

SPC
SAHAPAT



Driving Business for Sustainability

(Sustainable Development Report 2023)

Saha Pathanapibul Public Company Limited

Message from the President and Chairman of the Corporate Sustainability Committee

In 2023, SPC and all other sectors faced a challenge to adjust our business practices to ensure business operations were no longer solely focused on profit. Instead, we had to conduct business responsibly toward the environment, society, and good governance (ESG), in accordance with the principles of sustainable business development and the United Nations' Sustainable Development Goals (SDGs). To ensure that SPC conducts business in a balance consistent with international standards and business goals along with ESG and SDGs to create opportunities for the company to grow and compete in a sustainable way, SPC has therefore shifted our forces and adjusted our business plan to focus more on being socially responsible, taking care of the environment, considering stakeholders, continuously developing innovations and technology, and conducting business with transparency and accountability. Furthermore, we are committed to combating corruption. The Corporate Sustainability Committee has delegated to each department the duty of practically upholding the principle of sustainable business development based on all aspects of ESG.

I would like to take this opportunity to express my gratitude to the board of directors, executives, and all staff members, as well as partners and business associates that assist in sustaining our operations. I believe that everyone can be a driving force in making organizations more socially and environmentally conscious, as well as aligned with good governance. This would enable all organizations to prosper sustainably across their value chains. I am confident that SPC can easily become an organization that can genuinely grow sustainably and accomplish its objectives in line with the organization's vision: "Stepping Forward as a Leader to Create a Better Quality of Life for Society" by providing Thai people with high-quality, morally-driven products on a continuous and ever-lasting basis.

"I believe that everyone can be a driving force in making organizations more socially and environmentally conscious, as well as aligned with good governance. This would enable all organizations to prosper in all aspects in a sustainable manner."

(Vathit Chokwatana)

President
and Chairman of the Corporate Sustainability Committee



3.1 Sustainability Management Policies and Goals

Guidelines for Sustainability Reports

This report presents the performance of Saha Pathanapibul Public Company Limited (“Company” or “SPC”) for the year 2023, covering the period from January 1 to December 31, 2023. It provides a comprehensive overview of the company’s sustainability management efforts, encompassing economic, social, and environmental considerations, as well as a description of the Environment, Social, and Governance (ESG) framework. The company has developed and published the sustainability report on an annual basis in order to convey sustainability policies, operational procedures, and performance on matters crucial to businesses to all stakeholders. The report aligns with the indicators of the Global Reporting Initiative Version Standard (GRI Standard 2018) and in line with the United Nations Sustainable Development Goals (SDGs).



The 2023 report focuses on sustainability concerns that hold significance for every stakeholder involved and are related to business direction, corporate vision and strategy, good corporate governance principles, and the continual and tangible implementation of organizational values. Furthermore, this report emphasizes the significance of human resource development as the critical element. By developing employees' abilities and skills and retaining them to grow with the company, this will result in sustainable organizational success.



Hall of Fame in 2023



The Thai Institute of Directors (IOD) awarded the company a **rating 5 stars (excellent)** for outstanding corporate governance according to the Corporate Governance Report for Thai Listed Companies (CGR) program.

For the second year in a row, the Thai Investors Association (TIA) awarded the company the highest rating of 5 medals, which is equivalent to **full marks (100 points)**, for the excellence of its hosting of an annual general meeting (AGM Checklist) or shareholder meeting.



The company received a certificate at the "CAC Certification Ceremony 2023: Success Story for Sustainability," certifying its renewal as a member of the Thai Private Sector Collective Action Against Corruption (CAC) for the second time.



The company received a plaque of honor, "2023 Outstanding Organizations," by the King Prajadhipok Institute's Society on September 5, at the celebration of King Prajadhipok's Institute Day. This award is given to recognize organizations and individuals whose efforts are clearly visible and who have made contributions to the nation. The company's chairman is one of three individuals who are regarded as outstanding alumni with a strong organization in 2023.



The company achieved the "Best Place to Work" award from Work Venture, demonstrating that it is a happy workplace that promotes welfare and a healthy work-life balance. It is an enjoyable place to work with room for professional and personal development. It's a happy place to work, and there are plenty of opportunities for both professional and personal improvement.



Saha Pathanapibul Public Company Limited, on behalf of "Mama", received the **Best Brand Performance on Social Media award in the Food & Snacks category**. It is among the five brands that have excelled in their use of social media.



The trusted instant noodle brand "Mama" was awarded the title "2023 Thailand's Most Admired Brand" by BrandAge.



"Mama" won the "Marketeer No. 1 Brand Thailand 2023" award in the instant noodles category organized by Marketeer.

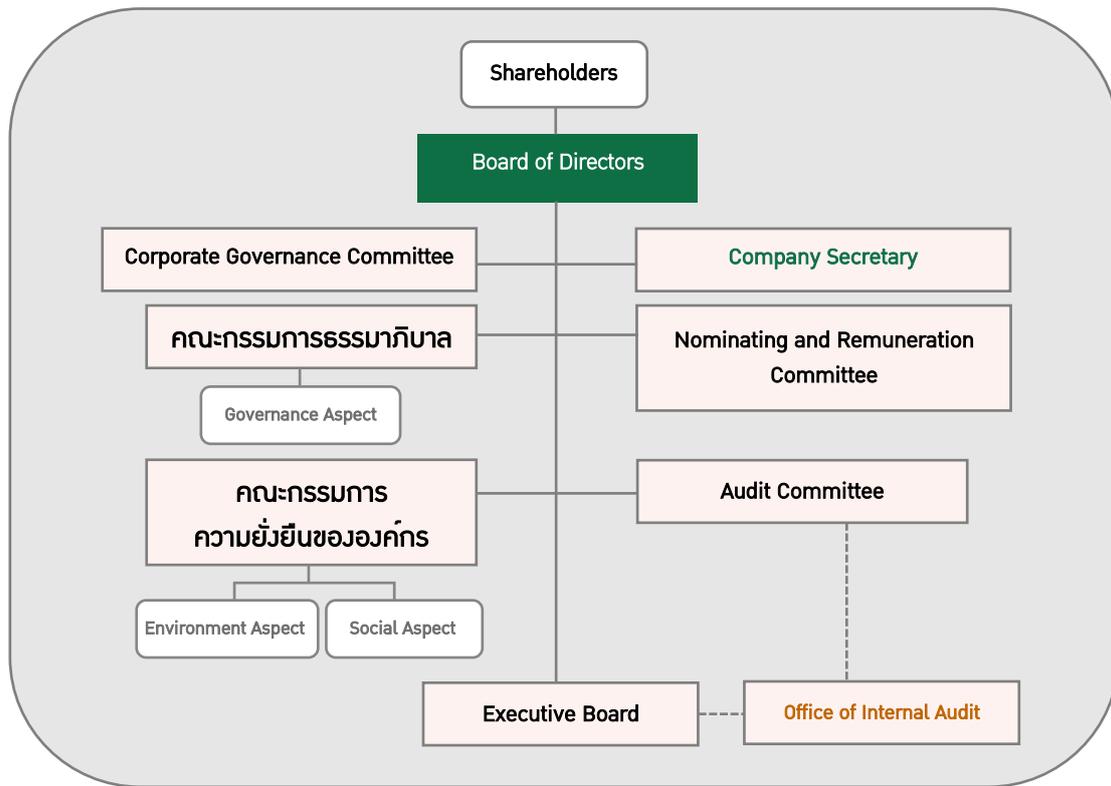
Integrated Sustainable Development Structure



Under the guidance of the Board of Directors, the company has prioritized integrated sustainable development. As a result, the organizational structure was divided into 5 subcommittees: the Audit Committee, the Nominating and Remuneration Committee, the Corporate Governance Committee, the Risk Management Committee, and the Executive Board. However, in recognition of the importance of sustainable development, the Board of Directors has designated a "Corporate Sustainability Committee" to be formed in 2023. The Corporate Sustainability Committee is in charge of developing the organization's sustainability policy, managing sustainable development across the organization, and reviewing and conducting a sustainability materiality assessment that impact business operations, as well as adopting S&P global criteria (Dow Jones

Sustainability Assessment Criteria) and embracing the United Nations Sustainable Development Goals (SDGs). Stakeholder opinions are critical in ensuring that planning, strategies, and organizational indicators lead to appropriate management of diverse challenges and fulfill stakeholder expectations. The opinions are then presented to the Board of Directors, along with a request for their consideration and feedback. The committee is also in charge of monitoring, suggesting, and endorsing policies and procedures in significant matters concerning the company's executives, board of directors, and staff. This ensures that the company upholds the values of good corporate governance and takes social and environmental responsibility seriously, producing outcomes that make the company truly sustainable.

Sustainability Development Structure



Business Direction



Key Business Goals Our goal is to drive sustainable growth, increase sales and profits, and pay regular dividends to our shareholders.

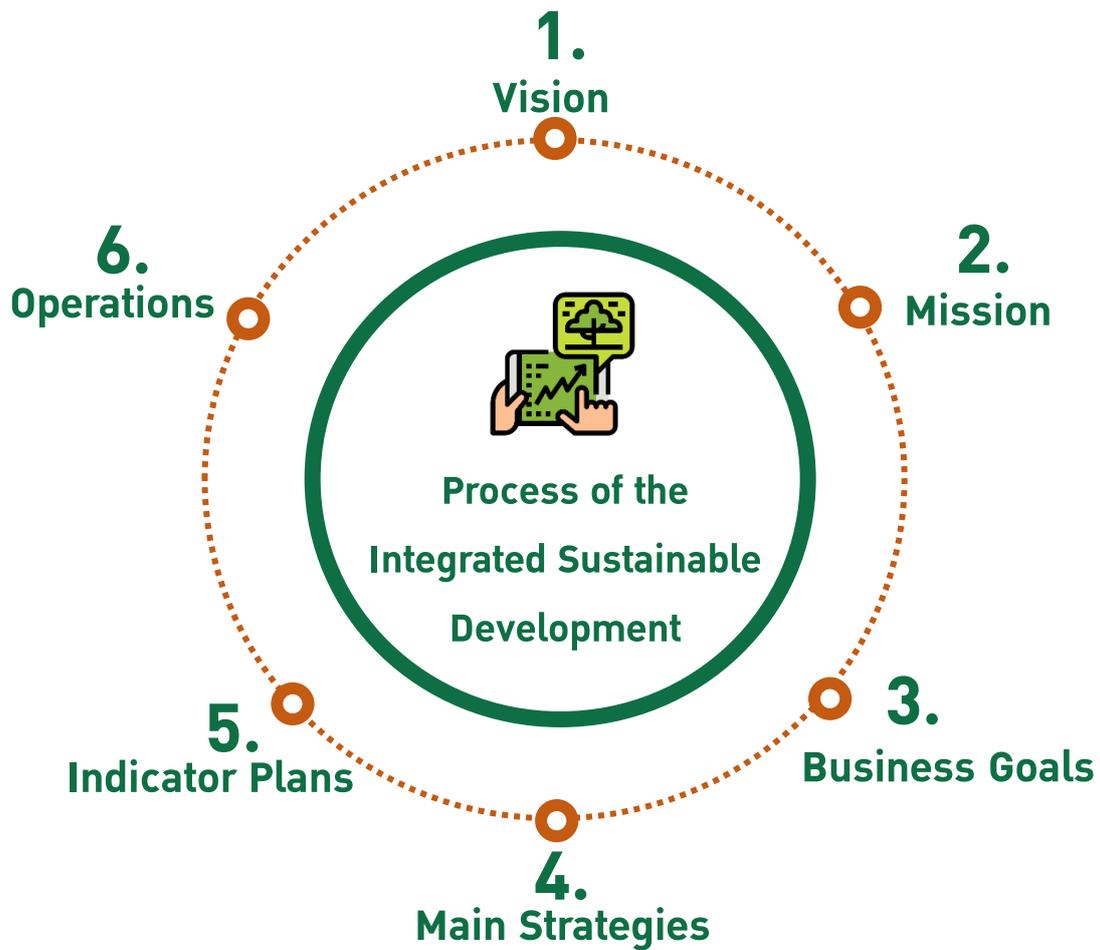
Main Business Strategies

1. Develop a diverse range of high-quality products, brands, and services, both independently and in collaboration with business partners, to meet the needs and expectations of consumers.
2. Providing good and suitable products for consumers by importing products from other countries while also encouraging small enterprises within the country.
3. Expand distribution channels and adopt innovative marketing strategies that are appropriate for the current era and meet the evolving needs of consumers.
4. Invest in new business ventures that have the potential to support and enhance future growth and competitiveness.
5. Develop and leverage technology and data to maintain the market leadership and quickly respond to the changing demands of customers.

