



ESG Performance Report for Listed Companies in 2024

NSL FOODS PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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ESG Performance

Company Name : NSL FOODS PUBLIC COMPANY LIMITED

Symbol : NSL

Market : SET

Industry Group : Agro & Food Industry

Sector : Food & Beverage

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management, Air Quality Management

Information on review of environmental policies, guidelines, and/or objectives over the past years

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

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

Changes in environmental policies, guidelines, and/or goals : Electricity Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems

Compliance with energy management principles and standards

Energy management principles and standards : Other : Energy Management 8 Steps, Department of Alternative Energy Development and Efficiency

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO)

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	5
Actual number of disclosure boundaries	:	5
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan	:	Yes
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Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management	:	Yes
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Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Increase of electricity consumption from renewable energy sources	2023 : electricity consumption from renewable sources 0.00 Kilowatt-Hours	2030 : Increased by 20%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management	:	Yes
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Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	11,970,379.00	20,213,452.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	N/A	11,970,379.00	19,076,501.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	1,136,951.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	0.00	4,304.34	6,889.38

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

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Person (employee))	N/A	4,304.34000000	6,857.00000000

Electricity Expense (*)

	2022	2023	2024
Total electricity expense (Baht)	57,881,263.00	80,309,140.00	76,895,728.00
Percentage of total electricity expense to total expenses (%) ^(**)	1.60	1.84	1.48
Percentage of total electricity expense to total revenues (%) ^(**)	1.44	1.67	1.31
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	27,034.69	28,877.79	26,208.50

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

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

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	N/A	53,700.81	146,255.00
Gasoline (Litres)	N/A	23,060.74	33,009.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	N/A	868,344.00	1,567,010.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

Company's fuel expense (*)

	2022	2023	2024
Total fuel expense (Baht)	N/A	23,035,632.99	44,109,818.00
Percentage of total fuel expense to total expenses (%) ^(**)	N/A	0.53	0.85

	2022	2023	2024
Percentage of total fuel expense to total revenues (%) ^(**)	N/A	0.48	0.75

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

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

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	N/A	24,078.56	42,343.56

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	N/A	0.00500664	0.00721884
Intensity of total energy consumption within the organization (Megawatt-Hours / Person (employee))	N/A	8.65823851	14.46653920

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

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	5
Actual number of disclosure boundaries	:	5
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Increase of recycled water for consumption	2024 : Recycled water for consumption 0.00 Cubic meters	2030 : Increased by 10%

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	0.00	0.00	196,637.00
Water withdrawal by third-party water (cubic meters)	N/A	N/A	196,637.00
Water withdrawal by surface water (cubic meters)	N/A	0.00	0.00
Water withdrawal by groundwater (cubic meters)	N/A	0.00	0.00
Water withdrawal by seawater (cubic meters)	N/A	0.00	0.00
Water withdrawal by produced water (cubic meters)	N/A	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	0.00	0.00	67.02
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.03

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

Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	N/A	100.00	100.00
Total wastewater discharge (cubic meters)	0.00	0.00	157,309.00
Wastewater discharged to third-party water (cubic meters)	N/A	0.00	157,309.00
Wastewater discharged to surface water (cubic meters)	N/A	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	0.00	0.00	39,328.00

Recycled water consumption

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

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00670474
Intensity of total water consumption (Cubic meters / Person (employee))	N/A	N/A	67.18000000

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

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	3,352,484.00	4,605,537.00	10,043,238.00
Total water withdrawal expense from third-party water (Baht)	3,352,484.00	4,605,537.00	7,671,867.00
Total water withdrawal expense from other sources (Baht)	N/A	N/A	2,371,371.00

	2022	2023	2024
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.09	0.11	0.19
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.08	0.10	0.17
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	1,565.85	1,656.07	3,423.05

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	5
Actual number of disclosure boundaries	:	5
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan	:	Yes
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Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management	:	Yes
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Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste and hazardous waste	2024 : non-hazardous waste and hazardous waste 282,854.00 Kilograms	2030 : Increased by 30%	<ul style="list-style-type: none">• Reuse• Recycle

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management	:	Yes
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Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	5,127,906.00
Total non-hazardous waste (kilograms)	N/A	N/A	5,127,115.00
Non-hazardous waste - Landfilling (Kilograms)	N/A	N/A	232,130.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	N/A	N/A	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	N/A	N/A	0.00
Non-hazardous waste – Others (kilograms)	N/A	N/A	4,894,985.00
Total hazardous waste (kilograms)	N/A	N/A	791.00
Hazardous waste - Landfilling (Kilograms)	N/A	N/A	310.00

	2022	2023	2024
Hazardous waste - Incineration with energy recovery (Kilograms)	N/A	N/A	0.00
Hazardous waste - Incineration without energy recovery (Kilograms)	N/A	N/A	0.00
Hazardous waste – Others (kilograms)	N/A	N/A	481.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.87
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	N/A	0.87
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	N/A	0.00

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

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

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	282,854.00
Reused/Recycled non-hazardous waste (Kilograms)	N/A	N/A	282,593.00
Reused non-hazardous waste (Kilograms)	N/A	N/A	0.00
Recycled non-hazardous waste (Kilograms)	N/A	N/A	282,593.00
Reused/Recycled hazardous waste (Kilograms)	N/A	N/A	261.00
Reused hazardous waste (Kilograms)	N/A	N/A	0.00
Recycled hazardous waste (Kilograms)	N/A	N/A	261.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	N/A	5.52
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	N/A	5.51
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	N/A	33.00

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	5
Actual number of disclosure boundaries	:	2
Data disclosure coverage (%)	:	40.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Carbon Neutrality

