




TCP GROUP

SUSTAINABILITY REPORT 2022



TOGETHER, WE CAN ENERGIZE  
THE WORLD BETTER





# TOGETHER, WE CAN **ENERGIZE** **THE WORLD BETTER**

TCP Group continually works in collaboration with partners from multiple sectors covering every business process, whether in terms of improving the quality of products and services or promotion of new knowledge and skills in employees or working while giving importance to technologies and digital aspects and striving to develop environmentally-friendly production processes to meet greenhouse gas reduction targets, not to mention packaging improvements and giving importance to Extended Producer Responsibility (EPR) and promotion of community development participation and enhancement of education for children and youths. All of these activities are carried out with the belief that the **“cooperation of every sector will serve as key mechanisms for driving the sustainability agenda toward its goals and deliver value to sustainably make tomorrow a better day.”**



# CONTENTS

**7** Message from the Chief Executive Officer and Chairman of Sustainability Committee of TCP Group



## About TCP Group

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- 9** About TCP Group
- 20** About This Report
- 22** Key ESG Performance in 2022



## Sustainability Approach of TCP Group

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- 26** Supporting the United Nations Sustainable Development Goals (UN SDGs)
- 27** Promoting Engagement with Stakeholders
- 32** Materiality Assessment and Prioritization Process
- 34** Sustainable Business Strategy of TCP Group





## Sustainability Performance of TCP Group

### Economic Dimension

- 43** Sustainable Supply Chain
- 53** Corporate Governance

### Social Dimension

- 63** Product Excellence
- 73** Human Resources Management
- 83** Sustainable Society and Community

### Environmental Dimension

- 93** Low-Carbon Economy
- 101** Sustainable Water Management
- 107** Circular Economy



## Appendices



- 120** Sustainability Performance
- 127** GRI content Index







# Message from the Chief Executive Officer and Chairman of Sustainability Committee of TCP Group

( 2-22 )

2022 was a year when the “power of cooperation” appeared in multiple sectors. For example, during the Covid-19 situation, although there were still concerns about the pandemic in the first half of the year, the decreasing trend of patients with severe symptoms and deaths led the Ministry of Public Health of Thailand to declare a downgrading of Covid-19 to the monitoring level as of 1 October 2022. Additionally, with the “power of cooperation” of the Thai people who helped maintain social distancing to protect themselves and return to normal living and the reopening of the country, the economic situation became vibrant again, thus reigniting hope for everyone.

Meanwhile, regarding movement in sustainability, there was widespread demonstration of the power of cooperation, by which the global stage held the United Nations Climate Change Conference No. 27 (COP 27) on 3-18 November 2022 at Sharm El-Sheikh, Republic of Egypt, and the Thai government announced progress in efforts relating to climate change in Thailand over the past years and along with readiness to drive the economic development policies in line with the BCG Model.

Looking back at the regional stage, there was also the APEC 2022 meeting of top economic leaders and the meeting of the top private sector leaders of APEC at the APEC CEO Summit 2022 that was held in November 2022 in Thailand which TCP participated in the APEC CEO Summit. On this occasion, APEC’s member countries cooperated in signing to ratify Bangkok’s Goals on Bio-Circular-Green (BCG) Economy that gives importance to sustainable production and consumption, non-connection with environmentally-harmful businesses and readiness to develop strong cooperation networks, which are part of APEC’s first

sustainability goals. All of these events represent achievements through the power of cooperation in making what seemed impossible into something possible.

With this power of cooperation, TCP Group drove development toward becoming a sustainable business. This is part of the organization’s main strategies, and this year was the first year for moving ahead with the new purpose of “Energizing a Better World for All” under the sustainability goals and strategies as follows:

- Circular Economy - The company has set a goal to develop packaging to be 100% recyclable by 2024. in an environmentally-friendly manner in addition to reducing the thickness of aluminum cans, reducing glass and plastic packaging weight to reduce resource consumption and to Work with partners in the country and abroad such as the International Union for Conservation of Nature (IUCN)
- Carbon Neutrality -The company has set a goal of carbon neutral from all working processes in Thailand and abroad by 2050
- Water Sustainability - The company has set a goal to replenish more water for the environment and communities than the company uses (Net Water Positive) by 2030 with a reduction in water consumption and returning of clean water to local water sources more than 100%.

Furthermore, the company gives importance to product excellence, which is the heart of the business operation of TCP Group that prioritizes the development of products to meet the unmet needs of consumers while promoting health and wellness.

2022 was also the first year in which the Group hosted a Sustainability Forum in the topic of “Collaborative Partnership for Sustainability” to facilitate knowledge exchange and discussion about new guidelines to drive sustainability work with partners in every sector with the involvement of national-level leaders. Thus, this is a new role of TCP Group in contributing to improving the country’s sustainability.

In addition to the role as a citizen of society, TCP Group’s businesses also focused on providing comprehensive care to employees and personnel through the work-life integration concept to promote work-life balance, the company modified the basic structure of the organization through digital transformation to improve work agility to support work from any location while creating an atmosphere of work flexibility and giving opportunities for employees to grow in their career paths with a career opportunity in Thailand and other countries as part of a world-class Thai organization.

All of these activities are missions that TCP Group has carried out according to established plans, and partners are invited to set tangible goals and collaborate in work to ensure confidence that ultimately TCP’s Group and partners in every sector will reach their sustainable goals through the power of cooperation and together we can energize the world better.



Mr. Saravoot Yoovidhya

Chief Executive Officer and  
Chairman of Sustainability Committee of TCP Group





tca







# About TCP Group





# Thailand Top Organization Moving Ahead on the Global Stage

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# Goals of TCP Group <sup>(2-1)</sup>

From our beginnings in being a global brand of energy drinks, TCP Group is determined to energize the body and the soul and offer a feeling of freshness to millions of people all over the world at all times through our many beverages and services while making the world a better place for all. **TCP Energizing a Better World for All**



## Promises Mutual Commitments

# “Energizing a Better World for All”



**3 Strategies** to Affirm Leadership Status in the Energy Drinks Market and Grow Sustainably in Thailand and International Market



### FULFILLING

energizing our brand

“Fulfill”

our consumers and partners’ needs with quality products and services.



### GROWING

energizing our growth

“Grow”

by building value for our brands and creating value for our partners throughout the supply chain.



### CARING

energizing our environment

“Care”

for the society and environment through the sustainable policy in every work process.





# Organizational Culture

Because employees are the heart of driving sustainable growth, over the past 66 years, TCP Group prioritized continuous development of personnel in the organization. We care for people in all 3 dimensions, whether in terms of good jobs, good income or good physical and emotional health, and we instill an organizational culture of being “proactive, positive and supercharged” for every employee to share the same DNA and be able to deal with social and work changes that take place today.



### CUSTOMER FOCUS

### COMMITMENT

### HYPER-COLLABORATION

### CHALLENGING SPIRIT

### DATA AND TECH-SAVVY

Create innovations to deliver excellent products, services and experiences to internal and external customers.

Fully dedicate to work and seek new opportunities to take action while considering risks and solve problems and make decisions smartly based on information.

Communicate to create positive energy and unity to develop capabilities non-stop and celebrate success and overcome obstacles together.

Be ready to meet with problems while remaining flexible and adapting rapidly to situations without attaching to past success.

Use information and technology to empower effective and accurate work for the greatest interest of customers and organizations.





# About TCP Group

(2-6)



## TCP GROUP



### t.c.pharma

#### T.C. PHARMACEUTICAL INDUSTRIES CO., LTD.

Producer and exporter of food and beverages to 14 countries in Asia and producer and exporter of flavor for the Red Bull and Kratingdaeng beverages sold worldwide.

- **Manufacturing**  
No. 39 Village No. 13, Bang Khanak-Ban Sang Road, Bang Taen Sub-district, Ban Sang District, Prachin Buri Province 25150
- **Head Office**  
No. 288, Ekkachai Road, Khlong Bang Phran Sub-district, Bang Bon District, Bangkok 10150.



### T.G.VENDING

#### T.G. VENDING & SHOWCASE INDUSTRIES CO., LTD.

Distributor of canned and bottled beverages via automatic coin vending machines and service provider of automatic beverage vending machines.



### DURBELL

#### DURBELL CO., LTD.

Distributor of consumer products that is involved in product distribution and warehouse management on the national level covering inventory management, packing and product deliveries.

No. of Branches : 24 nationwide.



### HI-GEAR

#### • HI-GEAR CO., LTD.

Expert in organizing all types of sales promotion activities with the capability to organize activities covering every area and region of Thailand.





# TCP Group Abroad



## Offices



- TC RED BULL (BEIJING) TRADING CO., LTD., the People's Republic of China.
- TC (BEIJING) INVESTMENT CO., LTD., the People's Republic of China.



- TCPVN COMPANY LIMITED, the Socialist Republic of Vietnam.



- TCPMM PRIVATE LIMITED, the Republic of the Union of Myanmar.



## Production Plants



- HAINAN RED BULL DRINK CO., LTD., the People's Republic of China.
- TC RED BULL (SICHUAN) DRINK CO., LTD., the People's Republic of China (under construction).



- RED BULL (VIETNAM) CO., LTD., the Socialist Republic of Vietnam.



- PT. ASIA HEALTH ENERGI BEVERAGES, the Republic of Indonesia.



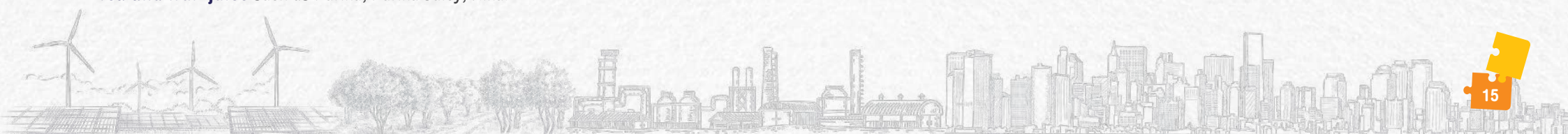


**ENERGIZING**  
A BETTER WORLD FOR ALL



## TCP Group has 6 groups of products and brands as follows:

- **Energy drink** such as Red Bull, Ready Som Plus, Red Bull Extra and Warrior.
- **Electrolyte beverage** such as Sponsor.
- **Functional drink** such as Mansome, Mansome Vitamin Water and Hi! X DHC.
- **Tea and fruit juice** such as Puriku, Puriku Juicy, Riku.
- **Snack** such as Sun Snack.
- **Original flavored** in Kratingdaeng and Red Bull beverages and products from new business development department such as Mindberry, Hopster, BESTRURAL X DHC, Probiotics BESTURAL.





# Organization Roles and Cooperation for Sustainability (2-1) (2-28)



## APEC CEO SUMMIT 2022

TCP Group participated in the APEC CEO Summit 2022 as a main sponsor.



## ASIA CANTECH 2022 Conferences

**A conference that brings together manufacturers and suppliers in the beverage can industry in the Asia-Pacific.**

Mr. Saravoot Yoovidhya, Chief Executive Officer of TCP Group, was given the honor to deliver the opening speech at the conference entitled **“Energizing a Better World through Can Innovation”**.



## “IMMUNIZING THAILAND” Seminar by ThaiPublica

Mr. Saravoot Yoovidhya, Chief Executive Officer of TCP Group, was given the honor to serve as one of the lecturers at the **“Immunizing Thailand”** seminar, where he gave a special speech and held a discussion under the topic **“Future Together”**.







**The PackBack Project : “RETURNING PACKAGING FOR SUSTAINABLE DAYS”**

TCP Group awarded the honorary pin and the certificate as a leading organization of responsibility in sustainability in The PackBack Project : “Returning Packaging for Sustainable Days”



**Participation in the Declaration of Intention on “PREVENTION AND MITIGATION OF PROBLEMS FROM CLIMATE CHANGE” as a Member of the Global Compact Network Thailand.**

TCP Group participated in declaring its intention on the “prevention and mitigation of problems from climate change” in responsible business operation while working toward achieving the United Nations Sustainable Development Goals.



**Joining of the THAILAND CARBON NEUTRAL NETWORK (TCNN)**

And has been certified as a “Climate Action Leading Organization: CALO”





### SIGNING OF A MEMORANDUM OF UNDERSTANDING

on “Enhancing Labor Management through Good Labor Practices (GLP)” with the Department of Labor Protection and Welfare (DLPW)



### “SUSTAINABILITY DISCLOSURE AWARD” FOR TCP GROUP

by the Thaipat Institute (3<sup>rd</sup> Consecutive Year)



### TCP CHINA CSR AWARD IN 2022

by the Caijing News Office, China





**TIGER ROAR AWARDS SPORTS MARKETING - BRONZE**

by Tiger Roar Media

**IAI INTEGRATED MARKETING AWARD - BRONZE**

by the School of Advertising of Communication, University of China



**T.C. Pharmaceutical Industries Co., Ltd. (Prachin Buri Plant) received certificate of Carbon Footprint of Organization (CFO) and Carbon Footprint of Product (CFP) for 11 products**

by the Thailand Greenhouse Gas Management Organization.



**Durbell and T.G. Vending & Showcase Industries Co., Ltd. (Head Office)**

joined the **Safe Transport Safe Life** project in 2022 and Durbell received outstanding awards in 19 branches and honorable mentions in 3 branches, and T.G. Vending & Showcase Industries Co., Ltd. (Head Office) received an outstanding award

from the Department of Labor Protection and Welfare.





# About This Report

## Sustainability Report Preparation Guidelines

### Framework of the Report (2-4) (2-5)

The purpose of this report is to disclose performance in sustainability covering the environmental, social and governance dimensions. The report's contents focus on strategies, management, goals and performance to communicate continuously to every group of stakeholders in the value change for their acknowledgement and used the Global Reporting Initiative Standards 2021 (GRI Standard) as reference.

Additionally, the contents of this report have been reviewed and certified by the executives of related business units and the company's Sustainability Committee and contain no major changes when compared to the previous year. That being said, for the 2022 reporting period so far has not been assured by external assurance.

### Scope of the Report (2-2) (2-3)

The scope of this report presents performance from 1 January to 31 December 2022 with consideration to business relevance, information readiness and impacts on the company's social and environmental efforts covering the activities of all business of TCP Group and subsidiaries in Thailand, whereby businesses located abroad are reported only in some topics in the report.

The report covers the companies in TCP Group as follows:

- T.C. Pharmaceutical Industries Co., Ltd.
- T.G. Vending & Showcase Industries Co., Ltd.
- Durbell Co., Ltd.
- Hi-Gear Co., Ltd.

### Communications Channels

Website [www.tcp.com](http://www.tcp.com)

(See additional information on the website.)

**Letter** : Sustainability Project Division, Corporate Relations and Communication Department, T.C. Pharmaceutical Industries Co., Ltd. (Head Office) 288, Ekkachai, Khlong Bang Phran Sub-district, Bang Bon District, Bangkok Metropolis 10150.

**Tel.** : 02-408-0900

**Fax** : 02-417-1200





## ‘Carbon Neutrality’

TCP Group is setting a goal of carbon neutral from all working processes in Thailand and international market by 2050.



# Key ESG Performance in 2022



## Environment



**Reduced greenhouse gas emissions** (Scope 1 and 2) from the operation of projects by business units in Thailand by **3,357.21** tCO<sub>2</sub>e or **4.9%** of the total emissions in 2020.