Core Values

- : Social Responsibility
- : Advancement
- : Harmony
- : Passion for Excellence
- : Truthfulness

Process of the Integrated Sustainable Development



Social Responsibility Policy for Sustainable Development

“ Our goal is to support and encourage the community to live together happily by developing the quality of life to promote a strong and sustainable society.”

 <p>Goal:</p> <p><u>Living happily together</u></p> <ol style="list-style-type: none"> 1. Integrity: discipline, fairness honesty, and punctuality. 2. Self-Development: continuous learning, volunteering, and self-improvement 	 <p>Action Plan:</p> <p><u>Improving basic quality of life</u></p> <ol style="list-style-type: none"> 1. Promote and provide assistance to community and society to improve their basic quality of life. (Financial) 2. Support and provide assistance to the community and society to enhance their knowledge and skills. (Non-Financial)
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Sustainable Development Strategies

The company operates under the belief that in order for the organization to grow sustainably, it must have a vision, mission, strategy, and operational plan that are all driven together to produce good results, as well as caring for society and the environment and conducting business with transparency, good governance, and support for the surrounding communities.

Policies for Sustainable Business Development (Years 2024-2026)

01



Conduct Business with Short-term and Long-term Strategies

The company has developed strategies for both short-term and long-term growth while remaining flexible to adapt to all internal and external risks.

02



Conduct Business with Transparency

The company adheres to the policy of conducting business with transparency and verifiability, as well as applying ethical principles and rejecting fraud and corruption at all stages of business operations.

03



Conduct Business with regard to all stakeholders

The company has a policy for conducting business that emphasizes having minimal or no negative impact on stakeholders, whether near or far, direct or indirect, and strives to create shared value with sincerity.

04



Conduct Business with Environmental Responsibility

The company has a policy of managing natural resources for maximum efficiency and creating awareness in its operations to minimize or eliminate negative impacts on the environment and community.

3.2 Managing the Impact on Stakeholders in the Business Value Chain

The company is aware of essential components of business operations, which include economic, social, and environmental (ESG) aspects involving the company's stakeholders. Understanding how to respond to stakeholder expectations is critical for maintaining competitiveness and providing long-term value that will ensure the company's business operations are sustainable.

Supply chain management

The company has a policy for sustainable supply chain management, adhering to an ethical framework for collaborating with partners based on principles of good governance. This includes prioritizing transparency, fairness, and accountability. Work processes are adjusted throughout the supply chain to enhance agility and responsiveness to customer needs. The supply chain management process encompasses activities from pre-production to product delivery, with the aim of achieving maximum customer satisfaction. The process unfolds as follows:

- Purchasing process (Procurement)
- Production process (Manufacturing)
- Storage process (Storage)
- Information Technology (Information Technology)
- Distribution (Distribution)
- Transportation (Transportation) to reach the consumer.

All of which are connected by information and communication within the organization.

In 2023, the company formulated and announced the "Ethical Guidelines for Suppliers: Supplier Code of Conduct and Guidelines". This initiative underscores the commitment to fostering strong partnerships with suppliers, emphasizing an understanding of various risk factors within business operations, encompassing legal, regulatory, social, and environmental dimensions. The primary objectives are to mitigate potential disruptions that could tarnish the collective business reputation. The guidelines outline the following principles:

1. Establishment of a systematic partner selection process within the value chain, ensuring adherence to legal requirements, respect for human and children's rights, compliance with occupational health and safety standards, and a commitment to environmentally sustainable practices. The approach fosters fair competition and promotes equality and mutual respect among trading partners.
2. Preservation of the confidentiality of trading partner information, refraining from its exploitation for personal or associated gains.
3. Cultivation of robust relationships built on mutual understanding, knowledge exchange, and collaborative efforts to enhance product and service value, facilitating mutual growth.
4. Adherence to trade agreements and the provision of accurate information. In cases where adherence becomes challenging, proactive negotiation with trading partners is encouraged to find mutually beneficial solutions and prevent potential harm.
5. Prohibition of soliciting or accepting bribes, kickbacks, or any form of undue advantage beyond the scope of the commercial agreement.

Examples of supply chain management and transportation systems: aimed at mitigating the impacts of severe disasters, such as flooding resulting from continuous heavy rain; Branch Network Utilization: The company leverages its network of branches spread throughout the country. In the event of flooding or other disruptions, the company can adjust receiving points and distribute products to branches that are not affected. This ensures continuous operation of the business despite localized disruptions; Technology Integration for Route Optimization: The company develop technology systems to quickly change transportation routes in response to disaster events. By avoiding fragile areas affected by flooding, the company can ensure the safe and timely delivery of products to customers and branches; Inventory Management System: The company maintains a robust inventory management system to ensure sufficient stock of products across distribution centers and branches. By closely monitoring inventory levels and sales forecasts, the company can proactively replenish stock to meet customer demands even during supply chain disruptions caused by severe weather events; Collaboration with Suppliers and Logistics Partners: The company collaborates closely with suppliers and logistics partners to develop contingency plans for managing supply chain disruptions. This may involve establishing alternative sourcing options, diversifying transportation modes, and implementing emergency response protocols to address unforeseen challenges; Emergency Response Planning. By implementing these strategies and systems, the company can effectively mitigate the impacts of severe disasters on its supply chain management and transportation systems, thereby ensuring the uninterrupted flow of products to meet customer needs.

Value Chain

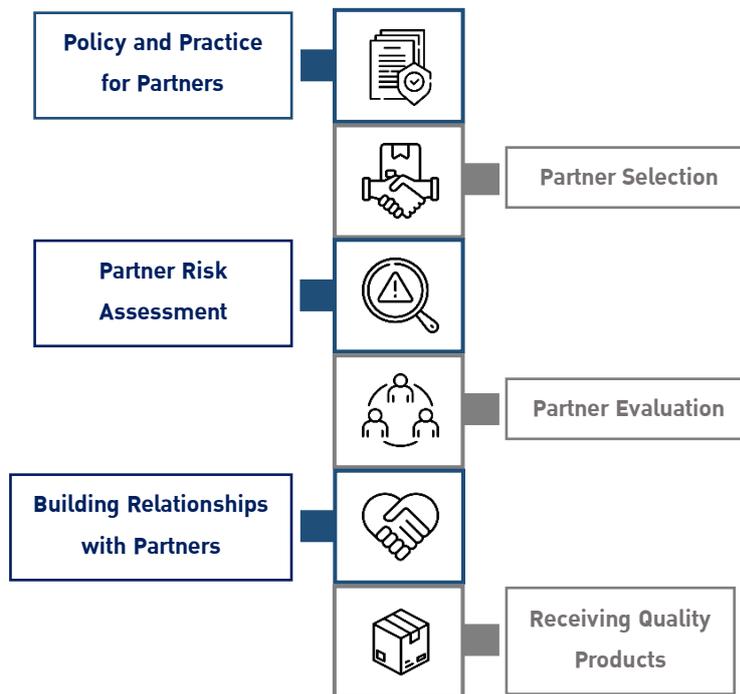
Principle Supplier (Manufacturer)	<ul style="list-style-type: none"> • Providing quality products that meet standards and are friendly to the environment, such as eco-friendly packaging. • Fair procurement procedure.
Inbound Logistic	<ul style="list-style-type: none"> • Providing quality vehicles and equipment for transportation that are environmentally friendly.
Warehouse	<ul style="list-style-type: none"> • Warehouse management. • Storage and distribution.
Distribution	<ul style="list-style-type: none"> • Reasonable pricing. • Providing accurate and complete product information. • Advertising and public relations. • Marketing promotion.
Outbound Logistic	<ul style="list-style-type: none"> • Providing vehicles and equipment that are efficient and environmentally friendly. • Fast and efficient delivery. • Delivering products in a quality, safe, and timely manner.
Customer / Consumers	<ul style="list-style-type: none"> • Receive quality products in a timely and safe manner. • Customers/consumers can file complaints/ opinions/ suggestions through an established process.



Value Chain Management

The company is dedicated to ethical sourcing and is conscious of the potential effects that the procurement of raw materials may have on society and the environment. In order to reduce risk and encourage sustainable sourcing practices, it has set "Green Procurement" as a guideline for relevant departments. It encompasses all pertinent aspects, such as selecting business partners who uphold the law and protect human rights. It also actively supports and encourages those who are dedicated to combating corruption.

The company takes into account a number of factors when selecting partners to ensure that they meet quality requirements, have a solid financial history, use environmentally friendly production methods, respect society and human rights, and are focused on mutual gain. When conducting a quality inspection, the company checks the financial reports provided by the factory and compares them to data from the Ministry of Commerce's Department of Business Development (DBD). The company also conducts an audit of the factory's distributors to ensure that their products are high quality, clean, safe, and in compliance with standards. Furthermore, the factory's principal certifications, which include ISO 14001, ISO 9001, GHPS,



Inbound Logistic

As a distributor of consumer goods, the company's primary activity that emits air pollution was the transportation of goods utilizing different kinds of transport vehicles. As a result, the company prioritizes acquiring and preparing high-quality, environmentally friendly transportation vehicles and equipment under the Green Procurement concept. It is the company's policy to train transportation staff members in freight transport route planning, with the goal of lowering fuel consumption and greenhouse gas emissions. Additionally, it is the company's policy to check the cars' condition before transporting them and to prevent vehicles from being used if the black smoke test fails. Furthermore, the company prioritizes road safety for community and society and works to minimize its environmental impact in order to effectively limit the greenhouse gasses emitted during the transportation of goods by principal suppliers or manufacturers to warehouses.

Warehouse

The company's warehouses are essential to the business operations. A high-quality warehouse will be able to better serve customers and react to their needs faster and more conveniently. The company runs more than 76 main warehouses and smaller warehouses throughout the country in every region. In 2023, the company opened a new warehouse ("Warehouse G080") in Sri Racha District, Chonburi Province. The warehouse spans over 70 rai (27.67 acres) and contains over 40,000 square meters of storage capacity. It is able to accommodate exponentially more goods than before by adapting technology and human labor appropriately and using new innovations in the management of the warehouse, which helps increase the business's capabilities. The company has grown exponentially and is more relevant to the needs of consumers. Furthermore, the establishment of the company's warehouse in this location corresponds to the government policy that supports the Eastern Economic Corridor (EEC) and HUB Logistics in this area.

Distribution and Marketing

The company's core business is distribution and marketing. The goal is to achieve growth and the ability to drive the business by implementing a product distribution system containing fair pricing and comprehensive product information while adhering to strong corporate governance policies. Since the company distributes a wide range of products, it has tailored its marketing strategy to be appropriate, employing the OEM (Original Equipment Manufacturing) strategy to cut production costs and relocate its manufacturing base to lower-cost locations. Moreover, the company manufactures its own products utilizing the Original Design Manufacturing (ODM) approach, which permits it to produce innovative products and services (Product & Service Innovation) to satisfy customers in every aspect. However, before a product is put on the market, it must undergo testing and be of a high standard in order to compete.