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-3	2023 : Greenhouse gas emissions 50,505.00 tCO ₂ e	2030 : Reduced by 20% in comparison to the base year	2065 : Reduced by 100% in comparison to the base year	<ul style="list-style-type: none">Thailand Greenhouse Gas Management Organization (TGO) : NoneScience-based Targets (SBTi) : None

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-3	2023 : Greenhouse gas emissions 50,505.00 tCO ₂ e	2050 : Reduced by 100%	None

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	26,581.00	50,505.00	61,621.00

	2022	2023	2024
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	2,851.00	4,388.00	4,923.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	4,979.00	5,975.00	6,246.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	18,751.00	40,142.00	50,452.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.006629	0.010501	0.010505
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	12.42	18.16	21.00
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Person (employee))	N/A	26.42000000	29.94000000

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

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

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

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : ECEE Company Limited

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

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

Absorption and removal of Greenhouse Gas

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

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ESG Performance

Company Name : NSL FOODS PUBLIC COMPANY LIMITED

Symbol : NSL

Market : SET

Industry Group : Agro & Food Industry

Sector : Food & Beverage

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

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

Reference link for social and human rights policy and guidelines : <https://nslfoods.com/human-right-policies/guidelines>

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

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

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

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour, The UN Guiding Principles on Business and Human Rights, ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

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

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

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0

	2022	2023	2024
Total number of incidents or complaints related to consumer rights violations (cases)	N/A	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	N/A	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	N/A	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	N/A	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	N/A	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	5
Actual number of disclosure boundaries	:	5
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Child labor, Occupational health and safety in workplace

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	Yes
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Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Migrant/foreign labor • Child labor	Child labor and Forced labor	2024: 0	2030: 0

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management	:	Yes
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Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	2,141	2,781	2,968
Percentage of employees to total employment (%)	100.00	100.00	98.85
Percentage of non-employee workers to total employment (%)	N/A	N/A	1.15
Total employees (persons)	2,141	2,781	2,934
Male employees (persons)	995	1,289	1,374

	2022	2023	2024
Percentage of male employees (%)	46.47	46.35	46.83
Female employees (persons)	1,146	1,492	1,560
Percentage of female employees (%)	53.53	53.65	53.17
Total of workers who are not employees (Person)	N/A	N/A	34
Male workers who are not employees (Person)	N/A	N/A	3
Percentage of male non-employee workers (%)	N/A	N/A	8.82
Female workers who are not employees (Person)	N/A	N/A	31
Percentage of female non-employee workers (%)	N/A	N/A	91.18

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	N/A	1,420	1,390
Percentage of employees under 30 years old (%)	N/A	51.06	47.38
Total number of employees 30-50 years old (Persons)	N/A	1,311	1,484
Percentage of employees 30-50 years old (%)	N/A	47.14	50.58
Total number of employees over 50 years old (Persons)	N/A	50	60
Percentage of employees over 50 years old (%)	N/A	1.80	2.04

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	N/A	641	635
Percentage of male employees under 30 years old (%)	N/A	49.73	46.22
Total number of male employees 30-50 years old (Persons)	N/A	624	709
Percentage of male employees 30-50 years old (%)	N/A	48.41	51.60
Total number of male employees over 50 years old (Persons)	N/A	24	30
Percentage of male employees over 50 years old (%)	N/A	1.86	2.18

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	N/A	779	755
Percentage of female employees under 30 years old (%)	N/A	52.21	48.40
Total number of female employees 30-50 years old (Persons)	N/A	687	775
Percentage of female employees 30-50 years old (%)	N/A	46.05	49.68
Total number of female employees over 50 years old (Persons)	N/A	26	30
Percentage of female employees over 50 years old (%)	N/A	1.74	1.92

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	2,131	2,746	2,886
Percentage of employees in operational level (%)	99.53	98.74	98.36
Total number of employees in management level (Persons)	4	28	41
Percentage of employees in management level (%)	0.19	1.01	1.40
Total number of employees in executive level (Persons)	6	7	7
Percentage of employees in executive level (%)	0.28	0.25	0.24

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	990	1,270	1,345
Percentage of male employees in operational level (%)	99.50	98.53	97.89
Total number of male employees in management level (Persons)	0	14	24
Percentage of male employees in management level (%)	0.00	1.09	1.75
Total number of male employees in executive level (Persons)	5	5	5
Percentage of male employees in executive level (%)	0.50	0.39	0.36

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	1,141	1,476	1,541
Percentage of female employees in operational level (%)	99.56	98.93	98.78
Total number of female employees in management level (Persons)	4	14	17
Percentage of female employees in management level (%)	0.35	0.94	1.09
Total number of female employees in executive level (Persons)	1	2	2
Percentage of female employees in executive level (%)	0.09	0.13	0.13

Significant changes in the number of employees

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

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	0	25	N/A
Percentage of disabled workers to total employment (%)	0.00	0.90	N/A
Total number of employees with disabilities (Persons)	N/A	2	N/A
Percentage of disabled employees to total employees (%)	N/A	0.07	N/A
Total number of workers who are not employees with disabilities (persons)	N/A	23	N/A

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	0.00	572,270,585.00	710,504,379.00
Total male employee remuneration (baht)	N/A	265,122,480.00	N/A
Percentage of remuneration in male employees (%)	N/A	46.33	N/A
Total female employee remuneration (baht)	N/A	307,148,105.00	N/A
Percentage of remuneration in female employees (%)	N/A	53.67	N/A

	2022	2023	2024
Average remuneration of employees (Baht / Person)	0.00	205,778.71	242,162.37
Average remuneration of male employees (Baht / Person)	N/A	205,680.74	N/A
Average remuneration of female employees (Baht / Person)	N/A	205,863.34	N/A
Ratio of average remuneration of female employees to male employees	N/A	1.00	N/A