**75.46%** renewable energy



**Reduced water intensity** by **9.93%** with up to **356,351** cubic meters of water consumption reduction.



**211.034 tons** of used packaging was collected to recycle (175.046 tons in Thailand, 35.988 tons in Vietnam (including paperboard packaging)).



Returned water to communities and the environment through the “TCP Embracing Thailand’s River Basin” project by **2,986,893** cubic meters (with a cumulative amount of approximately 15 million cubic meters from 2017 to 2022).



**Replaced the packaging labeling** from PVC plastic to **PET** by **83.33%**



**Utilized 99.92 %** of production wastes from its plants in Thailand.

**Remarks :**

- 1. Renewable energy includes biomass energy from palm shells and solar energy.
- 2. Water reduction is reported only for production plant in Thailand with figures compared with the base year in 2021.
- 3. PVC: Polyvinyl Chloride, PET: Polyethylene Terephthalate.





## Social



**79%** of survey results indicated **employee satisfaction in TCP Group.**



Average of **42.25** training hours per year per employee.



**0** cases of **human rights violations.**



**0** Cases of **fatality in workplace and transportation.**



**2** cases of over 3-day lost time injury.



**126,652** persons who gained benefits from community engagement projects.



The economic value from community engagement activities totaled at **24.92** million baht.



The proportion of health beverages was as high as **70%**



**9** new products to fulfill health needs.

## Governance & Economic



**100%** risk assessment of TCP Group and legal entity level in Vietnam and China.



**100%** of critical tier 1 suppliers implemented ESG self-assessments.



**100%** of suppliers **acknowledged and signed** to affirm their commitment to follow the Code of Conduct.



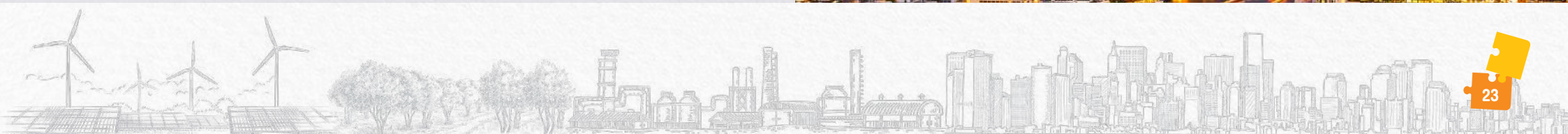
Community investments **81.27** million baht



Financial contributions to associations and organizations amounted to **365,000** baht



The Support value of organic rice from farmers was **2,414,840** baht

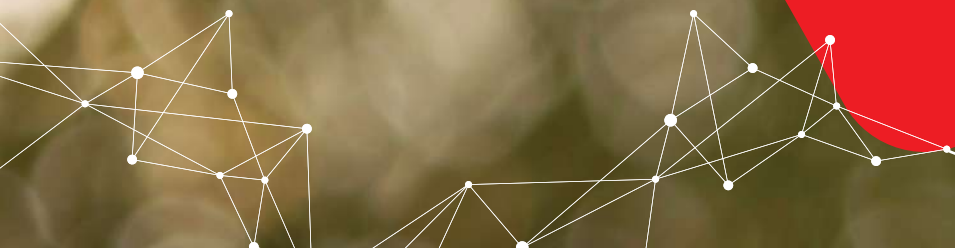








# Sustainability Approach of TCP Group





# Supporting the United Nations Sustainable Development Goals (United Nations Sustainable Development Goals: UN SDGs)

TCP Group is committed to working in support of the Sustainable Development Goals (SDGs) of the United Nations and has set operating goals and reporting on sustainable development covering the economic, social and environmental dimensions.



## Economic Dimension

- Sustainable Supply Chain
- Corporate Governance



## Social Dimension

- Product Excellence
- Human Resources Management
- Sustainable Society and Community



## Environmental Dimension

- Low-Carbon Economy
- Sustainable Water Management
- Circular Economy








# Promoting Engagement with Stakeholders (2-25) (2-29)

Promoting comprehensive engagement with stakeholders is an important factor for sustainable business operation. In the knowledge of the importance of stakeholders, in 2021 TCP Group worked with Sal Forest Co., Ltd. an expert in sustainable research and development, in the creation of a stakeholder engagement and materiality assessment plan for TCP Group, and the company directly listened to stakeholders. This sort of information is useful for setting the strategy direction and plan for operation and guidelines for developing business toward sustainability while preventing business risks and impacts. In 2022, the work committees of TCP Group reviewed and evaluated the stakeholder engagement and materiality assessment and agreed that stakeholders and significant business issues have not changed in a significant manner. As a result, the company continued promoting stakeholder engagement according to the existing framework.






# Approaches for Promoting Engagement and Communication

Stakeholder Group	Engagement Channels	Focus Topic of Stakeholders	Company's Approach
<p><b>1. Consumers</b></p> 	<ul style="list-style-type: none"> <li>• Online channels such as Facebook Fanpage.</li> <li>• Consumer product opinion surveys.</li> <li>• Consumer data center.</li> <li>• Company volunteer activities.</li> <li>• Marketing promotion activities in sales channels.</li> <li>• Surveys about the brands that consumers used most often called BUMO: Brand Use Most Often.</li> </ul>	<ul style="list-style-type: none"> <li>• Communicating health information on labels.</li> <li>• Products that fulfill health needs.</li> <li>• Social and environmental focus.</li> <li>• Business transparency.</li> </ul>	<ul style="list-style-type: none"> <li>• Organizing responsible marketing and labeling activities.</li> <li>• Product development with focus on Consumers' health and safety.</li> <li>• Corporate governance and legal compliance.</li> <li>• Setting of environmental goals and strategies.</li> <li>• Publication of performance results through sustainability reports.</li> </ul>
<p><b>2. Communities</b></p> 	<ul style="list-style-type: none"> <li>• Unofficial community visits.</li> <li>• Participation in community relations activities and support for traditional activities.</li> <li>• Assistance to communities facing natural disasters or disease outbreaks.</li> <li>• Development of engagement projects to develop communities.</li> <li>• Survey of community opinion and satisfaction</li> <li>• Complaint handling.</li> </ul>	<ul style="list-style-type: none"> <li>• Safety control around the factory</li> <li>• Management of air pollution from factory's activities.</li> <li>• Water resource management.</li> <li>• Continuous support for community development projects.</li> </ul>	<ul style="list-style-type: none"> <li>• Promotion of community engagement.</li> <li>• Water resources and wastewater management.</li> <li>• Air pollution management.</li> </ul>
<p><b>3. Employees</b></p> 	<ul style="list-style-type: none"> <li>• Meetings such as meetings between high-ranking executives and employees (Town Hall meetings), meetings between management-level employees and directors (TCP Leadership Academy), meetings of the Welfare Committee and meetings of the Safety Committee.</li> </ul>	<ul style="list-style-type: none"> <li>• Product quality and safety control.</li> <li>• Developing beneficial products for health and launching new projects in time to keep up with market trends.</li> <li>• Business adjustment in response to pandemic, aging society and declining working age population.</li> </ul>	<ul style="list-style-type: none"> <li>• Production control in line with international standards.</li> <li>• Establishment of specific agencies to develop products to keep up with market trends.</li> <li>• Supervision and provision of employee skill development courses.</li> </ul>







Stakeholder Group	Engagement Channels	Focus Topic of Stakeholders	Company's Approach
	<ul style="list-style-type: none"> <li>• Suggestions box and regular opinion surveys.</li> <li>• Online channels such as Facebook Fanpage, LINE Application, Intranet, TCP Work+/TCP News.</li> <li>• Communication, public announcement boards, emails, daily readiness meetings (morning talk meetings).</li> <li>• Weekly or monthly department meetings.</li> <li>• Communication of the organization's policies or culture.</li> <li>• Company volunteer activities.</li> <li>• TCP Voice, employee satisfaction survey</li> </ul>	<ul style="list-style-type: none"> <li>• Development of employee skills to keep up with technologies.</li> <li>• Development of environmentally-packaging.</li> <li>• Communication of sustainability knowledge with employees.</li> <li>• Giving importance to water resource management.</li> <li>• Competitiveness.</li> <li>• Giving importance to work safety.</li> <li>• Organization impacts from climate-related disasters.</li> </ul>	<ul style="list-style-type: none"> <li>• Care for well-being and welfare during normalcy and during the pandemic.</li> <li>• Initiating extended producer responsibility (EPR) projects.</li> <li>• Sustainable packaging management.</li> <li>• Water resource and wastewater management.</li> <li>• Care for labor rights and occupational health and safety.</li> <li>• Specification of strategies and goals concerning climate change.</li> </ul>
<p><b>4. NGO/SE/Academics</b></p> 	<ul style="list-style-type: none"> <li>• Participation in networks to build relations with the organization through sustainability projects.</li> <li>• Surveying of opinions, recommendations and satisfaction in sustainability.</li> <li>• Involvement in volunteer activities.</li> <li>• Organization of TCP sustainability forum.</li> </ul>	<ul style="list-style-type: none"> <li>• Providing accurate consumer information.</li> <li>• Organizing marketing activities that create significant waste.</li> <li>• Operating environmental projects.</li> <li>• Greenhouse gas reduction activities.</li> <li>• Production waste management.</li> <li>• Business transparency.</li> <li>• Disclosure of information in line with production control standards.</li> <li>• No-sugar products.</li> <li>• Recyclable packaging.</li> <li>• Post-consumption packaging management.</li> </ul>	<ul style="list-style-type: none"> <li>• Organizing responsible marketing and labeling activities.</li> <li>• Product development with focus on consumers' health and safety.</li> <li>• Initiating extended producer responsibility (EPR) projects.</li> <li>• Developing sustainable packaging.</li> <li>• Setting strategies and goals relating to climate change.</li> <li>• Business governance and legal compliance.</li> </ul>







Stakeholder Group	Engagement Channels	Focus Topic of Stakeholders	Company's Approach
<p><b>5. Government Agencies</b></p> 	<ul style="list-style-type: none"> <li>• Reports of business performance and work performance to government agencies at required intervals.</li> <li>• Government meetings, seminars, training and activities.</li> <li>• Implementation of sustainability projects in collaboration with the government.</li> <li>• Official and unofficial involvement in activities.</li> <li>• Participation in hearings and expression of opinions regarding enforcement of the law.</li> <li>• Surveys of opinions, recommendations and satisfaction in sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>• Communication of accurate labeling information.</li> <li>• Development of new products to introduce to the market.</li> <li>• Post-consumption packaging management.</li> <li>• No-sugar products.</li> <li>• Operating business with consideration to communities.</li> <li>• Personnel care.</li> <li>• Water resource shortage problems.</li> <li>• Involvement in resolving problems relating to no-sugar products.</li> <li>• Greenhouse gas reduction activities.</li> <li>• Coexistence with surrounding communities.</li> <li>• Building of collaboration with environmental government agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• Organizing responsible marketing and labeling activities.</li> <li>• Product development with focus on consumers' health and safety.</li> <li>• Product innovation initiatives.</li> <li>• Community engagement.</li> <li>• Care for employee skill development.</li> <li>• Specification of strategies and goals relating to climate change.</li> </ul>
<p><b>6. Business partners</b></p> 	<ul style="list-style-type: none"> <li>• Communication by email, company website and telephone (regular).</li> <li>• Holding joint meetings and seminars with business partners.</li> <li>• ESG self-assessment of partners.</li> <li>• Surveys of opinions, recommendations and satisfaction in sustainability.</li> <li>• Participation in the "Big Brother" project.</li> <li>• Collaboration in sustainability projects.</li> <li>• Official and unofficial participation in activities (occasional).</li> <li>• Complaint handling channel via Integrity Line.</li> </ul>	<ul style="list-style-type: none"> <li>• Developing new products to strengthen marketing.</li> <li>• Drive business through innovation.</li> <li>• Development of environmentally friendly packaging with Business partners.</li> <li>• Organization risk management.</li> <li>• Water source management in collaboration with communities.</li> <li>• Giving importance to greenhouse gas reduction.</li> </ul>	<ul style="list-style-type: none"> <li>• Organizing responsible marketing and labeling.</li> <li>• Product innovation initiatives.</li> <li>• Extended producer responsibility (EPR) projects.</li> <li>• Corporate governance and legal compliance.</li> <li>• Water resource and wastewater management.</li> <li>• Specification of strategies and goals relating to climate change.</li> </ul>





Stakeholder Group	Engagement Channels	Focus Topic of Stakeholders	Company's Approach
<p><b>7. Customers</b></p> 	<ul style="list-style-type: none"> <li>• Communication by email, company website and telephone (regular).</li> <li>• Communication through company personnel.</li> <li>• Customer knowledge training.</li> <li>• Surveys of opinions, recommendations and satisfaction in sustainability.</li> <li>• Participation in activities for society.</li> <li>• Product sales through Durbell Fair.</li> <li>• GT Partnership project to give knowledge and create business drive in the ordinary store market.</li> <li>• Store loyalty surveys (sale per point distribution: SPPD).</li> </ul>	<ul style="list-style-type: none"> <li>• Holding joint sales promotion activities.</li> <li>• Developing sales innovations in the product distribution system.</li> <li>• Adaptation to food and beverage consumer trends.</li> <li>• Fair business operation.</li> </ul>	<ul style="list-style-type: none"> <li>• Organizing responsible marketing and labeling activities.</li> <li>• Product development with focus on consumers' health and safety.</li> <li>• Corporate governance and legal compliance.</li> </ul>
<p><b>8. The Media</b></p> 	<ul style="list-style-type: none"> <li>• Online channels such as Facebook Fanpage and the LINE application.</li> <li>• Involvement in volunteer activities and activities for society.</li> <li>• Support for activities organized by news agency or the media.</li> <li>• Surveys of opinions, recommendations and satisfaction in sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>• Developing products consistently with health and environmental trends.</li> <li>• Post-consumption packaging management.</li> <li>• Specification of sustainability goals.</li> <li>• Disclosure of supply chain management information.</li> <li>• Water and wastewater management in production processes.</li> <li>• Business transparency.</li> <li>• Fair work employment.</li> <li>• Environmental impacts from business.</li> </ul>	<ul style="list-style-type: none"> <li>• Developing products with consideration to health and production control for consumer safety.</li> <li>• Sustainable packaging development.</li> <li>• Extended producer responsibility (EPR) project initiatives.</li> <li>• Corporate governance and legal compliance.</li> <li>• Publication of performance through sustainability reports.</li> </ul>





# Materiality Assessment and Prioritization Process

## Assessment of Materiality Issues of the Organization <sup>(3-1)</sup>

The stakeholder engagement and materiality assessment of TCP Group began with studies and compilation of the materiality issues on sustainability of the beverage and food industries in Thailand and abroad. Then the data obtained were analyzed for materiality, risks and trends in sustainability that might affect the beverage industry and TCP Group. Moreover, the company interviewed stakeholders to hear concerns, opinions and recommendations and used data obtained to select and conduct materiality assessment according to the following process:



### 1. Identification of materiality sustainability issues

The intention of this process is to identify sustainability issues impacting the organization's business, whereby the recommended standards or criteria and risks of the beverage and food industries on the international level along with sustainability impacts based on public data that mention TCP Group were gathered, and the organization chose the relevant sustainability issues and specified them as the materiality sustainability issues of TCP Group.

