



SUSTAINABILITY ***REPORT 2022***

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Message from the Chief Executive Officer



In 2022, HaadThip has consistently and continuously conducted business with a firm commitment to sustainable development. This unwavering dedication has been firmly integrated into our operations, leading us to be selected as one of the 169 listed companies on the Thailand Sustainability Investment List (THSI) in the Ago & Food Industry Group for the fifth consecutive year by the Stock Exchange of Thailand. Furthermore, we were ranked among the top companies on the ESG100 List in 2022 by the Thaipat Institute for our outstanding environmental, social, and governance performance (ESG) and awarded the Corporate Excellence Award in the Sustainable Management Category by the For Thai Social Foundation for our exceptional sustainable management practices.

Heading toward 2023

In 2023, we will continue to be committed to developing our business for sustainable growth within the environmental, social, and governance framework while prioritizing the wellbeing of stakeholders throughout the supply chain. We will formulate policies and plans that align with market trends and current challenges and set clear timeframes and goals to be achieved. In terms of environmental aspects, great importance will be placed on water replenishment, climate action, waste collection, and packaging management. Regarding social aspects, we continue to promote a commitment to human rights and equality throughout the company while supporting communities in various areas, including sports, traditions, and culture. In governance aspects, we are determined to fight corruption and collaborate with both the public and private sectors to achieve the Sustainable Development Goals (SDGs) set by the United Nations. You can find out more about our goals, practices, and progresses in this Sustainability Report.

On behalf of the Board of Directors, I would like to express my gratitude to our shareholders, employees, investors, customers, partners, public and private organizations, and patrons for their unwavering support. I deeply appreciate the continuous dedication and contributions of our employees in driving our organization toward strong and sustainable growth.



Maj. Gen. Patchara Pattakul
Chief Executive Officer

HaadThip Public Company Limited

About HaadThip

HaadThip Public Company Limited is granted a franchise from The Coca-Cola Company based in Atlanta, Georgia, USA to bottle and distribute soft drinks under the Coca-Cola trademark. Our products are divided into two groups:

1. Sparking beverages including beverages under the Coca-Cola, Sprite, Fanta, Schweppes, and A&W brands.
2. Still Beverages including beverages under the Namthip, Bon Aqua, Minute Maid, and Fuze Tea brands.

As of 31 December 2022, HaadThip employs more than 2,000 people, owns two bottling plants in Hatyai District, Songkhla Province, and Punpin District, Surat Thani Province, and has 18 warehouses located across 14 southern provinces.

Over the past 50 years, HaadThip has consistently developed business to achieve strong growth, emphasizing management for maximum efficiency while creating stability for local communities and caring for the environment. We take part in community development in 14 southern provinces in which we operate business to improve quality of life and promote economic, social, and environmental sustainability.

About This Report

The Sustainability Report 2022 is the fifth edition of our sustainability report published by HaadThip Public Company Limited to disclose sustainability management and performance encompassing economic, social, and environmental dimensions to stakeholders. It covers the reporting period from 1 January to 31 December 2022 and contains updated information regarding the previous year's greenhouse gas emissions and raw material procurement. The report has been prepared with reference to the Global Reporting Initiative or GRI Standards.

Contact Channel

If you have any further questions or suggestions please contact the Sustainability Development Division HaadThip Public Company Limited
074-210008-18 : 481

Reader Survey



Vision

We are the leader in the beverage industry and committed to sustainable growth with the communities

Mission

1

To be a completely integrated beverage company and to maintain the leading position in the southern market, with revenue, sales and profits soaring on a continuous basis.

2

To continue to be the manufacturer, distributor and service provider of high quality products to customers and consumers, so that the Company is trusted as part of the South.

3

To ensure that the Company's personnel have integrity, perform their duties with loyalty and honesty; and have responsibilities to the organization and society as a whole.

4

To be an organization with good governance, through the creation and development of the type of personnel that the society needs; and taking part in the development and improvement of natural resources and environment in a responsible and sustainable manner.

Value

1. Integrity

2. Individual Initiative

3. Customer Value

4. Teamwork

5. People Development

6. Mutual Trust & Respect

7. Commitment

8. Always be part of the South

9. Relationship Marketing

10. Fun

2022 Sustainability Highlight



Financial

Total Income	7,092.54 million Baht
Net Profit to Total Sales Revenue	6.08 %
Net profit	430.98 million Baht



Employee

% of females in all management positions	6.13 %
% of employee turnover rate	13.18 %
Investment on employees training and development	6.98 million Baht
Total number of incidents of human rights violations	0 case



Community

Number of beneficiaries of the local water development programme	1,996 households
Investment on community development	23.02 million Baht
Total number of incidents of community complaint	0 case



Environment

Total number of product received CFO verification	36 SKUs
% of annual GHG emission reduction	8.15 %
% of renewable energy used for generating electricity	10.30 %
% of Recycle rate of manufacture waste	87.00 %

Sustainability Performance

HaadThip Public Company Limited operates with the aim of becoming a leader in the beverage industry under the sustainable development framework, striving to address the impact of our business on stakeholders, promote transparency, and comply with internationally accepted management standards. We adapt to market trends, prioritize the collective interests of stakeholders throughout the supply chain, and conduct our business in accordance with the environmental, social, and governance (ESG) framework. In addition to implementing activities that produce tangible and measurable results to support the UN Sustainable Development Goals (SDGs), striving to use natural resources efficiently and appropriately according to the circular economy concept and the country's sustainability strategy.



Economics and Governance

Placing great importance on the principles of corporate governance, HaadThip continues to conduct business efficiently and maximize benefits for shareholders, stakeholders, society, and the environment. We uphold ethics and integrity in our business operations to maintain standards of good corporate governance and consistently deliver high-quality products and services.



Society, Communities, and Human Rights

Cares for society and communities and treats all stakeholders fairly without discrimination regardless of their gender, race, religion, or disability. We actively participate in providing support and assistance to communities in the southern region as part of "HaadThip stands by people of the south." We also integrate the spirit of volunteerism into our corporate culture and implement volunteer activities regularly.

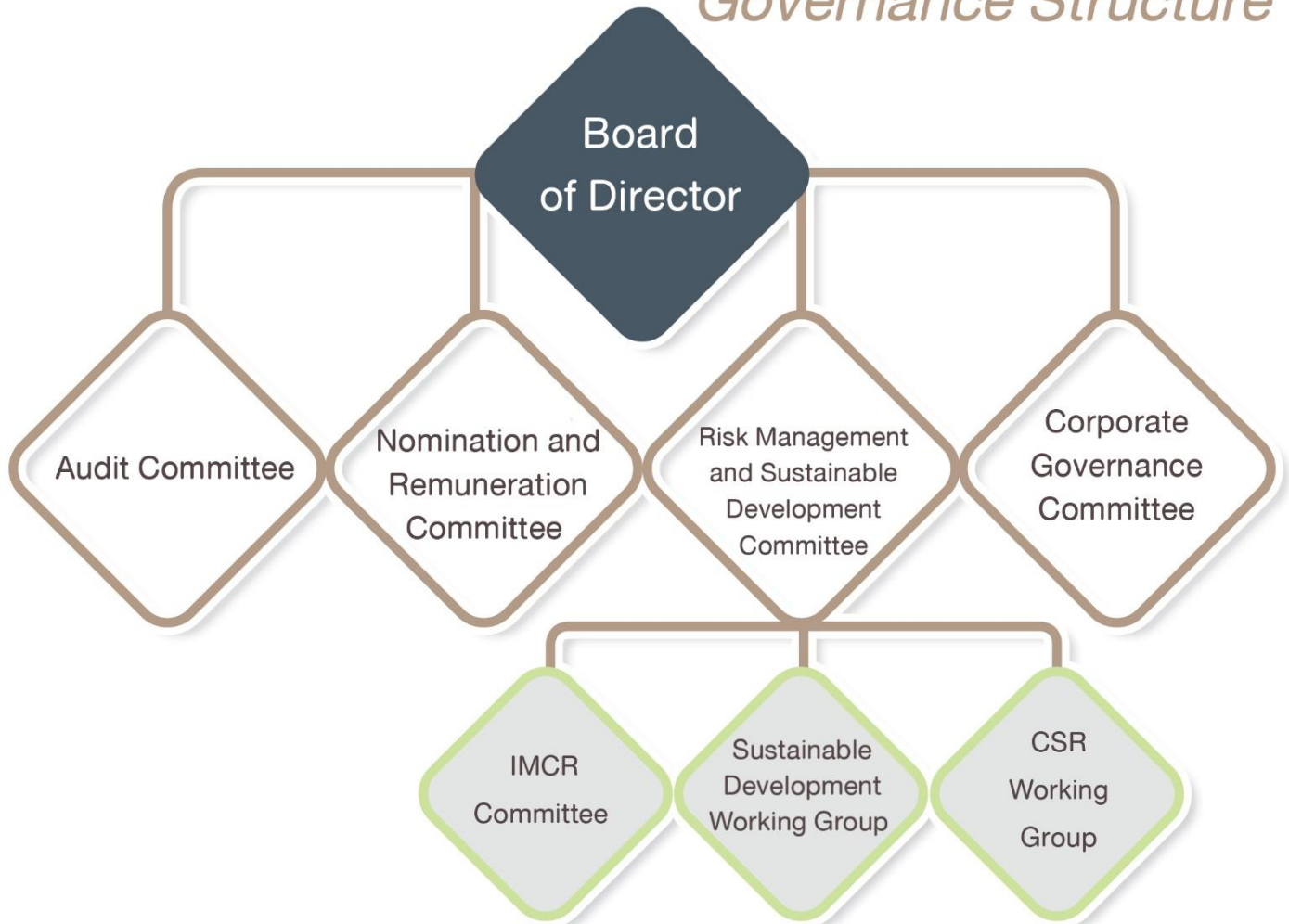


Environment

Establishes environmentally friendly business objectives, taking into account the impact of our operations from upstream to downstream. We improve our energy and resource efficiency to minimize environmental footprint. Additionally, we promote effective waste management practices and foster environmental awareness among employees, communities, and stakeholders, encouraging them to take part in protecting and restoring the environment for future generations.

Sustainability

Governance Structure



Responsibilities

Setting strategies and overseeing their implementations to develop the corporation to achieve strong and sustainable growth in the best interest of stakeholders through sustainable development practices while operating with social and environmental responsibility in alignment with the principles of corporate governance.

Scope of Duties

1. Supervise and review operations to ensure they align with sustainable development strategies.
2. Provide resources and personnel to implement sustainable development strategies across the organization.
3. Summarize sustainable development performance and present it to the Risk Management and Sustainable Development Committee at least twice a year.

Sustainability Targets



Water Resource Management

2025

Expand the number of households benefiting from community water management to over 10,000 household.

2030

Reduce water consumption in the production process to equal or less than 1.39 L/L_{bev.}



Packaging Management

2023

Reduce the use of plastic for packaging by 150 tons.

2030

Make 100% of our packaging recyclable and use at least 50% recycled material in our packaging.

Collect and recycle the equivalent of 100% of the packaging we introduce into the market.



Energy and Climate Change Management

2025

Reduce greenhouse gas emissions per unit of production by 10%.

2027

Expand the proportion of clean energy for electricity production by no less than 20%.

2050

Achieve carbon neutrality.



Employee Development

2025

Increase the representation of women in managerial positions by 5%.

At least 80% of employees participate in the Employee Engagement Survey, and an employee engagement score is not less than 75%.





Sustainability Development

Accomplishments

HaadThip was selected as one of the 157 listed companies on the 2022 Thailand Sustainability Investment List (THSI) in the Agro & Food Industry Group for the fifth consecutive year (2018–2022) by the Stock Exchange of Thailand.



HaadThip was selected as one of the ESG100 companies with outstanding environmental, social, and governance performance by the Thaipat Institute.

HaadThip received the CSR Excellence Award 2022 (national level) for its ethical business conduct, commitment to social responsibility and stakeholders, and compliance with the principles of corporate governance and ethical standards.



HaadThip received the Sustainability Disclosure Recognition at the 2022 Sustainability Disclosure Awards for the second consecutive year from the Thaipat Institute.

HaadThip became a member of the Thai Beverage Association (TBA) to help in driving strategies and plans for achieving success and leadership in the beverage industry.



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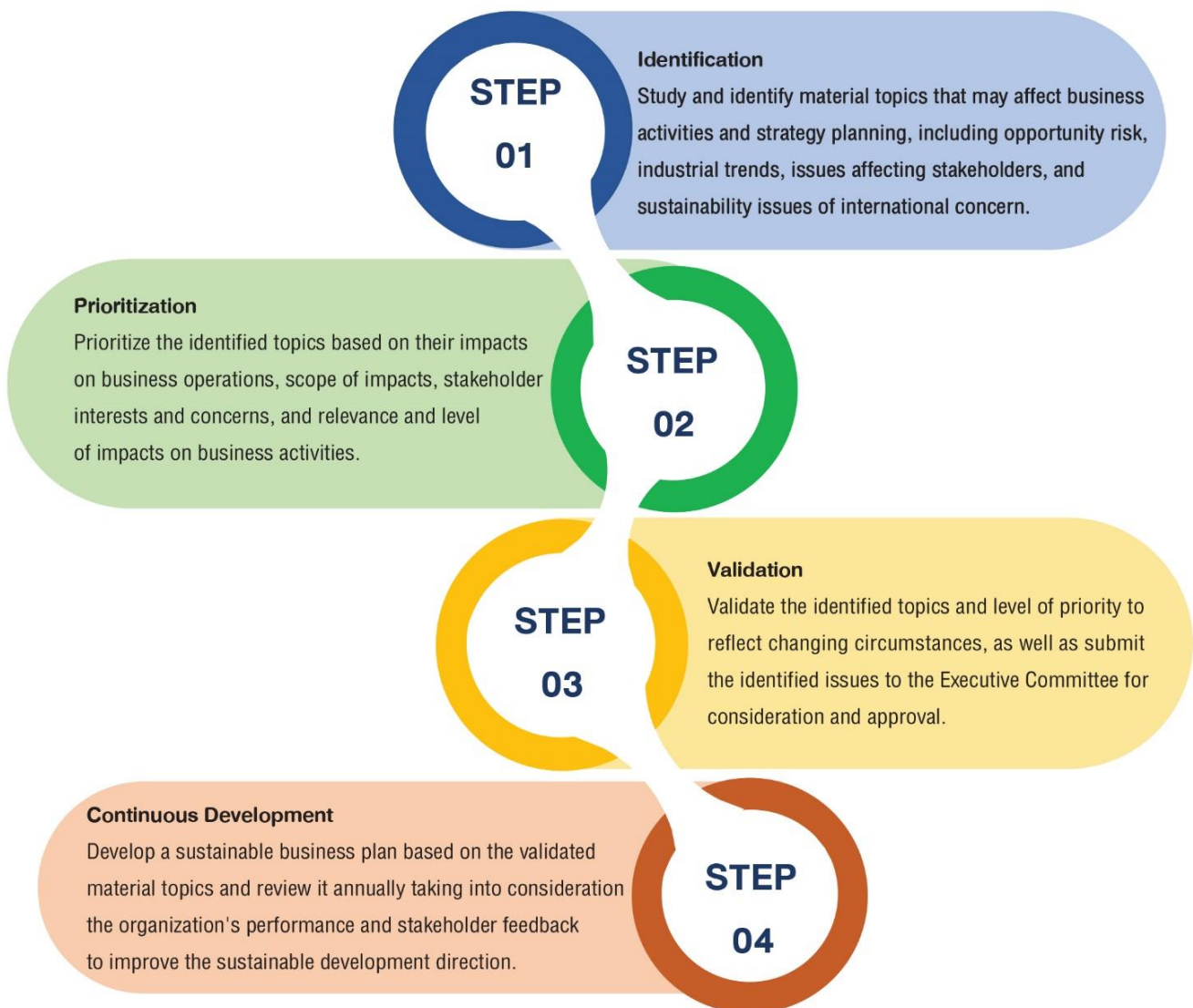
HaadThip participated in the PackBack Project to apply the principle of extended producer responsibility (EPR) in which producers take responsibility for managing postconsumer packaging waste for reuse or recycling. This effort aims to prevent adverse environmental impacts and promote sustainable development in line with the circular economy concept throughout the product lifecycle.