Provident fund management policy

Provident fund management policy : Doesn't Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	164	190	215
Proportion of employees who are PVD members (%)	7.66	6.83	7.33
Total amount of provident fund contributed by the company (baht)	1,293,428.00	1,598,035.18	1,832,109.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.00	0.28	0.26

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	9.82	5.88	10.37
Total amount spent on employee training and development (Baht)	5,262,853.00	7,373,765.00	8,915,596.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.001451	0.001687	0.001721
Percentage of training and development expenses to total revenue (%) ^(*)	0.001313	0.001533	0.001520

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

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	N/A	N/A	6,940,208.00
Total number of hours worked by employees (Hours)	N/A	N/A	6,940,208.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	12	13
Total number of employees that lost time injuries for 1 day or more (Persons)	0	7	13
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.25	0.44
Total number of employees that fatalities as a result of work-related injury (Persons)	0	1	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.04	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	N/A	N/A	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	N/A	N/A	0.00

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

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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	0	1,479	1,371
Total number of male employee turnover leaving the company voluntarily (persons)	N/A	620	564
Total number of female employee turnover leaving the company voluntarily (persons)	N/A	859	807
Proportion of voluntary resignations (%)	0.00	53.18	46.84
Percentage of male employee turnover leaving the Company voluntarily (%)	N/A	22.29	19.22
Percentage of female employee turnover leaving the Company voluntarily (%)	N/A	30.89	27.51

	2022	2023	2024
Evaluation result of employee engagement	No	No	No

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines : Yes

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

Reference link to consumer data privacy and protection policy and guidelines : <https://nslfoods.com/privacy-policy/>

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines : Yes

Responsible sales and marketing guidelines : Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts

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

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

Policy and guidelines on communicating the impact of products and services to customers / consumers : Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information

Information on customer management plan

Customer management plan

Company's customer management plan : Yes

Customer management plan implemented by the company in the past year : Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Responsible production and services for customers	-	2022: 0	2030: 0

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : +66(0)2 525 8520

Fax : -

Email : contact@nslfoods.com

Company's website : www.nslfoods.com

Address : 55/22 M.3 Bang Bua Thong – Nonthaburi Bridge Road
(345), Lam Pho Sub-District, Bang Bua Thong District,
Nonthaburi 11110

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Sports and recreation, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Reducing inequality

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : Yes

Details of community and social management goal setting

Target	Indicators	Base year	Target year
<ul style="list-style-type: none">• Employment and professional skill development• Education• Disadvantaged and vulnerable groups• Reducing inequality	-	-	2030: -

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

Diagram of performance and outcomes in community and social management



Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Remarks - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : NSL FOODS PUBLIC COMPANY LIMITED

Symbol : NSL

Market : SET

Industry Group : Agro & Food Industry

Sector : Food & Beverage

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

Policy and guidelines related to the board of directors

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

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

Nomination of Directors

Determination of Director Remuneration

Independence of the Board of Directors from the Management

Director Development

Board Performance Evaluation

Corporate Governance of Subsidiaries and Associated Companies

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee

Shareholder

Employee

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Money laundering prevention, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Anti-unfair competitiveness, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

Anti-corruption

Whistleblowing and Protection of Whistleblowers

Prevention of Misuse of Inside Information

Money laundering prevention

Gift giving or receiving, entertainment, or business hospitality

Compliance with laws, regulations, and rules

Information and assets usage and protection

Anti-unfair competitiveness

Information and IT system security

Environmental management

Human rights

Safety and occupational health at work

Promotion of compliance with the business code of conduct

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

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : No

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

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

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

Material changes and developments in policy and guidelines over the past year : No

Implementation of the CG Code for listed companies

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

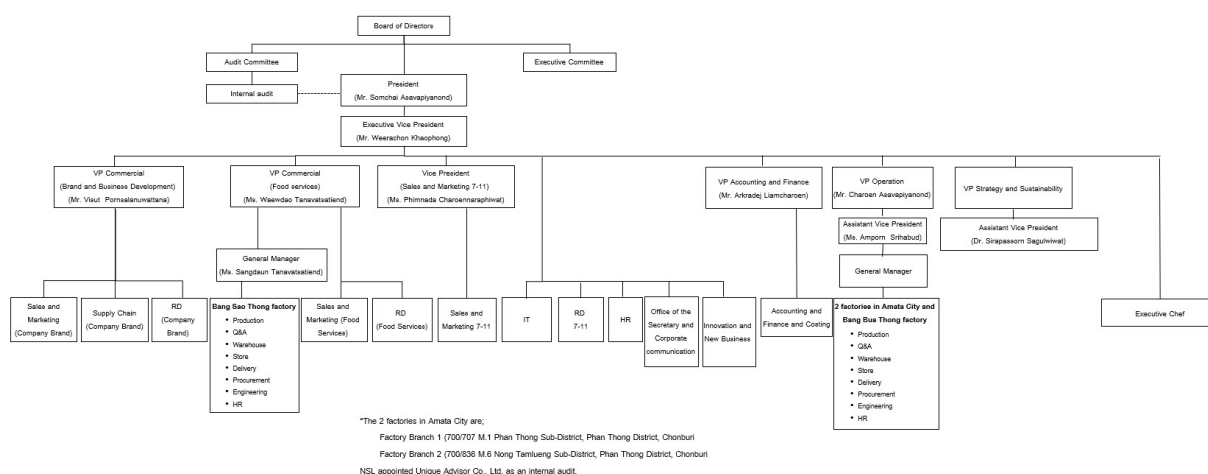
Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	8	
	6	2
Executive directors	4	
	4	0
Non-executive directors	4	
	2	2
Independent directors	4	
	2	2
Non-executive directors who have no position in independent directors	0	
	0	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	75.00	25.00

