

Summary of Performance Based on SET ESG Metrics

Indicator	Sustainability Indicators	Unit	2022	2023	2024	Remarks
Environmental Dimension						
E1 Policy and Compliance with Environmental Management Standards	Number of cases of legal violations or environmental impacts with corrective measures explained	Total	0	0	0	
	Value of damages or fines from legal violations or environmental impacts	Baht	0	0	0	
E2 Energy Management	Energy Consumption (Total)	kWH	3,445,830.00	4,611,898.00	5,274,248.00	
	Renewable Energy Consumption	kWH	1,652,480.87	1,514,537.64	1,493,633.13	
	Energy Consumption per Unit (Energy Intensity)	KWh/kg	1,517.23 kWh/lot	2.18	1.86	*In 2022, data was collected in kilowatt-hours per lot
E3 Water Management	Water Consumption	m ³	42,631	56,315	59,021	
	Water Consumption Target	m ³	154,560	154,560	194,880	

Indicator	Sustainability Indicators	Unit	2022	2023	2024	Remarks
	Water Consumption per Unit (Water Intensity)	m ³ /Unit	0.044	0.060	0.051	
	Percentage of wastewater treated before disposal	%	100%	100%	100%	Zero Discharge
E4 Waste and Waste Management	Waste and Waste Volume	kg	170,020	172,960	195,130	
	Waste and Waste Volume Processed for Reuse and/or Recycling	kg	52,130	48,454	51,932	
E5 Greenhouse Gas Management	Total Greenhouse Gas Emissions of - Scope 1	tCO ₂ e	303	356	398	
	- Scope 2	tCO ₂ e	1,710	2,111	2,256	
	- Scope 3	tCO ₂ e	3,333	2,978	3,309	
	Total Greenhouse Gas Emissions of Scope 1, Scope 2, and Scope 3	tCO ₂ e	5,346	5,445	5,963	
	Greenhouse Gas Emissions per Unit (Carbon Intensity)	tCO ₂ e/Unit	0.00550	0.00581	0.00514	

Indicator	Sustainability Indicators	Unit	2022	2023	2024	Remarks
PPH-E1 Environmentally Friendly Products	Percentage of sales of environmentally friendly products (eco products) to total product sales	%	-	-	-	
PPH-E2 Use of Environmentally Friendly Packaging	Total weight of all packaging, classified by type and properties	kg	-	-	-	
	Reusable Packaging	%	-	19.95	19.23	
	Recyclable Packaging	%	-	80.03	80.65	
	Percentage of packaging with recycled materials	%	-	-	0.02	
	Percentage of biodegradable packaging	%	0	0	0	
PPH-E3 Use of Environmentally Friendly Materials	Total weight of all materials, classified by type such as - Non-renewable materials	kg	0	0	0	

Indicator	Sustainability Indicators	Unit	2022	2023	2024	Remarks
	- Renewable materials					
	Percentage of recycled materials used in product development	%	-	-	-	
	Percentage of reclaimed materials (expired or degraded) used in product development	%	-	-	-	
PPH-E4 Animal Welfare Management	Number of disputes or complaints regarding the use of animal testing with corrective actions	Total	0	0	0	

Indicator	Sustainability Indicator	Unit	Year 2022			Year 2023			Year 2024			Note
Social Dimension												
S1 Human Rights	Number of incidents related to human rights violations along with corrective and remedial measures	Number	-	-	-	-	-	-	-	-	-	
S2 Fair Labor Practices	Number of employees categorized by gender, age, position level, and region of residence		Female	Male	Total	Female	Male	Total	Female	Male	Total	
	Total number of employees	Person	652	343	995	695	362	1,057	709	398	1,107	
	Number of employees by age		Female	Male	Total	Female	Male	Total	Female	Male	Total	
	- Under 30 years	Person	227	121	348	229	131	360	239	137	376	
	- 30–50 years	Person	388	186	574	427	191	618	412	213	625	

Indicator	Sustainability Indicator	Unit	Year 2022			Year 2023			Year 2024			Note
Number of employees by position level	- Over 50 years	Person	37	36	73	39	40	79	58	48	106	
	Number of employees by position level		Female	Male	Total	Female	Male	Total	Female	Male	Total	
	- Operational level	Person	500	264	764	544	290	834	555	317	872	
	- Managerial level	Person	148	62	210	147	55	202	144	61	205	
	- Executive level	Person	4	14	18	4	14	18	10	13	23	
	Senior executive level	Person	-	3	3	-	3	3	-	7	7	
	Number Of Employees Categorized By Region Of Residence											
	Thai Nationality		Female	Male	Total	Female	Male	Total	Female	Male	Total	
	- Ratchaburi	Person	329	211	540	359	226	585	382	255	637	
	- Bangkok	Person	104	64	168	111	59	170	109	63	172	
	- Others	Person	219	68	287	225	77	302	218	80	298	

Indicator	Sustainability Indicator	Unit	Year 2022			Year 2023			Year 2024			Note
	Number of employees who are persons with disabilities and/or elderly	Person	2	6	8	2	6	8	4	6	10	
	Total employee compensation	Baht	349,383,051.06			393,200,266.09			428,322,928.37			
	Percentage of employees who are members of the provident fund	%	57.59			56.67			59.26			
	Gender pay gap	At: M = Calculation result: 1	0.79			0.83			0.95			
	Average training hours per employee	Hour/ PERSON /YEAR	59.06			56.05			83			