HaadThip received the Certificate of Membership for becoming a full member of the Thai Private Sector Collective Action Coalition Against Corruption (CAC) to combat corruption and promote transparency in business practices.

Materiality Assessment

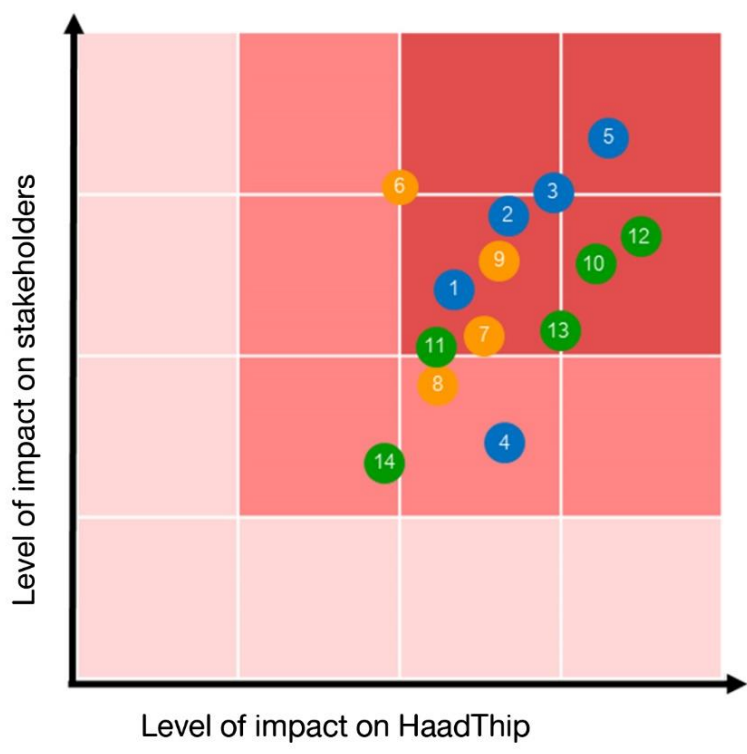
To determine the direction of sustainability performance in line with global market trends and issues important to stakeholders, we have set up a working group to analyze and evaluate material economic, social, and environmental issues that may have significant impacts on our business operations and stakeholders. We conduct a survey to collect opinions and feedback about the impacts related to our activities from stakeholders every two years and review material issues annually.



HaadThip 2022 Sustainability

Materiality Matrix

HaadThip assesses and prioritises material issues that may have impacts on the organisation, taking into consideration changing global circumstances and the expectations of stakeholders both internally and externally. The company, therefore, conducts assessments and analyses important issues by listening to feedback from stakeholders every two years and reviewing the materiality annually to determine our sustainable business direction and respond to stakeholder needs. Prior to approval by the executive management and the sustainable risk and development committee for disclosing sustainability materiality topics,



Economics

- 1. Corporate Governance
- 2. Anti-Corruption
- 3. Risk Management
- 4. Sustainable Supply Chain
- 5. Consumer Responsibility

Social

- 6. Human Rights and Labor Practices
- 7. Occupational Health and Safety
- 8. Employee Development and Well-being
- 9. Social Development and Support





Environment

- 10. Climate Change
- 11. Energy Efficiency
- 12. Packaging Management
- 13. Water Management
- 14. Biodiversity

Stakeholder Engagement

HaadThip places importance on efficient and sustainable supply chain management that covers environmental, social, and governance aspects according to the ESG disclosure guideline of the Stock Exchange of Thailand and in response to stakeholder expectations. We have assessed stakeholder expectations through listening, interview, satisfaction survey, focus group discussions, workshops, and complaint channels. This assessment helps us understand the impacts and material issues related to the company and stakeholders, as well as better respond to stakeholder expectations. Our stakeholders can be divided as follows:



Stakeholders	Communication Channels	Concerns
<p>Employee</p> 	<ul style="list-style-type: none"> • Meetings / training / seminars • Complaint channel • SNS Platform (Line, Facebook or YouTube) • Internal communication (email, intranet, and video conference) • Employee performance assessment 	<ul style="list-style-type: none"> • Safety Workplace Environment • Career Advancement • Employee compensation and benefits • Skill and capacity development
<p>Customer</p> 	<ul style="list-style-type: none"> • Shop visits • Customer survey • Social Media Official • Application "M Game" • Complaint channels 	<ul style="list-style-type: none"> • Product and service quality • Punctual Delivery • Improve strategies to meet market demands • Personal data protection
<p>Community</p> 	<ul style="list-style-type: none"> • Participate in activities with the communities • Field visit and consult with the community • Plants visit • Conduct a community survey 	<ul style="list-style-type: none"> • Negative impact from business operation • Natural resource and environmental restoration • Reducing social inequality • Promoting occupations for communities
<p>Consumers</p> 	<ul style="list-style-type: none"> • Satisfaction survey • Off-site, marketing, sales promotion activities • Social Media (Facebook- page, Twitter, Line@, YouTube) • Complaint channels • Plants visit 	<ul style="list-style-type: none"> • Product and service quality and safety control • Implementing projects to benefit society and the environment • Designing products to meet all consumer needs

Stakeholders	Communication Channels	Concerns
<p>Suppliers and Business Partners</p> 	<ul style="list-style-type: none"> • Annual meeting • Communication via phone email and video conference • Risk assessment meeting • Complaint channels • Participation in activities organized by HaadThip • Suppliers survey and questionnaires 	<ul style="list-style-type: none"> • Fair and transparent procurement process • Punctual Delivery • Product quality • Product safety • Communicating policies and acknowledgment of supplier code of conduct
<p>Shareholder and Investors</p> 	<ul style="list-style-type: none"> • Annual shareholder meeting • Quarterly performance report, Annual report and Sustainability Report • One on One Meeting with investors • Phone and email 	<ul style="list-style-type: none"> • Financial performance • Transparency and accountability • Sustainable growth strategies • Risks and risk prevention • Market conditions and competition
<p>Mass Media</p> 	<ul style="list-style-type: none"> • Press conference • Publicizing news and activities of Haadthip on online and offline platform • Participation in projects and activities organized by HaadThip 	<ul style="list-style-type: none"> • Transparent disclosure • Business expansion plans and corporate development strategies • Accuracy and completeness of information
<p>Government Agencies</p> 	<ul style="list-style-type: none"> • Participation in activities and projects with government agencies • Attending training and seminars organized by government agencies • Reporting performance results to relevant agencies as required by law 	<ul style="list-style-type: none"> • Transparency disclosure of performance results • Compliance • Social and environmental responsibility

Materiality Topics and Impact Boundaries

Sustainability Materiality Topics	Impact Boundaries								SDGs
	Internal		External						
	Organisation	Employee	Consumer	Supplier	Investor	Community	Mass Media	Government Agencies	
Corporate Governance	*	*	*	*	*			*	     
Anti-Corruption	*	*	*	*	*		*	*	
Risk Management	*	*	*	*	*	*			
Sustainable Supply Chain	*	*	*	*	*	*		*	
Consumer Responsibility	*	*	*	*	*	*	*	*	
Human Rights and Labor Practices	*	*	*	*		*		*	       
Occupational Health and Safety	*	*	*	*		*		*	
Employee Development and Well-being	*	*		*					
Social Development and Support	*	*		*		*	*	*	
Climate Change	*	*	*	*	*	*	*	*	     
Energy Efficiency	*	*		*		*		*	
Packaging Management	*	*	*	*	*	*		*	
Water Management	*	*				*		*	
Biodiversity	*	*				*	*	*	

Business Value Chain

HaadThip strives to operate with transparency, enhance competitiveness, and continuously develop to build a strong foundation for business expansion and growth by adding value to every activity we implement. In addition to optimizing existing products and assets, we develop specialized and higher-value products to reduce the volatility of financial performance and long-term impact on society and the environment. Our key strategies are as follows:



Raw Material Procurement and Supplier Selection

- Select quality raw materials to be used in the production of products and services.
- Advocate the green procurement policy in the selection of suppliers.
- Monitor and assess supplier risks regularly.
- Promote collaboration with suppliers to ensure fair, reliable, and accountable procurement of raw materials.



Production and Technological Development

- Align the production plan with market demands to reduce unnecessary resource consumption.
- Ensure product quality is in conformity with legal requirements and international standards related to consumers, safety, and the environment.
- Promote clean energy in the production process to reduce environmental impacts.
- Develop machines to produce products faster to reduce costs and resources in production.

Transportation and Distribution

- Promote the adoption of technology in transportation and distribution systems to enhance their performance efficiency.
- Promote road discipline and safety among employees to reduce road traffic risks.
- Store products in places that meet standards to ensure their safety and quality.





Marketing and Sales

- Maintain the quality of products and services' delivery on time.
- Keep good relationships with customers, consumers, and communities through projects such as customer satisfaction surveys and promotional activities.
- Set up direct and easy-to-use communication channels for customers, consumers, and stakeholders to listen to their concerns or expectations and demonstrate responsibility toward consumers.

Corporate Culture and Human Resource Management

- Care about every employee, provide opportunities for employees to improve their knowledge and skills, regularly provide training and testing for employees at all levels, and assist employees with regard to work or personal matters.
- Provide training to develop employees' potential, improve workplace safety, and reduce risks to life and property of employees.



Post-Consumer Packaging Management

- Design packaging that is more environmentally friendly to reduce environmental impacts and costs of raw materials.
- Collect post-consumer packaging waste in communities for reuse or recycling in line with the World Without Waste Vision of The Coca-Cola Company.
- Communicate and collaborate with other organizations to promote awareness at a large scale.



Sustainable Supply Chain Management

- Number of suppliers **73** *100% of purchase value*
- Proportion of critical suppliers to total suppliers *9% of purchase value*
- Number of new suppliers in 2022 *3 suppliers*
- Proportion of domestic suppliers to total suppliers *89%*
- Proportion of local suppliers in the 14 southern provinces to total suppliers *13%*



Management Approach

HaadThip takes supply chain management seriously to ensure that our products and services are subject to standard procurement processes that prioritize consumer safety. To meet consumer needs, we carefully assess the quality of raw materials used in production and the level of services provided. This is achieved through the following management practices:

- 1 We have established a procurement policy that encompasses responsible sourcing and requires all suppliers to acknowledge and adhere to the Supplier Code of Conduct. In 2022, new suppliers were communicated with and informed about our Supplier Code of Conduct and practices.
- 2 We have established the standard for selecting new suppliers based on their quality, service, safety, delivery, food safety, and sustainability practices to ensure that they are reliable and trustworthy.
- 3 We also established criteria for selecting critical suppliers to develop a risk monitoring plan and drive sustainable sourcing practices.
- 4 We conduct supplier self-assessments and on-site assessments regularly, which also cover their sustainability performance. In 2022, there were no high-risk suppliers. However, for suppliers identified with medium and low risks, we notified them of the assessment results and developed plans for addressing these issues.

Managing Risks Together with Suppliers

1. Reducing Corruption Risk

The Procurement Department has joined the Private Sector Collective Action Against Corruption (CAC) together with suppliers to support private organizations in establishing anti-corruption policies and implementing mechanisms to prevent bribery and creating a strong network of clean businesses.

2. Reducing Pre-Purchase Fraud Risk

The Procurement Department has developed a pre-purchase plan for parts, machines, and refrigerators from the Cross Enterprise Procurement Group (CEPG), allowing for efficient advance credit payments and reducing fraud risks.

3. Reducing Risk from Price Increase

The Procurement Department has held bidding in advance for promotional materials, computers (laptops and desktops), IT equipment, software, work environment inspection services, and pest control services to reduce the risk of price increases. Suppliers participating in the bidding were required to meet specific qualification criteria set by the company.

4. Reducing Risk from Natural disasters, Pandemics, and Wars

Natural disasters, pandemics, and wars can lead to disruptions in procurement and delivery schedule. To prepare for emergencies where suppliers are unable to deliver products and services, the Procurement Department has sought and selected new vendors and service providers to increase the number of suppliers at the central and provincial levels.

2022 Performance

% of suppliers who were communicated with and signed the Supplier Code of Conduct Acknowledgement to total suppliers: **100%**.

% of suppliers assessed for ESG performance to total suppliers: **100%**.

No issues or high risks were identified during the supplier audit conducted in 2022.