	2024	
	Male (%)	Female (%)
Executive directors	50.00	
	50.00	0.00
Non-executive directors	50.00	
	25.00	25.00
Independent directors	50.00	
	25.00	25.00
Non-executive directors who have no position in independent directors	0.00	
	0.00	0.00

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

	2024	
	Male (years)	Female (years)
Average age of board of directors	59	
	55	71

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mrs. SUVIMOL CHRITYAKIERNE Gender: Female Age : 72 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> Shareholding by persons related to the directors, executives according to Section 59 (shares) : 44,400 Shares (0.014800 %) 	<p>Chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	1 Nov 2019	Accounting, Food & Beverage, Finance, Internal Control
<p>2. Mr. SOMCHAI ASAVAPIYANOND Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> Direct shareholding : 214,767,300 Shares (71.589100 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	23 Jan 2006	Food & Beverage

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. WEERACHON KHAOPHONG</p> <p>Gender: Male</p> <p>Age : 56 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	1 Nov 2019	Food & Beverage, Corporate Management, Strategic Management, Risk Management
<p>4. Mr. CHAROEN ASAVAPIYANOND</p> <p>Gender: Male</p> <p>Age : 63 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,000,100 Shares (0.666700 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Nov 2019	Food & Beverage, Engineering

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. ARKRADEJ LIAMCHAROEN</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,200,000 Shares (0.733333 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	1 Nov 2019	Accounting, Finance
<p>6. Mrs. PANNIPA RODWANNA</p> <p>Gender: Female</p> <p>Age : 71 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	1 Nov 2019	Accounting, Finance, Internal Control

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. CHAIWUT JUMNONGSUTASATHIEN</p> <p>Gender: Male</p> <p>Age : 47 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> Shareholding by persons related to the directors, executives according to Section 59 (shares) : 120,000 Shares (0.040000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	1 Nov 2019	Accounting, Finance, Internal Control
<p>8. Mr. ANAJAK LIMPHAISAN</p> <p>Gender: Male</p> <p>Age : 40 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	1 Nov 2019	Law

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mrs. SUVIMOL CHRITYAKIERNE	Chairman of the Board of Directors		✓	✓		
2. Mr. SOMCHAI ASAVAPIYANOND	Director	✓				✓
3. Mr. WEERACHON KHAOPHONG	Director	✓				✓
4. Mr. CHAROEN ASAVAPIYANOND	Director	✓				✓
5. Mr. ARKRADEJ LIAMCHAROEN	Director	✓				✓
6. Mrs. PANNIPA RODWANNA	Director		✓	✓		
7. Mr. CHAIWUT JUMNONGSUTASATHIEN	Director		✓	✓		
8. Mr. ANAJAK LIMPHAISAN	Director		✓	✓		
Total (persons)		4	4	4	0	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Food & Beverage	4	50.00
2. Law	1	12.50
3. Accounting	4	50.00
4. Finance	4	50.00
5. Corporate Management	1	12.50
6. Engineering	1	12.50
7. Strategic Management	1	12.50
8. Risk Management	1	12.50
9. Internal Control	3	37.50

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes

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

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

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

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

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

Methods of balancing power between the board of directors and Management : Appointing an independent director to jointly consider the agenda of the board of directors' meeting

At least one independent director has been appointed to participate in considering and determining the agenda for special board meetings.

Information on the roles and duties of the board of directors

Board charter : Have

To be a good corporate governance organization according to the 8 principles of good governance

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Director and executive nomination
- Remuneration
- Corporate governance
- Sustainability development

Scope of authorities, role, and duties

-

Reference link for the charter

-

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

-

Reference link for the charter

-

Executive Committee

Role

- Others
 - Manage and control the Company's business as assigned by the Board of Directors.

Scope of authorities, role, and duties

-

Reference link for the charter

-

Risk management committee

Role

- Risk management

Scope of authorities, role, and duties

-

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mrs. PANNIPA RODWANNA^(*)</p> <p>Gender: Female</p> <p>Age : 71 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	1 Nov 2019	Accounting, Finance, Internal Control
<p>2. Mr. CHAIWUT JUMNONGSUTASATHIEN^(*)</p> <p>Gender: Male</p> <p>Age : 47 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	1 Nov 2019	Accounting, Finance, Internal Control
<p>3. Mr. ANAJAK LIMPHAISAN</p> <p>Gender: Male</p> <p>Age : 40 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Law</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	1 Nov 2019	Law

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. SOMCHAI ASAVAPIYANOND</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	The chairman of the executive committee	29 Feb 2020
<p>2. Mr. CHAROEN ASAVAPIYANOND</p> <p>Gender: Male</p> <p>Age : 63 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	29 Feb 2020
<p>3. Mr. WEERACHON KHAOPHONG</p> <p>Gender: Male</p> <p>Age : 56 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	29 Feb 2020
<p>4. Mr. ARKRADEJ LIAMCHAROEN</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	29 Feb 2020
<p>5. Ms. WAEWDAO TANAVATSATIEND</p> <p>Gender: Female</p> <p>Age : 53 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : MIM</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	29 Feb 2020
<p>6. Ms. PHIMNADA CHAROENNARAPHIWAT</p> <p>Gender: Female</p> <p>Age : 54 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Home Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p>	Member of the executive committee	29 Feb 2020

List of committee members	Position	Appointment date of executive committee member
7. Ms. SANGDAUN TANAVATSATIENT Gender: Female Age : 48 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	29 Feb 2020
8. Ms. AMPORN SRIHABUD Gender: Female Age : 40 years Highest level of education : Master's degree Study field of the highest level of education : Public administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	29 Feb 2020
9. Ms. NOOTCHANART RIPHIM Gender: Female Age : 45 years Highest level of education : Bachelor's degree Study field of the highest level of education : Food science Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	29 Feb 2020
10. Mr. VISUT PORNSALANUWATTANA Gender: Male Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	1 Jan 2021
11. Dr. SIRAPASSORN SAGULWIWAT Gender: Female Age : 41 years Highest level of education : Doctoral degree Study field of the highest level of education : Peace Studies Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	1 Aug 2024

