company arranges for business suppliers to self-assess through the annual supplier risk assessment form that the assessment criteria covers the environmental dimension, society and good governance dimension. The Company also has to inspect the establishments of important partners at least once a year to ensure that the company's suppliers strictly comply with the supplier code of conduct, and the Company also analyzes the evaluation results to further develop and improve operations.

In the past year 2022, the Company had a schedule to inspect the establishments of suppliers. However, under the Covid-19 situation, the Company had adjusted the method to submit self-assessment documents (Self-Assessment) for the first 3 of critical suppliers to do a self-assessment as well as having inspected 1 trade supplier at its establishment and sending an email to the trade suppliers for acknowledgment of the sustainable business operation policy as emailing and getting suppliers to sign an acknowledgment of sustainable practices for business (Supplier Sustainability Code of Conduct). In addition, policies related to social and environmental stewardship had been developed. For example, the importance of packaging that can be reused, environmentally friendly production process in which these factors were considered as part of the recruitment consideration and selection of trading suppliers. The Company had raised awareness of doing business in a sustainable way with suppliers by holding a meeting on Sustainable Supply Chain Management 2022 by organizing an online meeting on 8 December 2022 for all suppliers to communicate to partners for acknowledgement of the sustainable business operation policy.

The Year 2022 Performance

Performance	Unit	2020	2021	2022
Communicate sustainable practices for business partners to the company's suppliers	Percentage	N/A	80	100
Business partners acknowledge and agree to comply with the code of conduct sustainable for the company's suppliers	Percentage	N/A	80	95
Complaints from suppliers on corruption	Case	N/A	0	0
Suppliers deceased	Person	N/A	0	0
Complaints of violations of the law Suppliers environment	Case	N/A	0	0

Note: N/A (Not Available) The Company has not yet collected data.



Goods' Brand and Trademark Management

The Company operates in the food business by increasing the value of aroma and taste through products such as coating products, bread crumbs, flavoring agents for food including dry food under brands such as Uncle Barnes, Best Odour, Kopjang, Super-find, Nurmaya, Haeyo, Angelo and Aroi Mak Mak. As the main customers of the Company are entrepreneurs in the food, beverage, snacks, animal feed, and cosmetics industries including household products both domestically and internationally.

The Company is well aware that the confidence and trust in the brand and the trademark are important to consumers and customers in making a decision to purchase the product. The Company, therefore has a brand and trademark management approach based on sustainable development, having created participation and respond to the needs of all stakeholder groups in a balanced manner to build confidence that the company's products are the products from a Thai Company with quality and safety equivalent to international standards at a price that is accessible to all groups of consumers or customers.

For the purpose that, the Company strengths different from foreign brands are the flexibility to produce according to the minimum requirements or Minimum Order Quantity: MOQ, including having affiliated businesses that cover production from upstream to downstream. Therefore, it can effectively manage both raw materials and product's delivery time. With the advantages mentioned above, the Company is able to promote the development of new product innovations for customers such as syrup product group, drinking powder product group, seasoning power group, sauces group and others.

In addition, the Company has OEM products for modern stores (Modern Trade) and online channels, so that customers and consumers can access more of the company's products as another option for choosing quality food.

For the year 2022, the Company planned to evolve product research and development in order to be able to introduce new innovations to more consumers including the development of product quality control (Quality Control) to build confidence for customers and consumers that they will receive quality and safe products. In addition, the Company is in the process of brand and trademark development to make them look more modern and memorable to consumers



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Social

Customer health and safety

As the changing consumption trends, consumers are more aware of their health (Health Consciousness), including their expectation of consuming safe, quality food that does not cause harm to the bodies and to get the most benefit from consumption, the Company, therefore develops products in various groups such as coating product, tempura flour, seasoning powder, sauces, etc. that contain less sugar (Low Sugar), No Sugar (Zero Sugar), Less Salty (Low Sodium), etc. Currently, there are more than 10 products in this group.



In addition, a quality and safety management system in food production has been established that is corresponding and in line with international standard systems, rules and regulations by law in every step as well as supporting the provision of necessary product information such as

Ingredients information, nutrition information on the product label as a guideline for consumption to meet the needs of consumers which are regarded as the first

priority and ensure that the company's products is safe and meet standards as well as gaining credibility in every step throughout the value chain since controlling the process of selecting quality raw materials from approved sellers.

The Company continues to operate in the management of quality systems and food safety in a sustainable manner by integrating operations according to various international standards that the Company has been certified Cultivate awareness, having raised awareness and transferred knowledge on hygienic and safe food production to get the product that is safe, meets the standards and builds confidence in the quality and safety of customers as well as systematically insure product quality by the Food Safety Team has carried out in accordance with standards throughout the production process that occur in the food chain until reaching at consumers. The standards that the Company has been certified are:

- BRCG (Global Standard Food Safety)
- GHPs (General Principles of Food Hygiene)
- FSSC22000 (Food Safety System Certification 22000)
- ISO9001:2015
- HALAL
- GMP ASEAN
- BRC Global standard for Packaging Material

And at present, the Company is preparing a new standard system, namely GMP PIC/s and ISO/IEC 17025,

which GMP PIC/S (GMP Pharmaceutical Inspection Co-operation Scheme) is a practical guideline for pharmaceutical manufacturing with comprehensive regulations in which will ensure the quality, efficacy and safety of manufactured drugs and meet the specified standards. It is a standard for people involved in pharmaceutical production to comply with the Good Manufacturing Practice criteria correctly and in accordance with Pharmaceutical Inspection Co-operation Scheme (PIC/S), where the Company prepares to open the production line of herbal medicines from plant extracts in the near future and the ISO / IEC17025 standard that is an international standard in which assesses the academic ability of laboratories, covering all aspects of laboratory management as from sample preparation to analytical expertise testing

that provides laboratories a competitive edge with reduced cost, having built credibility, improved better performance.

Responsible Packaging Labeling

The Company develops products for sustainability by focusing on products that are safe for consumers as the product labeling must be complied with the appropriate legal requirements and having contained information so that products can be handled, displayed, stored and prepared safely within the food supply chain or by the customer. It also has a process to verify that ingredient and allergen labeling is correct in accordance with product formulations and ingredient requirements and there is also a process for approval and signing of the label.

Enhancement of Food Quality and Safety throughout the Process

Certification of International Quality and Safety Standards of Foods in 2022

RBF

R&B Food Supply (Public) Company Limited
Bangkok Metropolis, located at No. 77,
Pho Kaew 3 Alley, Khlong Chan Sub-district,
Bang Kapi District, Bangkok Metropolis 10240



Product
Breadcrumbs
Sandwich Mini
Bun Flavour,
fragrance & color

Standard system
BRC, GHPs,
HACCP

RBF

R&B Food Supply (Public) Company Limited
No. 130/160-161, Village No. 3, Wang Chula
Sub-district, Wang Noi District, Phra Nakhon
Si Ayutthaya Province 13170



Product
Food coating

Standard system
BRC, GHPs,
HACCP

RBF

R&B Food Supply (Public) Company Limited
No. 134, 134/1, Village No. 1,
Ban Wa Sub-district, Bang Pa-In District,
Phra Nakhon Si Ayutthaya Province 13160.



Product
Packaging Plastic

Standard system
ISO9001:2015,
GMP, HACCP

RBF

R&B Food Supply (Public) Company Limited
No. 989, Village No. 1, Ban Lane Sub-district,
Bang Pa-In District, Phra Nakhon Si
Ayutthaya Province 13160



Product
Food coating,
Seasonings,
Sauces and Dipping

Standard system
BRC, GHPs,
HACCP

BO

Best Odour Co., Ltd.
No. 136, Village No. 5,
Ban Wa Sub-district, Bang Pa-In District,
Phra Nakhon Si Ayutthaya Province 13160
* Held by RBF, representing 99.97%



Product
Food coloring

Standard system
GHPs, HACCP

TFF

Thai Flavor and Fragrance Co., Ltd.
No. 136/1, Village No. 5, Ban Wa
Sub-district, Bang Pa-In District,
Phra Nakhon Si Ayutthaya Province 13160
* Held by RBF, representing 99.99%



Product
Flavour,
fragrance & color

Standard system
FSSC22000,
GHPs, HACCP

TFF

Thai Flavor and Fragrance Co., Ltd.
No. 135, Village No. 1,
Ban Wa Sub-district, Bang Pa-In District,
Phra Nakhon Si Ayutthaya Province 13160
* Held by RBF, representing 99.99%



Product
Flavour,
fragrance & color

Standard system
FSSC22000,
GHPs, HACCP

PFC

Premium Foods Co., Ltd.
No. 258, Village No. 3, Chiang Mai-Phrao
Road, Mae Faek Sub-district,
San Sai District, Chiang Mai Province 50290
* Held by RBF, representing 99.99%



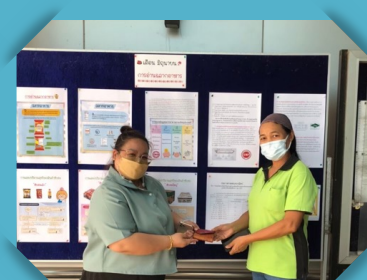
Product
Dry products
and frozen
products

Standard system
BRC, GHPs,
HACCP,
FSSC22000

Aims for Food Safety Culture

To promote and create an organizational culture on food safety (Food Safety Culture) to create participation of employees from various activities such as training on food safety regularly (Food Safety), arranging morning talks with employees before entering the event related to food safety, creating a food safety communication

board, rewarding those who comply with food safety practices and organizing food safety activities such as Food Safety day to create attitudes, values, and beliefs in the organization, giving importance to product safety and confidence in the food.