Corporate Governance,

Transparency, and Ethics

Acting ethically is always the right thing to do. Corporate governance and code of conduct are like a map that guides us to a successful future and help us achieve ethical standards, personal integrity, and compliance, which are the cornerstone of our “HaadThip Family.”

HaadThip has instilled the principles of corporate governance and business ethics in our employees at all levels to build an efficient and robust management system and promote sustainable growth. We strive to continually develop to become an organization that operates efficiently, creates maximum benefits for shareholders, stakeholders, society, and the environment, and upholds business ethics.

We have developed the Code of Conduct and established the Corporate Governance Committee to ensure that our employees perform their duties in accordance with the rules and requirements set by SEC, HaadThip's Articles of Association, and Stock Exchange of Thailand, as well as the Public Companies Act and other relevant laws. Moreover, we have disclosed information on our website under the topic “Corporate Governance” to inform stakeholders and the public about our code of conduct and policies.

<https://www.haadthip.com/th/about/good-corporate-governance>

We communicate ethical business practices through the Employee Handbook to all employees from the first day of work to ensure that they treat stakeholders with integrity, honesty, responsibility, and transparency. We have also revised our Code of Conduct to cover to following topics:



HaadThip is aware that conducting business in accordance with the principles of corporate governance is crucial for establishing an effective system and credibility to create sustainable growth and investor confidence. As such, we have consistently promoted and instilled this awareness among our employees to develop a strong corporate governance culture.

Furthermore, we participated in the Corporate Governance Report of Thai Listed Companies (CGR) in 2022 and were rated "very good" or four stars.



Code of Conduct

HaadThip requires all executives and employees to comply with ethical standards to achieve corporate objectives, goals, and vision and create value for the organization. We have developed the Code of Conduct in writing and updated it regularly. Our Code of Conduct is also published on our website, which is accessible to all employees, stakeholders, and the general public. Moreover, a policy and guidelines have been put in place to enable employees to file complaints or report information about non-compliance with laws, rules, regulations, and the Code of Conduct.

Anti-Corruption Policy and Guidelines

HaadThip has established the Anti-Corruption Policy and Guidelines to ensure that the organization operates efficiently and achieves its objectives with transparency and accountability to all stakeholders. We have joined the Private Sector Collective Action Coalition Against Corruption (CAC) and are determined to strictly and earnestly comply with anti-corruption laws.

Anti-Corruption Guidelines

We have built a corporate culture that firmly rejects any form of corruption, whether it is done directly or indirectly for personal benefit or the benefit of families, friends, or acquaintances. All employees are required to strictly comply with anti-corruption measures. They are prohibited from giving or receiving bribes in any form. Our business activities and interactions with the government sector must be transparent, honest, and in compliance with relevant laws.



- We are aware that corruption is a serious problem that requires all stakeholders to fight together. HaadThip, as a member of Thailand's Private Sector Collective Action Against Corruption (CAC), is operating under the principles of good corporate governance. We request the collaboration of all employees to adhere to the No Gift Policy, not accepting any form of gift or gratuity because of their positions or on any occasion.

- HaadThip has invited our suppliers and partners to be part of the "CAC Change Agent Day", held on August 26, 2023. Aimed to develop a comprehensive anti-corruption policy and implement mechanisms to prevent taking and accepting bribes in order to construct and expand a large and strong clean business network.



Complaint Management

Actions against Non-Compliance with Policies and Guidelines

HaadThip has set up whistleblowing or complaint channels to allow all stakeholders to report any impacts or risks resulting from the company's business activities or employees' misconduct, illegal or unethical acts, suspicious corrupt behavior, discrimination, or careless and negligent conduct. All information will be kept confidential and disclosed as necessary. Appropriate measures will also be taken to protect whistleblowers, complainants, and all other people involved.

We will conduct investigations and document factual findings. If the complaint is found to be true, the Inquiry Committee will report the investigation results to the Disciplinary Committee to determine disciplinary actions in accordance with the check and balance principles to ensure fairness for all parties involved.

In 2022, there were three employees committing corrupt acts and disciplinary actions have been taken. Moreover, we improved anti-corruption measures and guidelines, urging every supervisor to tighten up supervision, and raising awareness among employees to prevent repeat incidents.

Complaint and Whistleblowing Management Mechanism and System



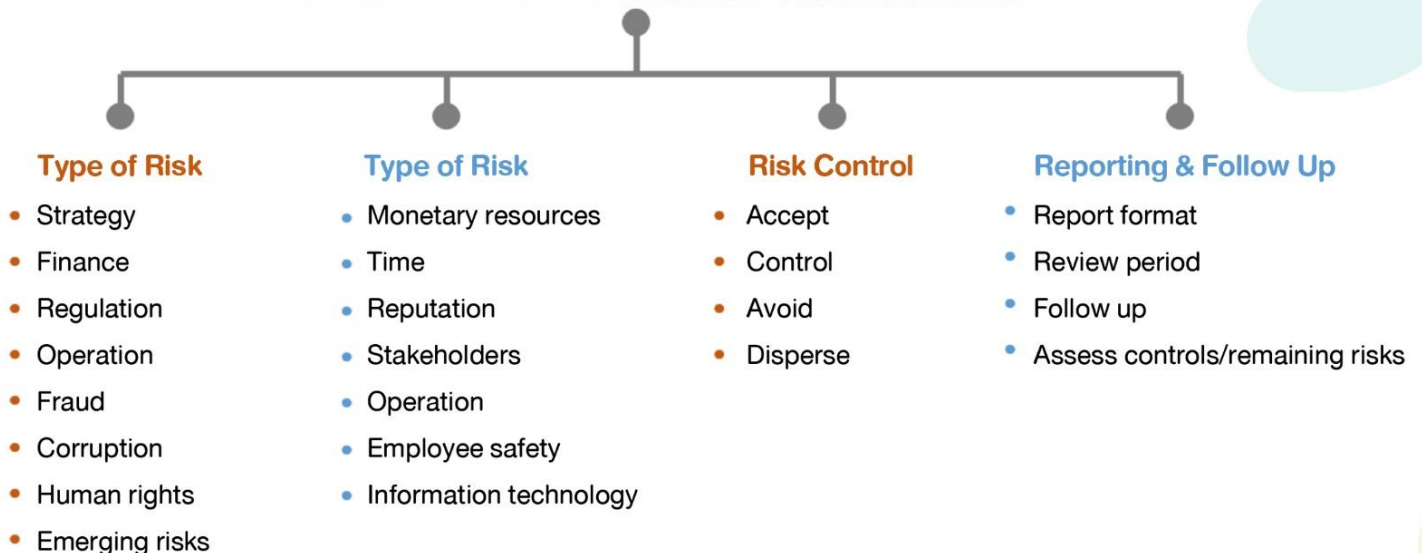
Enterprise Risk Management

There are internal and external risk factors that may affect the achievement of HaadThip's goals. To ensure sustainable growth, the Board of Directors and management have developed and implemented an integrated risk management plan according to the COSO Enterprise Risk Management Framework and ISO 9001:2015 Quality Management System and considered corruption risks in order to effectively manage and control internal and external risks to an acceptable level.

The Risk Management and Sustainable Development Committee is responsible for overseeing and ensuring that enterprise risks are managed to an acceptable level and establishing risk management policies for every employee to comply with. The Committee assesses and manages both external and internal risks, including strategic, operational, financial, compliance, and corruption risks in order to determine appropriate measures to prevent and mitigate them.

To ensure effective risk management processes in accordance with governance standards, HaadThip conducts a risk assessment at the unit level twice a year and develops a risk mitigation plan. Furthermore, the results of the risk assessments from all units are discussed in the Management Review meetings, which are held twice a year, The Risk Management and Sustainable Development Committee meets with the Audit Committee to exchange knowledge and information regarding risks and internal controls that have an impact on or potentially affect the company every six months.

HAADTHIP Risk Framework



Personal Data Protection

HaadThip has implemented the Personal Data Protective Policy (PDPA) to protect personal information of customers, suppliers, contacts, and employees. This policy is in alignment with the current law and aims to prevent data breaches or unauthorized use or disclosure of personal information through the People, Process, and Technology Framework.

Furthermore, we have established the Personal Data Protection Committee to provide knowledge and build understanding for employees, drive policies, and oversee personal data protection implementation.

- *In 2022, all management level employees and above received training and were informed about the Personal Data Protection Policy.*

- *Number of customer data breaches and losses = 0*

- *Number of privacy infringement complaints = 0*



Personal Data Protection Implementation

- Technical Measures – Control and install security systems on equipment, networks, and hardware to prevent sensitive data breaches and protect the organization against potential harm.
- Organizational Measures – Set internal policies, practices, or standards for control and auditing. Appoint a working group to provide training for employees

Human Rights Implementation

HaadThip is committed to strictly complying with human rights principles, laws, and international principles, particularly the United Nations Global Compact (UNGC) and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work to prevent human rights violations in all business activities covering all stakeholders, business partners, and suppliers throughout the supply chain. All employees are protected and entitled to benefits according to the employment contracts. We respect basic human rights and create equal employment and opportunity without discrimination based on nationality, race, age, gender, skin color, belief, and political opinion, particularly in vulnerable groups such as women, immigrants, and people with disabilities. We also offer equitable access to suitable facilities for all employees.

In addition to developing training plans to create opportunities for career advancement, HaadThip takes steps to ensure fair recruitment, selection, training, promotions, and termination practices in accordance with international standards. We communicate and provide knowledge and understanding to all employees, executives, and stakeholders throughout the value chain and cultivate a sense of responsibility among all employees. When discovering acts of human rights violation, we require employees to report them to their supervisors or responsible persons and cooperate in an investigation.

Human Rights Award 2022 (Large Corporation Category)



Gender Fair Award 2022, by Department of Social Development and Welfare



Importance of Human Rights to the Success of An Organization

Adopting a human rights policy as a basis for organizational management and incorporating it into daily operations is crucial in achieving our corporate goals.

The three key principles guiding our practices are as follows:

1. Protect

We have a clear policy to protect all people involved in our business against human rights violations.

2. Respect

We and our employees demonstrate accountability and respect for human rights in all forms.

3. Remedy

We have efficient mechanisms to provide remedies and reparation for victims of human rights impacts or violations resulting from our business activities.

Benefits of Human Rights Implementation

Impact on Policies and Reputation

It demonstrates to investors and the public our emphasis placed on positive impacts, sincerity, and consideration for human rights, society, and the environment, rather than solely focusing on creating profits and increasing business value.

Impact on Employees and Stakeholders

It fosters pride, honesty, and engagement in the organization, where everyone demonstrates a sense of ownership by wholeheartedly leveraging their knowledge and abilities, sacrificing, and actively participating to ensure the organization achieves its goals regardless of the circumstances.

In 2022, there were no incidents of human rights violations within the organization and our suppliers' companies. In the following year, we plan to scale up our human rights plan to encompass various groups, including retiring employees, LGBTQI, local youth, widowed women in the southern border region, and female employees who possess equal capabilities as their male counterparts. This will be achieved through activities aimed at raising awareness, knowledge, and understanding, as well as career and skills development at the community, regional, and national levels.

Human Rights Guidelines

At HaadThip, female employees are entitled to 98 days of maternity leave, with full pay for not more than 45 days from the employer and not more than 45 days from the Social Security Fund in accordance with the labor law. In 2022, there were 14 employees who took maternity leave and returned to work after the end of leave, accounting for 100% of the employees who returned to work after maternity leave. Moreover, we provide training to educate expectant mothers about self and child care and how to raise a newborn. After giving birth, we also give a care package

to new parents to help improve their quality of life and their newborns to grow healthily. In addition, we have the policy to employ people with disabilities and develop their potential to help them earn a living and become self-reliant, as well as improve their working environments, such as accessible parking spaces, disabled-friendly restrooms, and welfare shops managed by employees with disabilities.

In 2022, a total of 21 people with disabilities were employed, comprising 13 males and eight females.



Responsibility to Employees

HaadThip has established the Responsibility Policy Regarding Employees that recognizes the importance of employees as a vital driving force for the organization's growth and sustainable business advancement. We strive to create a safe working environment for all employees, respect their rights to freedom in accordance with human rights principles, and strictly prohibit any form of forced and illegal labor.



Outstanding Sustainable Model Organization in the Thai Capital Market for Empowerment of Persons with Disabilities Award 2022

Non-Discrimination

and Equality Promoting Diversity and Acceptance in the Workplace

HaadThip actively promotes a culture of diversity and acceptance in the workplace, which we believe will develop and retain talent that will help the organization perform efficiently and achieve business growth. Ensuring equal treatment in our workplace for all employees.

Furthermore, we have improved our LGBTQI Employee Welfare Regulations to promote and drive equality in the organization. Various activities have also been implemented to promote diversity and equality regardless of gender, religion, culture, ethnicity, and education, without discrimination. This ensures that all employees are valued as an integral part of the organization.



Honorable Mention, Gender-Inclusive Workplace, from the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)



UN Women 2022 Thailand WEPs Award in the leadership commitment category



Protection of Children's Rights

HaadThip operates under the principles of corporate governance in compliance with laws, requirements, the United Nations Universal Declaration of Human Rights, modern slavery law, and the International Labour Organization Conventions. We uphold transparency and business ethics and respect the rights and freedoms of our employees, including their families, and other companies that we have partnered with. Moreover, we strive to protect the rights and wellbeing of children who may be affected by our business activities throughout the supply chain from upstream to downstream in accordance with the Children's Rights and Business Principles (CRBP) to create a better and more sustainable future for children.



In addition, we actively support children under the age of 18 and students to help them learn and build experience through various projects, such as English Camp, Sprite Music, literacy activities for students, organizing staff housing so that employees can take care of their children and build good families, and giving gifts to the children of employees on National Children's Day. We also provide scholarships to employees' children to reduce the burden on parents and create access to quality education at all levels.



- Number of complaints about child abuse in 2022 = 0
- Number of children in child labor in 2022 = 0
- Percentage of suppliers who were audited for labor compliance and acknowledged human rights policy = 100%
- Number of suppliers with workers under 18 years old = 0

Employee Well-being

Every employee is a member of our HaadThip Family and we take good care of them from their first day of work until retirement, treating them fairly and equally without discrimination based on gender, race, religion, or disability. We give them advice about work, adaptation, and development to improve their capacities, efficiency, and effectiveness.