Other Subcommittees

Subcommittee name	Name list	Position
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Subcommittee name	Name list	Position
Risk management committee	Mr. SOMCHAI ASAVAPIYANOND	The chairman of the subcommittee
	Mr. WEERACHON KHAOPHONG	Member of the subcommittee
	Mr. ARKRADEJ LIAMCHAROEN	Member of the subcommittee
	Mr. CHAROEN ASAVAPIYANOND	Member of the subcommittee
	Ms. WAEWDAO TANAVATSATIEND	Member of the subcommittee
	Mr. VISUT PORNSALANUWATTANA	Member of the subcommittee
	Ms. PHIMNADA CHAROENNARAPHIWAT	Member of the subcommittee
	Ms. SANGDAUN TANAVATSATIEND	Member of the subcommittee
	Ms. AMPORN SRIHABUD	Member of the subcommittee
	Ms. NOOTCHANART RIPHIM	Member of the subcommittee
	Dr. SIRAPASSORN SAGULWWAT	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. SOMCHAI ASAVAPIYANOND</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>PRESIDENT</p> <p>(The highest-ranking executive)</p>	23 Jan 2006	Food & Beverage
<p>2. Mr. CHAROEN ASAVAPIYANOND</p> <p>Gender: Male</p> <p>Age : 63 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Vice President - Operation	5 Jan 2010	Food & Beverage, Engineering
<p>3. Ms. WAEWDAO TANAVATSATIEND</p> <p>Gender: Female</p> <p>Age : 53 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : MIM</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Vice President - Sales Food service	1 May 2019	Marketing
<p>4. Mr. WEERACHON KHAOPHONG</p> <p>Gender: Male</p> <p>Age : 56 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	Executive Vice President	1 Jan 2020	Food & Beverage, Corporate Management, Strategic Management, Risk Management

List of executives	Position	First appointment date	Skills and expertise
5. Mr. ARKRADEJ LIAMCHAROEN ^(*) Gender: Male Age : 64 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	Vice President - Accounting and Finance	1 Jan 2020	Accounting, Finance
6. Mr. VISUT PORNALANUWATTANA Gender: Male Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Vice President - Sales Brand	1 Jan 2021	Marketing
7. Ms. PHIMNADA CHAROENNARAPHIWAT Gender: Female Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Home Economics Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Vice President - Sales 7-11	1 Jan 2023	Marketing

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

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

Remuneration policy for executive directors and executives

NSL has established the yearly remuneration policy for Directors, paid every month, and the remuneration for Executives in the form of salary, bonus and other benefits such as travelling expense, telephone allowance and contributions to the provident fund, with clearly defined salary cap. The salary cap is determined and regularly adjusted by external comparison in order to remain competitive and relative to the position's responsibilities. This practice has been successful in driving the company forward. For other types of remunerations such as bonus, they will be determined in relation to the company's revenue and the evaluation of the individual's contributions to the company according to NSL's performance standards.

Does the board of directors or the remuneration committee : Doesn't Have
 have an opinion on the remuneration policy for executive
 directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	22,927,392.00	26,597,124.00	27,237,473.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	22,927,392.00	26,597,124.00	27,237,473.00

Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	144,000.00	215,400.00	282,900.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mrs. JARIYA MUSIGCHAI	jariya.mu@nsfoods.com	+66 (0) 2525 8520-2 ต่อ 1010

List of the company secretary

General information	Email	Telephone number
1. Mrs. JARIYA MUSIGCHAI	jariya.mu@nsfoods.com	+66 (0) 2525 8520-2 ต่อ 1010

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Kosol Yamleemul	kosol@u-advisor.com	-

List of the head of the compliance unit

General information	Email	Telephone number
1. Mrs. JARIYA MUSIGCHAI	jariya.mu@nslfoods.com	+66 (0) 2525 8520-2 ต่อ 1010

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mrs. JARIYA MUSIGCHAI	ir@nslfoods.com	+66 (0) 2525 8520-2 ต่อ 1010

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED Yan Nawa Sathon Bangkok 10120 Telephone number -	2,200,000.00	Types of non-audit service : Other expenses Details of non-audit service : - Travel expenses - Review fees for the work of other experts Amount paid during the fiscal year 402,269.00 baht Total non-audit fee 402,269.00 baht	1. Mr. MONGKOL SOMPHOL Email: msomphol@deloitte.com Telephone number: +66 (0) 2034 0000 License number: 8444

Assigned personnel in case of a foreign company

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

Performance Report on Corporate Governance

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

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. WEERACHON KHAOPHONG	Director	1 Nov 2019	Food & Beverage, Corporate Management, Strategic Management, Risk Management
Mr. ARKRADEJ LIAMCHAROEN	Director	1 Nov 2019	Accounting, Finance
Mr. CHAIWUT JUMNONGSUTASATHIEN	Director	1 Nov 2019	Accounting, Finance, Internal Control

Selection of independent directors

Criteria for selecting independent directors

The Company has determined the qualifications of the Company's independent directors consists of the person who has extensive knowledge in accounting, finance, and other business fields, which is suitable for protecting the interests of shareholders and others. In addition, it also covers the qualifications specified in the requirements of the Stock Exchange of Thailand and the SEC.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : No
through the nomination committee

Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee : No

Rights of minority shareholders on director appointment

There is invitation to Propose the Agenda and Director Nominees in advance for the Annual General Meeting of Shareholders for the year