### 2. Prioritization of materiality sustainability issues

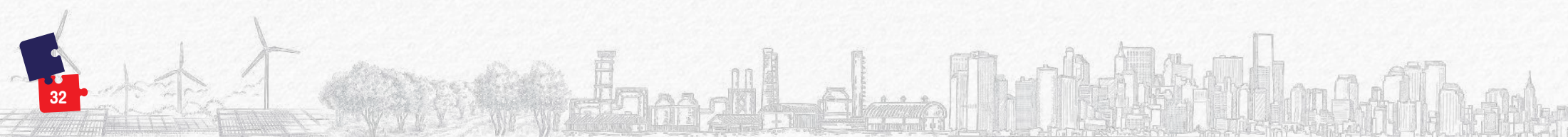
The materiality sustainability issues raised in the first step are ordered in terms of importance from the perspective of the organization and stakeholders with consideration based on a materiality test through 2 main activities, namely, 1) Workshop with working committee, executives and risk management agency 2) Interviews with 8 groups of stakeholders. The results from these activities were assessed and prioritized the significant sustainability materiality issues of the organization.

### 3. Validation <sup>(2-13)</sup>

The sustainability working committee and sustainability project department review the completeness of sustainability materiality issues of the organization to present them to the Sustainability Steering Committee and the executive board of TCP Group for consideration of approval and authorization.

### 4. Continuous Review and Development

TCP Group reviews the sustainability materiality issues of the organization continuously by using perspectives and recommendations as practice guidelines consistently with efforts in sustainability and appropriately to business and stakeholders







# Prioritization Results of Sustainability Materiality Issues of 2022 <sup>(3-2)</sup>

The sustainability factors of the organization as determined from processes to specify the issues of TCP Group led to there being in total 16 material issues that relate to the organization’s activities, and these issues significantly impact stakeholders, covering environmental, social and governance areas as follows:





(2-23) (2-24)

# Sustainable Business Strategy of TCP Group

## Organization Strategy

In 2022, TCP Group reviewed its goals and adjusted its strategies in every area to prepare to deal with changes taking place today and soon in the future and to promote growth for the organization while energizing sustainability for this world through the declaration of the new goal of **“Energizing a Better World for All”** to drive 3 main strategies, international market, Fulfilling, Growing and Caring through 3 work plans for 2022 to 2024 to together drive toward becoming a sustainable organization both in terms of business and reduction of environmental impacts and creating positive impacts for society in Thailand and abroad.

### Fulfilling, “Energizing our brand”

Reaffirm the company’s status as a **House of Great Brands** and the company’s leadership status in the beverage and snacks industries. Develops new products and brands by researching the unmet needs of consumers with focus on the health and wellness market in Thailand and abroad by following world-class production standards.



### Growing, “Energizing our growth”

Strives to promote a business ecosystem to facilitate growth alongside partners and allies and set sustainable growth objectives in the country and abroad. Set a goal to achieve double its growth within a 3-year period through long-term investment and improve the work effectiveness of departments in the organization through digital transformation to enhance employee capabilities and promote career path development in line with the organization culture of **“Proactive, Positive and Supercharged”** along with work-life integration to give the organization a modern transformation.



### Caring, “Energizing our environment”

Strives to have production processes that reduce pollution that harms the world and to invent new and more environmentally friendly packaging in addition to promoting the well-being of communities through sustainability promotion projects for communities where the business is located covering various areas such as continuous increase in the construction of freshwater sources to promote water resource sustainability in addition to study projects and environmental projects alongside ethical and transparent business operations with corporate governance.





# Sustainability Strategy

The Sustainability Committee of TCP Group plays a major role in setting corporate governance Strategy and pushing tangible work in line with the sustainable development direction of the organization to ensure that business is driven forward under the strategies of TCP Group that are Fulfilling, Growing and Caring. TCP Group in collaboration with ERM-Siam Co., Ltd., a sustainability consultant company, brought 16 sustainability issues for consideration alongside the internal and external contexts of stakeholders' expectations and the major environmental, social and economic situations of the future. Thus, the organization's key sustainability strategies and goals included 4 topics as follows:



## Product Excellence

Develop existing products and new brands that fulfill unmet customer needs while promoting health and wellness.



## Water Sustainability

Focus on water management in production process with maximum efficiency and set a goal to replenish water for the environment and communities more than the company uses (Net Water Positive) by 2030.



## Circular Economy

Set a goal in packaging development of TCP Group to be 100% recyclable by 2024.



## Low Carbon Economy

Set a goal of carbon neutrality from all working processes in Thailand and abroad by 2050.





PRODUCT EXCELLENCE



SUSTAINABLE PACKAGING  
2024



CARBON NEUTRALITY  
2050



NET WATER POSITIVE  
2030

## TCP Sustainability Framework

In addition to the main sustainability goals mentioned above, the sustainability work of TCP Group remains within the framework for sustainable development. “TCP Sustainability Framework” contains 3 main pillars, namely, Integrity, Quality and Harmony, which cover economic, social and environmental dimensions. The company aims to integrate sustainability concepts in every business process from organization goal and strategy setting, give priority to support for social and community activities and build relationships with stakeholders and continuous consideration to business impacts on stakeholders.





# tcp Sustainability

In 2019, TCP Group announced the “TCP Sustainability” framework containing 3 main pillars, namely, Integrity, Quality and Harmony as follows:

## Integrity



SUPPLY CHAIN SUSTAINABILITY



RESPONSIBLE BUSINESS

## Quality



NUTRITION AND FOOD SAFETY



QUALITY OF LIFE IN WORKPLACE

## Harmony



ENVIRONMENTALLY FRIENDLY



SOCIO-ECONOMIC DEVELOPMENT





# Collaborative Partnership for Sustainability



▲ TCP Group recognizes and believes that the 3 main goals of the organization which are carbon neutrality, circular economy and water sustainability can never be successful without the collaborative partnership of every sector in line with the 17<sup>th</sup> Sustainable Development Goals of developing partnerships for the goals (SDG 17: Partnership for the Goals). Thus, TCP held a Sustainability Forum to exchange opinions under the title “Collaborative Partnership for Sustainability” on Friday 19 August 2022 with the purpose of holding conversations, brainstorming, exchanging knowledge and experience and sustainability innovations and useful recommendations from the public sector, the high-ranking and middle-ranking executives of the business sector, academics, communities, allies and business partners of TCP Group with the confidence that the collaboration of every sector can contribute to creating change for actions and solutions for mutually pushing for actual sustainability.





**5 Perspectives  
of Collaborative Partnership for  
Sustainability**

“Nature doesn’t give you many second chances. So, if the Thai people work together, we can make ‘green economic future’ into a reality.”

**Mr. Varawut Silpa-archa**  
Minister for Natural Resources and Environment of Thailand

“Only cooperation on the issue of sustainability can turn the impossible into the possible.”

**Mr. Saravoot Yoovidhya**  
Chief Executive Officer, TCP Group

“Don’t only look at the rules when it comes to sustainability. Rather this must be part of the business strategy to be executed on every level.”

**Dr. Napat Jatusripitak**  
Managing Director, Thailand Future Foundation

“Good water management can immensely increase value to the agricultural sector, and the private sector is at the heart of making change happen.”

**Dr. Royol Chitradon**  
Director and Secretary-general, The Utokapat Foundation, under the Royal Patronage of His Majesty the King and Chairman of the Board of Directors, Hydro-Informatics Institute (HII)

“The whole value chain has to work together ...to make Thailand an example throughout the world in terms of a circular economy.”

**Mr. Yash Lohia**  
Chairman of ESG Council at Indorama Ventures PCL.

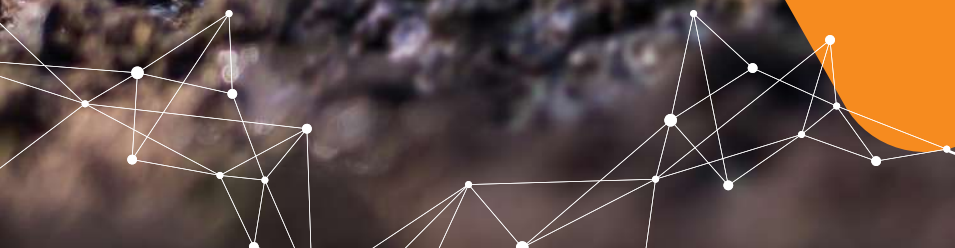








# Sustainability Performance of TCP Group







# Sustainable Supply Chain <sup>(2-9)</sup>

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## Opportunities and Challenges

The ongoing Covid-19 pandemic over the past 2 years caused a global supply chain crisis in 2022 that severely affected both supply and prices, and the conflict between the Russian Federation and Ukraine worsened the situation. Nevertheless, TCP Group considers the situations that arose to be business opportunities despite their challenges. Accordingly, TCP Group changed its working strategies to overcome challenges and to successfully operate business to produce goods and services for business partners and consumers without interruption. An important factor contributing to TCP Group overcoming these crises is the good relationship that TCP Group has with its business partners, which contributed to mutual collaboration and support in many areas, such as in close reporting of progress in logistics and others. These are major components for building lasting business partnerships. In addition, TCP Group began paying attention to collaborating with business partners and held a joint meeting for the first time to provide explanations about the Environmental, Social and Governance Policy for their acknowledgement and to request major business partners to join together in taking actions according to the policy with the hope that doing so will serve as an important step for achieving future business sustainability.





# Supply Chain Management

TCP Group is determined to operate responsibly for its stakeholders. As a result, we operate business while paying attention to the value chain from sourcing and procurement, manufacturing, logistics, marketing and sales before delivery of quality products and services to consumers, which is at the heart of building sustainable business growth. Accordingly, TCP Group is determined to enhance the supply chain for increased competitiveness and has consequently created the Supplier Code of Conduct to communicate with suppliers to acknowledge and strictly adopt it. Furthermore, in 2022, the company brought business sustainability concepts on environmental, social and governance topics to prepare the basic “ESG Self-Assessment” form to assess suppliers to seek mutual opportunities for improving the supply chain.

## Achievements in 2022



of suppliers acknowledged and signed to affirm their commitment to follow the Code of Conduct.



of critical Tier 1 suppliers attended the seminar on hearing about the ESG self-assessment practice guidelines for business partners.



of critical tier 1 suppliers implemented ESG self-assessments.





# Business Sustainability Concepts for TCP value chain



## Environmental

Develop products for efficient resource utilization and manage logistics to reduce air pollution with the aim of minimizing greenhouse gas emissions and conserving energy in a participatory manner while giving importance to use of renewable energy and effectively reducing and managing wastes, implementing EPR: Extended Producer Responsibility and moving ahead with sustainable water resource management.