Respect and Protection of Human Rights

The Company operates its business with respect to the dignity of employees as well as all groups of stakeholders as well as protecting human rights in line with the United Nations Universal Declaration of Human Rights (UNDHR) and the International Labor Organization Conventions : ILO Conventions.

The Company has policies and guidelines to ensure the same standards throughout its organization as well as the participation of employees from all sectors and expand to the suppliers and the company's supply chain as follows:

1. Human Rights and Forced Labor Practices

1.1 Civil and Political Rights

The Company respects human rights and treats each other equally, complies with the rules and regulations of the Company, human rights laws strictly without distinction race, religion, gender, culture or any other matter by discrimination or does not make or support employment discrimination, payment, compensation for work, provision of welfare, providing opportunities for training and development, performance assessments, salary advancement, termination of employment or retirement, does not interfere with the activities of employees based on differences in race, religion, language, age, gender, attitude, disability, membership of the Employee Welfare Committee, Labor Union membership, does not act to restrict rights and liberties under the law, etc.

1.2 Economic, Social and Cultural Rights

The Company provides employees with social security and legal welfare to have time to rest during working days and working hours, holiday during probation, Annual leave with full pay according to labor law. There is no limit to cultural and religious activities.

1.3 Fair and Equitable Labor Practices

- **Forced Labor:** The Company does not support all forms of forced labor, sexual harassment or coercion, intimidation by any means in which the person does not volunteer, does not use physical violence, emotional abuse, restrictions on freedom of movement, retention of employee documents, etc. unless it is an action that is not contrary to the law.

- **Non-discrimination and Equal Opportunity:**

Wage payment , compensation includes deductions from wages, non-payment of wage, accrued wages, various benefits as required by law, no deduction of employee wages except it can be done without going against the law.

2. Child Labor

The Company will not employ or support the employment of children under 15 years of age or hire them to work in unsafe environments or working conditions according to the law that may be harmful to their health and development.

3. Female Labor

The Company will not allow female employees to work where may be harmful to health as required by law including no pregnancy test during the recruitment process and will provide a workplace for pregnant female employees work or to live in an environment that is not harmful to health and safety for pregnancy. There are risk and safety assessments from public health personnel such as professional safety officers, professional nurse, occupational medicine physician and the Company will not terminate employment, demote or reduce benefits arising from pregnancy.

4. The Legal Use of Foreign Workers

The Company conducts business responsibly and ethics by employing only legal foreign workers both contract, work permit, safe working conditions as well as payment of wages and welfare as required by law in order to continually develop the skills of employees.

5. Discrimination or Double Standards

The Company will not support discrimination in hiring, payment, remuneration from work, provision of welfare or providing development training, consideration for promoting evaluation, salary adjustment, termination of employment or retirement and shall not interfere with or obstruct any action or activity that affects the exercise

of rights or treatment due to differences in nationality, race, religion, culture, age, gender, marital status, personal attitudes, disability, membership, association of labor unions, other welfare committee

6. Freedom of Association or Bargaining

The Company respects the rights and liberties of employees to join or not to join a labor union, labor federation, labor association or to obstruct the exercise of membership and will facilitate, including the treatment of that representatives equal to other employees.

7. Working Environment and Labor's Quality of Life

The Company is committed to conducting all employees of the Company to perform standard work and promote suitable employment conditions including taking care and maintaining a safe working environment for employees to have a good quality of life, be able to work without affecting physical health and good mental health under international occupational health and safety standards by cooperating with employees in preventing accidents, reducing injuries and illnesses caused by work during work under protection and fair treatment on a social basis and according to the provisions of the law.

8. Responsibility for Taking Care of Employees regarding Sex Threat and/or Sexual Harassment

The Company will promote equality, respect to employees at all levels and determine measures to prevent and punish employees in order not to be sexually threatened and harassed, regardless of verbal expression, making an expression physical contact or any other means or using violence against women. If such action is found, the Company group will strictly consider the punishment according to the rules and regulations of the Company.

9. Compensation for Work

The Company will pay wages or compensation for work or overtime, not less than the rate specified by law and will inform employees to receive detailed information of various components clearly about all wages and

compensation for each installment received in written and will not deduct wages under any circumstances including compensation or other benefits that employees are entitled to unless the law stipulates an exception.

10. Working Hours

The Company will not allow employees to work more than what is required by law. This includes working overtime, working on holiday with a specified normal working time clearly, having defined the start and end times of employees' work. The period of time does not exceed the time for each type of work specified by law, establishing breaks during work as well as having meal breaks. Entitlement to employees on leave days, holidays, etc. to employees in accordance with the law.

11. Guidelines for Termination of Employment and Severance Pay

The Company has complied with the Labor Protection Act B.E. 2541 (1998) and its amendments, which specify the duties of the employer and the rights of employees in case of termination of employment, based on the principles of the International Labor Organization Convention, as follows:

- The Company will not terminate the employment of employees without reasonable reasons.
- Employees will be notified in advance of termination of employment or receiving severance pay as stipulated by the Labor Law unless the employee commits a serious offense.

12. Guidelines for Business Suppliers in the Supply Chain

The Company supports compliance with human rights principles with business suppliers, which covers not being involved in violations and create potential human rights' impacts so that the business operations of all partners based on respect for human rights. Therefore, it must comply with the human rights policies and practices of the company group strictly.

Staff and Labor

The Company respects and complies with human rights principles in line with the United Nation Universal Declaration of Human Rights (UNDHR) and the International Labour Organization Conventions: ILO Conventions since hiring up to taking care of employees and personnel, so that all employees and personnel will feel connected to the same family as the organization by the Company has its guidelines for employment and taking care of employees as follows:

Employment

The Company does not support discrimination in employment, payment of wages and work compensation, provision of welfare, opportunities for training and development, promotion consideration or position, termination of employment or retirement and will not intervene, hinder or take any action which affects the exercise of rights or practices of employees due to differences in nationality, religion, language, age, gender, marital status, personal attitude towards sex, disability, HIV infection, being an AIDS patient, labour union membership, being an employee committee, popularity in political parties or other personal ideas as well as being committed to looking after and treating all employees with equality and fairness, providing welfare benefits, development of skills, abilities, including work safety equally, sufficiently and appropriately to ensure that employees will work with the Company happily through various practices according to the standards of personnel management that are accepted both domestically and internationally including relevant laws.

Compensation and Welfare

As for various compensations and welfares that the Company provides to employees, they will be in line with the company's performance both in the short term and in the long term, the Company aims to make employees feel motivated to work and be able to create performance that lead the Company for stable growth.

In the year 2022, employees were considered for compensations at an appropriate rate and in accordance with the standards in the same type of business, no reduction in employee's compensation, no layoffs as well as having a provident fund. In addition, the Company had

given bonuses to all employees according to the rules set by the Company as a morale booster.

Development and Training

The Company recognizes and foresee the value of personnel at all levels from the moment they enter the organization. Therefore, it has always given importance to personnel development and always aims to promote the growth of employees at all levels. There are various and suitable development methods for personnel development for the management and employees at various levels including the importance of creating a heir or successor to take an important position within the organization. In addition, the Company also focuses on training to educate about work skills in the production process and work safety on a regular basis in order to encourage personnel to have skills, knowledge and competence, ready to drive the organization towards sustainability by organizing training for employees in many projects such as

1. Training on basic knowledge and application of GHPs and internal quality monitoring that it is a training for the company's quality system to have quality auditors within the organization who are knowledgeable and capable, ready to work as inspectors of various quality systems of the food industry by the objective is to adjust the work system of the organization to be consistent and in the same direction, developing employees' abilities and potential as well as improving the efficiency of the organization.
2. Training on BRC Food Safety Issue 9 Internal audit (Internal quality audit) is a training to set up systems and internal audits for relevant teams that need knowledge, in-depth understanding of BRC requirements to be able to perform tasks assigned effectively as the purposes of this training are to ensure that the Company has a consistent approach and meets the same standards throughout the organization. It also promotes the expansion of the capabilities and potential of employees.
3. Training on the carbon footprint of the CFO Organization to encourage personnel of the organization to have basic knowledge , understanding of greenhouse gases current situation and impact of global warming, enhancing the organization's personnel to have knowledge

and understanding about greenhouse gases and the carbon footprint of the organization. Therefore, it is very important and necessary to join together as a part to help reduce global warming sustainably forever.

4. Training on PDPA to gain knowledge, understanding of the effect of the Personal Data Protection Act B.E. 2562(2019) on the management of the departments in the organization and the operation of the organization to apply the knowledge gained to improve work and documents in accordance with the Personal Data Protection Act B.E. 2562.

5. Training to reduce 7wastes (7 Wastes Reduction) to increase productivity, reduce costs and deliver on time. It can make the organization reduce all types of losses in all work processes that if not paying attention or trying to improve that method of work for the better, the loss is increasing closely, causing agencies or organizations to lose customers and profits that should have been obtained. Loss reduction is the duty of all employees and the management, so everyone must have knowledge, awareness, observation, finding causes and preventive solutions to reduce unnecessary costs and expenses in which these methods used to improve productivity for the survival of the organization.

6. Cascading and Aligning KPI to achieve the Corporate Goal Training (Measure of success) to drive long-term corporate success and create competitive advantage. However, some organizations face challenges

in cascading goals and aligning them across the organization both to the department level and personal level. Factors of success in doing so is that staff in the organization are aware that the success of their personal tasks (Individual goals) will affect the department and the overall picture of the organization because everyone is part of the success of the results (Outcomes/Results).



Safety, Occupational Health and Working Environment

The Company is concerned about the life and health of all employees and therefore is committed to operate in safety, occupational health and working environment along with the routine duties of employees and to ensure that the management, employees and all related stakeholders will have safety practices in the same direction, the Company, therefore has established a policy on safety and occupational health by giving importance to compliance with related laws and regulations and to consider it as the responsibility of all employees, having organized training to increase skills, knowledge and understanding, supporting budgets, personnel as well as important and necessary equipment including monitoring and reviewing occupational health and safety operations throughout the organization.