HaadThip has set short-term and long-term goals to improve welfare benefits and ensure they are appropriate for the new normal. We have also

developed our employees to enable them to perform efficiently, such as adopting HR technology for faster processes, reducing time, and increasing employees' proficiency. Additionally, there are career advancement plans that provide suitable training programs for their positions. We also place importance on employee well-being throughout their entire tenure, including providing welfare benefits through projects and activities that involve employees and their families.



Scholarships for employees and their children



Birthday gifts for employees and their children



Welfare benefits for weddings, ordinations, and funeral



Provident fund



Staff housing and transportation



Health checkup and vaccination



Workplace accident insurance

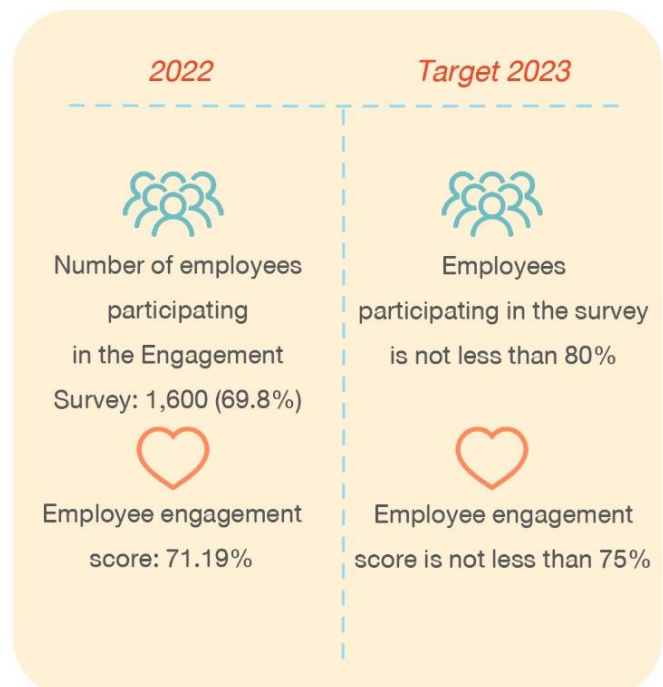


Annual bonus and pay raise



Employee Engagement Survey

HaadThip conducted an employee engagement survey for the first time in 2022. This survey aimed to gather feedback from employees and use the findings to plan and improve the company, aligning with corporate governance practices and sustainable development. Feedback can also be used to benefit the development of employees, enhance their engagement, and strengthen corporate culture.



Employee retirement activity

Family forever program for retired employees.



Welfare shop where employees can sell their products.



Employee health promotion program



● annual check-up.

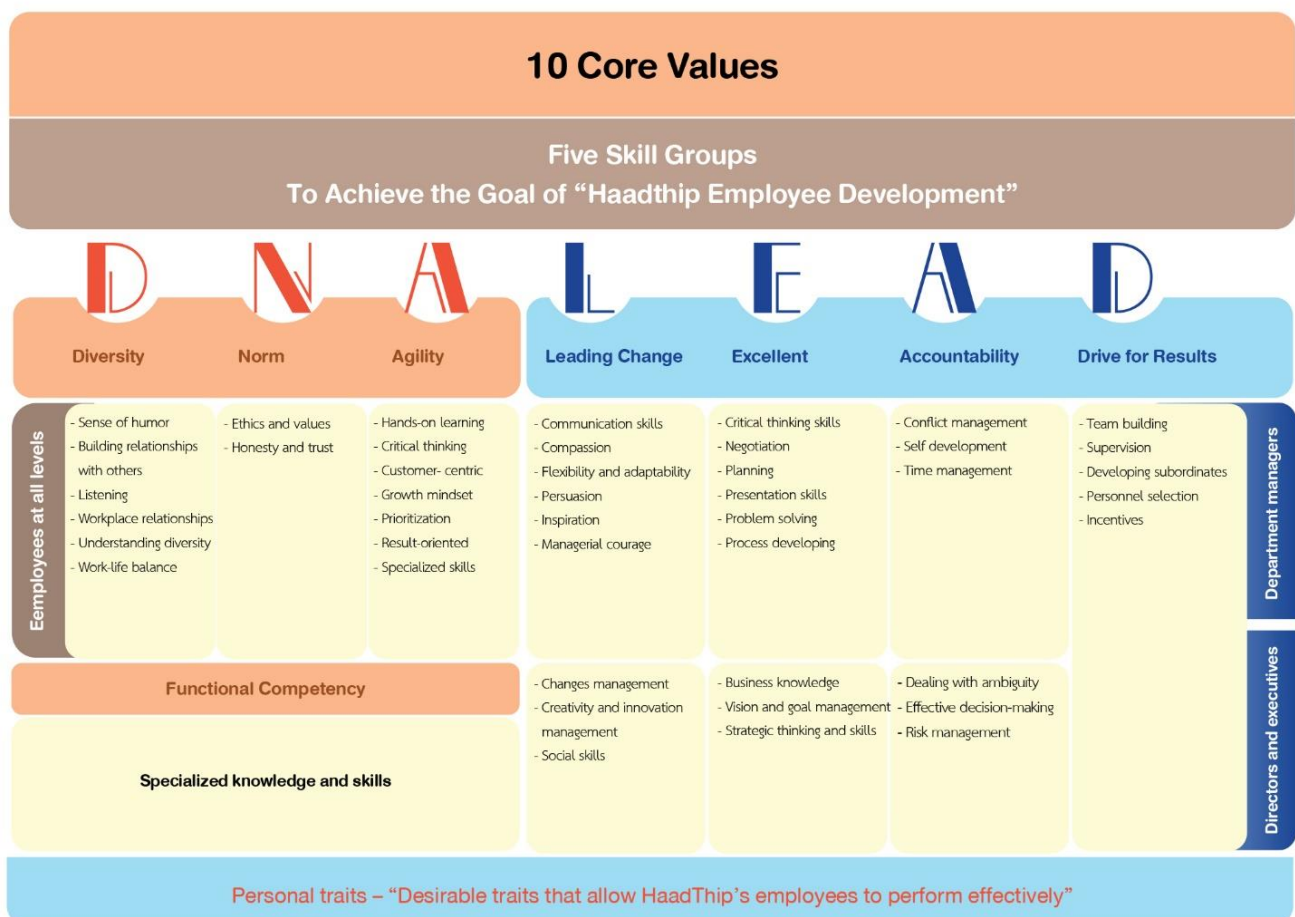
● HaadThip virtual run.

● football competition to strengthen relationships.

Employee Training

HaadThip places importance on developing potential, skills, knowledge, and capabilities of employees at all levels to align with business goals, enabling them to perform more effectively in their current and future jobs and creating opportunities for them to grow in the future. In 2022, we used corporate vision, mission, and strategies and the Five Skill Groups to form a basis for creating the HaadThip Competency Framework for developing employees.

We have also implemented an Individual Development Plan (IDP) for employees to enable employees to develop their own development plans that align with their competencies, corporate goals, work skills. With our employee development approach mentioned above, employees will be systematically developed in alignment with the vision, mission, strategy, and Five Skill Groups established by the company. This will enable them to acquire new knowledge, stay abreast of global trends, maintain quality, and prevent errors that may impact the company's products and services.



Training and Development Programs



Individual Employee Development

We place a high priority on employee skill and knowledge development, as they are vital in driving the company's growth and success. We have developed an individual employee development plan, which includes performance tracking, performance indicators, and individual goals that are set independently. This plan provides employees with opportunities to reflect on their planned actions and life goals and may also help them to achieve their work-related objectives. The annual performance evaluation involves a self-assessment and an assessment by superiors. This not only promotes employee capabilities but also serves as a measure of job performance and bonus allocation. Additionally, a survey on training needs is conducted to develop employees' knowledge and abilities according to the policies of each department. The survey results will be submitted to the Talent & Learning Team to organize training courses.

Occupational Health & Safety, and Working Environment

HaadThip has put occupational health and safety measures in place and complied with laws and other socially accepted standards to prevent and reduce workplace accidents, illnesses, and fatalities. We work together with our employees, visitors, suppliers, contractors, and stakeholders to develop and improve our occupational health and safety management system to meet the ISO 45001: 2018 Standard. We raise awareness about occupational health, safety, and environment and promote healthy physical and mental wellbeing among employees at all levels, as well as visitors and related persons. Furthermore, HaadThip controls and monitors safety-related operations, making the safety of employees at all levels our top priority.

We are committed to ensuring that every employee adheres to the company's policies and considers it their responsibility to maintain a safe working environment and comply with the law. In addition to organizing safety training to enhance their skills and enable them to respond to unexpected events, we offer employee health support, including annual health checkups and communication with employees about self-care and how to prevent seasonal or accidents through communication channels such as intranet, announcements, and emails. We also promote employees' physical and mental well-being and foster occupational health and safety awareness in order to enhance their performance effectiveness.

Quality Control and Management Systems

All products under the Coca-Cola trademark have been inspected for quality and met internationally accepted standards by the Coca-Cola Quality System (CORE). Moreover, HaadThip has been certified for ISO 9001: 2008 Quality Management System Standard and FSSC 22000 Food Safety Standard. During the COVID-19 pandemic, we have put in place stricter production control system, quality inspection, and product analysis to assure our customers and consumers about the safety of our products and services.

Occupational Health and Safety Performance

Occupational Health and Safety Performance in 2022					
Performance		Hatyai Plant and Distribution Centers		Punpin Plant	
		Actual	Target 2023	Actual	Target 2023
TIR	0.54	0.34	0.45	0.66	0.45
LTIR	0.50	0.25	0.41	0.21	0.46
LTIRS	7.45	1.58	6.77	0.44	3.65

In 2022, there were seven workplace injuries and 24 days of lost time, with no work-related illnesses were reported. The major cause of injuries was road accidents. We already took measures, implemented a fleet safety plan, and improved the safety procedures to reduce and prevent road accidents. Moreover, we provided training for employees, such as the near-miss program, defensive driving course, and incentive program for drivers and assistants, to encourage employees to comply with regulations and requirements. We also conducted dress code, alcohol, and drug checks to reduce and prevent road accidents.

Safety Culture

HaadThip places great importance on road safety the Punpin Plant. We conduct a road risk assessment in all areas of the plant, require all employees to wear reflective vests, organize a safe driving training program for all drivers, and create safe routes. These programs significantly reduce the risk of traffic-related accidents within the plant. In 2022, no traffic accidents were reported.

Occupational Safety, Health, and Working Environment Committee

HaadThip has established the Occupational Safety, Health, and Working Environment Committee for the Punpin Plant to oversee occupational safety, health, and working environment performance, including policy development, planning, prevention, incident management, and performance evaluation, as well as relevant training programs or plans.

Management Approach in 2022

- Developing and reviewing the Occupational Safety, Health, and Working Environment Policy.
- Appointing and registering safety officers at various levels as required by law.
- Establishing the Occupational Safety, Health, and Working Environment Committee.
- Conducting a risk assessment and identifying incidents.
- Organizing safety training and preparing safety guidelines and manuals.
- Measuring the level of brightness, noise, heat, and chemicals risk in the workplace.
- Inspecting the fire protection system and machine and equipment safety.
- Providing PPE supplies and safety equipment for all required position.
- Organizing training and emergency plan drills, such as basic fire suppression, evacuation, chemical spill response, and emergency rescue.
- Investigating and preparing a report when an accident occurs.
- Regulating contractors' work permits and safety standard.
- Initiating a safety related project to reduce the risk to an acceptable level.
- Organizing activities to promote workplace safety according to Life Saving Rules.



Punpin Plant in Surat Thani Province received the Bubble and Seal Award (Outstanding) from the Department of Disease Control.



Eco Factory Gold Award from the Department of Industrial Works for our commitment to developing a balance of economy, society, environment, and safety for happy and sustainable communities.

Occupational Health and Safety Training

Course	Target (person)	Number of Participants	%
Occupational Safety, Health, and Working Environment Knowledge for New Employees	394	394	100%
Occupational Safety, Health, and Working Environment Committee	3	3	100%
Occupational Safety for Executive Level	14	9	64.2%
Occupational Safety for Supervisory Level	48	33	69%

Specialized Occupational Health and Safety Training

Course	Division	Participants (person)
Defensive Driving	Sales and logistics staff	344
Advanced Fire Fighting	Emergency response personnel	80
Operational Chemical Emergency Response	Emergency response personnel	55
Emergency First Response	Emergency response personnel	43
Basic First Aid and Life Support Class 1-2	Emergency response personnel	65



Responsibility to Products

and Consumers

HaadThip is committed to delivering quality and trusted beverage products to meet every lifestyle of consumers. We strive to provide information about beverage products to support health-conscious consumers and promote sustainable consumption in accordance with the principles of fair business practices, especially about quality, safety, and occupational health throughout the product chain in accordance with international standards. We also place importance on professional services and management systems to effectively meet the needs of customers and consumers. This includes

1. Responding to consumer trends that shift toward freshness and health by displaying nutritional information on the back of the packaging and calorie information on the front. Promoting health and wellness through alternative beverage options by visibly placing the Healthier Choice mark on the packaging to facilitate consumer decision-making.

2. Developing healthier formulas by reducing the sugar content in beverages to provide options for health-conscious consumers and the younger generation who seek to manage their calorie intake.

3. Conducting business ethically by developing products that minimize negative impacts and offer fair pricing, controlling product distribution to avoid stockpiling or delaying deliveries, preventing exaggerated sales promotion and advertising, providing detailed product information, and prohibiting forced sales.

4. Establishing the Customer Information Center (CIC), developing plans, and regularly conducting system testing to effectively respond to complaints and resolve issues accurately and promptly. In 2022, there were no quality-related product or non-compliance issues.

5. Setting up communication channels for stakeholders to contact the company when they encounter issues or inappropriate incidents or for stakeholders to request corrections or clarification or provide suggestions for improving operational efficiency.

• Communication Channels

Internal Audit Office

 074-210008-18 Ext. 124, 307

 internalaudit@haadthip.com

Consumer Information Center (CIC)

 074-210008-18 Ext. 242, 252

 <https://www.haadthip.com>

Customer Relationship Management

As part of our customer service development, HaadThip has created manuals, guidelines, and strategies for sales staff development and provided training and on-the-job coaching on merchandise management, store service, and sales promotion activities. This aims to establish standardized practices for the sales team and enhance their abilities in customer management while fostering customer satisfaction.