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

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mrs. SUVIMOL CHRITYAKIERNE (Chairman of the Board of Directors)	Participating	Other • 2024: Accounting training
2. Mr. SOMCHAI ASAVAPIYANOND (Director)	Participating	Other • 2024: Food Training
3. Mr. WEERACHON KHAOPHONG (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Strategic Board Master Class (SBM)
4. Mr. CHAROEN ASAVAPIYANOND (Director)	Participating	Other • 2024: Food Training
5. Mr. ARKRADEJ LIAMCHAROEN (Director)	Participating	Other • 2024: Accounting training
6. Mrs. PANNIPA RODWANNA (Director)	Participating	Other • 2024: Accounting training
7. Mr. CHAIWUT JUMNONGSUTASATHIEN (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Certification Program (DCP)
8. Mr. ANAJAK LIMPHAISAN (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Advanced Audit Committee Program (AAP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The company has prepared a self-evaluation form for the board of directors, with the criteria or topics for evaluation following

- (1.) Structure and qualifications of the board of directors
- (2.) Roles, duties and responsibilities of the board of directors
- (3.) Board Meeting
- (4.) The dynamics of the duties performance of the board of directors
- (5.) Relationships with management
- (6.) Director development

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

The company has prepared 3 parts of the assessment

- (1.) Self-assessment form for the board of directors
- (2.) Self-assessment form for directors (individual)
- (3.) Self-assessment form for each subcommittee of the audit committee

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

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

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Company has set criteria or topics for evaluating the performance of senior executives as follows

1. Progress of the plan
2. Measurement of performance
 - (1.) Leadership
 - (2.) Strategy determination
 - (3.) Strategy Execution
 - (4.) Planning and financial performance
 - (5.) Relationship with the board of directors
 - (6.) External relations
 - (7.) Management and personnel relations
 - (8.) Succession
 - (9.) Product and service knowledge
 - (10.) Personal characteristics
3. CEO Development

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 7
(times)

Date of AGM meeting : 22 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mrs. SUVIMOL CHRITYAKIERNE (Chairman of the Board of Directors, Independent director)	7	/	7	1	/	1	N/A	/	N/A
2. Mr. SOMCHAI ASAVAPIYANOND (Director)	7	/	7	1	/	1	N/A	/	N/A
3. Mr. WEERACHON KHAOPHONG (Director)	7	/	7	1	/	1	N/A	/	N/A
4. Mr. CHAROEN ASAVAPIYANOND (Director)	7	/	7	1	/	1	N/A	/	N/A
5. Mr. ARKRADEJ LIAMCHAROEN (Director)	7	/	7	1	/	1	N/A	/	N/A
6. Mrs. PANNIPA RODWANNA (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
7. Mr. CHAIWUT JUMNONGSUTASATHIEN (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
8. Mr. ANAJAK LIMPHAISAN (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

Monetary compensation for performing duties as a member of the board of directors.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mrs. SUVIMOL CHRITYAKIERNE (Chairman of the Board of Directors)			570,000.00		0.00
Board of Directors	0.00	570,000.00	570,000.00	No	
2. Mr. SOMCHAI ASAVAPIYANOND (Director)			420,000.00		0.00
Board of Directors	0.00	420,000.00	420,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk management committee	0.00	0.00	0.00	No	
3. Mr. WEERACHON KHAOPHONG (Director)			420,000.00		0.00
Board of Directors	0.00	420,000.00	420,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk management committee	0.00	0.00	0.00	No	
4. Mr. CHAROEN ASAVAPIYANOND (Director)			420,000.00		0.00
Board of Directors	0.00	420,000.00	420,000.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk management committee	0.00	0.00	0.00	No	
5. Mr. ARKRADEJ LIAMCHAROEN (Director)			420,000.00		0.00
Board of Directors	0.00	420,000.00	420,000.00	No	
Executive Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Risk management committee	0.00	0.00	0.00	No	
6. Mrs. PANNIPA RODWANNA (Director)			570,000.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Audit Committee	0.00	570,000.00	570,000.00	No	
7. Mr. CHAIWUT JUMNONGSUTASATHIEN (Director)			450,000.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Audit Committee	0.00	450,000.00	450,000.00	No	
8. Mr. ANAJAK LIMPHAISAN (Director)			450,000.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Audit Committee	0.00	450,000.00	450,000.00	No	
9. Ms. WAEWDAO TANAVATSATIEND (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
Risk management committee	0.00	0.00	0.00	No	
10. Ms. PHIMNADA CHAROENNARAPHIWAT (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
Risk management committee	0.00	0.00	0.00	No	
11. Ms. SANGDAUN TANAVATSATIEND (Member of the executive committee)			0.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee	0.00	0.00	0.00	No	
Risk management committee	0.00	0.00	0.00	No	
12. Ms. AMPORN SRIHABUD (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
Risk management committee	0.00	0.00	0.00	No	
13. Ms. NOOTCHANART RIPHIM (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
Risk management committee	0.00	0.00	0.00	No	
14. Mr. VISUT PORNALANUWATTANA (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
Risk management committee	0.00	0.00	0.00	No	
15. Dr. SIRAPASSORN SAGULWIWAT (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
Risk management committee	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	0.00	2,250,000.00	2,250,000.00

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
2. Audit Committee	0.00	1,470,000.00	1,470,000.00
3. Executive Committee	0.00	0.00	0.00
4. Risk management committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	0.00
Other monetary remuneration (Baht)	3,720,000.00
Total (Baht)	3,720,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

- Does the Company have subsidiaries and associated companies : Yes
- Mechanism for overseeing subsidiaries and associated companies : Yes
- Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors : The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The policy stipulates that any transaction or action which is significance or has an effect on the financial position and performance of subsidiary company and associate company is subject to approval by the company's board of directors or the company's shareholder meeting in accordance with the approval table of authority (as applicable). The company's directors shall have the duty to arrange for the company's board of directors meeting and/or the company's shareholder meeting to consider and approve such matters before the subsidiary company and associate company hold a board meeting and/or own shareholders to consider approval before making a transaction or taking action on that matter. In this regard, the Company shall disclose information and comply with the criteria, conditions, procedures and methods related to the matter to be approved as stipulated in the public company, civil and commercial code, securities law and related laws including the announcements regulations and criteria of the capital market supervisory board, securities and exchange commission board, the securities and exchange commission and stock exchange of thailand with permission (as long as it does not conflict or contradict) completely and correctly.