Indicator	Sustainability Indicator	Unit	Year 2022	Year 2023	Year 2024	Note
	Employee development expenses	Baht	921,592.30	921,592.30	3,565,501.68	
	Number of incidents or cases of work-related injuries leading to work stoppage	Time	1	1	-	
	Lost Time Injury Frequency Rate (LTIFR)	Time/ 1,000,000 Hours	0.455	0.436	0.000	
	Percentage of employees who resigned voluntarily (average per year)	%	11.36%	8.23%	18.07%	<i>Total number of employees who passed and did not pass the probation period</i>
	Number of major labor disputes along with corrective measures	Number	0	0	0	

Indicator	Sustainability Indicator	Unit	Year 2022	Year 2023	Year 2024	Note
	Employee engagement assessment results	%	90.27	90.23	90.29	
S3 Responsibility to Customers/Consumers	Number of customer data breach cases with corrective measures	Number	0	0	0	
	Number of incidents or complaints related to consumer rights violations with corrective measures	Number	0	0	0	
	Customer satisfaction assessment results	%	88.67%	88.67%	84.00%	
S4 Responsibility to the Community/Society	Number of disputes with communities/society with corrective measures	Number	0	0	0	

Indicator	Sustainability Indicator	Unit	Year 2022	Year 2023	Year 2024	Note
	Total amount spent on community/social development and assistance projects or activities	Baht	620,000.00	1,001,920.00	1,028,414.80	
PPH-S2 Respect for Diversity and Equality	Employee data categorized by gender and nationality	Person	995	1,057	1,107	
	Number of incidents or complaints regarding violations of rights, equality, and unfair labor practices with corrective and remedial measures	Number	0	0	0	
PPH-S3	Number of female employees	Person	500	544	555	

Indicator	Sustainability Indicator	Unit	Year 2022	Year 2023	Year 2024	Note
Promotion of Women Workers	categorized by job level - Operational level employees					
	- Management level employees		148	147	144	
	- Executives		4	4	10	
	- Senior executives		-	-	-	
PPH-S4 Fair Wage Determination	Percentage of employees receiving wages equal to or above the legal minimum wage	%	100%	100%	100%	

Indicator	Sustainability Indicator	UNIT	Year 2022	Year 2023	Year 2024	Note
Corporate Governance and Economic Dimension						
G1 Policy, Structure, and Corporate Governance System	Total number of board members	Person	7	7	7	
	Number of independent directors	Person	3	3	3	
	Number of non-executive directors	Person	1	1	1	
	Number of FEMALE directors	Person	0	0	0	
	Number of independent directors in each subcommittee					
	Audit Committee	Person	5	5	4	
	Executive Committee	Person	12	11	7	
	Nomination Committee	Person	2	1	1	
	Risk Committee	Persons	4	4	4	

Indicator	Sustainability Indicator	UNIT	Year 2022	Year 2023	Year 2024	Note
	Number of YEARS in position for individual directors	Year	Yes	Yes	Yes	
	1. Dr. Wanchai Suttanan		2	3	4	
	2. Pharmacist Vorathep Kokitpoonpol		2	3	4	
	3. Dr. Thanadon Raksaphon		2	3	4	
	4. Pharmacist Suwit Ngamphuphan		30	31	32	
	5. Pharmacist Supachai Saibua		30	31	32	
	6. Pharmacist Somchai Phisphahutharn		30	31	32	
	7. Mr. Surasilp Ngampoopun		2	3	4	
	Number of times the board met	Time	12	11	6	

Indicator	Sustainability Indicator	UNIT	Year 2022	Year 2023	Year 2024	Note
	Number of times the Audit Committee met	Time	5	5	4	
	Number of times the Nomination and Remuneration Committee met	Time	2	1	1	
	Number of times the Risk Management Committee met	Time	4	4	4	
	Number of times the Executive Committee met	Time	12	11	7	
	Individual director remunerations	Baht				
	1. Dr. Wanchai Suttanan		195,000	315,000	360,000	
	2. Pharmacist Vorathep Kokitpoonpol		210,000	275,000	360,000	
	3. Dr. Thanadon Raksaphon		240,000	365,000	395,000	

Indicator	Sustainability Indicator	UNIT	Year 2022	Year 2023	Year 2024	Note
	4. Pharmacist Suwit Ngamphuphan		-	-	-	<i>Items 4-7 are not independent directors, therefore they do not receive director remuneration.</i>
	5. Pharmacist Supachai Saibua		-	-	-	
	6. Pharmacist Somchai Phisphahutharn		-	-	-	
	7. Mr. Surasilp Ngampoopun		-	-	-	
	Total remuneration of senior executives	Million baht	27.92	31.36	32.25	
	Number of cases of business ethics violations or corruption, with corrective measures	Number	0	0	0	
	Percentage of new company suppliers screened for sustainability issues	%	-	-	-	
	Percentage of key suppliers signing and complying with	%	-	-	66.29	

Indicator	Sustainability Indicator	UNIT	Year 2022	Year 2023	Year 2024	Note
	the company's supplier code of conduct					
	Research and development expenses for innovation	Baht	4,134,120	5,903,240	10,488,820	
PPH-G1 Cybersecurity and Personal Data Protection	Percentage of technology infrastructure certified for cybersecurity standards, such as ISO 27001 or others	%	0	0	0	ISO 27001 implementation will start in the year 2025.
	Percentage of employees trained in cybersecurity and personal data protection	%	None	None	None	Start of operations: Year 2025
	Number of cyberattack incidents on the company, with corrective measures	Number	0	0	0	
	Number of personal data leakage incidents, with corrective measures	Number	0	0	0	

Indicator	Sustainability Indicator	UNIT	Year 2022	Year 2023	Year 2024	Note
PPH-G2 Quality and Product Recall	Number of product recalls, with corrective and remedial measures	Number	0	0	0	
PPH-G3 Emergency and Crisis Management	Number of TIMES emergency and crisis drills were conducted	Time	1	1	1	
	Number of business disruption incidents, with corrective measures	Number	0	0	0	