We have regularly conducted customer satisfaction surveys and evaluations in the 14 southern provinces to understand the level of customer satisfaction in various aspects and use the findings to plan and find ways to improve and address specific customer needs. This process helps to eliminate the root causes of problems, prevent their recurrence, and maintain the company's good reputation and brand image. Additionally, it fosters a good relationship and maintains regular communication between customers and the company.

- *In 2022, HaadThip achieved an excellent level of customer satisfaction.*

- *Target for 2023*



- Maintain customer satisfaction at an excellent level while improving areas that still have room for development.
- Conduct a customer satisfaction survey to achieve 100% of the goals set and expand the survey target to cover IND-WS and HORECA customers.
- Raise the quality of sales staff service by setting a target of 85% of sales staff members to receive training in designated courses.
- Develop Sales-Tools to support the work of sales staff members to help raise the level of service and customer satisfaction.

- *theoretical training*

- *On-site training and Coaching*



Product Labeling

Products under the Coca-Cola trademark produced by HaadThip have nutritional and calorie information displayed on the packaging to guide consumers in choosing products that contain nutrients suitable for their health. In addition, in response to consumer demand for freshness and wellness, we display alternative nutrition marks, which are easily and clearly noticeable. Marked products must meet nutritional criteria set by the Nutrition Promotion Foundation, Mahidol University. To respond to the diversity of consumers, our products have been certified for halal standards by the Central Islamic Council of Thailand and have the halal mark on their labels. Moreover, our beverage packaging has a recycle mark and a carbon footprint label as a choice for responsible consumers who want to reduce waste, build a world without waste, and minimize the impact of climate change.



คุณค่าทางโภชนาการต่อ
ความแรงเกิน ครึ่ง

พลังงาน	น้ำตาล	ไขมัน	โซเดียม
0%	0%	0%	0%

* คติเป็นร้อยละของปริมาณสูงสุดที่บริโภคได้ต่อวัน

Product Development

HaadThip has developed a range of sugar-free soft drinks, such as Coke Zero Sugar Orange and Cherry Flavored, Fanta Zero Sugar Orange and Strawberry Flavored, and Schweppes Lime Soda Zero Sugar to give options to health-conscious consumers and the younger generation who want to control their calorie intake. In 2022, we developed more zero sugar products, such as Coca-Cola Starshine Zero Sugar, Coca-Cola Marshmello Zero Sugar, Schweppes Zero Sugar Citrus Raspberry Soda, Schweppes Zero Sugar Pineapple Mojito Soda, and Sprite Lemon Plus Zero Sugar.



Community Development, CSR and Social Support

For over 50 years, HaadThip has been a part of Southern Thailand and engaged with local communities to listen to their problems and help them without expecting anything in return. We have embedded a volunteer spirit in our corporate culture and cooperated with external governmental and private organizations to improve the quality of life of southern communities under the concept of “HaadThip stands by people of the south.”

Aware of the impact of our operations and responsibility towards communities, society, and the environment, we have established the CSR and Sustainable Development Working Groups to implement CSR activities as part of the efforts to address our impacts on stakeholders and ecological systems and support societal growth. These activities are implemented in a manner that avoids misinterpretation and greenwashing. In addition to working closely with communities, we set measurable and meaningful long-term goals for our projects, as well as monitor and report progress regularly to prevent hastiness in problem-solving and minimize negative impacts on society, communities, and the environment. This will allow HaadThip and communities to grow together sustainably.



2022 Community

Development Highlight



PET Collection Project,
Koh Yao Noi,
Phang Nga Province

● United We Stand Activity
(Bangkok and 14 southern provinces)



Sprite Music Contest,
Songkhla Province



Marine Camp Project,
Koh Bulon Le, La-Ngu District,
Songkhla Province



Disaster Relief
(flood victims), Yala province

Women Empowerment

Due to the economic downturn and slow recovery following the COVID-19 pandemic, businesses of all sizes, including retail stores and small shops, have been directly affected, leading to a decline in their income and sales. This situation had particularly impacted female entrepreneurs who had to manage their shops and coped with difficulties in securing funding, enhancing merchandise management knowledge, understanding e-payments, utilizing basic applications, and adapting after COVID-19 became endemic. HaadThip is determined to support businesswomen to become resilient, develop their shop businesses, and adapt to changing circumstances. We have implemented the "Empowering Women-Owned Businesses Project" with the help of our employees who are knowledgeable in local retail business management.

Performance Results

- In 2022, there were **52 stores** from six provinces participating in the project.
- By 2023, the project aims to include more than **300 stores** from 14 southern provinces.

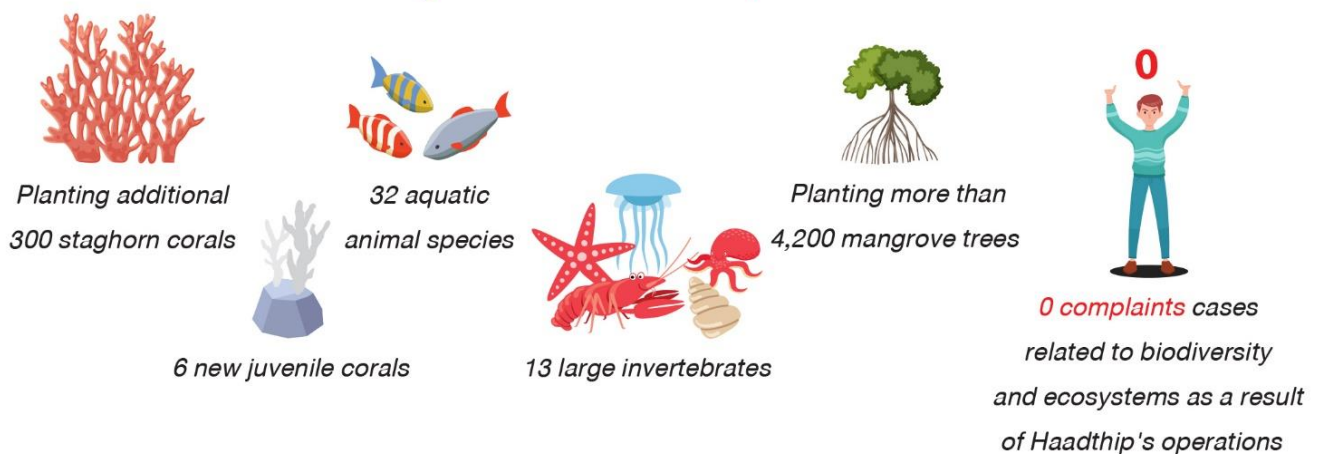


In addition, HaadThip places importance on gender equality and the development of employees' capabilities, regardless of their gender. We have recruited women for the positions of Branch Manager and Merchandising Supervisor in the Modern Trade Department. We believe that women possess the abilities and leadership qualities that are equal to those of men in the workplace.

Ecological Preservation

Recognizing the importance of environmental preservation and conservation, HaadThip has carried out an evaluation to assess how our activities affect local ecosystems and communities, particularly our use of water resources, a key component in our products, and post-consumer packaging management, which may have notable social and environmental impacts. We have established a working group to address these issues, develop strategies to meet the set objectives, and work together with stakeholders to solve these problems. We recognize that these issues cannot be resolved by us alone and have joined forces to create partnerships that will bring about sustainable solutions.

Results of Biodiversity Restoration Implementations in 2022



Note: There is currently no data available for comparing the growth of the ecosystem as 2022 was the first year that the biodiversity assessment has been conducted.

Water Management Project



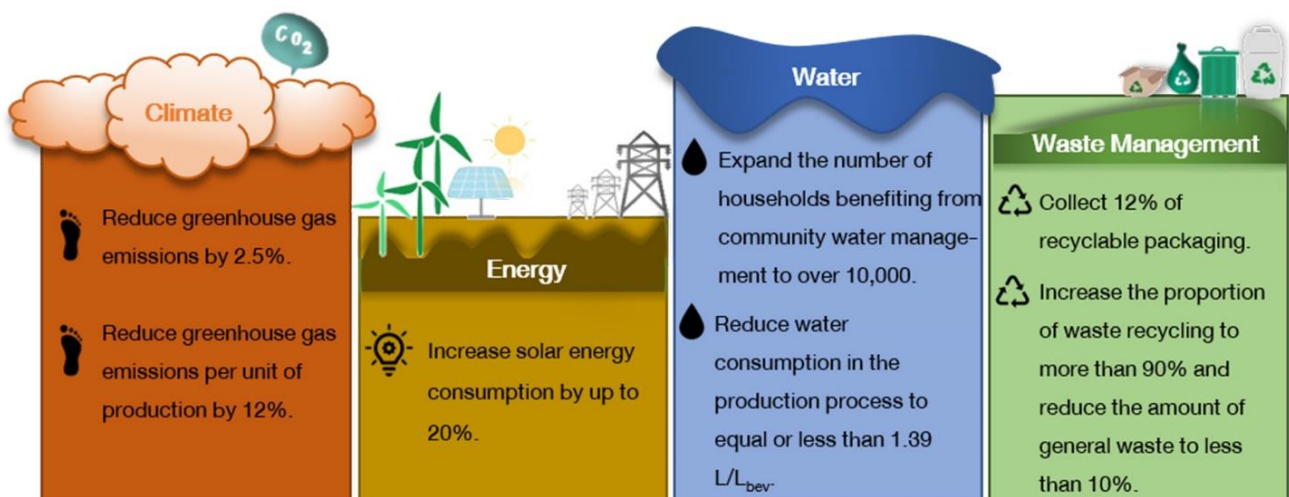
Environmental Management

Environmental Policies and Practices

HaadThip is committed to producing quality beverages and delivering excellent services while promoting a sense of social and environmental responsibility among our employees. We have established Sustainability, Water Resource Management, Environment, and Energy Policies to reduce the environmental impact of our business activities throughout the supply chain. In addition to continuously developing eco-friendly beverage packaging, we have adopted new technologies and innovations to optimize resource utilization, reduce operational costs, and minimize environmental impacts. Furthermore, we strive to instill environmental awareness among employees, communities, and stakeholders and work together with them to restore and protect the environment sustainably for future generations.

In 2022, no significant environmental impacts were found.

Toward 2023



Emission Management

As a manufacturer and distributor of beverage products, HaadThip is well aware of the impacts of our business on communities and the environment. We are thus determined to reduce these impacts by effectively controlling and reducing energy consumption and greenhouse gas emissions to meet international standards since 2013.

Response to Climate Change

Climate change risk is one of the factors used to assess our enterprise risks. We simulate various scenarios to evaluate climate change impacts, both positive and negative, on the company and analyze opportunities for improvements and sustainable growth.

Risks

- The costs of raw materials, production, and procurement increase due to new regulations on greenhouse gas emissions and plastic use.
- The increase in raw material costs is due to shortages of agricultural supply such as sugar or water resources caused by climate change.
- The rise in costs is a result of implementing new technologies and making investments in R&D or climate change adaptation.
- Natural disasters such as floods and droughts cause property damage, supply chain disruptions, and resource losses.
- Stakeholders in the supply chain pressure the company to reduce its impact on climate change and society.

Opportunities

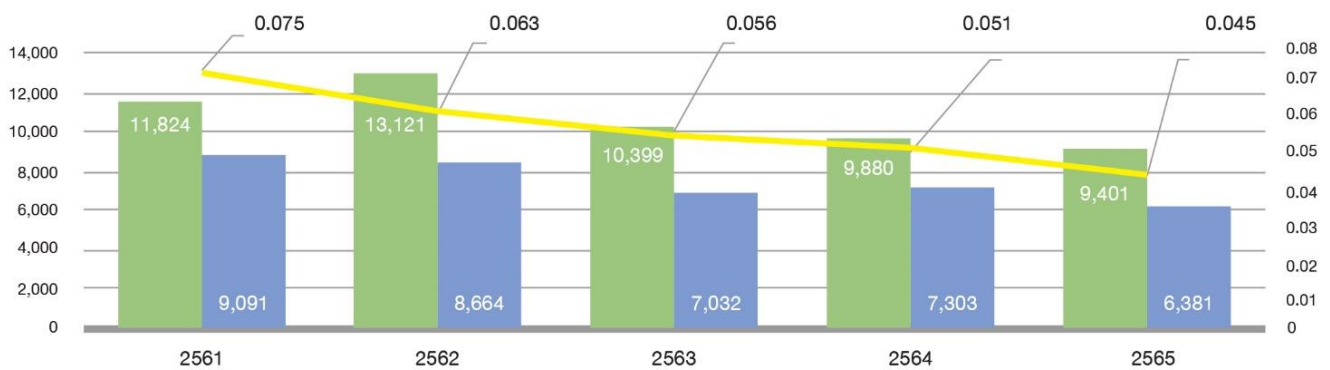
- + Reduce electricity bills because of the energy efficiency policy.
- + Create opportunities to change work processes and promote employees' creative thinking.
- + Reduce costs by adopting technologies to help make the production process/transportation more efficient.
- + Create new markets/suppliers to respond to changes in consumer demand caused by natural disasters.



Climate Management

HaadThip participates in the GHG emissions assessment initiated by the Thailand Greenhouse Gas Management Organization (Public Organization) or TGO every year. Emissions data is verified by agencies registered with TGO, including the Federation of Thai Industries, Excellence Center for Eco-Energy Thammasat University, and independent auditors. In 2022, HaadThip emitted greenhouse gases from Hatyai and Punpin Plants up to 15,782 tons of carbon dioxide equivalent, of which 9,401 tons of carbon dioxide equivalent were from direct greenhouse gas emissions (Scope 1) and 6,381 tons of carbon dioxide equivalent were from indirect greenhouse gas emissions (Scope 2). The data to be disclosed is subject to verification and certification by the Thailand Greenhouse Gas Management Organization (Public Organization).

Greenhouse Gas Emissions



- Scope 1 carbon dioxide emissions (tons of carbon dioxide equivalent)
- Scope 2 carbon dioxide emissions (tons of carbon dioxide equivalent)
- ◆— Total carbon dioxide emissions per unit of production (kilograms of carbon dioxide equivalent per liter)

- Notes:
- (1) Results from Hatyai and Punpin Plants combined.
 - (2) Scope 1 and Scope 2 greenhouse gas emissions.
 - (3) Greenhouse gas emissions in 2022 is in the process of being verified by the Thailand Greenhouse Gas Management Organization.
 - (4) The emission factor is referenced from the Thailand Greenhouse Gas Management Organization.
 - (5) We are in the process of considering the sources of Scope 3 indirect greenhouse gas emissions to meet the requirements for carbon footprint calculating and reporting set by the Thailand Greenhouse Gas Management Organization.