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest : Yes
over the past year

If the company is required to conduct a transaction with a person who may have a conflict of interest, the board of directors has established a policy to ensure transparency and fairness to all shareholders equally, adhering to the following principles:

- It is a list of items that have undergone a transparent approval process by the board of directors and executives with responsibility, caution and honesty, with stakeholders not participating in the making decision.
- It is a transaction that is made with the company's benefit in mind, just like making a transaction with an outsider.
- There is a tracking and verification system to ensure that transactions are conducted in accordance with the correct procedures.
- Information is disclosed in a complete, accurate, transparent and at the right time.

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

All directors, executives and employees must comply with the prohibition on insider trading as stipulated in the Securities and Exchange Act B.E. 1992, Section 242.

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

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

Anti-corruption action

Operations in anti-corruption in the past year

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

Form of operations in anti-corruption	: Review of appropriateness in anti-corruption, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, Review of the completeness and adequacy of the process by the Audit Committee or auditor
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Scope and guidelines

1. The Company requires all directors, executives and employees to perform their duties in accordance with the anti-corruption policy by not being involved in corruption, whether directly or indirectly and do not neglect or ignore when encountering any acts that may be considered as corruption related to the company and must act carefully with the forms of corruption as follows:
 - (1.) Giving or receiving a bribe.
 - (2.) Giving or receiving gifts, entertainment and other benefits.
 - (3.) Charitable donations, public benefits and financial support
2. The company is committed to creating awareness, values, and attitudes for employees to perform their duties in accordance with laws and regulations with honesty and integrity, and to maintain an organizational culture that believes that corruption is unacceptable, both in transactions with the public and private sectors.
3. All directors, executives and employees must not neglect or ignore any acts that may constitute corruption related to the Company. They must notify their supervisor or responsible person and cooperate in the investigation of the facts.
4. This anti-corruption policy shall cover all personnel management processes from personnel selection, promotion, training and employee performance evaluation, all levels of supervisors must communicate and make employees understand so that they can effectively comply with the policy.
5. Provide an efficient and effective internal control system with appropriate checks and balances on the use of power to prevent employees from committing fraud or being involved in various forms of corruption.
6. Establish an effective internal audit system covering finance and accounting to ensure that such financial transactions are accurate, transparent and auditable.
7. The Company's directors, executives and employees are prohibited from taking any action that is a request for or acceptance of property or other benefits for themselves or others that may induce them to perform or refrain from performing their duties in an improper manner or may cause the Company to lose its legitimate benefits.
8. Establish principles for giving or receiving gifts, items or entertainment that may give rise to suspicions of corruption or bribery. If a gift is received, it should be reasonable and should not be in cash or cash equivalents, and it should be recognized that any action must be transparent and accountable.
9. Establish regulations for procurement, disbursement of funds, or any contract making. Each step must have clear supporting evidence and appropriate and strict approval authority.
10. Directors, executives and employees are prohibited from giving or offering to give assets or other benefits to outsiders in order to induce that person to act or refrain from acting in a manner that is illegal or inappropriate for their position.
11. Provide a transparent and accurate financial reporting mechanism.
12. Communicate the anti-corruption policy and guidelines to the directors, executives, and employees at all levels of the company to be fully aware and understand so that they can be put into practice through various channels, such as employee training, internal communication systems, etc.
13. Establish a channel for reporting corruption in case of suspicious incidents that indicate corruption and misconduct by the Company's directors, executives, and employees. The whistleblower can send details and evidence to the company via website, email or letter.
14. Establish a mechanism to protect whistleblowers of corruption related to the company by specifying the confidentiality of whistleblower information. In the event that the whistleblower's information is disclosed, the person responsible for such information will be subject to disciplinary action.
15. Set penalties for directors, executives and employees who commit corruption or support corruption-related acts. Disciplinary action will be taken as appropriate to the case, such as written warnings, salary reductions, suspensions, terminations and legal proceedings, etc.
16. To stipulate the inspection and reporting in accordance with the chain of command of the perpetrators of corruption, all the way to the risk committee, the audit committee and the board of directors.

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

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

1. Employees

(1.1) Employees are required to immediately notify their supervisors and/or through the channels specified in this policy if they witness or have reason to believe that there is any wrongdoing or corruption involving the Company, its directors, executives, and employees.

(1.2) Employees must cooperate and assist the management or relevant departments of the Company that are responsible for investigating wrongdoing or corruption.

2. Executives

(2.1) Be a good role model in practicing ethical conduct and have a duty to supervise and encourage subordinates to comply with business policies and ethics.

(2.2) Executives are responsible for promoting and providing adequate and effective internal control systems to prevent wrongdoing and corruption in the areas for which they are responsible, including:

- Understand the nature of any wrongdoing and corruption that may occur within your own department.
- Be aware of irregularities that indicate wrongdoing or corruption.

3. Internal Audit Department

Internal Audit has primary responsibility for investigating any misconduct or corruption as set out in the whistleblowing Policy.

4. investigation committee

The Investigation Committee is responsible for investigating, including collecting evidence and taking other actions to find out the facts or prove whether the executives or employees have committed wrongdoing or corruption.