The company encourages innovation and responsible business practices, with the goal of being an inventive organization in the future. It begins with fostering an organizational culture that embraces the use of technology and innovative work procedures (Process Innovation) to attain optimal work efficiency. Staff members can submit feedback or ideas for future inventions through the New Thinking activity, an annual innovation competition held within the company. These submissions can also be sent to the Saha Group innovation contest.

Outbound Logistic

The company distributes products to both domestic and international customers, and in order to do so efficiently, it provides high-quality, environmentally friendly vehicles and transportation equipment. The company also takes into account speed, safety, and punctuality when delivering high-quality products to customers or consumers.

Customer/Consumers

The company believes that building customer satisfaction, trust, and relationships is essential to guiding the business toward long-term success. As a result, the company has set up a number of channels through which it can receive complaints, feedback, and suggestions regarding its products and services. These channels include a procedure and system for checking in on customer satisfaction via its Facebook pages, Sahapat, and Mamalover, or by contacting the Consumer Coordination Center at 02-314-4444 or 02-318-0062.

In 2023, the company received numerous complaints from customers through the Consumer Coordination Center, which is part of the Quality Management Representative (QMR) department. However, customers have praised the Consumer Coordination Center for its ability to address problems swiftly, make progress, and effectively follow up on customer complaints.

Performance in Handling Complaints and Consumer Satisfaction

	2023	%
Total number of customers who complained (persons)	309	100.00
Facebook page: Sahapat	4	1.27
Facebook page: Mamalover	248	80.26
The Consumer Coordination Center (Head Office)	57	18.47

Engagement with Stakeholders

The company identifies key stakeholders, conducts stakeholder analyses, and integrates stakeholders' interests and concerns into sustainable plans and initiatives. In order to effectively address the needs and expectations of stakeholders, it has also established the following channels, both formal and informal, with the aim of seeking comments and recommendations and encouraging engagement with them:

Stakeholders	Expectations / the Company's Guidelines	Channels of Communication and Participation
<p>Partners</p> 	<ul style="list-style-type: none"> • Adhere to ethical and equitable trade terms. • Provide a well-defined purchasing procedure. • Share and exchange knowledge, collaborate in the development of one another, and enhance the value of products and services. • Adhere to the legal framework while conducting business fairly. • Comply with the agreed-upon contracts or agreement conditions. • Encourage positive relationships and mutual understanding. • Follow human rights standards and offer equitable services. • Ensure open and fair trade competition while prioritizing production standards. • Act ethically. • Enhance partners' sustainability through collaborative projects and activities. • Encourage engagement in anti-corruption networks. • Encourage sharing economies among commercial partners. • Promote the use of labor that adheres to human rights principles. • Listen and respond to complaints. • Develop a customer information management system that protects personal information and security. 	<ul style="list-style-type: none"> • Establishing a transparent, auditable procedure for the selection and assessment of suppliers. • Planning and organizing meetings. • Collaborating on product development. • Paying attention to feedback and suggestions. • Establishing channels for receiving opinions or complaints.
<p>Shareholders /Investors</p> 	<ul style="list-style-type: none"> • Provide equal treatment to all shareholders. • Maintain solid operational outcomes and steady returns. • Follow the principles of good corporate governance to manage work fairly and transparently, and conduct business in a way that upholds good governance. • Provide information in a transparent, accurate, complete, and timely manner. • Maximize the overall benefit to shareholders. 	<ul style="list-style-type: none"> • Holding a general meeting of shareholders to allow shareholders to express their points of view. • Publishing quarterly operating results within the timeframe specified by law. • The publication of the company's information in Form 56-1 One Report. • Giving responses to inquiries by telephone and email. • Contacting the Investor Relations Department at 0 2832 1416, email ir@sahapat.co.th, or www.sahapat.co.th.

Stakeholders	Expectations / the Company's Guidelines	Channels of Communication and Participation
<p>Customers/ Consumers</p> 	<ul style="list-style-type: none"> • Receive high-quality, safe products. • Provide accurate and comprehensive product information. • Set acceptable prices for products and services. • Provide alternative products that have a lower environmental impact. • Protect the confidentiality of consumer information. • Provide equitable services. • Offers pre- and post-sales services, as well as sales promotions. • Create a customer information management system that protects personal information and security. • Establish channels for receiving and dealing with complaints. • Listen and respond to complaints. 	<ul style="list-style-type: none"> • Visiting customers. • Engaging in activities with customers. • Organizing exhibits and distribution. • Communication through multiple channels • Creating a method for customers to complain about service quality and product safety.
<p>Employees</p> 	<ul style="list-style-type: none"> • Get employed and treated fairly. • Receive adequate and fair wages and benefits. • Maintain a safe and healthy work environment. • Receive training to expand employees' expertise and boost their profession. • Treat employees according to human rights principles. • Strike a balance between employees' professional and personal lives. • Provide equitable opportunity for promotion. • Encourage participation in deciding the company's operational orientation and future development. 	<ul style="list-style-type: none"> • Providing information to employees. • Training to broaden knowledge and abilities in accordance with the annual plan. • Satisfaction Survey. • Regular line meetings. • Establishing a complaint-reception unit within the Human Resources department. • Filing a complaint directly with the management team. • Communication through multiple platforms, including Line and email. • Listening to feedback or complaints.
<p>Financial Creditors</p> 	<ul style="list-style-type: none"> • Pay debts on time. • Treat all types of creditors similarly and equitably. • Adhere strictly to contracts or other agreed-upon terms. • Responsible for ensuring that the ratio of interest-bearing financial debt to shareholder equity meets the regulatory criteria for debentures and bank loans. 	<ul style="list-style-type: none"> • Making contact with the management team. • Visiting the company website. • Listening to recommendations and complaints and reporting issues in advance.
<p>Competitors</p> 	<ul style="list-style-type: none"> • Conduct business and compete fairly and transparently, adhering to the principles of good competition and honesty. 	<ul style="list-style-type: none"> • Adhering to the framework of fair competition among each other. • Avoiding harming competitors' reputations.

Stakeholders	Expectations / the Company's Guidelines	Channels of Communication and Participation
<p>Community /Society</p> 	<ul style="list-style-type: none"> • Do not violate the rights of others in community or society. • Run the business responsibly, considering the company's impact on community and society. • Maintain vital ecosystems in areas where buildings and warehouses will be constructed. • Pay attention to community opinions and suggestions. • Support community-based activities. 	<ul style="list-style-type: none"> • Communication through various channels. • Providing channels for receiving suggestions or complaints. • Making contact with the management team.
<p>Environment</p> 	<ul style="list-style-type: none"> • Conduct business with care for the environment and minimize pollution. • Reduce energy consumption by implementing internal management. • Control effluent, waste, and air pollution. 	<ul style="list-style-type: none"> • Channels for receiving complaints and listening to stakeholders' feedback. • Communication via various platforms, such as the website, Line, and email.
<p>government and non-governmental organization</p> 	<ul style="list-style-type: none"> • Follow the required rules and regulations. • Collaborate and contribute to public-benefit programs, activities, and initiatives. • Pay taxes accurately, completely, and on time, as required by law. 	<ul style="list-style-type: none"> • Assisting government activities. • Communicating with the management team and government.

Tracking and Enhancing the Process of Stakeholder Engagement

After the stakeholder analysis has been assessed, the company will monitor and assess the stakeholder engagement process to enhance future process efficiency and develop an integrated plan based on stakeholder recommendations and information on critical issues for the company. This is to demonstrate that the company values stakeholder input and the engagement process when developing strategy, carrying out projects, and disclosing information to the public.

Analysis of Material Sustainability Issues

The company uses the sustainability materiality assessment to identify priority sustainability impacts across its stakeholders and business, the United Nations Sustainable Development Goals (SDGs), and the Stock Exchange of Thailand's ESG Metrics in the industrial services group, in order to analyze the material sustainability issues that are most consistent with the company's business. By analyzing the impacts of the company's operations on the economy, society, and environment, the company has identified significant issues, which can be ranked as follows in priority order:

01

Identifying material issues

The company has analyzed, considered, and compiled material sustainability issues by taking into account issues that align with the business's operating framework, which is split into two sections: the expectations and interests of stakeholders and communication channels or information-gathering methods.

02

Assessment of material sustainability

The company evaluates essential sustainability issues for the company and its stakeholders in three dimensions: economic and corporate governance, social, and environmental.

03

Review of material issues

Issues are examined and prioritized using the Global Reporting Initiative's (GRI Standards) reporting framework.

Guidelines for Managing the Material Sustainability Issues

Identifying Material Issues	Prioritizing Material Sustainability Issues	Validation of Material Sustainability Issues and Review for Continuous Improvement
<p>The Corporate Sustainability Committee compiles material sustainability issues based on strategic alignment and decision-making resources to identify issues related to business operations and stakeholders covering economic, social, and environmental dimensions, including:</p> <ul style="list-style-type: none"> - Global Sustainability Reporting Initiative (GRI) - United Nations' Sustainable Development Goals (SDGs) - Environment, Social, and Governance (ESG) - Other key issues in the same business group or related business groups, such as retail business groups, food business groups, e-commerce and digital technology business groups, etc. 	<p>The company gathers significant sustainability issues from multiple divisions to perform an initial analysis. This analysis is then evaluated by experienced consultants, and the company also uses questionnaires to gather stakeholder perspectives and interests that have a degree of influence on decision-making in evaluating sustainability issues among stakeholders and organizations, as well as other important issues from the same business group that are relevant. Stakeholders, executives, and staff members of the company are involved in the assessment of the sustainability issues.</p>	<p>The company's sustainability working group has presented key sustainability analysis issues to the Corporate Sustainability Committee, which is composed of directors and senior management representatives, to ensure that sustainability issues are ranked based on the degree of influence they have on decisions about how to assess them among stakeholders and the organization, as well as the significance of their impacts on the economic, social, and environmental dimensions. Opinions from stakeholders were gathered, and internal meetings were carried out to discuss the information collected through the process of sustainability materiality assessment. The annually key sustainability issue assessment results for 2023 have been examined and approved by the Corporate Sustainability Committee, which are presented as the matrix format.</p>

Materiality Assessment



Based on the outcomes of material issue management, the company has categorized different issues and utilized these to organize sustainability plans that align with the company’s strategies, which encompasses the following areas:

1. Quality products and services
2. Employee Care
3. Optimization
4. Environmental Management
5. Concern for society and the community

The increasing reliance of consumers on technology and the need for the company to handle data from multiple sources, such as partners and customers, have led to a focus on personal data security and information technology system management in order to maintain information security, stability, and transparency while also respecting customers' and all stakeholders' rights to privacy.

3.3 Sustainability Management in the Environmental Dimension



The company has an internal environmental management system that can assist with operational planning and the methodical archiving of environmental data. Additionally, the company has an environmental management system in place that aims to consistently enhance environmental performance, cut expenses, and lower financial risks associated with breaking environmental regulations. In addition, the company has established environmental care and management

guidelines that address significant operational concerns. The company controls environmental consequences that may result from business activities such as pollution, waste, resource consumption, etc., in order to operate in conformity with environmental legislation and environmental issues that are material to the business. Furthermore, the company promotes employee involvement in environmental management within the company and establishes environmental performance as a goal or one of the company's KPIs.

1. The Management of Energy Consumption



The company is conscious of and dedicated to controlling energy consumption to be as efficient as possible, using natural resources effectively, minimizing its impact on the environment, and being able to lower its energy expenses.

Goals



1. By 2026, the company can reduce its paper usage by 40% compared to the baseline year.
2. By 2026, the company can switch to 100% LED light bulbs.
3. By 2026, the company can decrease its energy use by 40% from the base year.
4. The company is able to ensure that the solar rooftop project produces at least 150,000 kWh of electricity annually.
5. By 2028, the company aims to employ 50% renewable energy in its office space.