Moreover, we have applied for carbon footprint of product (CFP) certification for a total of 36 SKUs, including new and renewal. We are planning to apply for CFP certification for all our products by 2023.



Internal Carbon Pricing (ICP) Year 2

HaadThip participated in the Internal Carbon Pricing (ICP) event organized by the Thailand Greenhouse Gas Management Organization (TGO) to announce the success of the ICP program and showcase knowledge related to internal carbon pricing and green finance. This initiative helped the private sector in Thailand to set strategies for climate change adaptation, increase access to green funding sources, and develop green projects, including clean energy and energy-efficiency initiatives.



TGO implemented this program for the second consecutive year in 2022. HaadThip was one of the 14 pilot companies that received the certificate from the program, which can be applied in our organization in the future to achieve sustainable and environmentally friendly growth, as well as contribute to the country's greenhouse gas emissions targets.

Care the Bear: Change the Climate Change



HaadThip participated in the Care the Bear: Change the Climate Change project initiated by the Stock Exchange of Thailand to encourage listed companies to reduce greenhouse gas emissions through environmentally friendly activities, meetings, training, and seminars. Activities under the project include electricity consumption reduction, campaigns to commute by public transport or carpool, online conference, and ecofriendly packaging.

In 2022, we implemented 40 activities, which reduced more than 54 tons of carbon dioxide equivalent from meetings, training, and seminars, equivalent to carbon sequestration of 6,032 trees per year.

Energy Management

HaadThip is committed to developing an effective energy management system suitable for our business operations and energy efficiency in compliance with applicable laws and requirements. In addition to implementing projects to promote and support energy conservation, we have closely monitored energy consumption and regularly communicated with executives and employees regarding energy-saving measures in our offices and plants. We are determined to drive Thailand toward a low-carbon society and address global warming by reducing greenhouse gas emissions, throughout our production and service processes. In 2022, we primarily purchased electricity from

the Provincial Electricity Authority for use in our offices and factories. We implemented energy-efficient practices to optimize electricity consumption and adopted innovations and technologies to harness renewable energy, such as solar energy, to generate electricity and reduce the cost of purchased energy. We have set a target for energy use in the production process to be below 1.45 MJ/L_{bev} by 2022 and to reduce energy consumption to not more than 0.31 MJ/bev by 2027. We also plan to utilize clean energy as an alternative source in both our production and service processes.

Performance in 2022

HaadThip recognizes the opportunities to adopt innovations and technologies to utilize alternative energy sources in production processes and service delivery to reduce electricity purchasing costs. Currently, we have installed skylights in our factories' production areas and warehouses to reduce the use of electric lighting during daylight hours and digital timers to turn off electricity and air conditioning automatically during lunch breaks and after working hours. We also reduced energy waste in bottling lines by using a sensor to activate and deactivate the blower only when the bottles pass through the blowing point to minimize energy and resource waste.



Performance in 2022

We have installed solar rooftop panels on the manufacturing building and over 9,000 solar floating panels at the Punpin Plant in Surat Thani Province, which generate renewable energy up to 11% of the total energy consumption and reduce greenhouse gas emissions by up to 1,325 tCO₂e. In addition, we plan to expand the installation of solar panels on the office buildings and warehouses at the HadYai Plant to promote the use of clean energy as a replacement for fossil fuels. It is estimated that this expansion will increase the use of solar energy by up to

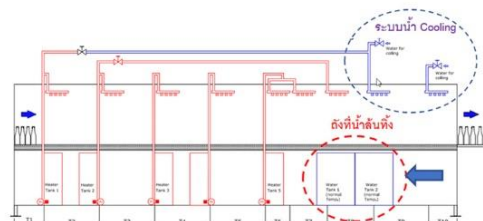
20% by 2027. Moreover, our pilot project to install solar panels on the roof of delivery trucks to produce energy for air conditioning and vehicle systems can save more than 10% of fuel or reduce greenhouse gas emissions by more than 3 tCO₂e per vehicle. We have also used natural gas for trailer trucks (NGV) to promote clean energy in transportation and reduce emissions into the atmosphere. In 2022, various projects were initiated to meet the targets of reducing energy loss and greenhouse gas emissions, including.



Reducing carbon filter tank and water treatment room cleaning times, which saved fuel oil consumption by 1,600 liters/year and water consumption by 80 m³/year.



Reducing washing temperature in Washer Line 4 from 70 - 80 to 60 - 70 degrees Celsius, which reduced fuel oil consumption by 9,907 liters/year.



Adding plate heat exchangers to reduce water consumption by pasteurizers in the production of Splash 250 ml., which reduced the amount of wastewater used for cooling by 390 m³.

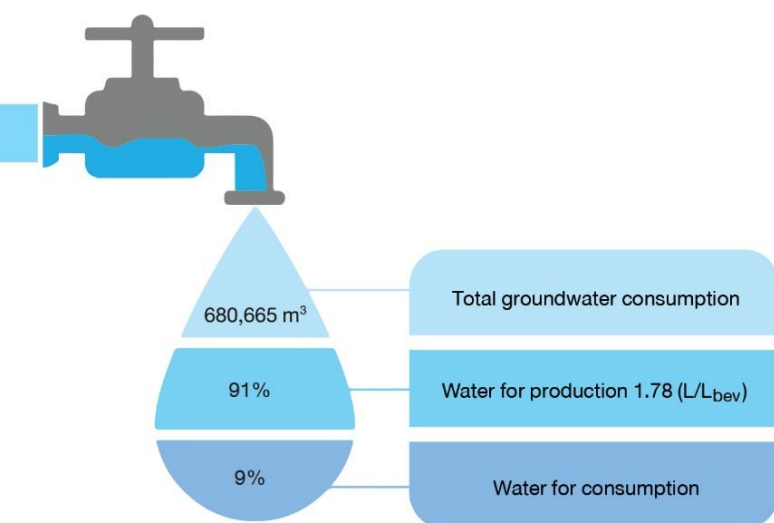


Water Resource Management

HaadThip has established a working group to be responsible for effective water management and setting water management targets. We regularly inspect equipment to ensure efficient use of water resources, reduce waste and water stress in the organization and communities, create a system to make 100% water reusable, and raise awareness of water resource management throughout the supply chain among stakeholders.

We use groundwater in our production processes. If ineffectively managed, however, it may cause impacts on our business, communities, and the environment that share the water sources. We have, therefore, conducted a water supply risk assessment together with a team of experts from the Prince of Songkla University every five years and a self-assessment every year to prevent and reduce impacts related to water sources on business operations, communities, and the environment. Based on the assessment of water source risks, we have developed a sustainable water resource management plan to ensure long-term sustainability. In 2022, there were no impacts of business activities on water depletion and no utilization of water from sources with high water stress. In addition to the above measures, we have implemented other projects to promote efficient use of water, including.

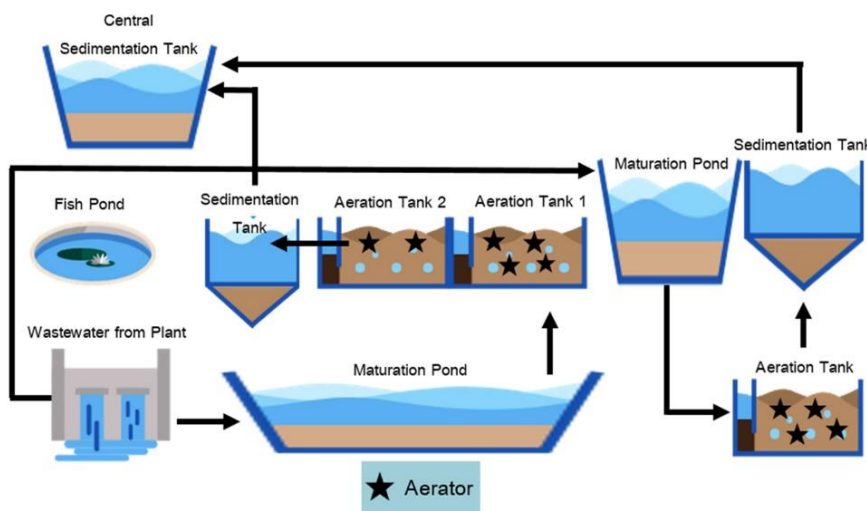
- Projects to reducing water consumption in production lines.
- Adding plate heat exchangers project to reduce wastewater loss in the cooling process by 100% or more than 1,050 cubic meters.
- Designing and installing 1.5-mm nozzles, which can reduce water usage from 6,000 to 475 liters/hour and waste loss by more than 5,525 liters/hour.
- Installing water meters at Punpin Plant to calculate more accurate water balance, amount of water consumption, and total water loss. The results are used to find ways or measures to reduce water loss and to manage water consumption more effectively and efficiently.



Wastewater Treatment

Both Hatyai and Punpin Plants use a waste stabilization pond system for wastewater treatment. This system relies on anaerobic bacteria to decompose contaminated organic matter from wastewater. The pond can accommodate the wastewater volume generated by the production process and meets the standards required by the Department of Industrial Works. The plants control the quality of the treated wastewater to meet the required standards. We have installed a BOD online system to monitor the treated wastewater before releasing it to public streams and send the information to the Department of Industrial Works. In addition to wastewater quality inspection by our laboratory staff, we have sent effluent samples to external private laboratories regularly for inspection to build confidence in our treated wastewater quality.

Wastewater Treatment Diagram



Effluent Control Standards

Parameter	Standard	Hatyai Plant			Punpin Plant		
		2020	2021	2022	2020	2021	2022
pH	5.5 – 9.0	8.09	0	0	8	8	7.7
BOD	Not more than 20 mg/l	17	0	0	9	8	9
COD	Not more than 120 mg/l	55	0	0	24	23	19
TDS	Not more than 3,000 mg/l	126	0	0	554	432	375
SS	Not more than 50 mg/l	12	0	0	12	14	11

Due to its low production rate, the Hatyai Plant has not discharged any wastewater into the system since 2020.

Waste and Packaging Management

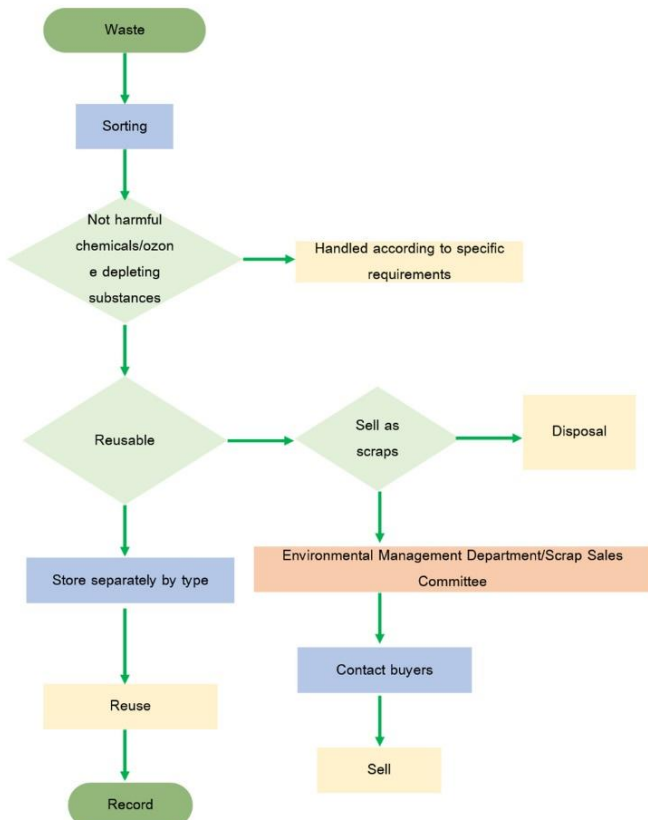
Manufacture Waste Management Approach

Waste Management Policy

HaadThip effectively manages waste or residual materials from business activities to minimize the impact on the environment. We foster a sense of social and environmental responsibility among our employees, ensuring that they take this responsibility seriously in all activities throughout the supply chain. In addition to having been certified for ISO 14001: 2015 by SGS, we have implemented a program to separate waste arising from the organization's activities for proper management, storage, disposal, and reuse or recycling in accordance with the standards set by the Ministry of Industry.

In 2022, the total volume of waste from HaadThip's business activities was 992,357 kilograms, divided into 27,084 kilograms of hazardous waste and 965,273 kilograms of nonhazardous waste, including 107,982 kilograms of general waste and 866,271 kilograms of recyclable waste, accounting for 87% of the total volume of waste.

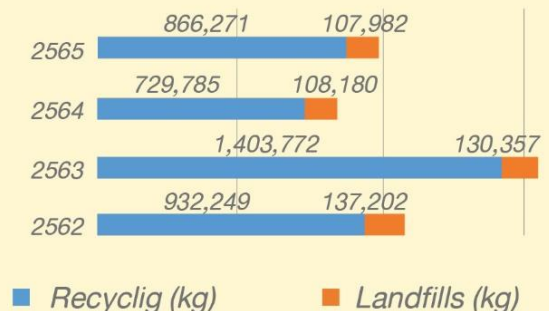
Waste Management Flow Chart



Proportion of Waste from Corporate Activities (%)



Waste Disposal Methods (kg)



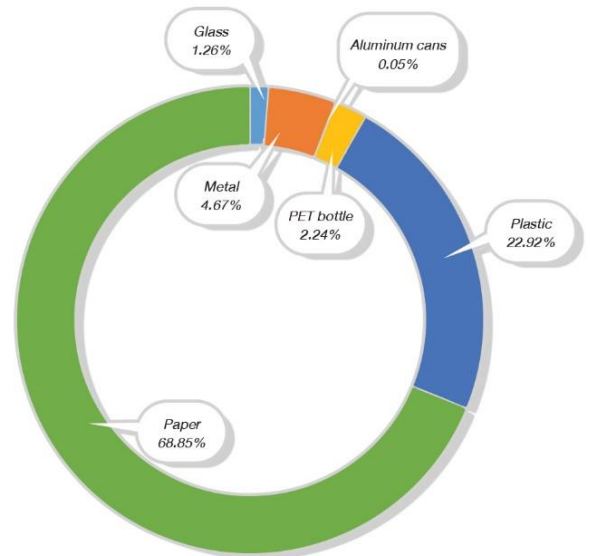
Waste Management Performance

To raise awareness among employees, we have published a waste management manual and organized training to enable them to separate and manage waste effectively and set a target to recycle more than 90% of waste and reduce general waste to less than 10% every year. Moreover, we have developed a waste management plan to involve employees and their families in our Recycle Bank Program. This includes implementing waste segregation bins in factories, offices, and employee accommodations and providing education about waste segregation to all employees.