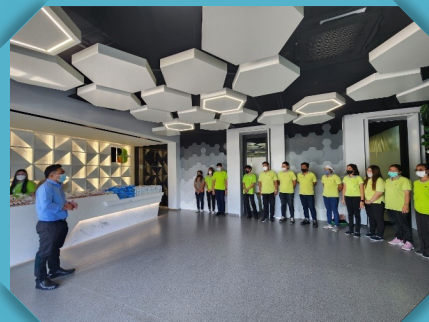
The Company also defines a scope of occupational health and safety work, covering the promotion and maintenance of the optimum health, physical and mental health, prevention, protection, organizing and adjusting the work to be appropriate which can be read more details in the chapter of Occupational Health and Safety.

Listening to the Voices and Opinions of Employees

The Company has set up a welfare committee to listen to the voices and opinions of employees. The welfare committee will (1) discuss with the Company to plan and provide appropriate and sufficient welfare for employees. (2) give advice, suggestions and opinions to the Company in providing welfare to employees. (3) supervise and oversee the provision of appropriate and adequate welfare to employees. (4) propose ideas and guidelines for employee welfare to the Labour Welfare Committee. For the year 2022, the Labour Welfare Committee meetings were held all together 4 times by considering additionally important welfare for employees such as giving survival bags to flood-affected employee, providing financial assistance for employees in case of disaster, purchasing medical supplies for first aid kit, providing uniform welfare for employees, etc.

The Company collects information and other methods for listening to opinions or suggestions from employees to be effective by there are channels for listening to opinions:

- Employees notify officers or HR Manager
- Employees inform at the company's opinion box
- Employees inform the welfare committee in the workplace



The company provides relief packs to employees affected by the flood.

Safety, Occupational Health and Working Environment

Occupational health and safety work involves keeping the health and safety of employees free from any threats, hazards and risks including accidents and diseases from work and safety outside of work along with living in society happily both physically and mentally. The Company has set the scope of occupational health and safety as follows:

1) Promoting and maintaining(Promotion and Maintenance) the utmost integrity of physical and mental health, social well-being of workers, having determined measures to take care of employees and promote the health of employees to be healthy, such as before employees come to work.

2) Prevention means preventing employees health from deteriorating or abnormal caused by the working environment including the prevention of accidents and occupational diseases so that employees do not have to be exposed to various risk factors.

3) Protecting (Protection) employees from working in dangerous conditions causing illness or an accident of the employees. When it is not possible to provide a safe working environment, but employees have to go to work, it must find protective equipment to protect the employees from that danger.

4) Placing the employee to work that is suitable for the physical and mental capabilities of that employee because some tasks cannot be done by everyone, so the Company must choose the right person for that task, such as an employee with respiratory problems, should not work in dusty environments, etc.

5) Job adaptation (Adaptation) to suit employees and adjusting employees to suit working conditions by taking various factors into consideration, such as the physiological factors of employees by taking into account the appropriate workplace whether it is about height , reach range, arm positioning, chairs, desks and work environment suitable for the employee.



Therefore, safety in the work of employees, partners and contractors as well as relevant stakeholder groups according to labour and safety regulations is important and necessary, therefore it has to provide personal protective equipment to work, having assessed and managed risks in work processes and workplaces. It must provide training for employees on work safety, taking care of health and hygiene in the workplace. As the Company is concerned about the lives and health of all employees. Therefore, it is committed to operating in safety, occupational health and working environment together with the routine duties of employees and to ensure that the management, employees as well as all related stakeholders will have the same direction. The Company, therefore has set the safety and occupational health policy as follows:

1. The Company considers safety at work to be the first responsibility of every employee at all levels and it must cooperate to comply with regulations to ensure the safety of him/herself and others.

2. The Company intends to conduct business in accordance with the law and occupational health and safety requirements.

3. The Company provides training to increase skills, knowledge, competency related to occupational health and safety as well as fostering recognition among employees and related parties regularly.

4. The Company will support budget and resources such as personnel, tools, protective equipment and others to be sufficient including maintaining good health along with taking care and preventing incidences and diseases caused by work for all employees.

5. The Company will follow up and review the operation on occupational health and safety for continuous improvement.

The Company provides personal protective equipment for employees working at risk areas such as dust masks, chemical protective masks, clear and opaque safety glasses, safety belts, safety shoes, earplugs, welding masks, welding goggles, welding gloves, heat resistant gloves, fabric gloves, back support belts, etc., as well as having promoted the creation of a safety organization culture since promoting leadership and management with assigned duties and responsibilities. This includes job responsibilities that are consistent with the job title as well as clearly delegating responsibility for safety as from top management to operational employees as it is a collaboration and relationship between personnel involved at all levels in the organization, allocating budgets to develop processes for occupational safety and health and creating a corporate culture that takes into account safety by building good attitudes, recognition, ethics in safety through activities and learning from events related to occupational health and safety that have occurred such as Safety Day activities, activities to create safety standards in the workplace. (Standardized work), etc.

In the Year 2022, the Company had established a management system for the labor safety and environment department and having been certified with SMETA standards or The Sedex Members Ethical Trade Audit or SEDEX, which is an organization and management system related to labor protection and safety at work that gathers together among business members around the world by joint agreement to develop the ethics of the companies or the supplier group in which the companies that can participate in such group must treat employees or labor ethically throughout the system, not only in the company its own but including the company's partners that must be ethical in treating employees by setting a goal to be certified by SMETA as well.



Occupational health and safety operations have 3 main operating principles: Recognition, Evaluation and Control.

1. Recognition is the expectation or intuition of the causes of accidents, dangers or diseases from work which may affect the worker. The causes of accidents and occupational diseases are caused by 2 important factors including Unsafe Actions, which are the actions of the worker him/herself and unsafe working environments (Unsafe Conditions), which unsafe work environments such as working in noisy conditions, vibration, heat, coldness, light, atmospheric pressure. It also includes machinery, tools, equipment related to work where must be recognized that how unsafe actions and working environments will have negative consequences or be dangerous to the workers and colleagues.

2. Evaluation is an assessment of the working environment that workers are exposed to whether there is potential, tendency or likelihood of causing accidents and diseases from work or not. The assessment is divided into 2 parts, namely: Environmental assessment and health assessment.

2.1 Environmental Assessment relies on assessment using industrial hygiene tools to assess such as physical, chemical and biological hazard assessment by using various measuring tools such as calorimeters, sound meter, light meter, etc. In assessing the safety of machinery, electrical tools, equipment production processing will be used risk assessment methods to assess such risk assessment by using techniques, JSA Job Safety Analysis etc.



Industrial hygiene monitoring can be conducted using various instruments and tools.

2.2 Health Assessment is an assessment of the health status of an employee by having a health checkup before entering work or an annual health checkup according to the risk factors received by the employee in order to select the right person for the job as well as to prevent and control the dangers that may occur to the employee such as visual performance check, hearing test, lung function test etc.



Annual health check-ups and occupational health assessments based on risk factors are conducted for workers.



3. Control is to improve the working environment so that workers can work safely. As the principles of hazard assessment from work, if it is found that the working environment will be dangerous for the workers, then the prevention and control of hazards must be taken by using appropriate and effective methods to control the hazards.



Workplace environmental improvement measures.

The principles of occupational health and safety can be summarized the nature of health care and safety of workers with a purpose to prevent accidents and injuries from work, prevent disease from work and to promote the health of workers which covers 3 areas of operations, namely:

1) Safety of workers for those who work to receive health care, health promotion, hygiene for disease prevention and accidents that may be caused by work, such as training to educate on the use of personal

protective equipment, physical readiness check before work, health checks for workers according to risk factors, etc.

2) Working environment : To protect workers to work in a safe working environment in 4 aspects: Physical environment, chemical environment, biological environment and ergonomic working environment.

3) Safety outside the workplace is the health care of workers outside of work, such as safety in traveling to shuttle of employees, the living conditions of employees, etc.



Basic firefighting training and firefighting drills and fire evacuation tools.

Community and Social Responsibility

The Company intends to work with relevant stakeholders by focusing on building and continuing good relationships to create mutual acceptance and trust as taking into account the impact that may have on the community as well as creating an attitude and corporate culture for employees to have social responsibilities together, the Company therefore supports activities for surrounding society and communities including continually caring for the environment.

Promoting Community Safety

The Company's current business operations may affect communities in the vicinity of the establishment where are more aware of the impact of business operations as well as information of such impacts can be accessed or disseminated quickly, resulting in the Company may not be accepted by the community, therefore, the Company has established guidelines for management to show the commitment to take care of surrounding communities to be safe and has not been negatively affected by business operations. In order that, the Company creates engagement with the communities through various activities both in terms of public benefits and volunteer projects to create satisfaction and acceptance from the surrounding communities includes to be prevention of risks from various complaints that may affect the business operations of the Company.

In the Year 2022, the Company had a work plan for community safety as follows:

1. Installation of additional CCTV cameras
2. Additional sidewalk lighting
3. Providing Human Resources Department

related to safety and environment.

Throughout the year 2022, the Company had not received any complaints or accidents related to safety from the communities.

Community and Social Activities

The Company places importance on participation in communities and social development by having proceeded through its self-initiated activities and projects and having prepared to meet the expectations of the stakeholders to create happiness and value with surrounding communities

to live together sustainably. In the year 2022, the Company had carried out activities for the communities and societies as follows:

- The Project of “RB to invite everyone to do good things for the environment” by cleaning (Picking up trash) in the communities around the Company to create awareness and instill in employees to have public minds or volunteer spirits, ready to help societies around the route from the R&B Food Supply Public Company Limited, Pho Kaew 3 Alley, 17 Sub-alley, to Pho Kaew 3 Alley, Media Market.