In 2023, the company had accomplishments from energy management operations through the following key projects and activities:

1. Care The Bear

In 2023, the company continued to carry out the Care the Bear project for the third consecutive year with support from the Stock Exchange of Thailand. Since initiating the project, the company has been able to reduce greenhouse gas emissions by up to 3,475.26 kilograms of carbon dioxide equivalent (kg CO2 eq), which is the equivalent of planting 386 trees. The Care the Bear project involves the following activities:



1.1 Encouraging Employees to Take Public Transportation or Carpool to Work



In 2023, the company continued to encourage employees who go to work on the same route to carpool by scheduling a time and place to travel. Furthermore, the company persists in encouraging staff members to use public transportation to get to work. To serve this purpose, the company has set up buses to pick up and drop off staff members who have used the subway for over ten years. The buses make five rounds in the morning and five rounds in the evening after work. These are intended to make life easier for employees, lessen the amount of gas used for commuting, encourage timely use of public transportation, and significantly lessen the amount of greenhouse gas emissions produced during peak hours.

1.2 Minimizing the Use of Paper and Plastic in Documents and Packaging

Various items of office equipment make work easier, such as preparing vital documents for the company. "Paper" is a useful resource that is regularly utilized. Workplace equipment also includes products or packaging made of "plastic," which is useful in today's daily routines due to its ease of use and durability. The more plastic is used, the more greenhouse gas emissions from plastic production will be released into the earth's atmosphere. It takes the world 450 years to decompose plastic. Furthermore, improper disposal will result in pollution and an excess of plastic garbage throughout the planet. The following are some of the projects and initiatives that the company conducted in 2023 to help prevent global warming:

- "Say no to plastic"



The company has always been aware of and prioritized the reduction of plastic consumption, thus there is a continuing effort to encourage staff to use fewer plastic products. In 2023, there were outstanding activities that received positive feedback, such as one in which the company collaborated with Saha Lawson Company Limited, a subsidiary company, to offer a 5 baht discount to employees who bring their own drinking glasses to buy drinks at the Lawson108 store, Saha Pathanapibul Branch. This helped reduce the quantity of waste produced within the firm. It is believed to raise staff awareness, help improve society, and reduce global warming, according to the Sustainability Organization philosophy. In order to raise awareness among subsidiaries of social and environmental responsibilities, this activity is regarded as a sustainability cooperation endeavor. The company plans to extend this kind of collaboration to Lawson108 locations in additional branches by 2024.

- Song Plao Me Kha (Used Mama's packets are valuable.)



The company, along with Thai President Foods Public Company Limited ("TFMAMA"), organized the "Song Plao Me Kha" campaign with 109 partner stores across Thailand, such as Family Hypermart in Yala Province, Thanamitchaianan Shop in Nakhon Nayok Province, Run Kun Sun in Phitsanulok Province, etc. It was an activity in which customers could swap 15 empty and used packets of Mama instant noodles and/or Ruski instant noodles for one big pack of Mama Tom Yum Kung. The company collected the instant noodle packets from participants in this activity and delivered them to TFMAMA, who forwarded them to a plant for recycling into product pallets for use in the company's warehouse. It could help minimize the quantity of plastic waste by repurposing used plastic to its full potential.

- Switching to Digital Reduces the Need for Paper

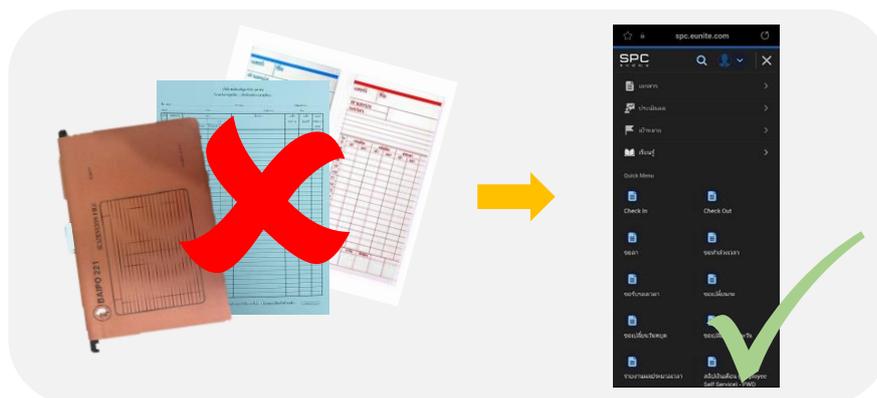


Statistics on Paper Consumption

Paper Consumption	2021	2022	2023
Quantity (Ream)	4,950	5,016	10,847

In 2023, the number of paper orders climbed from the previous year (2022) to 5,831 reams, representing a 53.76 percent increase. However, the increased volume of paper orders was due to employees fully returning to offices after COVID-19 situation eased, necessitating the need of paper to create critical papers. Furthermore, it was caused by the company changing the product bill form from the original 1–5 layer continuous paper to A4 paper in order to add a QR code to the form to help search and store documents, reducing working time, saving the organization expenses, and improving document editing convenience.

Nonetheless, the company has prioritized internal initiatives to foster an eco-aware culture and reduce paper consumption. The Human Resources Department started using the company's internal SPC HR System ("eUnite") in 2023 to collect employee data electronically. Employee documents, such as working hours records, leave requests, salary statements (PAYSLIP), work confirmation requests, and forms for reimbursement for medical expenses and other matters, have also been stored in soft file format rather than on paper. This process could save the company's annual expenses by up to 638,000 baht.



In 2024, the company plans to store more documents electronically in other departments by requiring employees to transmit documents and workpieces via electronic systems (soft files) instead of using paper (hard copies). Additionally, the company continues to encourage employees to uphold an organizational culture that values making the most of resources. Examples of this include advocating for the use of two-sided paper and electronic signatures (E-Signatures), which enable executives, directors, and staff members to sign documents from any location using computers, tablets, and mobile phones. These approaches will help to decrease costs inside the company while also making work easier, reducing the usage of paper, and saving time and space for preparation and storage. In addition to minimizing greenhouse gas emissions and raising awareness among directors, executives, and employees about the value of making the most of resources, it is consistent with the notion of sustainable organizational development in order to transform the company into a sustainable organization in the future.

- **Join forces with the business sector to organize "We Love Each Other; We Love the World."**

Saha Pathanapibul Public Company Limited collaborated with its main commercial partner, Lion Corporation (Thailand) Limited ("Lion"), and 34 branches of Lotus's to organize an environmental campaign, "We Love Each Other; We Love the World," to address air pollution caused by greenhouse gas emissions nowadays. "Lipon F" is the only dishwashing product in Thailand that has received the Carbon Neutral label from the Thailand Greenhouse Gas Management Organization (Public Organization), which certifies the product based on a comprehensive inspection process that spans the entire product life cycle, from raw material sourcing and production to decomposition that meets standard emissions standards.



The specifics of the campaign are that customers will give 1 baht per bag to support tree planting every time they buy a Lipon F product that bears the Carbon Neutral or Carbon Footprint Label. It aims to raise consumers' awareness and participation by emphasizing the necessity of purchasing environmentally friendly goods and services. Its goal is also to encourage them to take responsibility for society, the environment, and the planet, which will lead to sustainable consumerism in the future.



2. Procurement

The company requires its procurement department to purchase sustainably produced items and office supplies, adhering to criteria for acquiring products bearing various certification symbols such as the PEFC mark, Green Basket, Self-declared Environmental Claims, etc.

The company has chosen Pareast Peerless (Thailand) 1968 Co., Ltd. to provide cleaning services within its boundaries since the contractor meets ISO9001:2015 and ISA ACCREDITED MSCB-166 requirements. Additionally, the company chooses cleaning products that fulfill specific requirements, such as being granted the Green Basket logo. When hiring security guard service, the company seeks out contractors that meet legal requirements, adhere to the Business Security Act B.E. 2558 (2015), and hold a license to operate a security business, etc.

- **Energy-saving Initiatives and the Utilization of Alternative Energy Sources**



Statistics on Consumption of Electricity

Consumption of Electricity	2021	2022	2023
Number of unit (Unit or kWh)	625,000	667,000	777,000
Number of kilowatts (kW)	2,951	3,052	3,315



Statistics on the Production of Electricity

Volume of Electricity Production	2021	2022	2023
Number of kilowatts (kW)	112,250	111,780	116,990

In 2023, energy consumption was 3,052 kilowatts (kW/year), or 3.42 percent, because it was the year when staff fully returned to work at the company after the COVID-19 situation eased. The company does, however, still acknowledge the value of renewable energy and keeps using the electricity produced by installing solar roofs. This helps generate electricity for use in the company's office buildings and warehouses in various areas. Rooftop solar power system technology contributes to the company's sustainable energy production while also drastically reducing environmental effects. It is regarded as a renewable source of energy with no expiration date and can be used for a variety of purposes. Furthermore, this renewable energy project reduces the purchase of electricity by 116,990 units (kWh/year), saving 15.06 percent of the office's overall electricity expenditures.

- **Internal Public Relations to Advocate for Environmental Preservation and Energy Conservation**



The company has campaigned for employees and executives to save energy within the organization with the principle of "3 Por to save energy", which includes: "Pid": Turn off the lights when not in use, "Plod": Unplug the power supply after use, and "Prayad": Save water usage. The company has set up a public address system on the internal website and an employee group on the application 'Line.' Additionally, every working day at 10:00 a.m., the company makes a daily announcement. For instance, it requests that executives and staff turn off computers when not in use, unplug electrical appliances after every use, and switch off unnecessary air conditioners in unoccupied areas."

● Testing of Electric Vehicles for Merchandise Transportation



One of the primary functions of the company is the transportation of goods. In order to adhere to the standards for being a sustainability organization, the company therefore has the idea of managing the transportation system for optimum efficiency, being environmentally friendly, and decreasing the release of greenhouse gas emissions into the atmosphere. In 2023, the Corporate Sustainability Committee highlighted the relevance of the company's and warehouses' greenhouse gas emissions, particularly at the G080 warehouse. The company's vehicle department has thus been assigned to operate a hands-on test where transport drivers and involved staff gain knowledge and skills through direct experience and practice by using electric trucks and pickups in the central region. The test is regarded as the beginning of a hands-on procedure grounded in policy guidelines for the management of green transportation systems that are socially and environmentally responsible. In order to transport goods that are greener and lower the company's greenhouse gas emissions in the future, the company intends to continually research, evaluate, and improve the innovation of transportation.

3. Greenhouse Gas Management

Goals



1. By 2028, increase the quantity of accrued carbon credits by 20% above the base year.
2. By 2031, reduce greenhouse gas emissions by 20% over the baseline year (Scope 1 and Scope 2).

Carbon Credit Accumulation



	2022	2023
Care The Bear (kgCO ₂)	2,918.67	3,475.26
Care The Whale (kgCO ₂)	34,427.00	303,039.44
SCU	37,345.67	306,514.70

The company understands how critical it's becoming to minimize the greenhouse gas emissions that come from its activities because these emissions affect the environment directly and indirectly. Thus, in order to determine the company's total greenhouse gas emissions, the company went ahead and created the "Carbon Footprint Organization (CFO)." The CFO is regarded as a guideline for minimizing greenhouse gas emissions in order to better prepare the organization, boost competitiveness, and tackle future trade measures. Furthermore, it adheres to policy guidelines that prioritize promoting production, investment, and the creation of green jobs. As an environmentally friendly organization, it can also adapt to various trade-restrictive policies and measures outlined in the Twelfth National Economic and Social Development Plan (2017-2021).