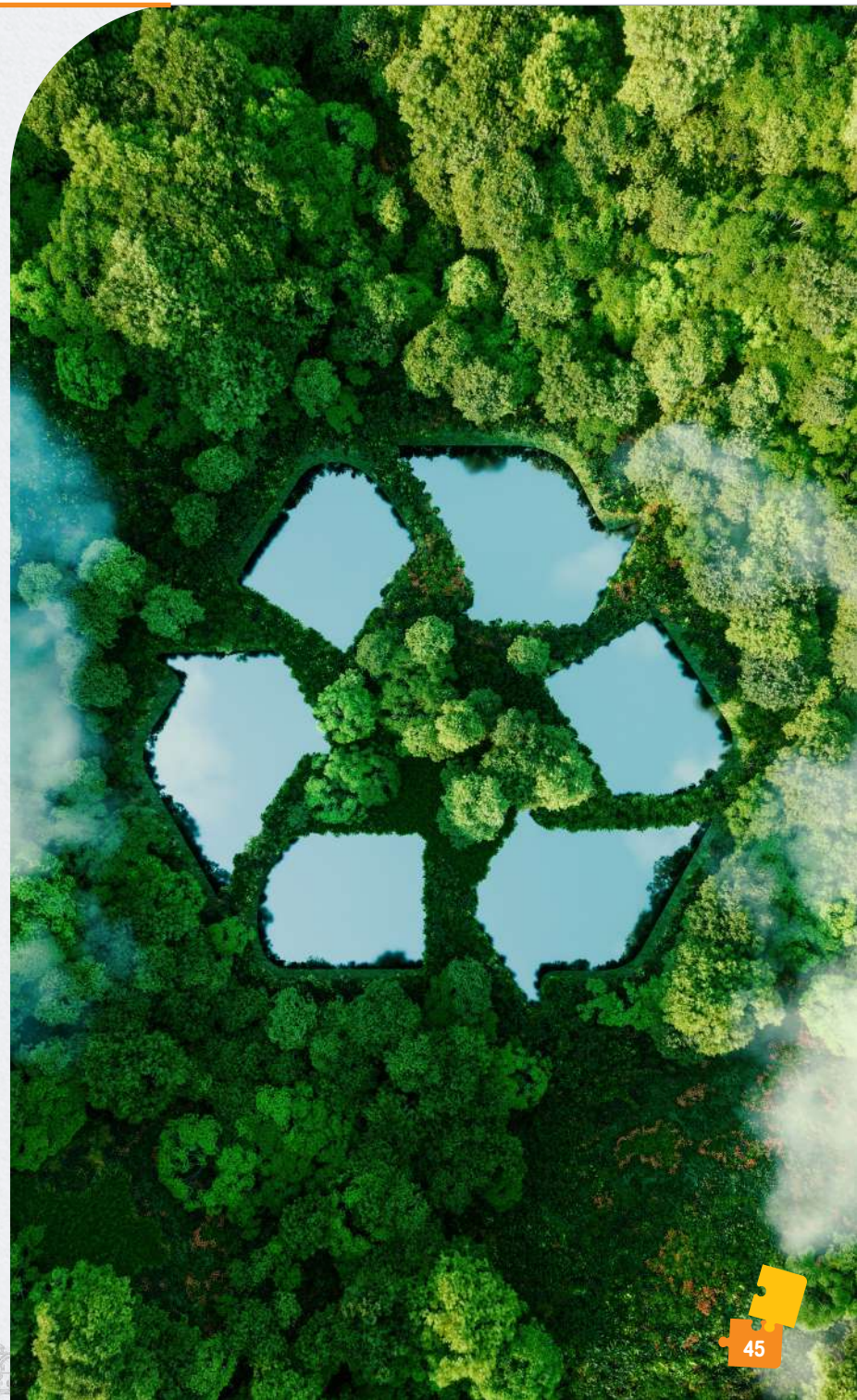
## Social

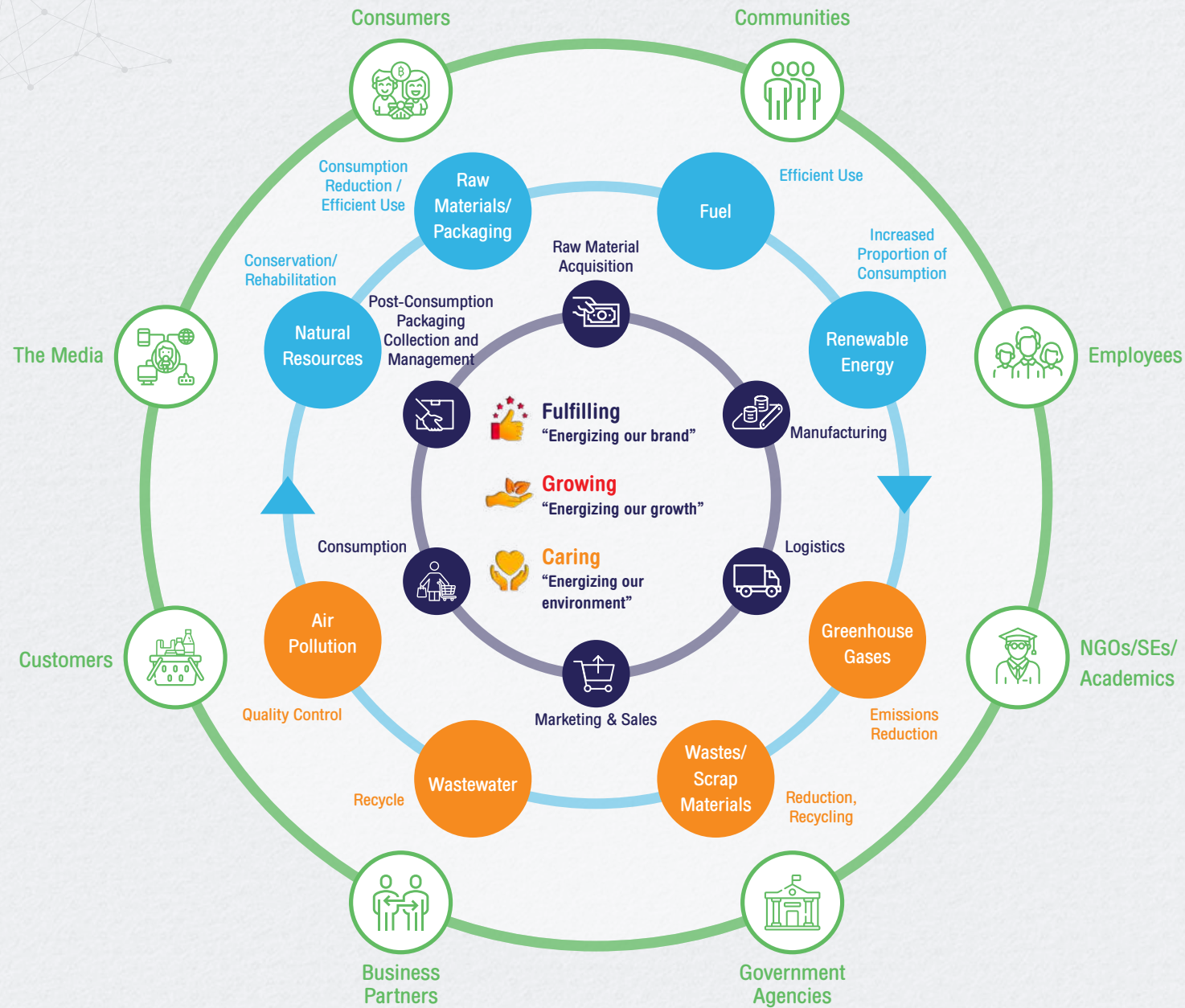
Develop the quality of products for consumer health and safety and develop products that meet unmet needs of customers through understanding customers and stores by conducting market research. Care for the welfare and health and safety of employees alongside enhancing employee work potential. Promote professional growth and grow together with suppliers, customers, business partners and stakeholders. Also reach customers and consumers by distributing products effectively and building cooperation with every sector to reduce impacts on various areas. Support to the delivery of business knowledge in sales to large wholesale stores to be able to adapt and handle of current and future market changes. Strive to create sustainability for communities where business is established in addition to contributing to promoting social equality through community and environmental development projects and studies.



## Governance

Provide good corporate governance and monitor and review consistently with the law in a systematic manner. Have in place business governance processes that are transparent, verifiable and socially responsible while respecting human rights, risk management and anti-corruption with channels for receiving complaints about misconduct.





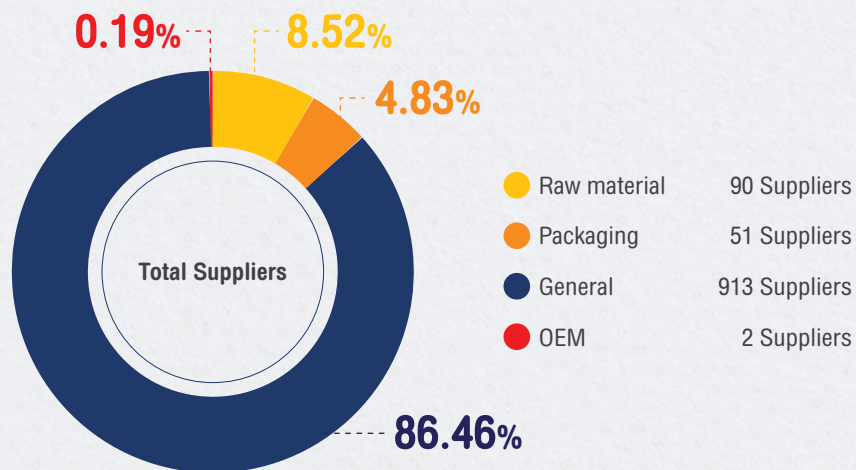


# Strengthening and Developing Suppliers' Potential



## Business Supplier Information (204-1)

● Total Suppliers **1,056** suppliers.



● Total critical Tier 1 suppliers **67** suppliers

● Total new suppliers **245** suppliers

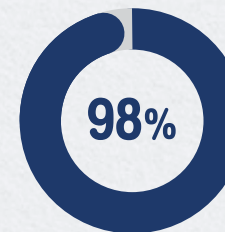
## Supplier Sustainability Risk Management Information



**100%**  
of suppliers  
acknowledged and signed to affirm their  
commitment to follow the Code of Conduct.



**100%**  
of critical tier 1  
suppliers implemented  
ESG self-assessments.



**98%**  
of critical Tier 1  
suppliers received a sustainability risk  
assessment score greater than 80%.





# Sustainable Supplier Governance and Promotion (308-1)



A major strategy in the sustainable governance and promotion of suppliers is having in place a process for selecting and evaluating capable suppliers for business with consideration covering environmental, social and governance issues, which TCP Group began implementing on its main suppliers as of 2022 and onward.

START

Sourcing and Procurement Department acknowledges internal information about customer needs from different sections/departments in order to search for suppliers (products/services).

**The Procurement Department considers the following information:**

1. Whether or not products/services meet customer needs. **Special consideration is given to special attributes in processes to acquire products/services that reduce environmental impacts.**
2. The attributes of suppliers are evaluated to determine whether or not they meet the basic criteria specified by TCP Group, such as the organization is established legally, has financial security and reputation relative to other organizations in the same businesses and others. Suppliers also must sign in the Code of Conduct, Terms and Conditions and Privacy Policy (PDPA) and Non-Disclosure Agreement. **In cases where the supplier meets the criteria for being a “Critical Tier 1 suppliers”, the supplier must provide information in the environmental, social and governance self-assessment form and obtain a “Passed” assessment outcome.**
3. Prices are considered by proposing at least 3 suppliers for consideration (except for special cases).

Make a proposal to executives for consideration of approval of a purchase order.

Register the supplier and create a purchase request (P/R) and purchase order (P/O) in the SAP system.

END

**Note:** Critical Tier 1 suppliers means a supplier whose spending value is > 10 million baht/year and whose production base is located in Thailand or whose products/services can create risk of severe damage to business.







# 2022 Highlight



## “Energizing Partnership for Sustainable Future” Seminar with Business Partners

TCP Group invited over 100 business partners to acknowledge about the business direction of TCP Group as well as the sustainability framework, Supplier Code of Conduct and explanations about the business partner ESG self-assessment practice guidelines in order to drive mutual sustainable growth in line with the new goal of “Energizing a Better World for All”. Mr. Saravoot Yoovidhya, CEO, Ms. Nucharee Yoovidhya, Executive Vice President, and Mr. Kajornsak Pliensakul, Supply Chain Division Director greeted the business partners at the event.





### ◀ Procurements that Support or Enhance Stakeholders

- We supported community materials and products of the Mo Hom Pa Ngiam Learning Center in Phrae Province with a total value of 220,563 baht for use in the TCP Spirit activity.
- We purchased rice directly from farmers, namely, the “**Ban Non Yang Organic Rice Processing Community Enterprise, Yasothon Province**” and the “**Bang Taen Organic Farming Community Enterprise**” in Prachin Buri Province to provide free lunches to employees and donate aid packages to flood victims for a total value of 2,414,840 baht.



▲ TCP Spirit activity bag made by mo hom fabric



▲ Purchasing rice from farmer of Yasothon and Bangtaen

### ◀ Promotion of Major Wholesale Customers

Durbell Co., Ltd. organized the “**GT Partnership**” Project, Batch 1, in May 2022 with the purpose of collaborating with large wholesalers in creating business drive for the open trade market by delivering sales knowledge to promote adaptation and successful handling of current and future market changes such as warehouse management, logistics management and online marketing. In total, 27 stores joined the project to reaffirm the concept of “**friendly ideas from friendly partners**” and set proactive, positive and supercharged goals. The project will continue to be implemented in 2023 with Batch 2 through the additional participation of 50-100 stores. The project produced the proud achievement of stores achieving a 21% growth in sales when compared to 2021.





DURBELL

tcp



## Durbell Co.,Ltd as part of TCP Group

Durbell energizes its “Partner-Retailer” growth and readiness to overcome economic challenges. Takes a proactive approach by leveraging its business through its “Understand-Access” strategy





# Corporate Governance

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## Opportunities and Challenges

In 2022, the entire world still faced risks from multiple areas, such as economic risks from inflation and fiscal policies, along with the ongoing Covid-19 pandemic. In addition to economic risks, businesses also needed to prepare to face political risks from increasingly severe geopolitical conflict that is affecting the entire global supply chain in addition to risks from cyber security and data privacy issues and increasing impacts of climate change, and social risks such as rapid changes in consumer behaviors and demographic changes through an increasingly elderly population, including health and wellness impacts. These are problems that today's businesses are facing. In the presence of these risks in an increasingly complex and rapidly changing world, Group is determined to proactively manage risks to adapt and develop risk management guidelines in addition to firmly committing to working consistently according to the principles of good corporate governance and strictly complying with the law to ensure confidence in achieving lasting success.





# Corporate Governance According to GRC

## Achievements in 2022



- **100% risk assessment** for of TCP Group and Legal Entity Level companies both in Thailand such as Durbell Co., Ltd., T.G.Vending & Showcase Industries Co., Ltd., Hi-Gear Co., Ltd. and TC-Trading & Leasing Co., Ltd., and abroad such as Vietnam and China.
- Furthermore, in 2022, **we began managing risks on the department level through Control Self-Assessment projects** that support the risk management effort of main processes in conjunction with assessment of the effectiveness of internal control of companies located in Thailand, namely, TC-BB and DB. Accordingly, **our effort was carried out 100% fully** according to plan, and in 2023 we have department-level risk management plans extending to Vietnam and China.
- **We communicated about good corporate governance principles (GRC) and the role of the 3 Lines Model** to employees on the management level and above who are stationed in Vietnam and China **through 100%** online training.
- **100% of S1-S3 employees acknowledged the TCP Code of Conduct.**

TCP Group adheres to the GRC concept, which is a proactive and integrative management guideline for businesses to achieve the purposes of TCP Group. The concept combines 3 key concepts as follows:

**“G” for Good Governance.** Good governance means the following:

- Setting the tone at the top through determining direction and operation controlling by executives.
- Setting the organization’s culture, policies and practice requirements related to management and governance to ensure effective work management to achieve the objectives of TCP Group in a transparent and verifiable manner.
- Designating supervisory agencies and a management structure and disclosing and communicating them to related stakeholders for their knowledge.

**“R” stands for Risk & Control.** It means managing risks to remain within the risk appetite by creating effective internal control measures to reduce potential impacts that might impact the objectives and sustainability of TCP Group.

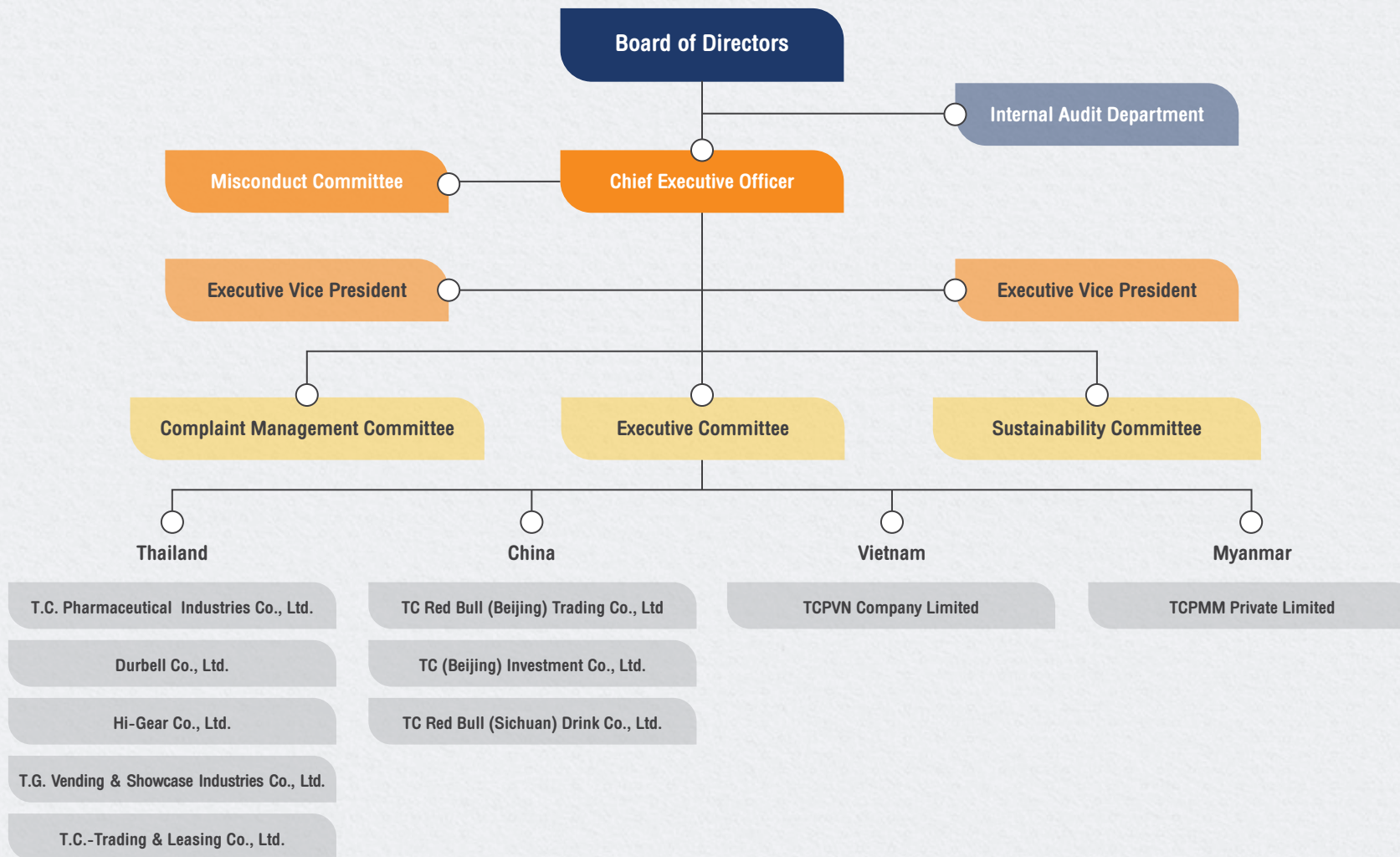
**“C” stands for Compliance.** It means strictly operational supervision according to criteria, regulations, requirements and laws as well as correctly and effectively operates according to the regulations of TCP Group in a manner that is both transparent and verifiable.