● The Project of R&B to invite everyone to do good things as performing Kathin Samakkhi Ceremony at Bueng Thong Lang temple to maintain Buddhism by the managing director along with the management and its staff having participated in making merit in the Kathin Ceremony this time to the maintenance of Buddhism according to the good practice of the Buddhists and to promote conservation and protection of cultural heritage and local traditions.



● Mangrove Reforestation Project (RBF Green Volunteer), the Company and its affiliates in conjunction with the Rajapruek Institute Foundation had organized the RBF Green Volunteer to return the seedlings to the mangrove forest. This activity was a part of the organization's sustainability management plan to raise the level of business operations towards "Sustainable development" based on social, economic and environmental responsibility.



- A project to support youth football competitions, 13 years of age, in order to support and encouragement to youths participating in sports along with giving trophies and medals to the youths which was considered as an important activity that would help the youths to get good physical and mental health which would directly affect the future of the country that it was considered as a sustainable social development.



- A project to transmit knowledge to Sub-District Health Promoting Hospitals (RorPhor.SorTor.), operated by the Folk Doctor (Mor Chao Ban) Foundation to disseminate knowledge to the communities, by the Folk Doctor Magazine was delivered to 200 Sub-District Health Promoting Hospitals nationwide for 1 year.



Monthly Moh-Chao-Ban Magazine.



Environment

Environmental Management

Disasters that have happened, all of them are affected by global warming. In the preceding 40-50 years, the temperature in Thailand had increased by about 1.2 Degrees as well as the current average global temperature has risen around 1-1.2 Degrees Celsius, compared to the base year (Year 2393-Year 2443). It is also expected that if the global community cannot reduce the amount of carbon dioxide and greenhouse gas emissions, in the most horrible case, the global average temperature could rise by another 3.3-5.7 Degrees Celsius by the Year 2100. Therefore, all countries are serious about tackling global warming and focusing on driving greener economies under the sustainable development goals (Sustainable Development Goals: SDGs) of the UN. However, one of the ways to drive the sustainable economy in which has been widely mentioned and has become a vital business trend in the world of the New Normal era, that is, the BCG Economy Model that is an approach to economic and business development that focuses on environmental preservation and sustainable growth. It consists of Bio Economy, Circular Economy and Green Economy.

The Company has prepared to manage the environment in line with the aforementioned economic development guidelines in the future where will enable the ability to compete in food products with quality and safety with modern production technology and a balance of efficient use of resources throughout the value chain, giving importance to dealing with climate change, air pollution management, energy management, water management and waste management. In the Year 2022, certified the amount of greenhouse gas emitted from the activities of the 3 scopes of the organization as inference statistics for the study of guidelines to achieve the Carbon Neutral Company goal by the year 2027, as well as participating in the Care the Bare Project of the Stock Exchange of Thailand to reduce greenhouse gas emissions from various activities. In terms of energy management, renewable energy was generated from solar energy by installing a Solar Rooftop to use electricity within the company. And that year, the Company was certified Green Industry Level 2 by the Department of Industrial Works which represented a business or industry with its commitment to be environmentally friendly operations.

Corporate Environmental Goals

The Company is committed to manage the environment efficiently. This is considered as one of the issues that are important for sustainable business progress by giving importance to environmentally friendly management to prevent and reduce negative impacts in various aspects potential including to ensure that the Company will utilize resources wisely and for maximum benefit as well as to achieve the organization's vision to be carbon neutral (Carbon Neutral Company), the Company has reviewed its environmental policies and practices that covers all companies in the group for the Board of Directors, the management, employees, business partners as well as stakeholders of all groups of companies to comply with as well as setting environmental goals as follows:

1. To obey the law and requirements related to the environment
2. To utilize resources wisely, does not destroy the environment and use it for maximum benefit including

reducing the occurrence of waste by applying the 3Rs principle [Reduce, Reuse, Recycle] to reduce greenhouse gas emissions from business activities of the Company throughout the value chain.

3. To plan for efficient energy use, realize the value, and promote the use of renewable energy.

4. To prevent, control pollution, and reduce environmental impacts of products throughout the value chain and business activities.

5. Procurement process - : To procure environmentally friendly products.

6. To spread knowledge and create employee consciousness related to energy conservation and environmental protection.

7. To evaluate, review objectives, targets and environmental management plans by continuously improving and developing.

Subject	Target	Time Frame
Energy	1. To increase the proportion of renewable energy to 20%, compared to the base of year 2022.	by 2027
Water	2. To reduce water consumption per production unit by 5%, compared to the base of year 2022.	by 2027
Waste	3. To increase the proportion of recycled waste by 10 percent, compared to the base of year 2021. 4. The amount of solid waste that must be disposed of in the final stage is reduced by 10 percent, compared to the base of year 2022.	by 2027
Greenhouse Gases	5. Having neutral carbon dioxide emissions (Carbon Neutral Company)	by 2027



Air Pollution Management

As the nature of the business of the Company that produces and distributes materials used as ingredients in food, therefore there is a risk that may cause the odour to disturb the community surrounding the factory. With the determination to reduce various environmental impacts, the Company, therefore installing odour treatment equipment as well as providing measurement of odour concentration (Odour Concentration) and the amount of contaminants in the air that is exhausted from the chimney, using the information obtained from the

environmental quality measurement to determine measures for preventing and correcting environmental impacts within the project and surrounding areas, as well as finding ways to reduce the amount of pollutants generated to be under the specified standards.

In the Year 2022, it was found that the results of measuring the concentration of odour and the amount of contaminants in the air exhausted from the chimney is within the standard.

Result of Measurement of Odour Concentration

Measuring Point	Result of Measurement of Odour Concentration	Standard ¹	Unit
Chimney	232	≤300	Odour Unit
Along the factory fence	11	≤15	Odour Unit

The Results of Measuring the Amount of Contaminants in the Air exhausted from the Chimney

Measured Index ²	Measuring Point								Standard ³	Unit
	1	2	3	4	5	6	7	8 ⁴		
TSP	3.014	1.958	0.985	0.786	1.740	1.410	0.817	-	320	mg/m ³
SO ₂	< 1	< 1	< 1	< 1	< 1	< 1	< 1	-	60	ppm
NO ₂	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	< 0.1	-	200	ppm
CO	< 1	< 1	< 1	< 1	< 1	< 1	< 1	-	690	ppm
H ₂ S	-	-	-	-	-	-	-	<4.26	100	mg/m ³
NH ₃	-	-	-	-	-	-	-	ND	-	mg/m ³
Methane	-	-	-	-	-	-	-	5.322	-	ppm

¹ Standards according to the Ministerial Regulation on the setting of standards and methods for checking odour in the factory air. Having published in the Royal Gazette, Volume No. 122, Section 44 Kor., dated 3 June B.E. 2548 (2005).

² Having calculated at a pressure of 1 atmosphere and a temperature of 25 °C in the dry state.

³ Notification of the Ministry of Industry, Re: Determination of the amount of contaminants in the air emitted from the factory, B.E. 2549 (2006).

⁴ Waste water treatment pond.

ND ND means not detected

Water Management

The company is aware of the importance of utilizing water for worthiness and maximize the efficiency of water use in the production process to reduce potential impacts and maintain sufficient water resources for the consumption of all sectors. Therefore, water saving measures and water system maintenance procedures have been established and initiated the Save Water

Project to promote water use to raise awareness and cultivate consciousness for employees within the Company in using tap water economically and realizing its value through the process of thinking, reflecting, making decisions, and working together to eventually lead to the development of sustainable water resource management at the end.

Performance on Water Use



The Company is committed to maintaining water quality and reduce negative impacts on the environment and surrounding communities. The wastewater that occurs within the organization is treated with the Grease trap Separation/Equalization and Aeration activated sludge

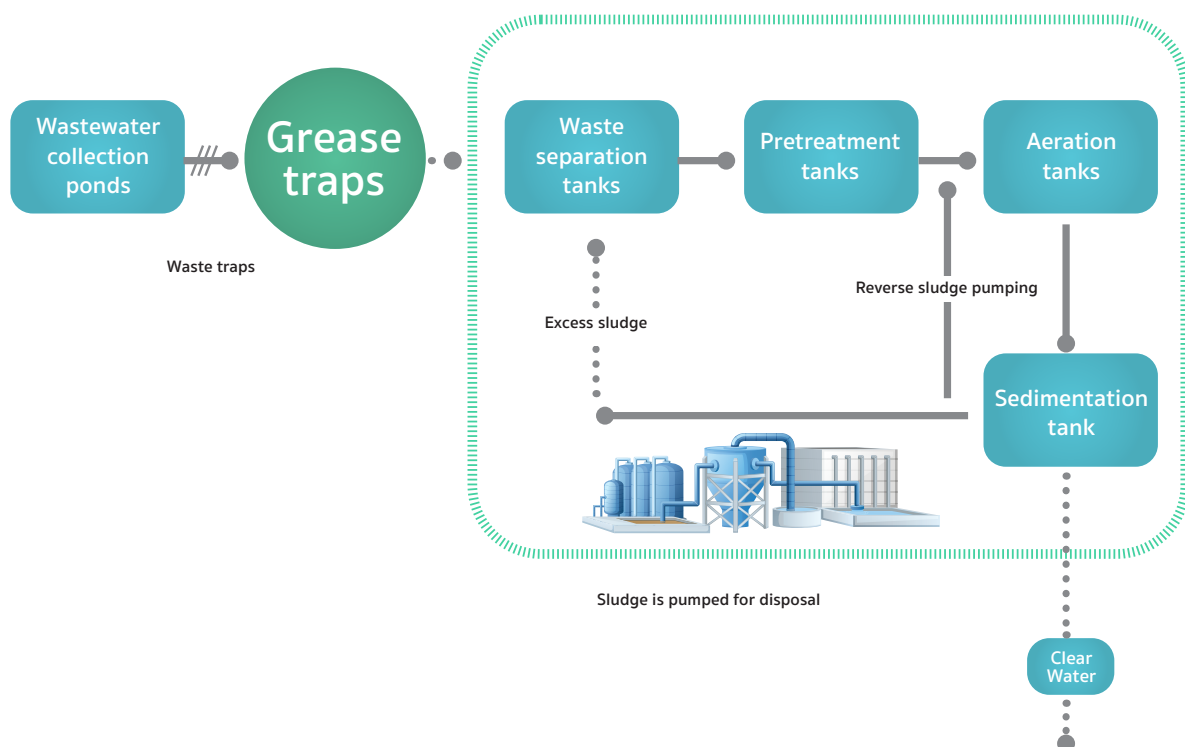
process system as well as the wastewater quality is measured every 3 months before discharging the water into the public drainage system to ensure the quality where the results of wastewater analysis after treatment for the year 2022, it was found that all parameters met the standard criteria.