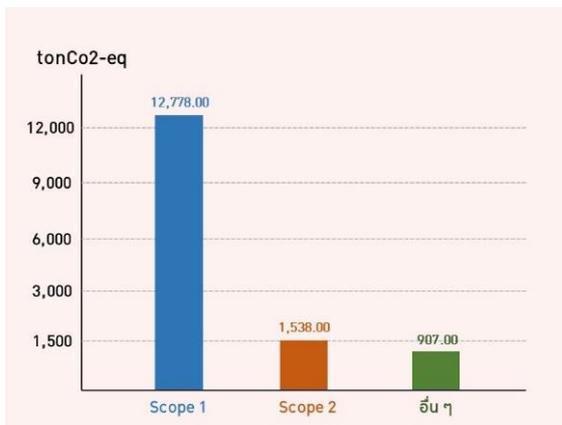
In addition, the company has designated the G080 inventory as one of the scopes of systematic greenhouse gas emissions calculations. This is a result of the company's ability to effectively control and significantly lower both direct and indirect greenhouse gas emissions from the moment the warehouse is used. In the future, the G080 warehouse is intended to serve as a "sustainable warehouse model."

In order to ensure that the company's operations align with the principles of sustainable corporate development (ESG: Environment, Social, and Governance), in 2023 the company gathered data on greenhouse gas emissions from different activities of organizations in SCOPE I and SCOPE II at 2 locations: the headquarter's building in Bangkok and the warehouse in Si Racha District, Chonburi province. The Federation of Thai Industries served as a consultant, while ECEE Company Limited was a verifier registered by the Thailand Greenhouse Gas Management Organization to assess the company's business carbon footprints. It was discovered that the company's direct greenhouse gas emissions in Scope I were mostly produced by fuel burning from the company's core activity of carrying items via vehicles, as well as various leakages. In terms of indirect Scope II greenhouse gas emissions, this came from the use of electricity. The details are as follows:

The Scope for Measuring an Organization's Carbon Footprint



Scope 1	Scope 2	การรั่วไหลอื่น ๆ
<ul style="list-style-type: none"> • Diesel (the company's vehicles) • Gasoline (the company's vehicles) • Leakage of R32 and R410 refrigerants 	<ul style="list-style-type: none"> • Electricity use 	<ul style="list-style-type: none"> • Leakage of R22 refrigerants



ขอบเขต	การปล่อยก๊าซเรือนกระจก	สัดส่วนเมื่อเทียบกับ scope 1 และ 2
Scope 1	12,778.00	89.26
Scope 2	1,538.00	10.74
อื่น ๆ	907.00	
รวม	14,316.00	100.00

In 2024, the company intends to measure the organization's carbon footprint in Scope III at warehouses in various locations and additional subsidiaries. This is to be aware of and able to directly manage the organization's future greenhouse gas emissions.

2. Water Management



Water is a vital resource, as organizations utilize it for both production and consumption. However, climate change is currently exceedingly unstable as a result of global turmoil, which therefore impacts all organizations' water resources. As a result, the company has recognized the importance of water management in dealing with the prospect of a shortage of water in its business operations and several internal departments.

In accordance with the standard regulations of the Ministry of Natural Resources and Environment and the Enhancement and Conservation of National Environmental Quality Act, B.E. 2535 (1992), the company has developed a water management system and a wastewater treatment system with well-defined management procedures.

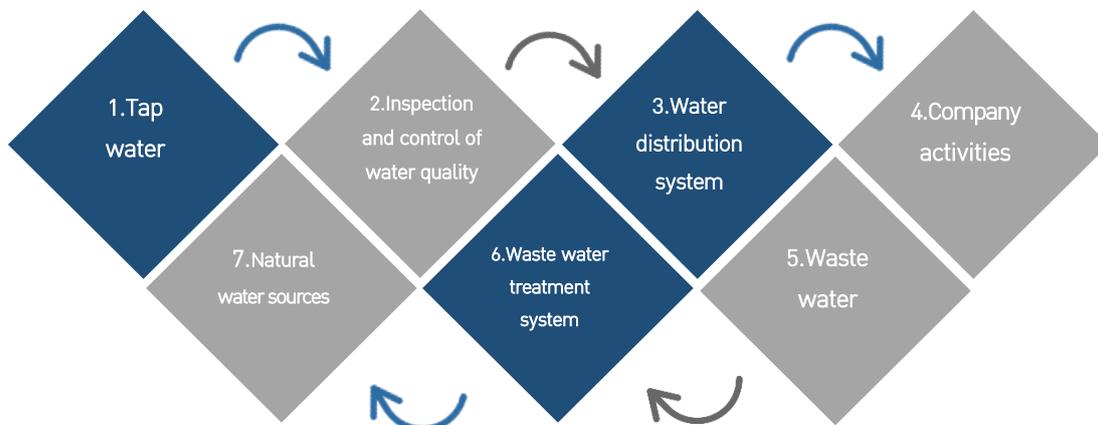
Additionally, the company has run campaigns to build awareness among staff about how to use water to its fullest potential. Some of these campaigns include replacing faucets with sensor models, choosing water-saving bathroom fixtures, modifying water pressure and flow timing, and using drip irrigation systems to irrigate plants. The campaigns allow for precise control over water usage. The company has collaborated with authorities to treat wastewater in order to meet the required standard.

Goals



1. To reduce water usage by 20% by 2026 compared to the base year.
2. To lower the biological oxygen demand (BOD) in order to keep water quality within acceptable bounds.
3. To quantify and increase the amount of water returned back into the original or natural source.

Process for Using Water



Statistics on the Use of Water



	2021	2022	2023
Tap water (cubic meter)	12,813	12,367	11,031

Wastewater Treatment System

The company developed a wastewater treatment system that complied with government agency standards, with the purpose of lowering biological oxygen demand (BOD) levels and restoring water balance. Furthermore, the company concentrates on the following key standards: pH, biochemical oxygen demand, suspended solids, and fat, oil, and grease. The implementation of wastewater treatment systems follows criteria for managing wastewater drainage. The company ensures that the management process follows the directions of government authorities, as follows:

1. Wastewater Treatment Tank (Sats)
 - Oxygen filling system
 - System for extracting foreign objects and waste from water
 - Wastewater treatment system
2. Grease Trap
 - Food waste trap
 - Fat and water separator
 - Grease drain pipe

A grease trap employs a water replacement method in which the water in the tank is gradually replaced with water that flows in, and the water in the tank must be given sufficient time to separate the fat and bile. The company conducts a weekly cleaning session in the building area for two days every week and a daily cleaning of the company's shop sections.

3. Installing a Barrier System for Grease Traps in between the Water Retention Ponds

In order to comply with the criteria set by the Ministry of Natural Resources and Environment, the company has consequently installed a water barrier system between cesspools to catch grease from water that has previously been filtered. When water penetrates through the first barrier, it precipitates. Every week, staff members are assigned to scoop up and clean away the fat that floats up.

4. Effective Microorganisms for Modifying Water Conditions (EM Ball and EM Liquid)

Microorganisms are an effective technique for preparing water to meet requirements. This concept is gaining traction in Thailand, where microorganisms may reduce methane gas in water while increasing oxygen levels.

Managing Water Pollution and Wastewater Quality

The company frequently monitors the quality of its wastewater. The inspection findings from the collection and analysis of water samples for the year 2023 revealed that the water discharged into public water sources satisfied the requirements for managing acidity and alkalinity, BOD, suspended solids, oils and fats, nitrogen, etc. The company adheres to the same requirements as the Ministry of Natural Resources and Environment, ensuring that the quality of water distributed to the public does not negatively impact adjacent communities. However, the company continues to periodically assess the quality of its wastewater, demonstrating social responsibility in line with the notion of sustainable organizational development.

3. Managing Garbage, Waste, and Pollution



The company has continuing waste management programs that began in 2022 and aim to increase staff awareness, knowledge, and discipline in order to make the environment inside and outside the organization more desirable. The efforts also lessen the company's waste disposal expenses, ease the strain on storage, and slow down global warming.

Goals



1. By 2026, increase the number of people involved in the waste management project and garbage collection by 10% from the previous year.
2. In 2024, increase the amount of recycled garbage by 10% above the baseline year.
3. Provide an appropriate trash sorting procedure based on the kind of garbage.
4. Reduce food loss and waste by 10% over the baseline year.

In 2023, the company implemented the following waste management initiatives and activities:

1. Care the Whale Year 3

For the third year in a row, the company collaborated with its partner network to advance the project "Invisible Garbage Station, Bang Kachao Community Power" as part of the Care the Whale initiative. The project has been intensified by the company, which changed the guidelines for supporting community-use consumer products through the campaign "Collect, Separate, and Redeem." This campaign brought together the business, social, and community sectors, including Wat Chak Daeng, the Stock Exchange of Thailand, Osotspa Public Company Limited ("OSP"), Principal Capital Public Company Limited ("PRINC"), and the Princ Hospital Suvarnabhumi business operator. The project's continued goal is to raise community knowledge in the Kung Bang Kachao area about environmental protection and trash management.



The Care the Whale project "Invisible Garbage Station, Bang Kachao Community Power" in 2023 separated 354,265 kilograms of garbage, which could potentially decrease the carbon footprint by 303,039.44 KgCo2e, or the equivalent of planting 33,671 trees. These wastes were recycled and converted into a variety of items, including yarn for monk robes, clothes, fuel energy, bio-fermented water for agriculture, and construction materials for Tripitaka buildings.



Table Illustrating the Performance of the Care the Whale Effort in Year 3

	2022	2023
Amount of garbage (kilograms)	19,734	354,265
Equivalent to planting trees (trees)	3,825	33,671

Guidelines for Project Expansion

Agency	: Engage local agencies to join in the initiative, such as schools, hospitals, restaurants, fresh markets, hotels, and other organizations.
Period	: January–December 2024
Garbage type	: Transparent bottle, Opaque bottle, Transparent bag, and Scrap cloth

The company intends to collaborate with the Thailand Stock Exchange to extend this prototype project. By the end of 2024, the project will be extended to schools, restaurants, ports, and organizations that are interested in collaborating. The company is willing to partner in the implementation of the project and establish a circular flow for long-term sustainability.

2. โครงการ Green Please Project

"Green PLEASE by SPC" is an activity under the New Thinking project that received an award in the 2022 Saha Group Innovation Contest. For the second year, the company actively pursued this activity, collecting PET bottles to donate to other agencies. It is one of the missions the company has always pursued in tandem with its commercial endeavors, seeking to raise awareness among staff members about the value of the environment. Apart from the "Green PLEASE by SPC" initiative, the company has arranged an activity named "Our Bottles," wherein employees are encouraged to bring plastic bottles on the 2nd and 4th Thursday of each month, which they can redeem for mementos. This is to raise awareness of environmental issues and the overwhelming amount of plastic waste in the world. It focuses on raising employee awareness and developing their skills to reduce the generation of trash and correctly sort garbage so that it can be recycled properly.



the Results of the Green PLEASE Project's Plastic Bottle Collecting

	2022	2023
Plastic Bottle (Kilogram)	206	486.50



In 2023, the company collected 486.50 kilograms of plastic bottles from the activity, reducing its carbon footprint by 1,253.53 kg CO2e, or the equivalent of planting 139 trees. In addition, all plastic bottles were given to Wat Chak Daeng to be recycled and turned into monk robes as part of the Care the Whale project.

3. Proper Waste Separation

The company understands the significance of trash separation and that waste is one of the major issues contributing to global warming. It has an impact on the ecosystem and the already severe climatic variations that are expected to worsen. Correct garbage disposal is a crucial first step in lowering waste production. This will enable efficient waste management and the capacity to utilize waste to its fullest potential, which will lessen waste's negative environmental effects. As a result, the company has strategically positioned trash cans in 4 different colors to correspond with the 4 different forms of trash at easy-to-observe locations for staff members, while also being sanitary and visually beautiful.