Recycle Bank Program

To instill awareness about resource efficiency among employees, we adopt the 3R Principle: Reduce, Reuse, and Recycle and encourage employees and their families to separate general from recyclable waste, such as paper, plastic, and metal. Furthermore, we promote income generation from unused materials through the Recycle Bank Program.



Amount of waste from the Recycle Bank in 2022 = 26.67 tons (+10%)



Total income from the Recycle Bank in 2022 = 79,431 bath



Packaging Management

As a manufacturer and distributor of beverages, HaadThip takes waste management seriously, particularly plastic waste from beverage packaging. We have taken various measures to reduce waste produced from our operations and raised awareness among internal and external stakeholders, emphasizing the importance of addressing the issue of waste pollution and its impact on ecosystems and the environment. To align with The Coca-Cola Company's "World Without Waste" policy, HaadThip strives to address the packaging waste crisis, particularly plastic waste originating from Coca-Cola-branded beverage containers to contribute to environmental protection and restoration efforts.



Packaging Lightweighting

We continue to remove unnecessary plastic from our PET packaging through light weighting while retaining its quality. In 2022, we reduced the use of plastic for packaging by more than 185.06 tons and aluminum by 73.48 tons, equivalent to reducing greenhouse gas emissions of more than 800 tons of carbon dioxide equivalent.



Packaging Waste Collection and Sorting

We aim to collect and recycle the equivalent of 100% of the packaging we introduce into the market by 2030. We are collaborating with various agencies to use these waste materials to create value and reuse them in our packaging. This initiative also promotes a circular economy in packaging management.



Packaging Design

We make 100% of our packaging recyclable. Our glass bottles, aluminum cans, and paper trays have 59%, 65%, and 100% recycled materials, respectively. We plan to use at least 50% recycled material in all our packaging by 2030.

Statistical Data

Economic Performance

<i>Economic and Supply Chain Performance</i>				
<i>Performance</i>	<i>Unit</i>	<i>2020</i>	<i>2021</i>	<i>2022</i>
Economic				
<i>Total Income</i>	<i>Million Baht</i>	<i>6,444.09</i>	<i>6,544.55</i>	<i>7,092.54</i>
<i>Total Cost</i>	<i>Million Baht</i>	<i>5,794.84</i>	<i>5,904.00</i>	<i>6,556.81</i>
<i>Profit for the year</i>	<i>Million Baht</i>	<i>564.94</i>	<i>533.32</i>	<i>430.98</i>
<i>Net Profit to Total Sales Revenue</i>	<i>%</i>	<i>8.77</i>	<i>8.15</i>	<i>6.08</i>
<i>Dividend per Share</i>	<i>Million Baht</i>	<i>1.90</i>	<i>1.79</i>	<i>1.52</i>
<i>Dividend Payout Ratio to Net Income</i>	<i>Million Baht</i>	<i>67.38</i>	<i>67.29</i>	<i>70.00</i>
Purchasing and Procurement of Raw Materials				
Procurement				
<i>Suppliers undertake an ESG assessment</i>	<i>%</i>	<i>100</i>	<i>100</i>	<i>100</i>
<i>Suppliers acknowledge a code of conduct</i>	<i>%</i>	<i>100</i>	<i>100</i>	<i>100</i>
<i>Complaints on procurement practices</i>	<i>Cases</i>	<i>0</i>	<i>0</i>	<i>0</i>
Raw materials				
Renewable Material				
<i>- Aluminum</i>	<i>Tons</i>	<i>830.58</i>	<i>1,078.77</i>	<i>1,380.12</i>
<i>- Plastics Preform Ila: PET</i>	<i>Tons</i>	<i>11,438.40</i>	<i>11,020.64</i>	<i>10,765.10</i>
<i>- Plastic cap</i>	<i>Tons</i>	<i>575.43</i>	<i>571.28</i>	<i>528.95</i>
<i>- Glass</i>	<i>Tons</i>	<i>2,030.00</i>	<i>1,397.19</i>	<i>1,677.43</i>
Non-renewable Material				
<i>- CO₂</i>	<i>Tons</i>	<i>2,913</i>	<i>3,138</i>	<i>3,212</i>
<i>- Liquid Sugar</i>	<i>Tons</i>	<i>36,245</i>	<i>34,669</i>	<i>35,096</i>

Social and Human Right Performance

Employees GRI 2-7,							
Performance	Unit	2022		2021		2022	
		Male	Female	Male	Female	Male	Female
Total Employees	Persons	1,679	535	1,605	548	1,721	577
	%	76	24	75	25	75	25
Employees with disabilities	Persons	16		8	13	13	8
	%	1.08		0.93		0.91	
Total Permanent Employees	Persons	2,205		2,135		2,298	
Total Temporary Employees	Persons	9		18		6	

Diversity GRI 405-1							
Performance	Unit	2020		2021		2022	
		Male	Female	Male	Female	Male	Female
Nationality							
Thai	Persons	1,675	535	1,600	548	1,716	577
Foreigner	Persons	4	0	5	0	5	0
Employment Level							
Executive Level	Persons	19	13	19	17	25	18
	%	59	41	53	47	58	42
Management Level	Persons	129	105	133	117	151	123
	%	55	45	54	46	55	45
Operation Level	Persons	1,531	417	1,453	414	1,545	436
	%	79	21	78	22	78	22
Age							
Below 30 years old	Persons	477		488		553	
	%	21		23		24.06	
30-50 years old	Persons	1,410		1,369		1,424	
	%	64		63		62	
Over 50 years old	Persons	327		296		321	
	%	15		14		14	

Employees Receiving Performance And Career Development Reviews GRI 404-3

Performance	Unit	2020		2021		2022	
		Male	Female	Male	Female	Male	Female
Executive Level	%	100	100	100	100	100	100
Management Level	%	100	100	100	100	100	100
Operation Level	%	100	100	100	100	100	100

New Employee Hires GRI 401-1

Performance	Unit	2020		2021		2022	
		Male	Female	Male	Female	Male	Female
Total Number of New Hires	persons	110	37	182	64	350	95
New Hire Rate	ശതമാനം	4.97	1.67	8.45	2.97	15.19	4.12

New Employee Hires on Employment Level

Executive Level	persons	12	1	2
	%	8.0	1.0	1.0
Management Level	persons	15	11	33
	%	10.0	4.0	7.0
Operation Level	persons	120	234	408
	%	82.0	95.0	92.0

New Employee Hires on Age

Below 30 years old	Persons	109	198	369
	%	74.15	80.49	83.30
30-50 years old	Persons	38	48	74
	%	25.85	19.51	16.70
Over 50 years old	Persons	0	0	0
	%	0	0	0

Employees Turnover GRI 401-1							
Performance	Unit	2020		2021		2022	
		Male	Female	Male	Female	Male	Female
Total number of turnover	Persons	98	22	183	25	250	53
Employees Turnover on Employment Level							
Executive Level	Persons	8		0		1	
	%	7.00		0.00		0.33	
Management Level	Persons	4		11		15	
	%	3.00		5.00		4.95	
Operation Level	Persons	108		197		287	
	%	90.00		95.00		94.72	
Employees Turnover on Age							
Below 30 years old	Persons	53		88		128	
	%	44.00		42.00		42.00	
30-50 years old	Persons	67		109		155	
	%	56.00		53.00		51.00	
Over 50 years old	Persons	0		11		20	
	%	0		5.00		7.00	

Human Right GRI 412-2							
Performance	Unit	2020		2021		2022	
		Male	Female	Male	Female	Male	Female
Whistleblower							
Complaints of Corruption Act	Persons/ Hr/Year	0		0		0	
Complaints of Human Rights Violations	Persons/ Hr/Year	0		0		0	
Complaints of Customer Privacy	Persons/ Hr/Year	0		0		0	

Parental Leave GRI 401-3							
Performance	Unit	2020		2021		2022	
		Male	Female	Male	Female	Male	Female
<i>Employees Eligible for Parental Leave</i>	<i>Persons</i>	N/A		N/A	548	N/A	553
<i>Employees that Took Parental Leave</i>	<i>Persons</i>	N/A		N/A	16	N/A	14
<i>Total Number of Employees Returned to Work After Taking Parental Leave</i>	<i>Persons</i>	N/A		N/A	16	N/A	14
<i>Returned Rate of Employees</i>	%	N/A		N/A	100	N/A	100

Training & Development GRI 404-1,3							
Performance	Unit	2020		2021		2022	
		Male	Female	Male	Female	Male	Female
<i>Average training</i>	<i>Persons/ Hr/Year</i>	15.50		1.96	5.71	1.20	1.17
Average Training Hour per Employment Level							
<i>Executive Level</i>	<i>Persons/ Hr/Year</i>	35.86		2.42		3.50	
<i>Management Level</i>	<i>Persons/ Hr/Year</i>	64.30		1.40		2.15	
<i>Operation Level</i>	<i>Persons/ Hr/Year</i>	115.17		1.50		1.00	

2022 Employee's Welfares				
Welfares	Unit	Male	Female	Total
<i>Employee's newborns gift set</i>	<i>Units</i>	37	8	45
<i>Employee birthday gifts</i>	<i>Units</i>	1,721	577	2,298
<i>Medical allowance</i>	<i>Thai Baht</i>	1,850,600	752,920	2,603,520
<i>Funeral ceremony</i>	<i>No. of Events</i>	45	13	58
<i>Wedding ceremony</i>	<i>No. of Events</i>	20	2	22
<i>Ordination ceremony</i>	<i>No. of Events</i>	18	-	18
<i>Get well soon gifts</i>	<i>Units</i>	61	28	89

Occupational Health and Safety GRI 403-8, -9, -10				
Performance	Unit	2020	2021	2022
Employees Covered in the Occupational Health and Safety Management System				
Total employees covered in the system	Persons	2,256	2,166	2,298
	%	100	100	100
Employees covered by the system that has been internally audited	Persons	2,256	2,166	2,298
	%	100	100	100
Employees covered by the system that has been audited by external party	Persons	1,280	1,185	1,245
	%	57	55	54
Contractors and Supplier Covered in the Occupational Health and Safety Management System				
Contractors and Supplier covered in the system	Persons	612	414	691
	%	100	100	100
Contractors and Supplier covered by the system that has been internally audited	Persons	612	414	691
	%	100	100	100
Contractors and Supplier covered by the system that has been audited by external party	Persons	612	414	691
	%	100	100	100
Total Working Hours				
Employees	Hours	5,313,134	5,156,648	5,287,300
Contractors and Suppliers	Hours	494,608	398,896	240,000
Number of fatalities as a result of work-related injuries				
Employees	Persons	1	0	0
Contractors and Suppliers	Persons	0	0	0
High-Consequence Work-Related Injuries (per 200,000 working hour)				
Employees	Persons	20	13	7
	Rate	0.74	0.50	0.34
Contractors and Suppliers	Persons	0	0	0
	Rate	0	0	0

Occupational Health and Safety GRI 403-8, -9, -10				
Performance	Unit	2020	2021	2022
Work-Related Injuries not Resulting in Absences From Work (per 200,000 working hour)				
Employees	Persons	4	1	1
	Rate	0.04	0.05	0.05
Contractors and Suppliers	Persons	0	0	0
	Rate	0	0	0
Work-Related Injury Severity (per 200,000 working hour)				
Employees	Days	176	194	49
	Rate	6.58	7.54	2.28
Contractors and Suppliers	Days	0	0	0
	Rate	0	0	0
Work-Related Severe Occupational Sickness				
Employees	Persons	0	0	0
	Rate	0	0	0
Contractors and Suppliers	Persons	0	0	0
	Rate	0	0	0
Work-Related Occupational Sickness				
Employees	Persons	0	0	0
	Rate	0	0	0
Contractors and Suppliers	Persons	0	0	0
	Rate	0	0	0

Note:

1. The scope of personnel information reporting includes: Hatyai Plant, Songkhla Province, Punpin Plant, Surat Thani Province, Bangkok Office and 18 branch offices in 14 southern provinces.
2. The contractor group in the entire report includes outsourced personnel within the company's area.
3. The group of employees audited by external parties includes employees from Hatyai Plant, Songkhla Province, and Punpin Plant, Surat Thani Province.
4. In 2022, employees who are entitled to childcare leave are limited to female employees only.

Environmental Performance

Energy GRI 302-1,-3,-4,-5				
Performance	Unit	2020	2021	2022
<u>Non-stationary Energy Consumption</u>				
Diesel	MJ	70,081,731	75,169,980	56,553,268
Gasoline	MJ	1,012,928	432,597	645,218
LPG	MJ	2,617,717	2,469,317	3,119,551
Total Consumption	MJ	73,712,376	78,071,894	60,318,037
<u>Stationary Energy Consumption</u>				
Fuel Oil	MJ	6,040,100	5,517,600	5,011,020
Diesel	MJ	34,235	8,012	16,007
Gasoline	MJ	18,491	35,231	63,176
LPG	MJ	29,051,065	32,380,902	33,324,460
Total Consumption	MJ	35,143,891	37,941,745	38,414,663
<u>Electricity</u>				
Electricity Consumption	MJ	82,874,485	88,199,700	78,230,999
Electricity From Renewable Energy Source	MJ	2,971,318	2,924,532	8,981,070
Total Electricity Consumption	MJ	85,845,803	91,124,232	87,212,069
Electricity Intensity	MJ/L_{bev}	0.63	0.62	0.53

Note:

1. The scope of the energy data reporting includes water, waste, and greenhouse gas emissions data from Hatyai Plant in Songkhla Province and Punpin Plant in Surat Thani Province, from January 1st to December 31st, 2022.
2. Mobile energy sources include fuel usage for forklifts, company vehicles, and cargo trucks.
3. Stationary energy sources include fuel usage for production machinery, power generators, grass-cutting equipment(CDE), construction work, and engineering activities.
4. Electricity sources include the purchased electricity from regional power grids and electricity generation through installed solar energy panels within the project area.