Analysis Results of Treated Water for the Year 2022

Parameter	Analysis Results				Standard ¹	Unit
	Mar	Jun	Sep	Dec		
pH	7.10	7.04	6.99	7.15	5.5-9.0	-
Biochemical Oxygen Demand (BOD)	2	1	1	1	<20	mg/l
Chemical Oxygen Demand (COD)	16	24	20	24	<120	mg/l
Suspended Solid	ND	ND	ND	ND	<50	mg/l
Oil & Grease & Fat	<5	<5	<5	<5	<5	mg/l
Total Dissolved Solid	312	148	144	130	<3000	mg/l
Settleable Solids	<0.5	<0.5	<0.5	<0.5	-	mg/l
Total Kjeldahl Nitrogen	3	1	5	5	<100	mg/l
Hydrogen Sulfide	ND	ND	ND	ND	<1.0	mg/l

Wastewater collection ponds

> Grease traps > Waste separation tanks> Pretreatment tanks> Aeration tanks



¹ Standard according to the Notification of the Ministry of Industry, Volume No. 2 B.E. 2539 (1996) issued according to the Factory Act B.E. 2560 (2017) on determining the characteristics of wastewater discharged from the factory.

Waste Management

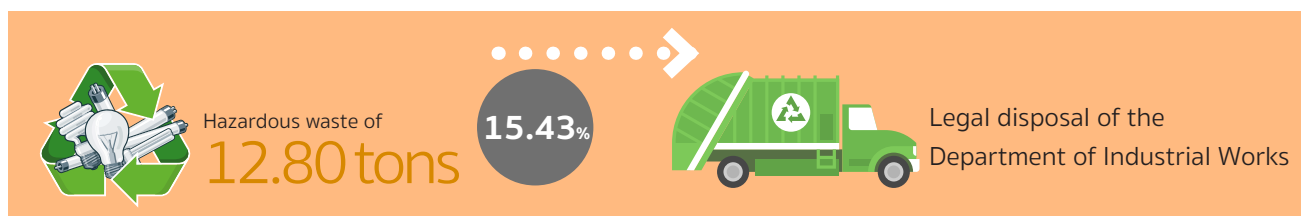
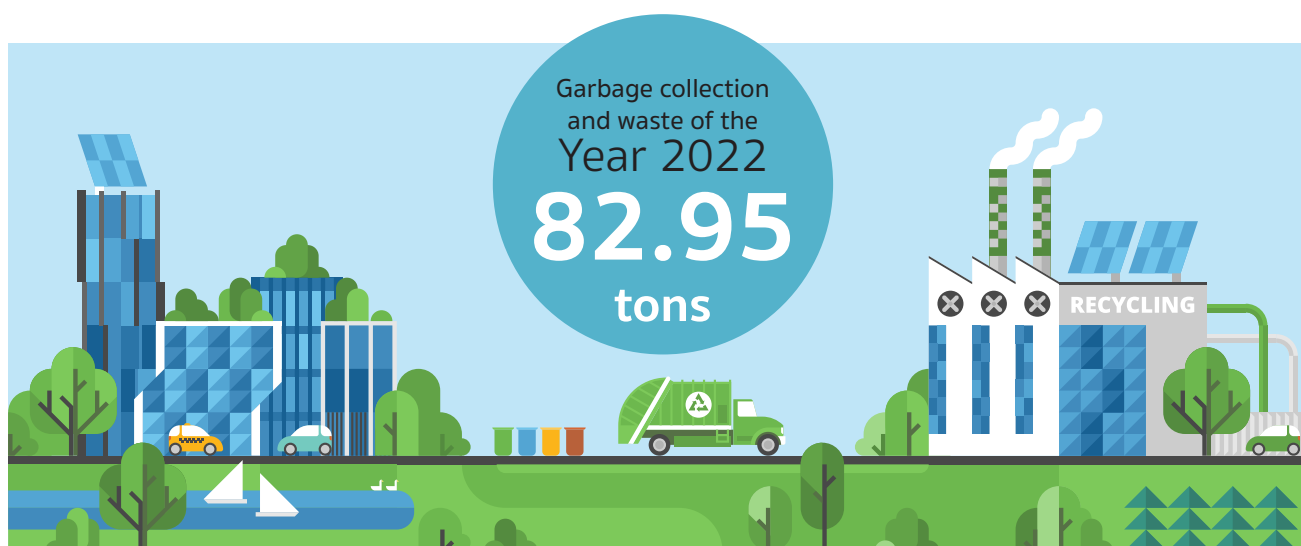
Non-hazardous Waste

The Company is committed and has a long-term goal to reduce the amount of non-hazardous waste such as plastic scraps, cardboard and paper scraps from the production process of weighing formulas (Raw materials), mixing flour, trimming, scratching, and bagging / checking, examining the quality control (QC). There is a separation of waste types and having collected for further distribution to the recycling process. The aim is to minimize the amount of waste generated by the production process, ensuring efficient management of company resources by integrating circular economy principles. In the year 2022, the Company had a total amount of garbage and non-hazardous

waste, totaling 70.15 tons, and having the amount of non-hazardous waste that could be reused (Reuse) / recycled (Recycle) of 51.17 tons, an increase of 37.1 tons increased from the Year 2021.

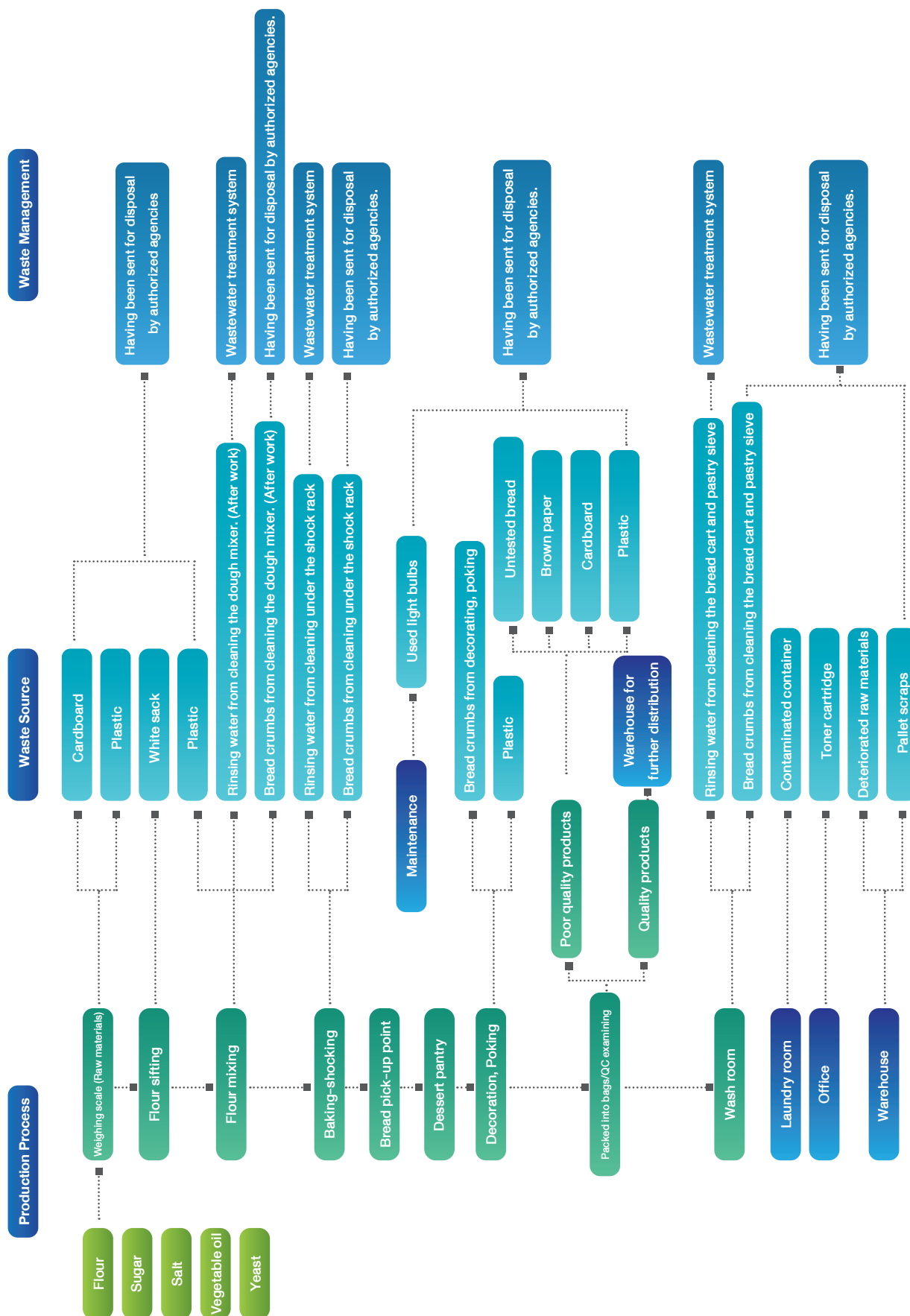
Hazardous Waste

For hazardous waste such as used light bulbs, contaminated container, liquid sludge from the wastewater treatment system, deteriorated raw materials, print cartridge and wastewater from the production process which has been legally stored and disposed of by the Department of Industrial Works.