ประเภทของถังขยะ



ขยะทั่วไป
ขยะที่ส่งผลกระทบต่อสิ่งแวดล้อม
เช่น ขยะพลาสติก ขยะกระดาษ
กระดาษแข็ง ขยะอาหาร (ไม่รวมเศษอาหารสด)



ขยะเปียก
เช่น เศษอาหาร เศษผักผลไม้



ขยะรีไซเคิล
ขยะที่สามารถนำกลับมาใช้ใหม่ได้
เช่น กระดาษ ขวดพลาสติก ขวดแก้ว
โลหะ กระดาษแข็ง-แข็ง
กระดาษ พลาสติกใส-ขาว



ขยะอันตราย
บรรจุภัณฑ์ที่ไม่เป็นมิตรต่อสิ่งแวดล้อม
และ ผลิตภัณฑ์ที่เป็นพิษ
เช่น กระป๋องสี ยาฆ่าแมลง
แบตเตอรี่รถยนต์ ฯลฯ




Furthermore, the company has conducted internal public relations through a variety of platforms and methods, including a public address system, information sharing on the corporate website, intranet, an official LINE group of employees, etc. This is to address the idea of the company's progress towards sustainability by raising awareness and instilling a sense of responsible trash disposal among all members of the organization.

3.4 Sustainability Management in the Social Dimension



The company does business while keeping duties and responsibilities to the nation, community, and society in mind, as well as local customs and traditions, in order to preserve a good society overall. Furthermore, the company aims to demonstrate transparency to stakeholders through the following societal-related. The responsibility in the social dimension in 2023 was fulfilled through the following societal-related initiatives.

1. Fair Treatment of Labor and Respect for Human Rights



The Board of Directors consistently acknowledges that maintaining social responsibility, defending human rights, and conducting business ethically are essential elements of running a business. Consequently, the Good Governance Committee and the Executive Committee were assigned the responsibility of collaboratively deliberating and formulating the "Human Rights Policy and Guidelines on Respecting Human Rights" in 2023. This is a commitment from the company to uphold, support, and encourage the respect and protection of fundamental human rights and dignity for all parties involved in the business's operations, including both employees and stakeholders. This is in line with international human rights laws and principles according to the Universal Declaration of Human Rights (UDHR) to share social responsibility under the concept of sustainable corporate development.

Human Rights Policy

The Board of Directors, executives, and employees respect the dignity of human beings, treat all groups of stakeholders equally, and allow everyone to have equal opportunities without discrimination, regardless of differences in race, skin color, gender, age, religion, language, education, disability, social status, political opinions, or any identity. Furthermore, they adhere to applicable legal restrictions and international human rights standards. The company conducts its operations with extreme caution to avoid human rights breaches during the labor process.

Guidelines for Respecting Human Rights

1. The company supports and respects human rights by ensuring that its businesses and employees do not engage in human rights violations such as forced labor, child labor, harassment, or physical and mental abuse. The company strictly adheres to labor protection laws.
2. The company respects and adheres to international employment principles and treats all stakeholders fairly, providing everyone with equal opportunities without discrimination or violation of basic rights such as gender, age, religion, race, physical condition, political beliefs, fair compensation, safety, freedom of association, collective bargaining, etc.
3. The company has organized the workplace to provide a pleasant environment, convenience, safety, and occupational health for employees.

4. The company ensures that its subsidiaries, partners, and stakeholders strictly adhere to international human rights principles and respect supplier rights, such as treating partners fairly, providing transparent procurement to promote fair competition, encouraging business partners to follow human rights principles, and so on. This includes the company safeguarding the rights of stakeholders who have been harmed as a result of rights violations caused by the company's commercial operations, as required by law.
5. The company serves its stakeholders, such as consumers and business partners, fairly and without discrimination. Furthermore, it protects consumer/customer rights by treating them properly and not breaching their personal information.
6. The company respects community rights by being aware of them, listening to their opinions, promoting community engagement, and so forth.
7. The company follows the Human Rights Due Diligence (HRDD), which includes determining the scope of the inspection and identifying human rights issues related to business issues and stakeholders, conducting a human rights risk assessment, and disclosing the human rights inspection process in Form 56-1 One Report.
8. The company takes complaints or allegations of human rights abuses relating to its operations, including those deriving from the company's activities, businesses over which it has management control, and/or the supply chain, through the complaint channel on its website. www.sahapat.co.th.
9. The company has taken steps to protect employees or anyone who reports human rights breaches or discriminatory treatment. They are protected properly and safely in accordance with the measures outlined in the Code of Ethics for Company Directors, Executives, and Employees.

In 2023, the company treated workers fairly and respected human rights in a variety of ways, including hiring disadvantaged people in society, such as disabled people, allowing employees to participate in negotiations about benefits and agreements, not using child labor, legally employing foreign workers, having a termination process that complies with the law, and so on.

Human Rights Management



The company treats employees in accordance with its human rights policy, follows the principles of good corporate governance, and employs a Human Rights Due Diligence Process. Furthermore, the company chooses business partners based on fair standards, taking into account employee human rights as well as the company's social and environmental challenges.

The company has assigned the Human Resources Department to form a "Nominating and Remuneration Committee" to assess acceptable and fair benefits for employees at all levels. The Nominating and Remuneration Committee is made up of related "C-level" executives and middle management representatives chosen from among employees in their specialties.

In 2023, the company allowed employee representatives from all departments to attend meetings independently and conducted a survey of all employees' opinions to propose flexible benefits before presenting them to the Nominating and Remuneration Committee and announcing them as company welfare, allowing employees to choose the welfare that best suited their needs.

Diverse gender identities (LGBTQIA+)

In the present era, people with diverse gender identities (LGBTQIA+) are tolerated; they can play roles and express more of who they are. However, views toward people with diverse gender identities (LGBTQIA+) vary depending on the society and culture of the place in which one lives. In some locations, people with diverse gender identities are denied some basic rights that they should have and treated unfairly, such as being denied work, being bullied, being mocked, being denied medical treatment, etc.



The company embraces and respects diverse gender identities because these are considered fundamental human rights. In 2023, the company supported a policy that allows employees of different genders to openly participate in the workplace. The company has supported this group of employees so that they can show their full potential in the workplace, have confidence, and be proud of themselves, in accordance with the moral philosophy of Saha Group's founder, Dr. Thiam Chokwatana: "Having many talented people working together fosters a culture of merit, which encourages the company to keep improving." The company advocates equality among all employees, regardless of gender or sexual orientation.

People with Disabilities

The company has a policy of non-discrimination and equality for employees since it values people with disabilities. The company employs individuals with disabilities, thereby establishing rights and equality for them. This is accomplished by adhering to the hiring criteria outlined in the Empowerment of Persons with Disabilities Act, B.E. 2550 (2007), which encourages employment opportunities for people with disabilities, improves their quality of life, ensures that they have enough money to support themselves and their families, reduces inequality among people with disabilities, promotes the value of disabled people in society to the general public, and allows them to be seen as equals with others.



The company has collaborated with the Vulcan Group to enhance the education of people with disabilities. Graduates have worked with foundations, including the Thai Health Promotion Foundation (ThaiHealth). In 2023, 33 people with disabilities were hired as employees or cared for by the company, representing 2.06 percent of the total of 1,585 employees.

Organizations	Details	2021	2022	2023
1. Guidelight (2560 - 2562) Vulcan (2564 - 2566)	1) Created media to assist visually impaired students in studying and searching for academic information. (Person) 2) Transcribed audio articles for AI development (beginning in 2020). (Person)	30	30	30
2. เทศบาลเมืองหนองปรือ	Community shops (Person)	2	2	2
3. กอฉัพพ	Community shops (Person)	2	1	1
Total (Person)		34	33	33



Additionally, the company arranged the Sahapat Massage by the Blind event in 2023 to encourage the hiring of five individuals with vision impairments. They had received massage training so they could give employees soothing massages and help them get over the workplace syndrome. It is considered social development to hire visually impaired people while also caring for employees' health. It also aligns with the sustainable development of the organization.

Elderly

The company has always valued the elderly because they provide valuable human resources such as knowledge, abilities, and collected experience that help the organization grow. They also help pass on the organization's positive culture to future generations of employees. As a result, the company has hired elderly people as contract employees, arranging for their working days to be shorter than full-time hours (part-time), which corresponds to the aging society crisis that Thailand is currently experiencing. In 2023, the company had 32 elderly employees, or 2.08 percent of its total of 1,6540 full-time employees.

2. Developing Employee Potential



The company believes that potential employees are a key aspect in driving corporate strategy. As a result, it has devised systematic standards for growing employee potential, including an assessment of training needs based on job duties or employee evaluation findings. Furthermore, the company determines the path for expanding employee potential through a systematic knowledge promotion project in order to track training results and maintain complete statistical data on employees' average number of training hours each year.

Employees

Enhancing employees' knowledge and abilities in line with the organization's strategic plan for 2022-2024 is a significant challenge in growing potential. Other challenges for the company include properly caring for employees, retaining knowledgeable and talented personnel to work with the company in the long run, providing appropriate career growth opportunities, fairly managing employee benefits, constantly developing employees' potential, allocating useful benefits, and providing a good working environment. The company believes that having skilled employees is critical to leading the organization to growth and long-term success.



Table Illustrating the Total Number of Employees

List of Employee Classifications	2021	2022	2023
Classified by Employment Term			
Monthly employees	1,604	1,556	1,540
Classified by Gender			
Male	1,043	1,011	1,001
Female	561	545	539
Total	1,604	1,556	1,540
Classified by Workplace			
At the head office	832	752	751
Not at the head office	772	804	789
Total	1,604	1,556	1,540
Classified by Region			
Bangkok / Perimeter	973	948	934
Other provinces	631	608	606
Total	1,604	1,556	1,540
Classified by Primary Line of Work			
Sales department	793	781	777
Marketing department	205	194	183
Support department	606	581	580
Total	1,604	1,556	1,540

Annual Employee Turnover Rate as a Percentage of Total Employees

List of Employee Classifications	2021	2022	2023
Monthly Employees	2.7 %	2.6 %	2.0 %
Classified by Primary Line of Work			
- Sales department	1.61 %	1.58 %	1.29 %
- Marketing department	0.54 %	0.29 %	0.28 %
- Support department	0.55 %	0.73 %	0.43 %
Classified by Age			
- Under 30 years old	1.28 %	0.96 %	0.71 %
- 30–50 years old	1.30 %	1.53 %	1.21 %
- Over 50 years old	0.12 %	0.11 %	0.08 %
Classified by Gender			
- Female	0.64 %	0.56 %	0.49 %
- Male	2.06 %	2.04 %	1.51 %

The company's human resources management policy is consistent with the principles of good corporate governance since the company values human resources and believes that employees are an enormously significant aspect of driving success for the company in every aspect. The company likewise prioritizes employee advancement in all areas.

Employee Satisfaction Survey

In 2023, the company implemented a human resources management information system that allows for the recording of working hours, the storage of staff information, the taking of leaves of absence, and the disbursement of benefits via an application. The technology helps the company simplify work procedures while using fewer resources. It also provides personnel with greater convenience and speed. The company conducted an employee satisfaction survey regarding the technology, and the results showed that 88 percent of employees were extremely satisfied. The survey results were used to investigate and improve the system's efficiency even further.

2.1 Recruitment

The company intends to retain top-tier employees in order to increase its competitiveness. To achieve this goal, the company begins by managing the recruitment and selection process, developing employees to maximize their ability to work toward their goals, caring for employees to ensure that everyone has equal opportunities regardless of gender, race, or religion, and managing compensation fairly.