# G Good Corporate Governance

## Structure of the Corporate Governance Committee (2-9)





## Sustainability and risk governance of TCP Group starts with the board of directors.

**As such, the Sustainability Committee has been assigned with the following duties:** (2-11) (2-12) (2-13) (2-14)

1. Take responsibility over governance, monitoring and evaluation to ensure practices in line with policies and work plans according to governance and sustainable development principles.
2. Consider impacts and verify the completeness of the major issues of the organization.
3. Set sustainable development goals and policies in line with TCP Group's development direction.
4. Provide consultation in the specification of work plans covering all 6 topics and supervising and monitoring to ensure conformity to set objectives.
5. Communicate and build understanding and facilitate employees on every level to participate in driving the sustainable development effort of TCP Group toward accomplish the specified goals.

Additionally, the Executive Committee has the duty to set strategies and oversee business activities and risk management in line with the Risk Management Policy across the entire organization in addition to specifying methods to control and reduce impacts on TCP Group as appropriate and in line with set policies and strategies.







# R Risk Management

## 2.1 Commitment and Management Guidelines

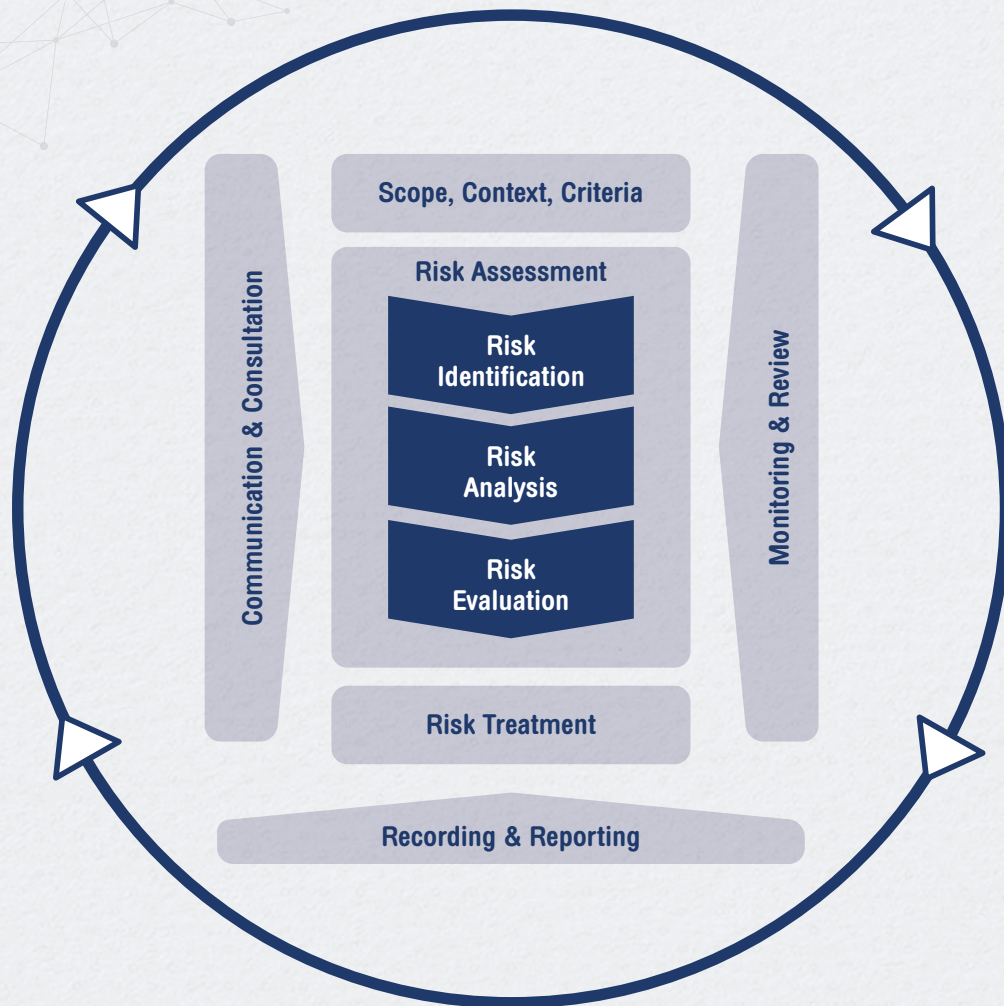
TCP Group recognizes the importance of managing the organization’s potential risks. As such, we manage risks according to the COSO ERM international standard (Enterprise Risk management - Integrated Framework, the Committee of Sponsoring Organizations of the Treadway Commission) (Figure 1) and we use the ISO31000 (Risk Management, Australian/New Zealand Standards: AS/NZS ISO 31000) (Figure 2) as a tool for managing enterprise-wide risks and in setting strategies consistently with risk management policies. We have also established risk management section and clearly specified their duties and responsibilities to ensure processes to supervise, control, monitor and assess overall risks and the risks of each and every individual department in the company according to the organization’s risk management policies and plans, in addition to proposing methods to prevent and reduce risks to within acceptable level and presenting to the board of directors progress and outcome reports on the activities of the Risk Management Committee.

### ENTERPRISE RISK MANAGEMENT



Figure 1 : Risk management in accordance with the COSO ERM





## 2.2 Risk Management Process of TCP Group

TCP Group announced the “**Risk Management Policy and Framework**” for the purpose of specifying the operational framework in the risk management processes of TCP Group for enterprise-wide adoption and to ensure that TCP Group has appropriately specified risk control duties and responsibilities. Accordingly, the risk management process of TCP Group is as follows:

- 1. Corporate Risk :** Identify the major risks of the organizations with focus on management to cover all 4 major risk factors, namely, strategic, operational, financial and legal compliance risks.
- 2. Risk Assessment Criteria :** Specify risk assessment criteria and acceptable risk levels (risk appetite) to set measures for managing high and very high risks.
- 3. Risk Evaluation :** Evaluate risks according to the specified risk assessment criteria and prepare risk profiles to manage risks within acceptable levels.
- 4. Risk Treatment :** Specify risk management measures for high risks that exceed the company’s acceptable risk levels.
- 5. Monitor and Review :** Monitor and review the major risks of the organizations, particularly risk management measures to ensure that major risks are appropriately managed.

Figure 2 : Risk management framework in accordance with ISO31000





## 2.3 The most critical risk factors and management approach

are as follows:

### 1) Thin margin due to component and logistic costs increase

The Covid-19 situation and ongoing geopolitical conflicts that are increasing in severity along with inflation and major disruptions in the supply chain have caused raw material prices such as for sugar, vitamins and packaging, as well as shipping, to continually increase. In addition, climate change is affecting the prices of agricultural products such as sugarcane and tapioca, which are the sources of sugar or glucose. In response to these factors, the company has taken actions in multiple areas to deal with the risks that have been created such as by improving production processes for greater effectiveness and efficiency, reducing raw material loss, monitoring the prices of important raw materials and packages, entering advance production contracts and managing supply to obtain optimal prices, etc.

### 2) Major change in consumers' behavior

With changing consumer behaviors and consumers' greater interest toward health products following increases in the population median age and increased preference for online product purchases and decreasing popularity of energy drinks, which affect spending behaviors and consumers' demand to purchase company products. Company continues to adapt by increasing sales channels through various online channels and launching new products to better meet consumer needs, etc.

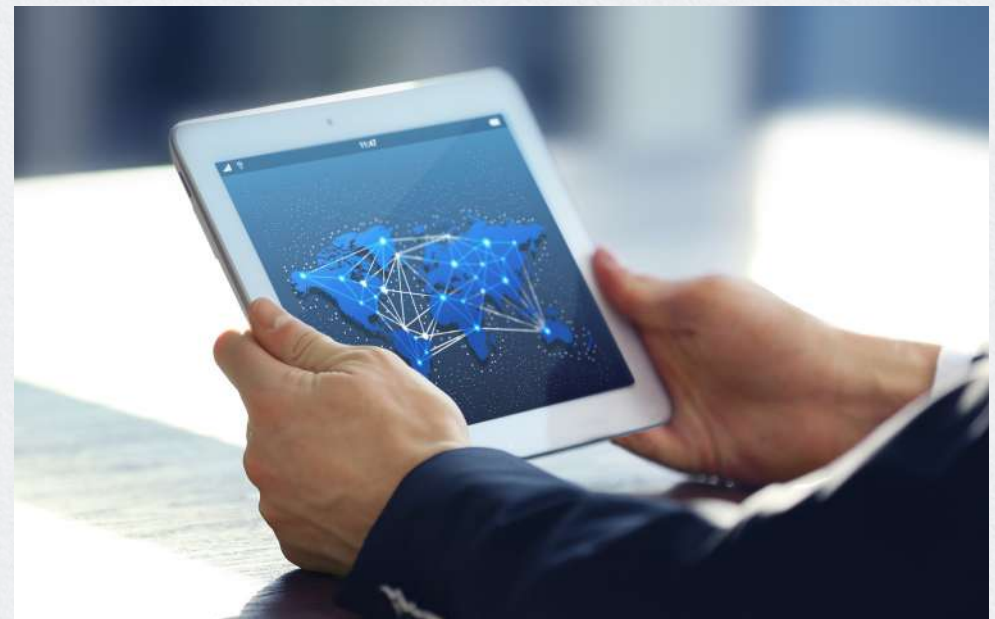
### 3) Distribution Capabilities/Business Partner Cooperation

#### 3.1) Distribution Capabilities

In distributing products in multiple countries through several product distributors in several countries, these product distributors become major factors for pushing sales according to business plans. With TCP Group's recognition of the impacts from risks in this area, we give importance to managing product retailers and distributors abroad by communicating business plans, goals and management guidelines and conducting joint follow-ups and evaluations to achieve goals and enhance work effectiveness to increase the capability to goals.

#### 3.2) Business Partner Cooperation

Establishing business partners is a major contributing factor for TCP Group's long-term international business expansion plans, particularly in China. TCP Group recognizes the importance of building good relations. Therefore, we work closely with business partners in setting business plans and setting goals for achieving mutual business growth and in supporting intellectual property protection fund and carrying out corporate social responsibility projects.





# C Legal Compliance (2-27)

The organization gives immense importance to management and complying with the law and has thus declared the Group’s intentions on complying with the law to protect personal data and promote fair trade competition in addition to regularly reviewing legal compliance topics in areas related to business.

TCP Group has a legal management system to ensure conformity with the company’s businesses that adheres to related legal guidelines, including quality management guidelines in line with international standards, according to the following process:



Furthermore, the company also prepares and adapts to comply with legal changes at all times by arranging for inspection of legal changes and new laws that are enforced and making reports to related internal department. For example, following the enforcement of the Water Resources Act, B.E. 2561 (2018), to holistically manage water resources in the entire country, the company has been continuously keeping track of progress in the drafting of over 35 related secondary laws, and in 2022, the company joined a work committee in a project to promote participation in water management and ecosystem rehabilitation and community quality of life improvement in the Lower Prachin River Basin in Prachin Buri Province as well as an integrated work committee for driving prevention and solutions to disaster-prone agricultural areas and consumption areas where the Nakhon Nayok River merges with the right bank of the Prachin Buri River to ensure that the company is engaged in and successfully follows all laws. Moreover, the company has announced the Data Privacy Policy and specified internal work processes consistently with the Personal Data Protection Act, B.E. 2562 (2019), which came into force on 1 June 2022.





## Violations and Anti-Corruption

To ensure that the business has clear practice guidelines for operating toward becoming a sustainable organization, TCP Group has created the **“Anti-Corruption Policy”** that contains clear practice guidelines for business conduct and that specifies the appropriate responsibilities, guidelines and operating principles to prevent corruption in every business activity and to ensure that business decisions that might face anti-corruption risks receive thorough consideration and actions. These practice guidelines are communicated through the Code of Conduct and other mutual channels such as chatbots.

## Complaint Handling Process (2-16) (2-26)

The TCP Integrity Line is a channel for every stakeholder of TCP Group to report clues or complaints about situations or actions that are found to be in violation of business ethics, including acts of corruption, to ensure that appropriate actions are taken. We have practice guidelines in place to protect and give justice to employees who report information or clues about corruption or legal violations, and TCP Group has established the Internal Audit Department as an independent agency that reports directly to the board of directors to accept reports/complaints directly or indirectly through 3 channels as follows:



**E-mail**  
internalaudit@tcp.com



**External website of TCP Group**  
<https://integrity.tcp.com>



**Letters or documents addressed to the “Internal Audit Department”**

Address :  
T.C. Pharmaceutical Industries Co., Ltd.  
No. 288, Ekkachai Road,  
Khlong Bang Phran Sub-district,  
Bang Bon District, Bangkok 10150.

## Protections

- The company will maintain the confidentiality of information about complaint filers and whistleblowers.
- In cases where the whistleblower or complaint filer is an employee who gives information out of honesty, their complaint will not lead to termination of employment, penalties or any adverse actions that affect the employee.
- For external parties who give information out of honesty, the company will not take any actions that adversely affect the complaint filer.

## Operating Procedure

For cases involving complaints and whistleblowing, following action will be taken



1. Internal Audit Department will gather preliminary information and report to the CEO and Misconduct Committee.
2. Misconduct Committee will conduct a fact-finding investigation and inform the accused to acknowledge their accusations and argue their case.
3. Misconduct Committee will consider penalties for the wrongdoers.
4. Internal Audit Department will present the investigation results and conclusions to CEO.
5. CEO will consider the results of the investigation and conclusions presented, and Internal Audit Department will report to the board of directors on a quarterly basis.

\* In cases of insufficient information, Misconduct Committee will make a proposal to CEO to consider closing the complaint. And CEO's decisions are final.

Misconduct Committee is made up of the head of Human Resources Department, Legal Department and Internal Audit Department. However CEO may consider making additional appointments as Misconduct Committee proposes or as deemed fitting.



Social  
Dimension





# Product Excellence



## Opportunities and Challenges

Even though the Covid-19 pandemic is resolved, and many countries are beginning to ease the measures imposed on daily living, this is still a period of recovery and caution. Additionally, the conflict between Russia and Ukraine has led to oil price fluctuations that are increasing logistics and production costs. Therefore, businesses large and small must adapt to face challenges that can occur at any time, whether they are operating costs, market competitors or consumer expectations that remain oriented toward health and choices in favor of beneficial things that are worth their expenses. Food and beverage businesses have to continue to prioritize product and service development and responsibility in choosing up-to-standard raw materials that offer both quality and safety to meet needs and increase consumer confidence in choosing products.



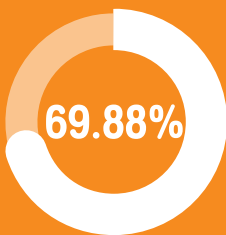


# Consumer Health and Wellness

## Achievements in 2022



100% of total complaints are handled through the Customer Complaint Handling Process.



of SKUs meet the health and nutrition criteria of TCP.



≥99.99%  
good quality in full  
(defect rate <100 ppm).



Announcement of content creation guidelines to communicate with parties outside of TCP Group.

To support product development and innovations for healthy products to truly reach consumers, TCP Group turned to setting an additional enterprise objective for over 80% of all products to pass TCP Group’s criteria for healthy product choices by year 2024 covering low-sugar products, functional products and products for the elderly.