Note: Compared to the amount of non-hazardous waste

Flow Diagram of Production Processing, the Source of Waste or Unused Materials and Waste Management



In addition, the Company has also implemented a Recycling Bin Programming, adhering to the management guidelines in accordance with the 3Rs, namely Reduce, Reuse, and Recycle according to local and international practices by campaigning and promoting the reduction of waste in the organization, promoting the cultivation of consciousness in employees, acknowledging and understanding waste segregation as well as controlling the amount of solid waste at the source.



คัดแยกขยะก่อนทิ้ง

จุดทิ้งขยะ

บริเวณโดยรอบโรงงาน

ภายนอกอาคาร จำนวน 5 จุด คือ บริเวณตึก A B, คลังห้องเย็น, คลังสินค้าด้านหลัง, ตึกบุคคล, โรงอาหาร

มีถังขยะ 4 ประเภท

- ถังขยะรีไซเคิล (สีเหลือง)
- ถังขยะทั่วไป (สีน้ำเงิน)
- ถังขยะอันตราย (สีแดง)
- ถังขยะอินทรีย์ (สีเขียว)

จุดทิ้งขยะ

บริเวณภายในสำนักงาน

อาคารสำนักงานทุกชั้น ชั้นละ 1 จุด บริเวณหน้าห้องน้ำหรือห้องครัว

มีถังขยะ 2 ประเภท

- ถังขยะรีไซเคิล (สีเหลือง)
- ถังขยะทั่วไป (สีน้ำเงิน)

Recycle Bin

Circular Economy Design

The 20-year National Strategic Plan (2017-2036) has established strategies for creating growth with environmentally friendly quality of life in line with the United Nations' Sustainable Development Goal, Article No.12 on the Sustainable Consumption and Production Plans where the circular economy is the key to achieving this goal by managing resources more efficiently. There is a turnover of resources or materials to be recycled in which it will result in reducing the generation of waste. Ultimately, it leads to no waste at all.

The Company is committed to reduce the amount of waste by using resources worthwhile and most efficient in order to comply with the principles of Circular Economy. As the nature of the business activities of the Company, there will be bread crumbs left over from baking-shot, trimming-scratching, QC inspection of low-quality products and from cleaning equipment, the Company has collected these bread crumbs and passed it on to the companies that compost them to make fertilizer or change to soil improvement substances. In the Year 2022, having a total volume of 18.97 tons, an increase from 2021 to 16.5 tons

Biodiversity

In assessing the link between policies and operational activities of the organization, biodiversity is related to issues that are critical to business operations. The Company aims to become a Carbon Neutral Company by 2027 by establishing plans to reduce and offset its greenhouse gas emissions of the organization which plans to participate in a voluntary greenhouse gas reduction project according to Thailand's standards (Thailand Voluntary Emission Reduction Program: T-VER) in the forestry sector by planting/restoring forests sustainably.

This is to increase green areas and conserve forest resources.

In addition, in the Year 2022, the Company organized a mangrove planting activity (RBF Green Volunteer) to restore the mangrove ecosystem that preserved the diversity of the ecosystem and became a natural defense line, amounting to 1,000 trees and allowing representatives from all parties to participate in activities to raise awareness of importance of Mangrove Restoration and Biodiversity Conservation.



Dealing with the Climate Changes

Greenhouse Gas Emissions

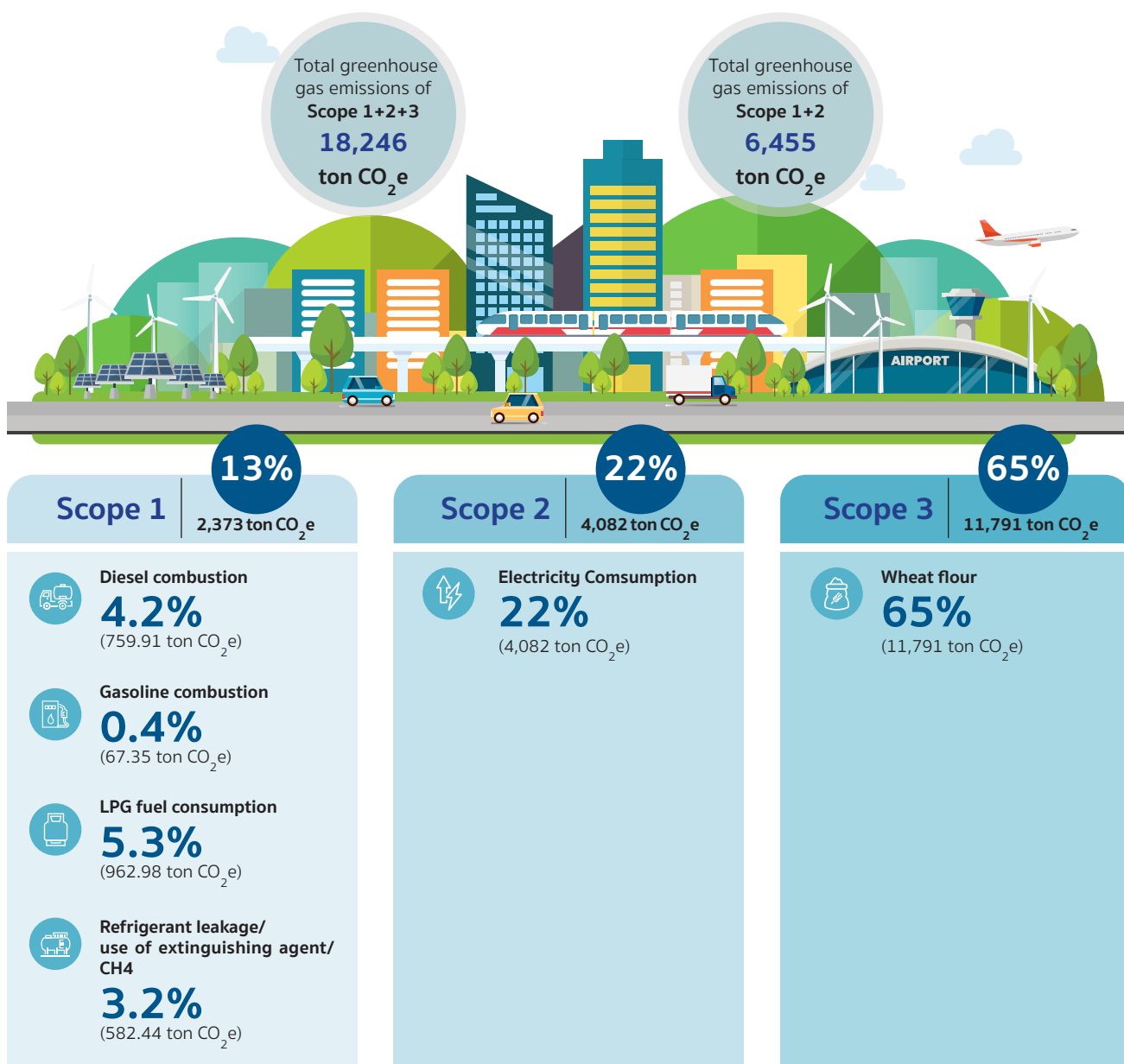
The Company gives priority to reducing greenhouse gas emissions in which is a major cause of climate changes. However, in the Year 2022, having set up a carbon footprint assessment project (Headquarter) to know the amount of greenhouse gas emissions throughout the value chain with a total amount of greenhouse gas emissions of 3 Scope 1+2 6,455 ton CO₂e and Scope 3 11,791 ton CO₂e, along with participating in the Care the Bare Project of the Stock Exchange of Thailand in July 2022, to drive global warming reduction by reducing greenhouse gas emissions from corporate activities whether it was an

onsite or online activities, as from July - December 2022, the Company had a reduced carbon footprint from activities and projects of 1,288.19 kgCO₂e, equivalent to CO₂ absorption/year of 143 trees. In the future, there has plans to develop projects to reduce greenhouse gas emissions within the organization together with planting sustainable forests to participate in the Thailand Voluntary Emission Reduction Program (T-VER) of the Thailand Greenhouse Gas Management Organization (Public Organization) or TGO to become a carbon neutral organization or Carbon Neutral Company by the year 2027 as well.



The amount of carbon footprint that can be reduced from activities and projects

Total carbon footprint reduction	1,288.19	kgCO ₂ e
Equivalent CO ₂ absorption/year of trees	143	Trees



Source reporting of Scope 3 greenhouse gas emissions is the reporting of significant indirect greenhouse gas emissions from purchased goods and services.