2.1.1 In 2023, the proportion of recruiting new employees to support expanded work and fill vacated positions was as follows:

Performance	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2022	11	15	17	36	26	42	39	27	21	16	14	14	278
2023	28	15	18	17	31	29	34	15	21	21	24	24	277

2.1.2 The company prioritizes taking care of new employees from the moment they start working. To embed company values in new employees, they will receive orientation on their first day of work as well as on-the-job training planning. For the sales department, it is the primary unit where the company conducts systematic training with a training program to build basic sales abilities so that new employees are prepared and have the information and understanding required for their jobs. Throughout the probationary period, the company provides coaches to train new employees.

2.2 Employee Development and Promotion

The Human Resources Department, which is in charge of managing the organization's human resources, is committed to promoting and supporting employees' continuous development, strengthening culture, promoting both physical and mental health, creating a positive working environment, and encouraging teamwork to boost employee confidence.

In 2023, the company established personnel development guidelines, focusing on improving skills and knowledge in their current work responsibilities, as well as upskilling and reskilling them to support the needs and direction of business growth, based on instilling organizational values and creating a learning environment appropriate to the organization's strategic direction.

Training Courses for Employee Development

For the annual employee training and development planning in 2023, the company analyzed and prepared several courses based on the organization's strategy and direction, each department's business plan, and organizational values. The company provided training both inside and outside the organization, both online and onsite (in the classroom), and allowed training attendees to complete questionnaires to rate their satisfaction with each course.

- Training Courses for New Employees**

Summary of orientation for new employees in 2023			
marketing department	37	person	14%
sales department	163	person	60%
support department	70	person	26%
Total	270	person	100%



- Training Courses for Updating Abilities and Knowledge in Current Job Duties and Establishing New Talents Required for Work (Upskills - Reskills)**

In-house Training Courses Organized in 2023 (All Courses)		
Number of training courses	51	courses
Number of employees who have completed the training	4,836	persons
Number of training hours	20,292	hours
Overall satisfaction	94	%

1. The Presentation Canvas training session took place on 20 July 2023, in the training room on the 5th floor of the Bangkok Tower Building



2. The Awareness PMS & KPIs training session took place on 27 September 2023, at the Auditorium Room on 1st floor of the Bangkok Tower Building



3. The Initiative Innovation Workshop training session took place on 9 December 2023, at the Inspire Laugh (Co-Working Space) on 10th floor of Bangkok Tower Building



Public Training Courses Organized in 2023 (All Courses)	
Number of training courses	7 courses
Number of employees who have completed the training	17 persons
Number of training hours	129 hours
Overall satisfaction	92 %

● **Marketing Day Seminar in 2023**

Marketing Day Seminar in 2023	
Number of training courses	10 courses
Number of employees who have completed the training	1,777 persons
Number of training hours	5,331 hours
Overall satisfaction	91 %

1. Topic: “Update on the Energy Crisis, Sustainability, and Artificial Intelligence,”
 On 24 January 2023, at the Auditorium Room, 1st floor, Bangkok Tower Building, lectured by
 Mr. Vathit Chokwatana,
 Executive Vice Chairman and President.



**1. Topic: "Marketing Trends for Business :
What's next for 2023"**

On 29 March 2023, at the Auditorium Room,
1st floor, Bangkok Tower Building, lectured by
Mr. Sittipong Sirimasakasem.



**3. Topic: "The Power of TikTok: Know,
Understand, and Start Using TikTok,"**

On 27 July 2023, at the Auditorium Room,
1st floor, Bangkok Tower Building, lectured by
Mr. Sila Peerawatthuk.

**Training Courses to Help Employees Learn and Comprehend
the Prevention of Corruption Policy**



**Topic: "SPC Anti-Corruption Policy and Guidelines
for Executives and Employees", lectured by internal
speakers of Saha Pathanapibul Public Company
Limited**

On 28 November 2023
in the training room, 5th floor, Bangkok Tower Building,

Collective Action Against Corruption (CAC) in 2023

Number of employees who have completed the training	45	persons
Number of training hours	135	hours
Overall satisfaction	96	%

● **Marketing Development Program**

In 2023, the company collaborated with the CBS Academy, Faculty of Commerce and Accountancy of Chulalongkorn University to develop the 2022 Marketing Development Program for corporate marketers. This course comprised six subjects for a total of 30 hours. Chulalongkorn University issued certificates to those who completed the program successfully.

Marketing Development Program 2022 Batch 2/2023 : SPC MOU CBS Chulalongkom		
Number of training topics	6	topics
Number of employees who attended the training	233	persons
Number of training hours	1,161	hours
Overall satisfaction	96	%
Number of employees who completed the course	35	persons



On 16 March 2023, 35 employees completed the 2022 Marketing Development Program, Batch 2/2023, and received certificates from Assoc. Prof. Wilert Puriwat, Dean of the Faculty of Commerce and Accountancy of Chulalongkorn University

● **SPC Management and Leadership Development Program**

In 2023, the company collaborated with the CBS Academy, Faculty of Commerce and Accountancy of Chulalongkorn University to develop the SPC Management and Leadership Development Program for the company's executives. This course comprised six subjects for a total of 30 hours. Chulalongkorn University issued certificates to those who completed the program successfully.

**Management and Leadership Development Program, Batch 1/2023
: SPC MOU CBS Chulalongkom**

Number of training topics	6	topics
Number of employees who attended the training	176	persons
Number of training hours	885	hours
Overall satisfaction	94	%
Number of employees who completed the course	13	persons

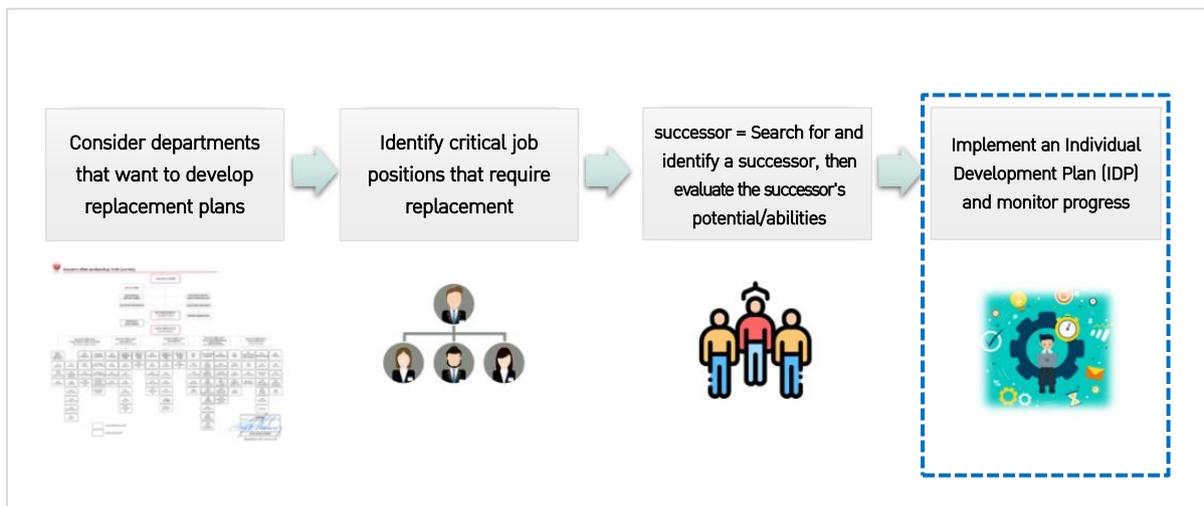


On 25 September 2023, a total of 13 executives and employees completed the Management and Leadership Development Program, Batch 1/2023, and received certificates from Assoc. Prof. Danupol Hoonsopon, Director of the CBS Academy, Faculty of Commerce and Accountancy of Chulalongkorn University

2.3 Planning for Recruiting and Developing Successors for Key

The company has established a policy for planning and developing successors in order to create continuity in the organization's operations and prepare them to become executives of the organization in the future.

In 2023, the Human Resources Department implemented the Succession Planning strategy by creating a successor development plan based on the Individual Development Plan (IDP) for one management-level position. Mentoring, coaching, training, and assignments have contributed to the individual's development. The program is still in the process of ongoing development from last year, which involves periodically evaluating and following up to guarantee that the company has a successor with the necessary skills, qualifications, and competencies to carry out the organization's mission and vision. The SPC Succession Planning Step includes the following processes:



3. Engaging and Retaining Employees



The company prioritizes employee retention because it impacts the organization's success. As a result, the company establishes clear evaluation criteria based on successful performance and uses the results to decide compensation levels and provide information for employee performance development projects. In 2023, the company attracted and retained employees by measuring their level of pleasure or engagement with the company. Furthermore, the company launched a project to develop employee satisfaction and improve care. It conveyed the evaluation results to employees and revealed employee turnover figures to demonstrate its commitment to continuously developing and raising the quality of employee care.

3.1 Birth Month Activities

In 2023, the company initiated birth month activities for employees to participate in and foster positive interactions among colleagues. Activities include a variety of features, including social activity, environmental activity, volunteering for society, sports, and recreation. The company encourages employees to participate in activities on a regular basis in order to create bonds and satisfaction with the organization. Furthermore, employees were requested to rate their satisfaction and share their thoughts on arranging activities for future development.



4. Health and Safety in the Workplace



The company places a high value on employee health and safety in a positive work environment, as well as the most effective safety prevention measures. This is a key component in determining employee engagement with the organization. In 2023, the company recorded the illness rate of employees, ranked by the number of instances with reimbursement for medical expenses as follows:

4.1 Safety

● **Basic Firefighting Instruction and Drills for Fire Evacuation**



Basic Firefighting Instruction and Drills for Fire Evacuation in 2023	
Number of employees who completed the training	52 persons
Number of training hours	312 hours
Overall satisfaction	97 %

● **Basic First Aid and Cardiopulmonary Resuscitation (CPR) Training**



"Basic First Aid and Cardiopulmonary Resuscitation (CPR) Training"
 Lectured by Ms. Sutasiree Sukontharat and Ms. Natthanich Nimkan,
 lecturers from BEAT CPR Training Center Co., Ltd.

Basic First Aid and Cardiopulmonary Resuscitation (CPR) Training	
Number of employees who completed the training	49 persons
Number of training hours	147 hours
Overall satisfaction	98 %

4.2 Occupational

Annual Health Exam Based on Illness Risk Factors



In 2023, the sickness among our employees was assessed by ranking the number of cases and reimbursing medical expenses as follows:

Rank	Group of Diseases	Amount
1	Respiratory Diseases	634 cases
2	Rheumatic and bone diseases	409 cases
3	Cardiovascular diseases	259 cases
4	Gastrointestinal diseases	222 cases
5	Dentistry	207 cases
Total number of cases of sick employees		1,731 cases

- **SPC Mental Health Corner**



The company provides mental health counseling services to employees by having specialists listen to their stories and help them reduce stress, feel at peace, and live happier lives. Every employee has equal access to the service when they need it.

- **Tsujims SPC Healthy Organization**



The SPC Healthy Organization initiative, in collaboration with the Thai Health Promotion Foundation, was ongoing for the second year in 2023. The company prioritizes its employees' physical and mental well-being. Furthermore, the company intends to assist people in developing their creativity, harmony, and confidence in their work and personal lives. In 2023, the company organized various sports activities such as yoga, badminton, Zumba dance, and soccer events. Executives and staff were divided into groups, and rules were established for round-robin tournaments to foster genuine bonding and organizational solidarity.

4.3 Workplace Environment

- **Green space in the office**

The company created more green space in the office to improve air quality. Plants were set up throughout the workspace.



- **Co - Working Space**

The co-working space was designed to inspire employees and help them generate fresh ideas. It also serves as an area for staff to share their knowledge.



● **Innovation organization**



The company encourages employees to come up with creative ideas or new inventions, and they are encouraged to submit their innovative works for competition through the New Thinking Group project. Every year, the company allows employees to form groups and submit work to the competition. The company follows up on the evaluation of new ideas based on the criteria established by the project committee, and prizes are given to the selected groups as a token of appreciation to motivate employees to continue boosting work efficiency.