Waste GRI 306-3,-4,-5				
Performance	Unit	2020	2021	2022
Waste Generated				
Total Waste Generated	Kg	1,534,128	837,964	992,357
Non-hazardous Waste	Kg	1,511,326	819,427	965,273
Hazardous Waste	Kg	22,802	18,537	27,084
Non-hazardous Waste Disposal				
Landfill	Kg	107,555	89,642	99,002
Recycle	Kg	1,403,771	729,785	866,271
Other	Kg	0	0	0
Hazardous Waste Disposal				
Stabilization and Solidification	Kg	22,802	18,537	8,980
Recycle	Kg	0	0	0
Other	Kg	0	0	18,104
Waste Diverted From Disposal				
Onsite <u>Non-hazardous</u> Waste	Kg	0	0	0
Onsite <u>Hazardous</u> Waste	Kg	0	0	0

Note:

1. The scope of the energy data reporting includes water, waste, and greenhouse gas emissions data from Hatyai Plant in Songkhla Province and Punpin Plant in Surat Thani Province, from January 1st to December 31st, 2022.

2. For hazardous waste, the company has outsourced the external agency that meet the standards set by the Department of Industrial Works to ensure proper treatment and transformation of hazardous waste into a less dangerous or less toxic form before disposal.

Water GRI 303-1, -3, -4-5							
Performance	Unit	Hatyai Plant			Punpin Plants		
		2020	2021	2022	2020	2021	2022
Water Withdrawal							
Surface Water	m³	-	-	-	-	-	-
Ground Water	m³	106,004	96,531	98,614	436,475	493,869	581,831
Third-party water	m³	869	415	220	-	-	-
Other Source	m³	-	-	-	-	-	-
Total Withdrawal	m³	106,873	96,946	98,834	436,475	493,869	581,831
Water Consumption							
Total Consumption	m³	102,233	86,737	88,214	436,475	493,869	581,831
Water Intensity	L/L_{bev}	5.77	6.80	5.13	1.45	1.51	1.71
Total Water Reused	m³	2043	774	243	0	0	0
Water Discharge							
Drainage	m³	50,178	N/A	N/A	95,340	122,865	133,002
Other	m³	-	-	-	-	-	-
Water Discharge Quality							
BOD	mg/l	17	N/A		9	8	9
COD	mg/l	55			24	23	19
TDS	mg/l	126			554	432	375
SS	mg/l	12			12	14	11
PH	mg/l	8.09			8.0	8.0	7.7

Note:

1. The scope of the energy data reporting includes water, waste, and greenhouse gas emissions data from Hatyai Plant in Songkhla Province and Punpin Plant in Surat Thani Province, from January 1st to December 31st, 2022.
2. The water sources used by the company are located in low-risk areas and there are no issues regarding resource scarcity. Moreover, risk assessments are conducted by Prince of Songkla University every 5 years.
3. Hatyai Plant distributes groundwater to nearby communities and households without charging fees, resulting in a higher rate of water loss compared to actual consumption.
4. Since 2021, Hatyai Plant has not discharged water into the system due to low water usage in the production process.

GHG Emissions GRI 305-1,-2,-3,-4,-5,-7							
Performance	หน่วย	2020	2021	2022			
GHG Emissions Hatyai Plant							
GHG Emissions Scope 1	t CO ₂ eq	3,367	2,565	2,380			
GHG Emissions Scope 2	t CO ₂ eq	1,042	907	895			
GHG Emissions Scope 3	t CO ₂ eq	151	17	1,331			
Total GHG Emissions	t CO ₂ eq	4,560	3,489	4,606			
GHG Emissions Intensity*	Kg CO ₂ eq/L _{bev}	0.54	0.63	0.40			
GHG Emissions Punpin Plant							
GHG Emissions Scope 1	t CO ₂ eq	7,032	7,320	7,021			
GHG Emissions Scope 2	t CO ₂ eq	5,990	6,398	5,486			
GHG Emissions Scope 3	t CO ₂ eq	49,831	58,898	55,659			
Total GHG Emissions	t CO ₂ eq	62,853	72,616	68,166			
GHG Emissions Intensity*	Kg CO ₂ eq/L _{bev}	0.043	0.042	0.036			
Air Emissions							
Air Emissions Hatyai Plant							
Parameters (ppm)	Standard ppm	1 st Flue	2 nd Flue	1 st Flue	2 nd Flue	1 st Flue	2 nd Flue
-Sulfur dioxide	950	189.40	21.86	100.00	15.00	85.80	107.17
-Carbon monoxide	690	<1.00	<1.00	<1.00	<1.00	<1.00	<1.00
-Oxide of Nitrogen	200	5.88	5.12	11.00	5.84	11.90	12.39
Air Emissions Punpin Plant							
Parameters (ppm)	Standard ppm	1 st Flue	2 nd Flue	1 st Flue	2 nd Flue	1 st Flue	2 nd Flue
-Sulfur dioxide	60	48.35	-	<2.00	-	<2.00	-
-Carbon monoxide	690	<1.00	-	137.00	-	7.00	-
-Oxide of Nitrogen	200	7.04	-	52.30	-	33.90	-

Note:

- The scope of the energy data reporting includes water, waste, and greenhouse gas emissions data from Hatyai Plant in Songkhla Province and Punpin Plant in Surat Thani Province, from January 1st to December 31st, 2022.
- The greenhouse gas emissions data for the year 2022 is currently under certification by Certified by the auditor and Thailand Greenhouse Gas Management Organization Public Organization (TGO)
- The calculation of greenhouse gas emissions per production unit consist of the sum of Scope 1 and Scope 2 emissions.
- The emissions from other indirect sources, known as Scope 3 emissions, for the years 2021 and 2022 have been recalculated to align with the organization's carbon footprint calculation and reporting requirements set by The TGO (5th revised edition, January 2023). Hatyai Plant considers waste management (codes SK.3 071 to 075), while Punpin Plant considers the use of plastic bottles as raw materials.
- Emission factors for greenhouse gases are referenced from The TGO.

Statement of use	<i>Haadthip Public Company Limited, has reported the information cited in this GRI content index for the period 1st January 2022 to 31th December 2022 with reference to the GRI Standards.</i>	
GRI 1 used	GRI 1: Foundation 2021	
	GRI STANDARD & DISCLOSURE	LOCATION
General Disclosures		
GRI 2: General Disclosures 2021	The organization and its reporting practices	
	<i>2-1 Organizational details</i>	<i>SD: 04</i>
	<i>2-2 Entities included in the organization's sustainability reporting</i>	<i>SD: 04</i>
	<i>2-3 Reporting period, frequency and contact point</i>	<i>SD: 04</i>
	<i>2-4 Restatements of information</i>	<i>SD: 04</i>
	Activities and worker	
	<i>2-6 Activities, value chain and other business relationships</i>	<i>SD: 04, 18-21</i>
	<i>2-7 Employees</i>	<i>SD: 61</i>
	<i>2-8 Workers who are not employees</i>	<i>SD: 61</i>
	Governance	
	<i>2-9 Governance structure and composition</i>	<i>AR: 88-89</i>
	<i>2-10 Nomination and selection of the highest governance body</i>	<i>AR: 74-75, 100-101</i>
	<i>2-11 Chair of the highest governance body</i>	<i>AR: 88-89</i>
	<i>2-12 Role of the highest governance body in overseeing the management of impacts</i>	<i>AR: 243-244</i>
	<i>2-13 Delegation of responsibility for managing impacts</i>	<i>AR: 243-244</i>
	<i>2-14 Role of the highest governance body in sustainability reporting</i>	<i>AR: 243-244</i>
	<i>2-15 Conflicts of interest</i>	<i>AR: 108</i>
	<i>2-16 Communication of critical concerns</i>	<i>AR: 242-244</i>

	GRI STANDARD & DISCLOSURE	LOCATION
	Governance	
	2-18 Evaluation of the performance of the highest governance body	AR: 100-104
	2-19 Remuneration policies	AR: 106-107
	2-20 Process to determine remuneration	AR: 93-94, 106-107
	Strategy, policies and practices	
	2-22 Statement on sustainable development strategy	SD: 07-09
	2-23 Policy commitments	SD: 07-09
	2-26 Mechanisms for seeking advice and raising concerns	SD: 25
	2-27 Compliance with laws and regulations	
	2-28 Membership associations	SD: 10-11, 28, 30, 39, 51
	Stakeholder engagement	
	2-29 Approach to stakeholder engagement	SD: 14-17
	2-30 Collective bargaining agreements	SD: 14-17
Material Topics 2021		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SD: 12
	3-2 List of material topics	SD: 13
Economic Performance 2016		
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AR: 123-127
	201-2 Financial implications and other risks and opportunities due to climate change	SD: 49
	201-3 Defined benefit plan obligations and other retirement plans	AR: 172, 179
	201-4 Financial assistance received from government	AR: 177 183

หมายเหตุ

1). AR: Annual Report 2022 (Form 56-1 One Report)

2). SD: Sustainability Report 2022

	GRI STANDARD & DISCLOSURE	LOCATION
Market Presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 28
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	SD: 28
	202-2 Proportion of senior management hired from the local community	SD: 61
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	AR: 18
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	AR: 19
	203-2 Significant indirect economic impacts	AR: 18
Procurement		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 20-21
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	SD: 20-21
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 22-25
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	SD: 22-25
	205-2 Communication and training about anti-corruption policies and procedures	SD: 24-25
	205-3 Confirmed incidents of corruption and actions taken	SD: 24-25
Anti-competitive Behavior		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 41

	GRI STANDARD & DISCLOSURE	LOCATION
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SD: 41
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 58
GRI 301: Materials 2016	301-1 Materials used by weight or volume	SD: 60
	301-2 Recycled input materials used	SD: 60
	301-3 Reclaimed products and their packaging materials	SD: 41
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 52-53
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SD: 67
	302-3 Energy intensity	SD: 67
	302-4 Reduction of energy consumption	SD: 52-53
	302-5 Reductions in energy requirements of products and services	SD: 52-53
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 54-55
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SD: 54
	303-2 Management of water discharge-related impacts	SD: 55
	303-3 Water withdrawal	SD: 69
	303-4 Water discharge	SD: 69
	303-5 Water consumption	SD: 69

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	GRI STANDARD & DISCLOSURE	LOCATION
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 48-50
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SD: 50, 70
	305-2 Energy indirect (Scope 2) GHG emissions	SD: 50, 70
	305-3 Other indirect (Scope 3) GHG emissions	SD: 70
	305-4 GHG emissions intensity	SD: 50, 70
	305-5 Reduction of GHG emissions	SD: 50, 70
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SD: 70
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 56-57
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SD: 56-57, 68
	306-2 Management of significant waste-related impacts	SD: 56-57, 68
	306-3 Waste generated	SD: 56-57, 68
	306-4 Waste diverted from disposal	SD: 56-57, 68
	306-5 Waste directed to disposal	SD: 56-57, 68
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD:20-21
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	SD:20-21
	308-2 Negative environmental impacts in the supply chain and actions taken	SD:20-21
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 28, 33-36
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SD: 62-63
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SD:33, 64
	401-3 Parental leave	SD: 30, 64

	GRI STANDARD & DISCLOSURE	LOCATION
Labor/Management Relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD 28-29
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	SD 28-29
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 37
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SD: 37-40
	403-2 Hazard identification, risk assessment, and incident investigation	SD: 37-40
	403-3 Occupational health services	SD: 37-40
	403-4 Worker participation, consultation, and communication on occupational health and safety	SD: 39-40
	403-5 Worker training on occupational health and safety	SD: 40
	403-6 Promotion of worker health	SD: 33, 39-40
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SD: 38-39
	403-8 Workers covered by an occupational health and safety management system	SD: 65
	403-9 Work-related injuries	SD: 65-66
	403-10 Work-related ill health	SD: 65-66
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 35
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SD: 64
	404-2 Programs for upgrading employee skills and transition assistance programs	SD: 35-36 AR: 53-54

	GRI STANDARD & DISCLOSURE	LOCATION
	404-3 Percentage of employees receiving regular performance and career development reviews	SD: 36
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 31
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SD: 61
	405-2 Ratio of basic salary and remuneration of women to men	SD: 31
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 31
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	SD: 31, 63
Child Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 32
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	SD: 20-21, 32
Forced or Compulsory Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD: 28
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SD: 20-21, 28
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	SD:44

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	GRI STANDARD & DISCLOSURE	LOCATION
GRI 413: Local Communities 2016	<i>413-1 Operations with local community engagement, impact assessments, and development programs</i>	<i>SD: 44-47</i>
	<i>413-2 Operations with significant actual and potential negative impacts on local communities</i>	<i>SD: 58</i>
Supplier Social Assessment		
GRI 3: Material Topics 2021	<i>3-3 Management of material topics</i>	<i>SD: 21-21</i>
GRI 414: Supplier Social Assessment 2016	<i>414-1 New suppliers that were screened using social criteria</i>	<i>SD: 21-21, 60</i>
	<i>414-2 Negative social impacts in the supply chain and actions taken</i>	<i>SD: 21-21, 60</i>
Customer Health and Safety		
GRI 3: Material Topics 2021	<i>3-3 Management of material topics</i>	<i>SD: 41-43</i>
GRI 416: Customer Health and Safety 2016	<i>416-1 Assessment of the health and safety impacts of product and service categories</i>	<i>SD: 41-43</i>
	<i>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</i>	<i>SD: 41-43</i>
Marketing and Labeling		
GRI 3: Material Topics 2021	<i>3-3 Management of material topics</i>	<i>SD: 43</i>
GRI 417: Marketing and Labeling 2016	<i>417-1 Requirements for product and service information and labeling</i>	<i>SD: 43</i>
	<i>417-2 Incidents of non-compliance concerning product and service information and labeling</i>	<i>SD: 41</i>
	<i>417-3 Incidents of non-compliance concerning marketing communications</i>	<i>SD: 41</i>
Customer Privacy 2016		
GRI 3: Material Topics 2021	<i>3-3 Management of material topics</i>	<i>SD: 27</i>
GRI 418: Customer Privacy 2016	<i>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</i>	<i>SD: 27</i>

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