Number of cases or issues related to whistleblowing

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

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 5

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mrs. PANNIPA RODWANNA (Chairman of the audit committee)	5	/	5
2 Mr. CHAIWUT JUMNONGSUTASATHIEN (Member of the audit committee)	5	/	5
3 Mr. ANAJAK LIMPHAISAN (Member of the audit committee)	5	/	5

The results of duty performance of the audit committee

Emphasizing NSL's priority in having an effective internal control system, the Board of Directors has entrusted the Evaluation Committee with the tasks to assess and evaluate the company's internal control system, then compose a full report to present to the Board of Directors. This will assist in the administration of NSL, as well as in ensuring the internal control system functions and contributes to the enhancements of NSL's business operation, performance, resource usage, assets management, risk and damage control, and the reduction of potential mistakes. This will also ensure that NSL can produce a credible financial report, and operates according to the law and relevant regulations.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SOMCHAI ASAVAPIYANOND (The chairman of the executive committee)	12	/	12
2 Mr. CHAROEN ASAVAPIYANOND (Member of the executive committee)	12	/	12
3 Mr. WEERACHON KHAOPHONG (Member of the executive committee)	12	/	12
4 Mr. ARKRADEJ LIAMCHAROEN (Member of the executive committee)	12	/	12
5 Ms. WAEWDAO TANAVATSATIEND (Member of the executive committee)	12	/	12
6 Ms. PHIMNADA CHAROENNARAPHIWAT (Member of the executive committee)	12	/	12
7 Ms. SANGDAUN TANAVATSATIEND (Member of the executive committee)	12	/	12
8 Ms. AMPORN SRIHABUD (Member of the executive committee)	12	/	12
9 Ms. NOOTCHANART RIPHIM (Member of the executive committee)	12	/	12
10 Mr. VISUT PORNALANUWATTANA (Member of the executive committee)	12	/	12
11 Dr. SIRAPASSORN SAGULWIWAT (Member of the executive committee)	12	/	12

The results of duty performance of Executive Committee

Overall manage and control the Company operation followed the Board of Director assigned

Meeting attendance of Risk management committee

Meeting Risk management committee (times) : 4

List of Directors	Meeting attendance of Risk management committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. SOMCHAI ASAVAPIYANOND (The chairman of the subcommittee)	4	/	4
2 Mr. WEERACHON KHAOPHONG (Member of the subcommittee)	4	/	4
3 Mr. ARKRADEJ LIAMCHAROEN (Member of the subcommittee)	4	/	4
4 Mr. CHAROEN ASAVAPIYANOND (Member of the subcommittee)	4	/	4
5 Ms. WAEWDAO TANAVATSATIEND (Member of the subcommittee)	4	/	4
6 Mr. VISUT PORNSALANUWATTANA (Member of the subcommittee)	4	/	4
7 Ms. PHIMNADA CHAROENNARAPHIWAT (Member of the subcommittee)	4	/	4
8 Ms. SANGDAUN TANAVATSATIEND (Member of the subcommittee)	4	/	4
9 Ms. AMPORN SRIHABUD (Member of the subcommittee)	4	/	4
10 Ms. NOOTCHANART RIPHIM (Member of the subcommittee)	4	/	4
11 Dr. SIRAPASSORN SAGULWIWAT (Member of the subcommittee)	4	/	4

The results of duty performance of Risk management committee

Overall risk management followed the Board of Director assigned

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Sustainability management goals

Does the company set sustainability management goals : Yes

United Nations SDGs that align with the organization's sustainability management goals : Goal 2 Zero Hunger, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions

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

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

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

Information on impacts on stakeholder management in business value chain

Business value chain

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
Internal stakeholders			
• Employees	-	-	<ul style="list-style-type: none"> • Internal Meeting • Complaint Reception • Employee Engagement Survey
<ul style="list-style-type: none"> • Investors or investment institutions • Shareholders 	-	-	<ul style="list-style-type: none"> • Online Communication • Annual General Meeting (AGM)
External stakeholders			
<ul style="list-style-type: none"> • Consumers • Customers 	-	-	<ul style="list-style-type: none"> • Online Communication • Complaint Reception
<ul style="list-style-type: none"> • Suppliers • Business partners 	-	-	<ul style="list-style-type: none"> • External Meeting
<ul style="list-style-type: none"> • Community • Society 	-	-	<ul style="list-style-type: none"> • Social Event • Online Communication • External Meeting • Complaint Reception
<ul style="list-style-type: none"> • Government agencies and Regulators 	-	-	<ul style="list-style-type: none"> • Online Communication • Training / Seminar
<ul style="list-style-type: none"> • Non-profit organization / NGOs • Independent entities 	-	-	<ul style="list-style-type: none"> • Social Event • Online Communication • Complaint Reception • Satisfaction Survey
<ul style="list-style-type: none"> • Media 	-	-	<ul style="list-style-type: none"> • Visit • Online Communication

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its sustainability materiality topics : Yes

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Governance Social and Environmental	<ul style="list-style-type: none"> • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management • Human Rights • Fair Labor Practices • Customer / Consumer Responsibility • Community / Social Responsibility • Sustainable Supply Chain Management

Diagram of organization’s material sustainability topics



Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Reference link for corporate sustainability report : <https://nslfoods.com/sustainability-report/>

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : GRI Standards guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : Others : -

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1

Related risk factors : Operational Risk

- Information security and cyber-attack

ESG risk factors : Yes

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and : Yes
guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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

Key suppliers acknowledging compliance with the supplier code of conduct

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

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

Reference link to company's research and development (R&D) : <https://nslfoods.com/sustainability-nsl/>
policy

Research and development (R&D) expenses over the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	12,269,525.00	14,414,189.00	16,235,706.00

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes
innovation culture

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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