In 2022, TCP Group continually worked to develop and research products while keeping in mind consumer health such as nutritional supplement and vitamin products, reformulated products with reduced and/or no sugar content, etc. Accordingly, the health products we released into the market make up 69.88% of all our products, which exceeded the goal of having them account for more than 60% of all products.







## New Health Products Launched in 2022



### Low-Sugar Products

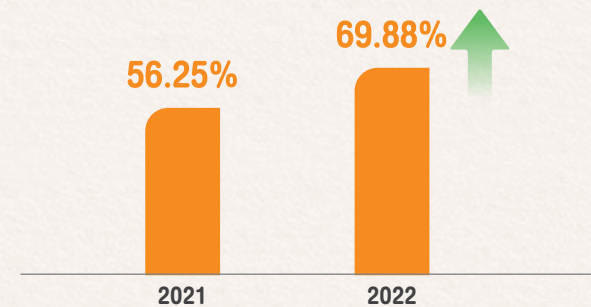
1. Ready Goji Berry 0% Sugar
2. REDBULL HALL XS WATERMELON and MENTHOLYPTUS
3. REDBULL ZERO SUGAR MIXED FRUIT (China).
4. REDBULL ZERO SUGAR PASSION FRUIT (China).

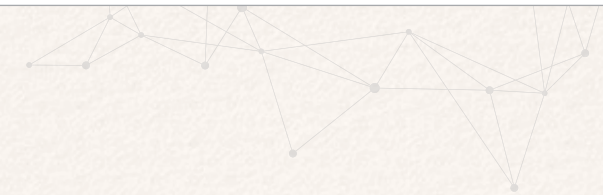
### Functional Products

5. Mansome Vitamin Water with ginkgo, green tea and ginseng.
6. Mansome Chlorophyll.
7. Hi x DHC Vitamin A and Bilberry Extract.
8. Hi! X DHC Vitamin D Apple
9. Red Bull Cold Brew Coffee Flavoured (Vietnam).



### Development of Health Products





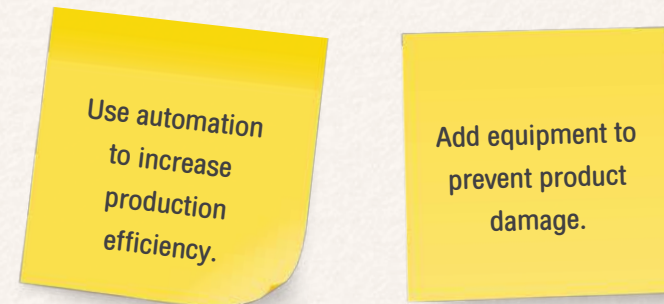
# Product Quality and Safety (416-1)

Product quality and safety is at the heart of TCP Group’s business operation. As such, the company has taken actions to manage quality in an integrated manner by specifying and creating the “TCP Global Quality Standard” and using effective technologies to ensure in good product quality and safety according to legal requirements while creating customer satisfaction and protecting the environment and making valuable use of resources and operating safely with attention to the good quality of life of employees. Accordingly, the company continually takes actions according to specifications and improves systems in line with international standards, and the company has appointed a food safety work committee to perform duties in identifying, analyzing, assessing risks, specifying and evaluating potentially risky situations in every step of the production chain with effective traceability to consumers, specified critical control points and continuous process verification and confirmation, not to mention raising awareness in employees through training to provide knowledge and understanding to employees about the importance of playing a role in the production of quality products before delivering them proudly to consumers.

## Product Quality and Safety Strategy



## Enhancing Product Quality Confidence



The quality standards that the organization adopts to control and increase confidence regarding product and service quality and safety include GHPs, HACCP, Halal, ISO 9001, FSSC22000, ISO/IEC17025, HAS23000, HALAL, MUI, IPHA and FSMA.





# Product Complaint Handling

TCP Group has created transparent and comprehensive channels for customers to express their opinions and make reports about quality and safety violations relating to the products and services of TCP Group as described below to enable identification of the origin of violations and ensure that every complaint enters an effective management and corrective process:

## Consumer Information Center Contact Channels



1. Consumer Data Center :  
**02-408-0900**



2. Reporting web-based :  
**www.tcp.com**



Whenever there is a report and detection of violations of the quality and safety of products and services, related departments are to take actions according to the complaint handling process as follows:



Accept the complaint and meet with the complainant to inquire for information.

Assess severity and send products to related departments for root-cause analysis.

Hold discussions with related departments to specify prevention guidelines covering the problem and inspect implementation outcomes until confidence is attained that the problem is resolved and will not recur.

Review performance through monthly meetings with the complaint handling committee.





# Product Innovations and Consumer Health and Wellness

Our processes to invent and produce innovative products to release into the market are oriented toward meeting the needs of diverse groups of consumers and to keep up with changing market needs according to the times. Thus, the company established the New Business Development department or NBD to create innovations by operating in a similar format to a start-up. The department invents and selects ideas to develop into products to meet the needs of interested customers in addition to creating product prototypes to conduct market trials and regularly collect opinions from customers to develop products that most accurately meet consumer needs before expanding upon them for growth. Its focus is on finding new business models and sales channels for innovative products and fast processes that eliminate unnecessary steps and feature a high level of work flexibility and production volumes that are consistent with the sizes of customer groups. Its purpose is to create innovative products that most accurately keep up with the interests and needs of consumers with the aim of having the innovative process serve as another format part of the main work processes for driving the organization toward keeping up with future market demands and changes.

“Innovations”



new for the organization + new for the Thai market.



## Development of 3 new trendy product projects for sale in 2023

We develop products to serve the health and wellness concept to meet the diverse needs of consumers who only want good things for their health and naturalness but with novelty and shared experiences.



## Improvement in new product development processes for speed

To support the development of products and market trials in new product categories, we developed existing processes to achieve the new product development process or NPD Lean Process that can save time while controlling risks involved in the release of new products with a time period not exceeding 8 months. However, this timeframe may vary somewhat depending on the constraints of each new product.



## Development of a New Business Model that Focuses on Directly Reaching Target Groups

This effort is aimed at directly gathering opinions from target groups and making changes and improvements to new products in a manner that most consistently meet needs and enable rapid and continuous changes to marketing plans to boost confidence and expand the customer base before expanding production industrially.





# Responsible Marketing and Labeling

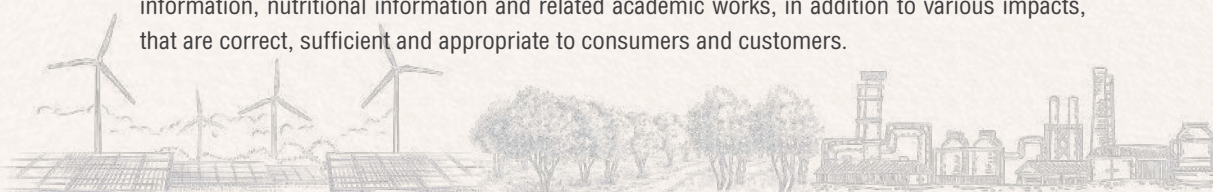
TCP Group is committed to operating business with social responsibility. Therefore, we have specified principles to operate business transparently and ethically while properly complying with various related laws and regulations in tandem with engaging in consumer-responsible marketing activities. Accordingly, the company strictly complies with the laws, regulations and standards related to product labeling and marketing through processes verifiable by related parties to ensure that customers receive accurate product information.

## “Content Creation Guidelines for Communication with Parties Outside of TCP Group” (417-1)

TCP Group recognizes and acknowledges the important roles of product labeling and marketing, which provide primary information about products and services offered to customers and recognizes the importance of risks related to inaccurate product labeling and marketing activities that fail to comply with laws, regulations and standards, which can lead to negative health outcomes and food allergies, not to mention other important information impacts.

Thus, in 2022, we created the “Content Creation Guidelines for Communication with Parties Outside of TCP Group” to serve as practice guidelines for the employees of TCP Group (including external agencies of TCP Group) that have duties or are involved in the preparation or creation of contents and marketing activities that we want to communicate and disseminate to the public to ensure that communication follows specified principles in line with international standards covering the following criteria:

1. Health claims and boasting about product properties.
2. Compliance with related marketing and other related laws and regulations.
3. Not marketing products to children younger than 12 years of age.
4. Not communicating or creating connections between the TCP organization and/or products and/or services of TCP Group that might create risks or severe wrongdoing.
5. Choosing key opinion leaders (KOL) or influencers to engage in marketing campaigns or to boost the image of product brands and the organization.
6. Marketing personnel and related agencies are responsible for gathering and preparing product information, nutritional information and related academic works, in addition to various impacts, that are correct, sufficient and appropriate to consumers and customers.





**MANSOME** เทคโนโลยี พร้อมได้ช่วยโลก  
รีไซเคิลขวดพลาสติก PET ของมันซั่ม 1 ตัน เทียบเท่า

**โปรครีไซเคิล**  
LET'S RECYCLE  
เปลี่ยนขยะเป็นโอกาส

ลดการใช้พลังงานไฟฟ้า  
ที่ใช้ในบ้านมากกว่า 1 ปี

ลด CO<sub>2</sub>e ที่ปล่อย  
จากการจับรถยนต์ถึง 10,000 กม.

ขวดผลิตจากมันซั่มเป็นพลาสติกชนิด "โพลีเอทิลีน เทเรฟทาเลต" (PET)  
ซึ่งสามารถนำไปรีไซเคิลได้ "กรุณาคัดแยก เพื่อนำเข้าสู่ระบบรีไซเคิล"

◀ ‘Mansome’ made a major change to its looks to present an image of the modern-day gentleman who looks good from within

while contributing to saving the planet through the letter M that stands for Mansome and the “Let’s Recycle” label.



▶ Ready delivers the Ready Learning Space for communities

to ignite your potential to the fullest according to your identity, with the first class offering (not so) secret financial tricks for the younger generation to more rapidly achieve financial independence.



**Ready** Learning Space

เตรียมตัวให้พร้อม  
ไปสุดในเรื่องการเงิน

คุณหนุ่ม จักรพงษ์ จากเพจ Money Coach  
กับ Ready Learning Space  
วันที่ 19 สิงหาคม 2565

**กติกการร่วมสนุก**

- ถ่ายรูปคุณคู่กับเครื่องดื่มเรดดี (รสชาติใดก็ได้)
- คอมเมนต์ใต้โพสต์พร้อมบอกเหตุผลที่อยากเข้าร่วมคอร์สเรียนออนไลน์ Ready Learning Space
- ติดแฮชแท็ก #ReadyLearningSpace

#พร้อมไปสุดทุกความเป็นคุณ #พร้อมไปสุดกับการลงทุน

เหตุผลทำไมที่โดนใจกรรมการที่สุด 80 ท่าน  
รับสิทธิ์คอร์สเรียนออนไลน์ Exclusive จาก Ready ฟรี!!

ร่วมสนุกได้ตั้งแต่วันที่ 31 ก.ค. 65 - 14 ส.ค. 65

**Ready**

ความสำเร็จ  
มาพร้อมกับ  
ความมั่นใจ

มุ่งมั่น เตรียมตัวให้พร้อมอยู่เสมอ  
เพื่อไปถึงปลายทางความสำเร็จ

#พร้อมไปสุดทุกความเป็นคุณ





**Hi! X DHC – premium vitamin C shot drink from DHC, the number one supplement brand from Japan**

200% vitamin C mixed with fruit juice, refreshing with real benefits for good health

Social  
Dimension







# Human Resources Management



## Opportunities and Challenges

TCP Group gives importance to improving the quality of life of its personnel, particularly in the areas of good employee well-being, a fun and creative work atmosphere, continuous learning and opportunities for professional growth, presence of convenient work processes, use of technologies that solve work problems and sufficient availability of equipment to meet work requirements in every place and time, by which employees can allocate time by themselves under different job descriptions while having work supervisors provide support, recommendations, guidance and performance improvements and development relating to the skills and capabilities of employees to successfully create work achievements. Importantly, we encourage employees to coexist under the organization culture of “**proactive, positive and supercharged**” which forms the foundation for the work operations of TCP’s employees as they take the organization toward strong and sustainable growth.



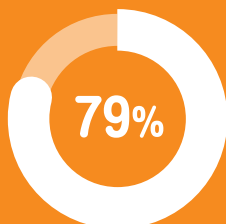


# TCP Group's Employee Information

(2-7) (401-1) (401-2)

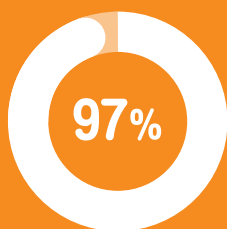
## Achievements in 2022

### Employee Engagement Performance



employee engagement score.

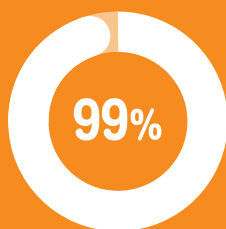
### Employee Retention



of new hires (work age of 0-2 years).



of talents.



of employees in critical positions (focus on critical positions).

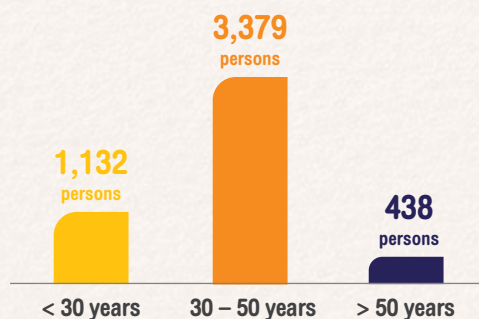
• Serious accident (over-3-day absence injuries)  
**2 Cases.**

• Human Rights Violations  
**0 Cases.**

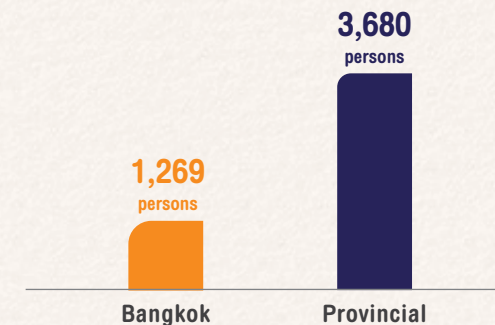
### Total employees



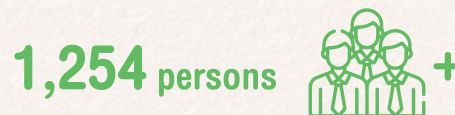
### Age



### Area



### Total new hires



### Total turnover





# Quality of Work Life

TCP Group gives enormous importance to maintaining the quality of work life of employees, because **Quality of Work Life** is immensely important to work, and we believe that **“people”** are vital resources. Moreover, because we want employees to be able to live on their work and meet their basic needs, their workplace has to be suitable while offering both contentment and security. If employees have positive feelings regarding their work and organization, positive results will occur to both employees themselves and the organization.



## ◀ 2022 Highlight

- We conducted an employee satisfaction survey, for which 98% of all employees cooperated by completing their survey forms. The results of the survey will be used to make improvements in the dimensions commented on by employees.
- We specified the criteria for preparing employee value propositions (EVPs) or the values that employees give greatest importance in their work with the organization with the aim of developing TCP into the favorite organization of employees and consumers.
- We developed and began to implement the HRIS SuccessFactors system, which is a digital module for managing talented employees, to promote the digital transformation and use data from the system for analysis and maintaining and increasing the work effectiveness of employees.
- We cared for the good well-being of employees through our wellness programs, whether the physical health, mental health or financial health wellness programs. We also created a safe workplace that is free from hazards (safety workplace) to achieve 0% rate of severe work injuries.
- We organized exercise activities to promote health in our 90-Day Challenge.
- We centralized communication in the organization and made improvements to deliver better communication experiences to employees to increase employee access to and engagement in the organization.
- We implemented a flexible benefits system to meet needs and offered loan benefits to improve the personal liquidity of employees.