5. Engagement with the Community and Society



The company collaborates with and supports local communities as well as the government sector in an effort to constantly minimize impacts on communities and society. It focuses on executing in-process initiatives that contribute to community development or find sustainable solutions. In 2023, the company arranged key events as follows:

5.1 Tutoring Before Entering Universities through Sahapat

As the Thai economy has become increasingly competitive, strengthening human resources is crucial to gaining a financial edge over competitors. To prepare students for university admissions, the company has started an initiative to promote equitable educational opportunities across the country. The "Sahapat Admissions" project offers students free knowledge preparation before university admission exams.



The company is currently continuing with "Sahapat Admission" in an effort to prepare Thai students before taking the actual examination. "Sahapat Admissions" No. 26, DEK 67 Level Up, was organized in 2023, marking the 26th consecutive year. It carried out four primary activities: examination system advising, TCAS-regional tutoring, live online tutoring, and Q&A.



The company collaborated with Nation TV to host a discussion session, "TCAS66 Lesson Learned: Prepare for TCAS67," on the opening day of Sahapat Admission. Participants in this discussion session included nationally renowned instructors with expertise in a variety of subjects from the Sahapat Admissions Project, as well as top professors from TCASter who are specialists in the TCAS system. Additionally, parents, educators, and students from all throughout the nation could call in with questions and recommendations.

In addition to the examination system guiding session, the 26th Sahapat Admission included three additional activities to help Thai students gain confidence before entering the real examination field:

- **Sahapat Admission on the Road 2023**



The company organized Sahapat Admission on the Road 2023, which took place from August 16 to 31, 2023. It offered free tutoring in five subjects: English (A-Level), TGAT 1 - 2 - 3, Science (A-Level), and Mathematics (A-Level). To promote educational equality, it was held at five schools in five regions: Northern region: Mae-ai Wittayakom School in Chiang Mai Province; Northeastern region: Ratchasima Witthayalai School in Nakhon Ratchasima Province; Central region: Saraburi Wittayakhom School in Saraburi Province and Bangkok Wittayakom School in Bangkok; and Southern region:

- **Live Tutoring for 6 Consecutive Days**



Intensive online tutoring sessions were held from 2-7 October 2023, from 9:00 a.m. to 4:00 p.m., focused on crucial themes typically encountered in exams. During the six days of live tutoring, there was also a "Meet the Idol" activity in which senior idols came to chat and support students. The live streaming classes utilized the interactive video platform system on www.sahapatadmission.com, where teachers and students may ask and answer questions via live chat, as well as broadcast the tutoring sessions to schools around the country.

● **The Final Round of Q&A before the Actual Examination Arena**



On 4 November 2023, tutors assisted students in clearing up any confusion and boosting their confidence before the actual examination took place by answering their queries through Facebook: Sahapat Admission.

5.2 "Sahapat" Grants "Dr. Thiam Chokwatana Scholarships" to the Children of Company Employees.



The company promotes young development in Thailand and prioritizes youth education, both of which are vital to the country's prosperity. As a result, the company has launched "Dr. Thiam Chokwathana Scholarships," which it grants to the offspring of its employees and those of its associated companies who are enrolled in school but are unable to pay for the tuition. In 2023, the company held the program for the 10th time. There were 284 scholarships given to help employees with their expenses for their children's education at the kindergarten level, elementary level, secondary level, and higher education. The scholarship program also encourages young people to pursue greater educational opportunities.

5.3 Develop Thai Youngsters into Little Heroes through "Sahapat for Children, Year 7"



The company is dedicated to educating Thai children on the value of doing good and raising Thai youth from childhood to be decent and honest citizens in order to propel society toward livability and sustainable progress. The company has developed a project for Thai youngsters to share their stories for inspiration through creative efforts for society, known as the "Sahapat Project for Children." The project aims to find a school that trains students to be good and moral children. Search for and speak with "Little Heroes" who demonstrate good, act properly, have morals, are honest, appreciative, volunteer, and excel in a variety of professions, particularly those that benefit their families and society. The program in 2023 additionally trained students about the Waste Savings Bank, which promoted garbage separation. In addition, Sahapat provided items and sports equipment for the children's future education.

6. Engagement of Stakeholders



To meet societal expectations and deliver long-term value to all stakeholders, the company has a procedure in place for engaging with them and learning about their concerns and expectations. The company has consistently prioritized increasing engagement with stakeholders to foster collaboration in order to handle challenges collectively, particularly during times of crisis, and to keep the company's connections with stakeholders positive. The company conducted the following actions in 2023 to foster stakeholder engagement:

6.1 The 27th Saha Group Fair



"Saha Group" carried out the 27th Saha Group Fair with the theme of "Shopper Battle", bringing together over 1,000 booths of items from 100 enterprises, both on site at BITEC and online at discounted prices. For the first time, Saha Group Fair featured famous Thai and international influencers live reviewing products. The fair also included full highlights of innovative products under the concept of ESG (Environment, Social, and Governance), joint venture contract signing, seminars, contests, and fashion shows. Furthermore, the Saha Group Fair, which the company has been organizing for the 27th year in a row, has the primary goal of lowering people's costs of living as part of a long-term contribution to society and the community.

6.2 Sahapat Convened an Analyst and Investor Meeting



"Sahapat" collaborated with the Stock Exchange of Thailand to host a forum on Opportunity Day for analysts and investors to engage in in-depth business discussions and showcase business strategies and diverse initiatives for Sahapat Group companies in the future. In addition, analysts and investors had the chance to see new products and developments at the "27th Saha Group Fair."

6.3 "Mama" Met Business Partners from Across the Country At the "27th Saha Group Fair."



The company teamed up with "Mama," a well-known brand under Thai President Foods Public Company Limited that sells instant noodles, to arrange a conference with their business partners at the 27th Saha Group Fair. The purpose of the meeting was to strengthen the positive relationship with their business partners that the two have shared for a long time. During the conference, Saha Group reaffirmed its potential by demonstrating how its subsidiaries, particularly the "Mama" product, which is constantly growing and gaining market acceptance and has the potential to generate annual growth, have been able to guide the company through every economic downturn. The company also discussed its business strategy, stating that it pursues continuous improvement in every aspect. The company is transitioning from being an enterprise of quality consumer products to investing in new businesses in the future to drive growth with allied partners. The company is eager to work with allied partners to prioritize social development and the surrounding local communities so that all sectors can coexist happily and sustainably.

6.4 The training course "Understanding Corporate Sustainability"



THANULUX PUBLIC COMPANY LIMITED, together with ABC Group companies, has organized a training course titled 'Understanding Corporate Sustainability' on November 24, 2023, at U Sathorn Bangkok Hotel, Thung Maha Mek Subdistrict, Sathorn District, Bangkok. The course was lectured by Mr. Anantachai Yuprathom. This training course was organized to create knowledge and understanding about business sustainability development for directors, executives, employees, and partners in the Sahapat Group. The company, led by Mrs. Nophawan Khlaiophas, the Corporate Sustainability Committee, and the company's sustainability working group, also attended the said training course. This initiative aims to develop the organization into a value chain of the Saha Group that is jointly sustainable in the future.

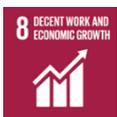
Performance Summary

The company has always recognized the importance of social responsibility. In 2023, the company raised its degree of social responsibility to sustainable development by integrating diverse social activities aligned with the company's strategic direction based on economic, social, and environmental principles. This report was developed using the Sustainability Report Framework, which is based on the GRI Standards and UN Sustainable Development Goals (SDG) concerns. In the future, the company will remain committed to operating in accordance with sustainable development principles. It will seek to create a sustainability report that meets international requirements while also covering the framework of the GRI standards and UN Sustainable Development Goals to the greatest extent feasible.



Sustainability Strategy	Significant Issues	GRI	Scope	
			Inside	Outside
High-quality products and services	<ul style="list-style-type: none"> • Offer high-quality products and services that meet consumer needs. • Ensure the health and safety of customers and employees. • Enable access to products and services. • Implement safeguards to ensure the protection of personal information. 	<ul style="list-style-type: none"> • GRI 301 • GRI 416 • GRI 418 	<ul style="list-style-type: none"> • Employee 	<ul style="list-style-type: none"> • Customers / Consumers • Partners • Community / Society • Public sector
Employee support	<ul style="list-style-type: none"> • Support staff training and development. • Recruit talented employees. 	<ul style="list-style-type: none"> • GRI 401 • GRI 402 • GRI 403 • GRI 404 • GRI 405 • GRI 406 • GRI 407 	<ul style="list-style-type: none"> • Employee 	<ul style="list-style-type: none"> • Partners • Public sector
Optimization	<ul style="list-style-type: none"> • Take care of the environment. • Address climate change. • Manage energy consumption. • Control waste and trash. 	<ul style="list-style-type: none"> • GRI 302 • GRI 303 • GRI 305 • GRI 306 	<ul style="list-style-type: none"> • Employee 	<ul style="list-style-type: none"> • Partners • Shareholders • Community / Society • Public sector
Value Chain Management	<ul style="list-style-type: none"> • Build and maintain business alliances. • Manage risk. • Conduct good corporate governance. 	<ul style="list-style-type: none"> • GRI 201 • GRI 204 • GRI 205 • GRI 301 • GRI 414 • GRI 415 	<ul style="list-style-type: none"> • Employee 	<ul style="list-style-type: none"> • Customers / Consumers • Partners • Creditors • Shareholders • Community / Society • Public sector
Social and Community Responsibility	<ul style="list-style-type: none"> • Business Partner • Strengthen the community and society. 	<ul style="list-style-type: none"> • GRI 203 • GRI 413 	<ul style="list-style-type: none"> • Employee 	<ul style="list-style-type: none"> • Partners • Community / Society • Public sector

Sustainable Development Goals (SDGs)

		How SPC is supporting	Page Number
	End poverty in all its forms everywhere	<ul style="list-style-type: none"> Care the whale Activities Supporting Local Occupations Saha Group Fair 	65, 69-70, 85
	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	<ul style="list-style-type: none"> Support the salary and wage that is suitable and sufficient for living of associates and their families. (Living Wage) 	78, 152-154
	Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> Quality Product and Service Home Service 	45-49, 80-82
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> Increase of Capabilities in Knowledge and Skills SPC Scholarship Program Sahapat Admission 	72-77, 84
	Achieve gender equality and empower all woman and girls	<ul style="list-style-type: none"> Responsible for associates in terms of Human Right and respect the diversity 	67-69
	Ensure availability and sustainable management of water and sanitation for all	<ul style="list-style-type: none"> Responsible water consumption Responsible waste water management 	63-64
	Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none"> Efficiency Energy Consumption Solar Rooftop 	60
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"> Provident fund Saha Group Cooperative inviting savings 	154
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	<ul style="list-style-type: none"> Innovative Organization The New Thinking Group 	82

		How SPC is supporting	Page Number
	Reduce inequality within and among countries	<ul style="list-style-type: none"> • Elderly Employment • Disabled Employment • Diverse employment without gender discrimination such as religion, skin color, race, hometown including differences in mindset, including LGBTQI+ group 	67-68
	Make cities and human settlements inclusive, safe, resilient and sustainable	-	-
	Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"> • Renewable Energy • Green Please Project 	60, 61
	Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none"> • Energy Efficiency • Efficient Transportation for loss reduction 	54-60
	Conserve and sustainably use the ocean, seas and marine resources for sustainable development	-	-
	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	<ul style="list-style-type: none"> • Garbage and Waste Disposal 	58-59, 65-66
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	<ul style="list-style-type: none"> • Respect on Human Right 	69
	Strengthen the means of implementation and revitalize the global partnership for sustainable development	<ul style="list-style-type: none"> • Value Chain 	46-49