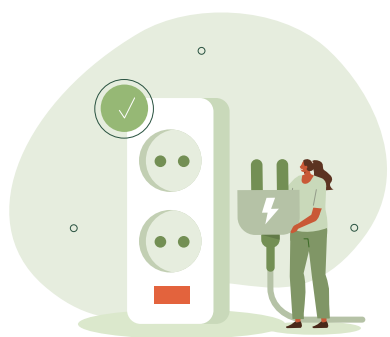
Energy

The Company supports and promotes energy conservation to achieve cost-effective energy use and maximize the benefits to the organization as well as raising awareness for employees from all sectors to understand and participate in sustainable energy management of the organization. In the Year 2022, the

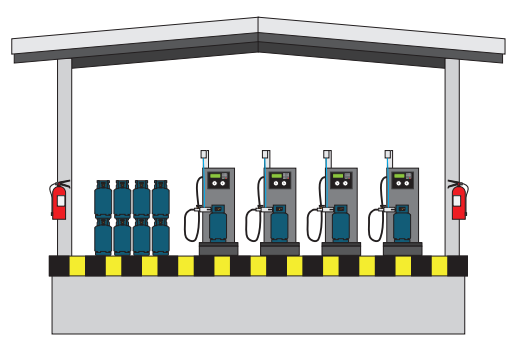
energy conservation was promoted to employees in all sectors. There was data on the amount of electricity and fuel consumption of the Company to be the base year's data for energy management and planning to reduce energy consumption and use of renewable energy in the following year.

Proportion of electricity and fuel consumption of the company.

2022



Electricity Consumption (kW-hr)
8,618,000



LPG (kg)
308,872.48



Diesel (L)
277,231.80

Gasohol (L)
30,073.63

Sustainability Statistics

Economic



	Operating Income	2020 3,116.38 Million Baht	2021 3,384.00 Million Baht	2022 3,961.21 Million Baht	GRI Standards GRI 201-1
	Gross Processing Margin (GPM)	2020 1,307.08 Million Baht	2021 1,258.18 Million Baht	2022 1,345.78 Million Baht	GRI Standards GRI 201-1
	Net Profit	2020 517.31 Million Baht	2021 422.79 Million Baht	2022 491.22 Million Baht	GRI Standards GRI 201-1
	Total Assets	2020 4,883.39 Million Baht	2021 5,005.52 Million Baht	2022 5,204.25 Million Baht	GRI Standards GRI 201-1
	Selling and Administrative Expenses	2020 632.13 Million Baht	2021 662.74 Million Baht	2022 762.63 Million Baht	GRI Standards GRI 201-1
	Employee Benefits consisting of Salary Social Security, Contributions to Provident Funds	2020 475.13 Million Baht	2021 495.87 Million Baht	2022 562.82 Million Baht	GRI Standards GRI 201-1
	Dividends paid to Shareholders	2020 300.00 Million Baht	2021 300.00 Million Baht	2022 300.00 Million Baht	GRI Standards GRI 201-1

Social

Employees

Data	2020 Person	2021 Person	2022 Person	GRI Standards
Total Number of Employees	1,142	1,245	1,382	GRI 2-7
By Gender				
• Male	466	492	570	
• Female	676	753	812	
Number of Male Employees classified by Age				
• Younger than 30 Years Old	170	196	220	
• 30-50 Years Old	265	259	314	
• Over 50 Years Old	31	37	36	
Number of Female Employees classified by Age				
• Younger than 30 Years Old	216	246	283	
• 30-50 Years Old	376	420	448	
• Over 50 Years Old	84	87	81	
Number of Male Employees classified by Position				
• Practitioner Level	392	413	481	
• Management	50	56	63	
• Senior Management	24	23	26	

Data	2020 Person	2021 Person	2022 Person	GRI Standards
Number of Female Employees classified by Position				
• Practitioner Level	587	657	716	
• Management	71	76	78	
• Senior Management	18	20	18	
The Total Number of Employees who Voluntarily Resigned	600	355	540	GRI 401-1b
• Male employees	266	184	207	
• Female employees	334	171	333	
Major Labor Disputes	0	0	0	

Data	Unit	2020	2021	2022	GRI Standards
Training					
Total Training Hours	Hour	7,341.43	9,960.00	15,399.43	
Average Training Hours	Hour/ person/year	6.4	8.0	11.1	GRI 404-1
Occupational Health and Safety Information					
Number of Deaths	Person	0	0	0	GRI 403-9
The Number of Injury Incidents or Accidents from Work that lead to Absence from Work	n	4	5	9	
Lost Time Injury's Frequency Rate	n/million hours worked* 1,000,000	3.14	3.93	7.07	GRI 403-9

Trading Partners and Customers

Data	Unit	2020	2021	2022	GRI Standards
Occupational Health and Safety Information					
Number of Deaths	Person	0	0	0	GRI 403-9
The Number of Injury Incidents or Accidents from Work that lead to Absence from Work	n	0	0	0	
Customer Satisfaction					
Products and Services	%	92	93	79	
Salesperson	%	95	94	82	

Environmental

Air Pollutions

Data	Unit	2020	2021	2022	Standards	GRI Standards
Measurement of Odour Concentration						
Chimney	Odour Unit	NA	NA	232	≤300	
Along the Factory Fence	Odour Unit	NA	NA	11	≤15	
The Amount of Contaminants in the Air exhausted from the Chimney						
TSP	mg/m3	NA	NA	0.817	320	
SO ₂	ppm	NA	NA	< 1	60	
NO ₂	ppm	NA	NA	< 0.1	200	
CO	ppm	NA	NA	< 1	690	
H ₂ S	mg/m3	NA	NA	<4.26	100	
NH ₃	mg/m3	NA	NA	ND	-	
Methane	ppm	NA	NA	5.322	-	

Remarks : Standards according to the Ministerial Regulation on the setting of standards and methods for examining odours in the factory air. Having published in the Royal Gazette, Volume No. 122, Section 44 Kor., dated 3 June B.E. 2548 (2005). Notification of the Ministry of Industry on Determination of the amount of contaminants in the air emitted from the factory, B.E. 2549 (2006). The results of measuring contaminants in the air discharged from totaling 9 chimneys, where TSP, SO₂, NO₂, CO are results of the chimney No.7 and H₂S, NH₃, Methane are results of contaminant concentration measurement in the air exhausted from the chimney of the treatment pond.

Water and Water Quality

Data	Unit	2020	2021	2022	Standards	GRI Standards
Used Water						
Tap Water	m3	NA	122,369	111,338	-	GRI 303-3
Treated Water Quality						
pH	-	NA	6.82	7.15	5.5-9.0	
Biochemical Oxygen Demand (BOD)	mg/l	NA	1	1	<20	
Chemical Oxygen Demand (COD)	mg/l	NA	24	24	<120	
Suspended Solid	mg/l	NA	3	ND	<50	
Oil & Grease & Fat	mg/l	NA	<5	<5	<5	
Total Dissolved Solid	mg/l	NA	88	130	<3000	
Settleable Solids	mg/l	NA	<0.5	<0.5	-	
Total Kjeldahl Nitrogen	mg/l	NA	6	5	<100	
Hydrogen Sulfide	mg/l	NA	ND	ND	<1.0	

Remark : Standard according to the Ministry of Industry Notification Volume No. 2 1996 (B.E. 2539), issued according to the Factory Act B.E.2560 (2017) on the determination of characteristics of sewage discharged from a factory by conducting an analysis of the treated water 4 times/year. The results shown were the results of the analysis in December 2022.

Waste

Data	Unit	2020	2021	2022	GRI Standards
Garbage and non-hazardous waste					
Total amount of garbage and non-hazardous waste	Ton	NA	21.82	70.15	GRI 306-2
The amount of garbage and non-hazardous waste that can be reused (Reuse) / recycled (Recycle)	Ton	NA	14.07	51.17	GRI 306-4
The amount of garbage and non-hazardous waste that is used for composting or as a soil improver	Ton	NA	7.75	11.84	GRI 306-4
The amount of garbage and non-hazardous waste used to make mixed fuels	Ton	NA	0	0.23	GRI 306-5
The amount of garbage and non-hazardous waste that goes to landfills	Ton	NA	0	6.91	GRI 306-5
Amount of non-hazardous waste collected in the area at the end of the year	Ton	NA	0	0	GRI 306-2
Garbage and Hazardous Waste					
Total amount of garbage and hazardous waste	Ton	NA	12.47	12.80	GRI 306-3
Amount of garbage and hazardous waste that are co-incinerated in cement kilns	Ton	NA	12.47	0	GRI 306-5
Liquid sludge from a wastewater treatment system that is treated with physicochemical methods	Ton	NA	0	12.37	GRI 306-5
Amount of garbage and hazardous waste to landfill	Ton	NA	0	0.43	GRI 306-5

Greenhouse Gases

Data	Unit	2020	2021	2022	GRI Standards
GHG Scope 1+2	ton CO ₂ e	NA	NA	6,455	
GHG Scope 1	ton CO ₂ e	NA	NA	2,373	GRI 305-1
GHG Scope 2	ton CO ₂ e	NA	NA	4,082	GRI 305-2
GHG Scope 3	ton CO ₂ e	NA	NA	11,791	
Carbon Dioxide Emissions from Biofuels	ton CO ₂ e	NA	NA	-	GRI 305-1

Energy

Data	Unit	2020	2021	2022	GRI Standards
Electricity and Fuel Consumption of the Company					
Electricity	kW-hr	NA	8,100,136	8,618,000	GRI 302-1
Gasohol	L	NA	NA	30,073.63	
Diesel	L	NA	NA	277,231.80	
LPG	kg	NA	NA	308,872.48	