# Employee Skill Development (404-1) (404-2) (404-3)

TCP Group planned skill development covering different areas to ensure work effectiveness in employees in order to achieve goals. In doing so, we encourage learning inside and outside the organization and for employees to receive learning sessions specified by the organization as well as self-learning through corporate learning platforms such as TCP Learning+ or through other learning resources. Concurrently, we also continually develop internal trainers to push for knowledge-sharing within TCP.

- We analyzed critical positions in order to create succession plans for key management positions.
- We recruited and selected high-potential employees to become candidates for future leaders to create opportunities for the growth of employees and the organization. In 2022, the employees in this category increased by 2.27 times from 2021 and came from both departments located in Thailand and abroad.
- We held workshops on TCP’s proactive, positive and supercharged culture to ensure that new employees gain knowledge and understanding in driving the organization’s culture and serving as good role models for the newer generation of employees.
- We developed a leadership capability program for employees on every level.
- We built toward becoming an organization of learning with 95% of employees on every level having cumulative learning hours that meet their minimum requirements.



Average of **42.25** training hours per year per employee.

are divided into



Self-learning and recording **14%**

Learning specified by company **86%**

# Safety, Occupational Health and Work Environment (3-3)

## Statistics on Security, Safety, Occupational Health and Work Environment (403-8) (403-9) (403-10)

Item	Total
Occupational fatality	0 cases
Lost Time Injury Rate	2 cases
Lost Time Injury Rate	0.0805 (persons per 200,000 work hours)
Severity Rate	1.1007 (days per 200,000 work hours)
Transportation-related fatality	0 cases
Transport-related accidents	7.5 (times per million kilometers)
Occupational diseases	0 cases

## Safety, Occupational Health and Work Environment Management of TCP Group

- We specified a safety, occupational health and work environment policy.
- We established a safety, occupational health and environment department along with a safety committee made up of employees from each company and specified their roles and responsibilities with safety inspections conducted by safety officers, work supervisors and the Work Safety Committee (SHE Checklist).





- We assessed work risks by using processes to identify dangers, assess risks and investigate incidents to identify risks and opportunities covering work processes and accident root-cause identification and safety inspections such as safety cross patrols and monthly safety hunts (safety inspections conducted by executives).
- We specified the roles and responsibilities of safety officers on the executive, supervisory, technical, advanced technical and vocational levels in line with the company’s structure and the specifications of the law.
- We allocated the essential resources sufficiently and appropriately to prepare the occupational health and safety system and ensure that it is ready for use covering budgets, personnel, equipment, etc.
- We promoted occupational health and safety awareness in the organization’s personnel by using appropriate methods for different groups of employees.
- We created communication systems on occupational health inside and outside the organization for convenience, access and consistent practice.
- We promoted improvements to work environments and conditions for safety and order in the areas of operation and support employee participation in SHE Suggestions activities where they can make work safety suggestions.
- We arranged for hospital doctors and nurses who meet standards and are certified by the Ministry of Public Health to be stationed at the nursing rooms of each area to provide recommendations, consultation and treatment in addition to basic health and healthcare promotion, including monitoring of work-related sicknesses and diseases, with guidelines for regular public announcement activities.
- We provide health check-ups to employees and have created a health check-up manual and nursing room service procedures to provide health services to employees.
- We have prepared and drilled related emergency plans and have given importance to ergonomics and work condition improvements.
- We regularly assess, inspect and supervise work in the areas of safety, occupational health and work environment.
- Management regularly reviews management guidelines at every monthly meeting.

## Promoting Safety, Occupational Health and Work Environment Awareness Approach

(403-1) (403-2) (403-5)

Creating a safety awareness or culture is one of the ways to lower risk that might lead to occupational fatality and injuries in employees and contractors. Therefore, the company has arranged for knowledge development to occur alongside creation of a good work culture in addition to promoting involvement by every employee to take responsibility, which is a factor for achieving sustainable safety.

In the operation of TCP Group, employees can make suggestions about how to improve work conditions related to health and work procedures through activities that allow employees to express opinions with focus on developing culture and promoting activities to develop health and safety awareness through activities and training sessions to provide knowledge to employees on every level.



### ▲ Safety Talk Tour Project

This was a safety talk project carried out through the collaboration of departments, work teams and safety officers in various forms such as empathy, brainstorming and training with the purpose of promoting safety awareness in the departments, jointly analyzing accidents that have occurred to seek sustainable solutions and having target group employees participate in making suggestions and expressing opinions about safety in their own departments. This project was meant to reduce accidents in the factories of employees and contractors/external parties.





### ▲ Safety Training

We organize over 30 safety training courses per year with the primary aim of developing safety awareness in employees. In year 2022, the TCP Group organized training sessions on rescue and how to use an AED led by expert medical teams from Kluaynamthai Hospital for over 20 classes covering both theories and practical exercises, and we have also created application-based online learning media on the Learning+ and Work+ systems of TCP Group.



### ▲ Safety Day

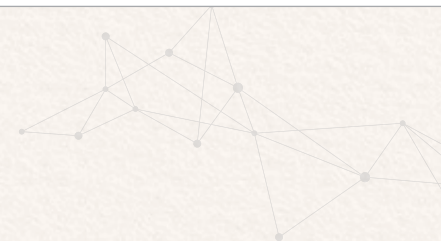
We instilled in every employee a sense of consciousness, knowledge and understanding about safety and campaigned, promoted and publicized the issue to raise safety awareness while giving employees the opportunity to attend safety events to ensure that every employee recognizes the importance of cooperating to reduce work accidents and contribute to the organization’s safety effort.



### ▲ Lecture Topic “New Normal to Next Normal Post-Covid-19: Business Impacts and Adaptations”

led by Mr. Prakan Chanthong, Director of Human Resources and Administration, on 27 January 2022 at the Broadcast Room, 15<sup>th</sup> Floor of the Labor Standard Development Bureau, Department of Labor Protection and Welfare in the network development project to create cooperation on good labor practices (GLP) and extend results of prevention of labour trafficking in high-risk industries via zoom meeting. Attendees of the lecture consist of 77 representatives from various associations, representatives of related businesses and representatives from government agencies.





# Transport Safety

Durbell Co., Ltd. under TCP Group, a leader in the distribution of consumer products and warehouses, is determined to raise operational standards above and beyond legal specifications and has clearly specified company vehicle usage regulations to prevent accidents and increase safety with the installation of a GPS system and car cameras.



## Rewarded the “Safe Transport Safe Life”

by the Department of Labor Protection and Welfare. The award aims to encourage logistics and transport-related warehouses to systematically raise the management standards of occupational health and work environment to meet international standards in line by strictly following the project’s work safety specifications.

- Durbell Co., Ltd. received outstanding award in 18 branches and honorable mention award in 3 branches.
- T.G. Vending & Showcase Industries Co., Ltd. received an outstanding award for the project.

## New Drivers Project

We developed employees with basic driving skills in pickup trucks or 6-wheeled trucks who lacked branches to have sufficient skill to take their driving license exams and increase work effectiveness safely while advancing professionally.





# Human Rights (2-30) (412-2)

TCP Group is committed to respecting human rights and encourages its personnel to be equally committed by having specified this topic as part of the code of conduct for every employee of TCP Group to acknowledge before they begin their work. The same has been specified in the Supplier Code of Conduct to promote partners in adopting guidelines for respecting human rights across the entire value chain and to hire personnel according to human rights principles while monitoring human rights violations through opening whistleblower channels known as integrity lines to prevent potential threats to whistleblowers.

In 2022, the TCP Group specified practice guidelines in the **“Employment and Labor Management Policy”** announcement to demonstrate our commitment to prioritizing fair care and treatment of employees on the basis of mutual respect for human rights with emphasis on promoting involvement and giving value to differences to create value in employees, enhance employees’ good quality of life and engagement in the company, in addition to inspiring employees to work to the fullest of their potential.

1. No Child Labor
2. No Forced Labor
3. No Discrimination
4. Labor Protection of Pregnant Employees
5. Working Hours
6. Compensation
7. Freedom of Association and Collective Bargaining
8. Discipline and Disciplinary Action
9. Occupational Health, Safety, Environment and Facilities
10. Worker Welfare



## Lecture Topic “Guidelines for Successful Adoption of Good Labor Practices (GLP) in TCP Group”

by Mr. Prakan Chanthong, Director of Human Resources and Administration, on 28 November 2022, in the training program of potential development project for employee who work on good labour practice (GLP) of Department of Labour Protection and Welfare. The lecture was held online as a video conference and attendee consist of 100 employees who work on good labour practice (GLP) from all provincial offices of Labour Protection and Welfare, employees from all area of Bangkok Labour Protection and Welfare Area Office and federal officers.







## Good Labor Practices (GLP)

On 16 March 2022, the TCP Group signed in the memorandum of understanding (MOU) entitled **“Enhancing Labor Management through Good Labor Practices (GLP)”** with the Department of Labor Protection and Welfare (DLPW) to declare our intention to become a business that is committed to applying GLP principles in labor care and management while enhancing business toward greater trade competitiveness and upgrading the labor standards in the Thai food and beverage industries.

Furthermore, in 2022, TCP Group extended results of the adoption of good labor practices (GLP) to Durbell Co., Ltd., which has product distribution centers in 21 branches nationwide. Therefore, TCP Group currently has adopted good labor practices (GLP) in 100% of its labor management.







# Sustainable Society and Community



## Opportunities and Challenges

TCP Group operates business in accordance with the approach to reducing negative environmental impacts while increasing positive impact for the society. TCP Group's determination is for Thai society to be strong and for community members to find their quality of life and well-being improved to reflect the organization's major goal of **"Energizing a Better for All"**. In TCP Group's role as a business leader and seller of beverages that have remained with Thai society over the past 66 years, in addition to developing and presenting healthy product choices to consumers, TCP Group has also made **"Caring"** as another important strategy that not take into account only environment but to create well-being for the community, reduce inequality, strengthen equality and promote sustainable community on multiple dimensions through the sustainability projects operated by TCP Group.





# Achievements in 2022

## Education

TCP Group recognizes the importance of education as a major tool for helping promote social equality and developing quality people who serve as essential resources for the country. Therefore, we have carried out education projects to create opportunities and improve quality.

### 1. Creation of Opportunities and Education Access through Scholarship Projects

Scholarship Type	Number of Scholarships	Budget (THB)
1.1 Scholarships for children of employees: (General Education: Kindergarten – University) (Vocational Education: Vocational and High Vocational)	4,455	12,342,600
1.2 Scholarships for Schools around the plant and office areas (Mathayomwatsing School, Ban Pak Khlong Bang Kradan School, Si Rak Rat Bamrung School and ChumchonwatbangtanSchool)	578	873,500
1.3 Continuous Scholarships, Yuvabadhana Foundation	150	1,400,000

### 2. Education Quality Improvement in the “Rong Rien Ploi Sang” School Learning Eco-system Development Project Year 2

Creating opportunities for students to access education and learn is one of the most important challenges, but good education promotes youths to grow into quality citizens for society. Therefore, in promoting good education, TCP Group recognizes the importance of developing “teachers” who are essential personnel in the academic ecosystem with the confidence that “teachers” who receive potential development and promotion in various areas will positively influence their children. Hence, TCP Group worked together with the Faculty of Learning Sciences and Education, Thammasat University, in the Rong Rien Ploi Sang Project – to develop a learning ecosystem for the 2nd year.

We created opportunities for students to access education and chances for learning as their first

Accordingly, the project in its 2nd year made significant progress and a variety of learning formats and tools have been developed along with the creation of a professional learning community or PLC for teachers to have in place a network connecting teachers to promote and share useful learning information, and the project supported collaborative work with communities to ensure that school education truly responds to and keep with the contexts of the communities.





In the 2<sup>nd</sup> year, **13 schools** participated in the project and **5,339** teachers and students benefited from the project.



Khao Noi Wittayakhom School



Khamsaenwittayasan School



Ban Ka Ne School



Srinagarinda Wittayanukroh School



Srirakradbamrung School



Sujipuli School

#### List of Schools Participating in the Project

1. Ban Yang School, Si Sa Ket Province.
2. Wat Pa Pruek School, Suphan Buri Province.
3. Ban Ka Ne School, Satun Province.
4. Khamsaenwittayasan School, Nong Bua Lam Phu Province.
5. Makkasan Phitthaya School, Bangkok.
6. Srirakradbamrung School, Prachin Buri
7. Chit Jai Chuen School, Prachin Buri
8. Visuttharangsi School, Kanchanaburi Province.
9. Khao Noi Wittayakhom School, Trat Province.
10. Sujipuli School, Chachoengsao Province.
11. Srinagarinda Wittayanukroh School, Songkhla Province.
12. Pue Cheevit Phang Nga School (Beluga School For Lift), Phang Nga
13. Kapong Pittayakom School, Phang Nga

## Public Health

Public health promotion is another important project that TCP Group continuously operates. This is because we want to contribute as one of the advocates for the public to access and receive medical services as much as possible in line with the general consumer opinion survey results of TCP Group where the study's findings from the sample group revealed that the people wanted to receive good and comprehensive public health service access.

### POWER OF GIVING PROJECT



Each year, TCP Group allocates a budget to fund public health efforts. A major project that the organization has been operating for the 3<sup>rd</sup> consecutive year was the “Power of Giving” Project. This is a project for donating medical equipment to hospitals across the nation that need to increase their patient service effectiveness. Accordingly, all employees of TCP Group in the branch offices nationwide submitted lists of hospitals that required instruments or equipment to the Power of Giving Project Work Committee for the committee to conduct a survey to gather data and make proposals to executives for approval consideration.

The rules for operating the aforementioned project caused for the 3<sup>rd</sup> year of the project to successfully deliver medical instruments and equipment to hospitals on every level, especially small and medium-sized hospitals on the sub-district and district levels in remote areas, thereby increasing their patient service volume and effectiveness through the instruments and equipment we donated. Moreover, in some cases, our efforts effectively decreased the number of patients being referred to large hospitals in the city.

We also gave employees the opportunity to participate in the process of finding hospital data to surveying and gathering data and submitting results. In addition to increasing employee engagement in the organization, we also promoted employee consciousness about being “givers” and people who see value in doing good for the overall community.



## Community Development

The community development project of TCP Group focused on working with communities that exist as sub-units of society with the opinion that strong communities will provide important foundations for driving various mechanisms. Hence, in every project of TCP Group, the communities were involved. Whether the projects had direct objectives in community development or were environmental projects. The communities are allowed to participate, join in problem analysis and seek solutions with TCP Group and project allies serving as sponsors to jointly seek guidelines and provide work collaboration to create work plans that meet community needs. As a result, company achieve its goal and community is sustainable. achieve the organization's goals and sustainable community.