Performance Data for SR 2019-2022

and

GRI Content Index



Performance Data for SR

Criteria : Governance

GRI Standard Title	GRI Standard Disclosure Number	Disclosure Title	Topics	Unit	Performance Year			
					2019	2020	2021	2022
1 General Disclosures	2-9	Governance structure and composition	Number of female directors	Person	4	4	4	4
			Percentage of non-executive director	%	55.56	55.56	66.67	66.67
			Percentage of Independence director	%	33.33	33.33	33.33	33.33
			Number of Board Meeting Annually	Number	6	8	6	6
			Average of Board Meeting Attendance	%	96.30	91.67	96.97	100
			Number of independent directors with 5 or less other mandates	Person	3	3	3	4
			Number of executive directors with 3 or less other mandates	Person	4	4	4	4
2 Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	Number of breaches against code of conduct	case	0	0	0	0
3 Anti-Competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, monopoly practices	No. of legal actions completed during the reporting period regarding anti-competitive behavior	case	0	0	0	0

Criteria : Economic

GRI Standard Title	GRI Standard Disclosure Number	Disclosure Title	Topics	Unit	Performance Year			
					2019	2020	2021	2022
1 Economic Performance	201-1	Direct economic Value generated And distributed	Direct economics value generated: revenue	THB	2,864,653,557	3,172,075,949	3,383,981,685	3,961,206,737
			Economic value distributed: Operating cost	THB	1,774,034,655	1,888,477,292	2,125,795,616	2,615,430,064
			Economic value distributed: Employees wages and benefits	THB	462,736,644	475,126,365	495,874,015	562,822,748

Criteria : Environment

GRI Standard Title	GRI Standard Disclosure Number	Disclosure Title	Topics	Unit	Performance Year			
					2019	2020	2021	2022
1 Energy	302-1	Energy consumption within the organization	Total electricity consumption	MWh	-	-	8.100	8.618
2 Effluents and Waste	306-4	Wasted diverted from disposal	a) Total weight of waste diverted from disposal	Metric tonnes	14.72	14.58	14.07	51.17
			b) Total weight of hazardous waste diverted from disposal	Metric tonnes	0	0	0	0
	306-5	Wasted directed from disposal	a) Total weight of waste directed to disposal	Metric tonnes	-	-	0	7.14
			b) Total weight of hazardous waste directed to disposal	Metric tonnes	-	-	12.47	12.8

Criteria : Social

GRI Standard Title	GRI Standard Disclosure Number	Disclosure Title	Topics	Unit	Performance Year			
					2019	2020	2021	2022
1 General Disclosures	2-7	Employees	Total FTE	Person	-	1,142	1,245	1,382
		Employees	Number of Male Employees	Person	-	466	492	570
		Employees	Number of Female Employees	Person	-	676	753	812
2 General Disclosures	2-30	Collective bargaining agreements	% of employees represented by an independent trade union or covered by collective bargaining agreements:	%	100	100	100	100
3 Employment	401-1	New employee hires and employee turnover	Total employee turnover rate	rate (%)	-	53%	29%	39%
			Female turnover rate	rate (%)	-	56%	48%	62%
			Male turnover rate	rate (%)	-	44%	52%	38%
4 Occupational Health and Safety	403-9	Work-related injuries	Fatalities Employees	Person	-	-	0	0
			Fatalities Contractors	Person	-	-	0	0
			LTIFR Employees	n/million hours worked	3.14	3.93	7.07	3.14
			LTIFR Contractors	n/million hours worked	-	-	-	-
5 Training and Education	404-1	Average hours of training per year per employee	Average hours of training per FTE	Hrs	0	6.4	8.0	11.1
6 Non-Discrimination	406-1	Incidents of non-compliance concerning the health and safety impacts of products and service	Incidents of non-compliance with regulations resulting in a fine or penalty	THB	0	0	0	0

GRI Standard Title	GRI Standard Disclosure Number	Disclosure Title	Topics	Unit	Performance Year			
					2019	2020	2021	2022
7 Customer Health and Safety	416-2	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Total number of substantiated complaints receiving concerning breaches of customer privacy by the organizer/regulatory body	Case	0	0	0	0
		Substantiated complaints concerning breaches of customer privacy and losses of customer data	Total number of identified leaks, thefts, or losses of customer data.	Case	0	0	0	0
8 Customer Privacy	418-1	Non-compliance with laws and regulations in the social and economic area	Significant finds and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area	THB	0	0	0	0
		Non-compliance with laws and regulations in the social and economic area	Significant finds and non-monetary sanctions for non-compliance with laws and/or regulations in the economic area	Case	0	0	0	0

GRI Content Index

Statement of use	R&B Food Supply Public Company Limited has reported the information cited in this GRI content index for the period 1st January - 31st December 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION			OMISSION	EXTERNAL ASSURANCE
		URL	56-1 One Report	Sustainability Report		
General Disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	https://www.rbfoodsupply.co.th/about				
	2-2 Entities included in the organization’s sustainability reporting	Page 8				
	2-3 Reporting period, frequency and contact point	Page 8				
	2-4 Restatements of information	Page 8				
	2-5 External assurance	Page 9				
	2-6 Activities, value chain and other business relationships	Page 75				
	2-7 Employees	Page 134	Page 68, 75			
	2-8 Workers who are not employees					This information is for internal use.
	2-9 Governance structure and composition		Page 6-19, 22-23, 119-121, 141	Page 73		
	2-10 Nomination and selection of the highest governance body		Page 110-112, 140-142			
	2-11 Chair of the highest governance body		Page 8, 122			
	2-12 Role of the highest governance body in overseeing the management of impacts		Page 110			
	2-13 Delegation of responsibility for managing impacts		Page 125-132			
	2-14 Role of the highest governance body in sustainability reporting		Page 131-132			
	2-15 Conflicts of interest		Page 146			
	2-16 Communication of critical concerns		Page 26-28			
	2-17 Collective knowledge of the highest governance body		Page 112			

GRI STANDARD	DISCLOSURE	LOCATION			OMISSION	EXTERNAL ASSURANCE
		URL	56-1 One Report	Sustainability Report		
	2-18 Evaluation of the performance of the highest governance body	Page 143-144				
	2-19 Remuneration policies	Page 113				
	2-20 Process to determine remuneration	Page 129,134				
	2-21 Annual total compensation ratio	Page 134, 145				
	2-22 Statement on sustainable development strategy	Page 6-7				
	2-23 Policy commitments	Page 75	Page 16			
	2-24 Embedding policy commitments	Page 75-83	Page 16-38			
	2-25 Processes to remediate negative impacts	Page 75-83	Page 20-23, 44-53			
	2-26 Mechanisms for seeking advice and raising concerns	Page 76-77	Page 44-53			
	2-27 Compliance with laws and regulations	Page 28				
	2-28 Membership associations	Page 19				
	2-29 Approach to stakeholder engagement	Page 20-23				
	2-30 Collective bargaining agreements	Page 45, 75				
	Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 17				
	3-2 List of material topics	Page 18				
	3-3 Management of material topics	Page 24-67				
Economic performance						
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distribute	Page 68, 74				YES
	201-3 Defined benefit plan obligations and other retirement plans	Page 98, 190-191, 219-221				
Anti-corruption						
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 25,28-29				
	205-2 Communication and training about anti-corruption policies and procedures	https://www.rbfoodsupply.co.th/ir/year_download/19/all	Page 71			
	205-3 Confirmed incidents of corruption and actions taken	Page 28, 73				

GRI STANDARD	DISCLOSURE	LOCATION			OMISSION	EXTERNAL ASSURANCE	
		URL	56-1 One Report	Sustainability Report			
Anti-competitive behavior							
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 13, 73					
Energy							
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 71,74					
Water and effluents							
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Information unavailable. RBF will collect information for this disclosures and report in the future.					
	303-2 Management of water discharge-related impacts	Page 58, 60-61					
	303-3 Water withdrawal	Page 70					
	303-4 Water consumption	Page 60					
Emissions							
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 66, 71					YES
	305-2 Energy indirect (Scope 2) GHG emissions	Page 66, 71					YES
	305-3 Other indirect (Scope 3) GHG emissions	Page 66, 71					YES
Waste							
GRI 306: Waste 2020 impacts	306-1 Waste generation and significant waste-related	Page 62-64					
	306-2 Management of significant waste-related impacts	Page 62-64, 71					
	306-3 Waste generated	Page 62-64, 71					
	306-4 Waste diverted from disposal	Page 71, 74					
	306-5 Waste directed to disposal	Page 71, 74					
Supplier environmental assessment							
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 38					
Employment							
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 69, 75					

GRI STANDARD	DISCLOSURE	LOCATION			OMISSION	EXTERNAL ASSURANCE
		URL	56-1 One Report	Sustainability Report		
Labor/management relations						
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Page 45				
Occupational health and safety						
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 49-53				
	403-2 Hazard identification, risk assessment, and incident investigation	Page 52				
	403-3 Occupational health services	Page 53				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 50-53				
	403-5 Worker training on occupational health and safety	Page 50-53				
	403-6 Promotion of worker health	Page 52-53				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 50-52,69				
	403-8 Workers covered by an occupational health and safety management system	Page 50				
	403-9 Work-related injuries	Page 69, 75				
Training and education						
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 13, 69, 75				
Diversity and equal opportunity						
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 44-46				
Non-discrimination						
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 75				

GRI STANDARD	DISCLOSURE	LOCATION			OMISSION	EXTERNAL ASSURANCE
		URL	56-1 One Report	Sustainability Report		
Supplier social assessment						
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 38				
Public policy						
GRI 415: Public Policy 2016	415-1 Political contributions	Page 44				
Customer health and safety						
GRI 416: Customer Health and Safety 2016	416-1 Incidents of non-compliance concerning the health and safety impacts of products and services	Page 75				
Marketing and labeling						
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Page 42				
Customer privacy						
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Reader Opinion Questionnaire

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We welcome comments and suggestions from stakeholders in the preparation of this Sustainability Report in order to improve the content and forms of disclosure in RBF Future Sustainability Report.

Please leave your comments and suggestions in the questionnaire by scanning the QR Code right here.



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