### 2022 Projects



In 2022, **12 hospitals** joined the project in **9 provinces**, and approximately **62,548 people** benefited from the project, which had a medical supplies and instrument budget of **24,720,800 baht.**



Chana Hospital



Thoeng Hospital



Phachi Hospital



Lamphun Hospital

#### List of hospitals

1. Phachi Hospital, Phra Nakhon Si Ayutthaya Province.
2. Ratchaphiphat Hospital, Bangkok.
3. Trat Hospital, Trat Province.
4. Maha Sarakham Hospital, Maha Sarakham Province.
5. Nan Hospital, Nan Province.
6. Tha Wang Pha Hospital, Nan Province.
7. Thoeng Hospital, Chiang Rai Province.
8. Sung Men Hospital, Phrae Province.
9. Na Muen Hospital, Nan Province.
10. Lamphun Hospital, Lamphun Province.
11. Pho Prathap Chang Hospital, Pichit Province.
12. Chana Hospital, Songkhla Province.

#### List of Participating Partners

1. Jampha Savemart Co., Ltd., Lamphun Province.



Since 2020-2022 gave assistance to **30 hospitals in 21 provinces** for a total value of **81,934,010 baht.**





## 1. Organic Farming for School Lunch Project

Durbell Co., Ltd. under TCP Group operated the Organic Farming for School Lunch Project for the 4<sup>th</sup> consecutive year. Vegetable garden, livestock and fish were produced for the raw materials from the organic farming to be used into a school lunch project to deliver safe food for students to eat in 13 schools in 11 provinces where the company has an established branch. The schools were as follows:

1. Wat Na Mai Community School, Pathum Thani Province.
2. Wat Thotsathit School, Pathum Thani Province.
3. Wat Nong Ket Yai School, Chon Buri Province.
4. Ban Ang Kraphong School, Chon Buri Province.
5. Wat Koh Wang Sai School (Kittiwatthanakhan), Nakhon Pathom Province.
6. Ban Mai School (Khuru Rat Phatthana), Nakhon Ratchasima Province.
7. Ban Kham Kling School, Udon Thani Province.
8. Ban Tha Chang School (Nakhon Ratchasima Songkro Highway District 2), Nakhon Ratchasima Province.
9. Ban Pong School, Chiang Mai Province.
10. Ban Nai Rian School, Bangkok.
11. Wat Yang En School (Pracha Nu Khroh), Phitsanulok Province.
12. Wat Ratsadaram School, Surat Thani Province.
13. Ban Khlong Wa School (Thawirat Rat Bamrung), Songkhla Province.

The Organic Farming for School Lunch Project developed local courses in organic farming and food education to build upon farming plots to develop learners through actual practice to ensure safe food consumption, with results measured according to the Core Curriculum. In addition, we promoted school participation in expanding results to communities to reduce expenses and increase income. Currently, there are 10 schools that successfully developed their own organic farming courses.

<b>Total Economic Value</b>	511,232	baht.
• Value of Raw Materials for School Lunches	88,117	baht.
• Community Product Sales	349,761	baht.
• Reduction in Student Household Expenses	73,354	baht.
<b>Beneficiaries</b>	6,253	people.
<b>Benefited Areas</b>	13	schools.

## 2. TCP Embracing Thailand’s River Basin Project (Surface Water and Ground Water)



The main goal of the TCP Embracing Thailand’s River Basin Project is **to return water to communities by aiming to become “Net Water Positive” by year 2030**, with the goal of returning clean and safe water to communities more than used by the company.

TCP Group is committed to its sustainability policy in water management by effectively using water resources with environmental consciousness and contributes to protecting the community river basins to ensure people’s sufficient and safe access to water resources. If communities have enough water resources, they will be able to sustainably engage in agriculture, have a good quality of life and coexist in harmony with the environment.

**TCP Embracing Thailand’s River Basin Project** is a community water management project being operated since 2018 by TCP Group in collaboration with the Utokapat Foundation under Royal Patronage of H.M. the King, the Hydro-Informatics Institute (Public Organization), and Groundwater Resources Institute, Khon Kaen University to promote communities with knowledge about





managing water resources on their own for them to “know how to find and use water based on science and technology.” The project also supported New Theory Agriculture to promote water security, food security and environmental sustainability with focus on development based on area-appropriate social geography, including surface water and ground water development.

Year 2022 was the 5<sup>th</sup> year of the project and work was carried out in the Bang Pakong River Basin and Yom River Basin in 4 different provinces, namely, Prachin Buri, Sa Kaeo, Nakhon Nayok and Phrae.

In addition, our project to replenish ground water measured its social return on investment (SROI) and found for each year of project implementation and each baht of investment, the project’s stakeholders will receive an overall return of 17.09 baht.

	Surface Water	Ground Water
<b>Total Water Storage</b>	2,325,233 cubic meters	661,660 cubic meters
<b>Total Economic Value</b>	11,908,365 baht	10,884,940 baht
• Raw Water Value	11,626,165 baht	3,308,300 baht
• Agricultural Produce Value	192,200 baht	7,576,640 baht*
• Expense Reduction through Renewable Energy	90,000 baht	
<b>Beneficiaries</b>	5,560 households	1,069 households**
	16,365 people	4,276 people***
<b>Benefited Areas</b>	3,113 rai	439.7 rai****

**Note:** \* Calculated from the utilization for production and agricultural activities of direct beneficiaries only.  
 \*\* Direct beneficiaries were 42 households and indirect beneficiaries were 1,027 households.  
 \*\*\* Calculated from the population average of 4 people/1 household.  
 \*\*\*\* Calculated from the average household utilization area of 10.47 rai/household of direct beneficiaries only.



◀ Surface Water Development at Project Areas in Phrae, Sa Kaeo, Nakhon Nayok and Prachin Buri.



◀ Groundwater Development at Project Areas in Non Si Sub-district, Kabin Buri District, Prachin Buri Province.







### 3. Other Community Promotion and Development Projects



- **Flood Relief Project**

Year 2022 was another year in which Thailand experienced broad, sustained and prolonged impacts from flooding. Therefore, TCP Group sent assistance to communities in the form of over 5,000 aid packages containing essential consumer items and company products. These were distributed across Ubon Ratchathani Province, Chiang Mai Province, Prachin Buri Province, Chachoengsao Province, Sing Buri Province, Ayutthaya Province and Pathum Thani Province. In addition, we donated 50 boats to Ban Sang District where the company has a plant established and also to Disaster Prevention and Mitigation Agency in Prachin Buri Province to allow flood victims to use them to improve their ability to get around.



- **“Khao Phuk Chai Project”**

was a project in which we purchased organic rice from farmers in Yasothon Province and Prachin Buri Province at fair prices to provide to employees as welfare to ensure that rice is safe to employees.

**Benefited Farmers 177 households. Economic Value 1,347,840 baht.**



- **Community Economy Promotion Project**

Mo Hom from the Mo Hom Pa Ngiam Learning Center, Phrae Province where is a learning center on Mo Hom manufacturing and natural dying clothes were used to make New Year gift sets and volunteer uniforms in the TCP Spirit Project. Company also promoted Bang Taen community to produce EM Ball and buy it back to use in wastewater treatment plant of factory.

**Economic value 265,563 baht.**





# International CSR Projects



## TCP Group in the People's Republic of China



In December 2022, TCP Group in the People's Republic of China donated 2 million yuan or about 10 million baht to the China Education Development Foundation to launch a project to develop the capabilities of physical education teachers in rural areas. In doing so, 30 primary and secondary school teachers or Grades 10-15 teachers in the rural areas of Liangshan, Sichuan Province would be chosen to receive theoretical and practical training over a period of one week in 2023. This project was to support the physical education of rural schools, and the teachers who participated the project were to apply their training to the teaching practice in their schools in the future.

In addition to the project to enhance the capabilities of physical education teachers described above, TCP Group in the People's Republic of China also contributed to caring for society by providing urgent assistance for a 6.8-Richter earthquake in Luding County, Sichuan Province, on 5 September 2022. Accordingly, we donated Red Bull products to energize rescue personnel and affected people in the local area and to play a role in helping them overcome their challenges.



## TCP Group in Vietnam

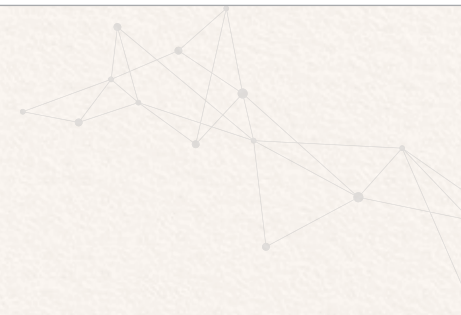


### 1. Community Healthcare Promotion

In collaboration with the Vietnam Young Physicians Association (VYPA), TCP Vietnam supported a project to provide healthcare after Covid-19 outbreaks to blue collar workers. The project was implemented in 5 provinces, namely, An Giang, Bac Giang, Vinh Phuc, Dong Nai and Ho Chi Minh City.

Health examinations were provided to the workers, including health consultation, chest X-rays, blood tests and heart rate test, etc. This activity attracted enormous interest, and over 3,500 workers received health examinations as part of the project.





## 2. Promoting and Energizing People with Disabilities

TCP Vietnam in collaboration with the Vietnam Central Youth Federation (CVYF) and the Committee of Persons with Disabilities in Vietnam organized the Light of Vietnam Perseverance Project with the intention of identifying and praising distinguished persons with disabilities who successfully overcame their difficulties and limitations and were generous enough to contribute to society.

The project was honored by the attendance of over 50 people with disabilities, and high-ranking government officials expressed interest and participated in the activities with the Vice President



of Vietnam - H.E. Mrs. Vo Thi Anh Xuan taking part in the event and meeting with representatives of young people with disabilities. She commended and thanked the representatives for their commitment and valuable work for society. Additionally, she expressed her gratitude to many organizations, including TCP Vietnam, for supporting this policy and initiative.

## 3. Energizing and Inspiring Youths

TCP Vietnam together with the Committee of Central Vietnam Youth Federation held a ceremony to hand out the “Noble Youth 2022” award to esteemed youths to commemorate the 66<sup>th</sup> anniversary of the Central Vietnam Youth Federation.

The event was honored by the secretary-general and the president of the Central Vietnam Youth Federation and associations that attended the event. They commended 21 esteemed youths with the “Noble Youth 2022” award.

In addition, in working with CVYF, TCP Vietnam has been awarding The Noble Youth and The Light of Vietnam Perseverance from 2020. It’s been 3 years and we will continue for the next three year based on the partnership MOU from 2023 – 2025.

All 3 of TCP’s corporate social responsibility projects confirm the company’s long-term commitment to sustainably help society by making a better world for everyone.



Environmental  
Dimension





# Low-Carbon Economy



## Opportunities and Challenges

The problem of climate change is a major and urgent global agenda that affects environmental, economic and social sustainability. The World Economic Forum ranks extreme weather and climate action failure as two of the top three risks in the world. Therefore, TCP Group recognizes and sees the importance of adhering to the concept of a low-carbon economy or low-carbon business in its operation with the aim of pushing for changes in business activities with an emphasis on reducing greenhouse gas emissions, energy use and resource consumption in an effective manner in addition to reducing the release of waste and increasing focus on using renewable or clean energy and managing the entire supply chain or making use of other management mechanisms that will lead to effective climate change solutions. This also includes making considerations to set science-based reduction targets (SBTi) for greenhouse gas follow the goals of the Paris Agreement, which aims to limit the global temperature rise to 1.5 degrees Celsius and to achieve carbon neutrality by year 2050.





# Climate Change and Energy Management Approaches

Preparing to deal with climate change is an important issue for the business sector. Currently, approaches have to be followed in conjunction in 2 areas, namely, specification of measures and mechanisms for impact mitigation (Mitigation) and adaptation for climate change (Adaptation). TCP Group follows these approaches through multiple projects and participation in joint efforts with partner organizations with the goal of reducing greenhouse gas emissions to limit global temperature rise and push for strategies to mitigate and deal with climate change.

## 2022 Highlight (2-28) (305-5)



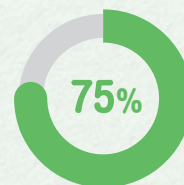
Reduced greenhouse gas emissions by **3,357.21** tons of carbon dioxide equivalents per year or by **4.90%**



**Implemented 21 Energy Conservation Projects** in production and transportation to help cut greenhouse gas emissions.



**Set science-based targets (SBTi) for greenhouse gas emissions reduction.**



Renewable energy now accounts for **75%** of all energy consumption.

**Note :** Renewable energy includes palm shell fuel and solar energy.

Participated in the declaration of intentions regarding **“prevention and mitigation of climate change problems”** as a member of the Global Compact Network Thailand.

**Became a member of the Thailand Carbon Neutral Network (TCNN)** and is certified as a **“Climate Action Leading Organization: CALO”**.

### Our Goal

**Achieve greenhouse gas reduction in Scopes 1 and 2 by 38%**

according to science-based targets (SBTi) when compared to the 2021 base year.

2030

2050

2065

**Achieve carbon neutrality.**

**Achieve net zero emissions.**

0

### Achievements in 2022



**4.90%** reduction in greenhouse gas emissions (Scopes 1 and 2) or a total of **3,357.21** tCO<sub>2</sub>e through projects carried out by business units located in Thailand when compared to the emissions in year 2020.



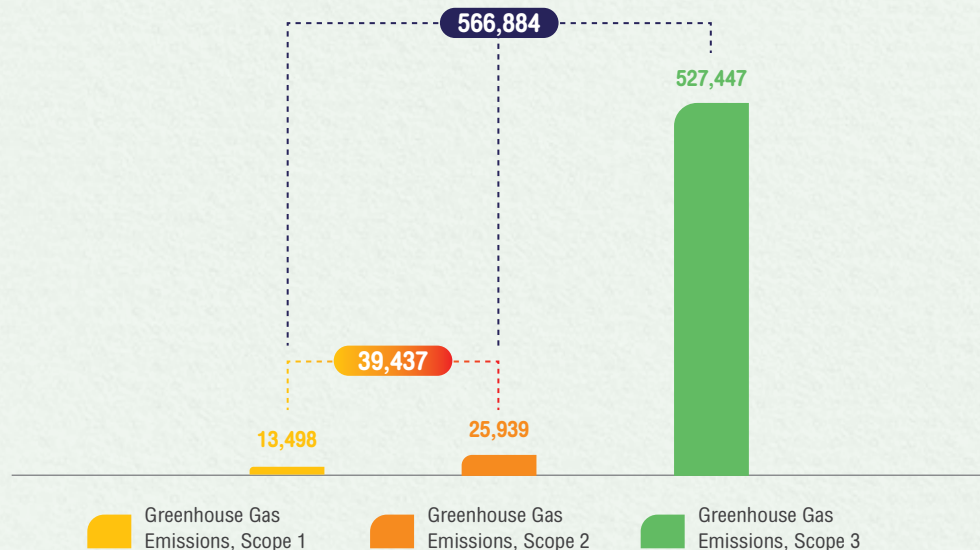


# Greenhouse Gas Emissions Management Data for 2022 (305-1) (305-2) (305-3) (305-5)

In 2022, TCP Group collected data to calculate the amount of greenhouse gas emissions from every business unit in Thailand, including production plants located abroad where the company's major markets are found. Only Greenhouse Gas Emissions data (scope 1,2,3) of T.C. Pharmaceutical Industries Co., Ltd. (Prachin Buri Plant), which is the company's main production plant, was verified by external agency certified by Thailand Greenhouse Gas Management Organization (TGO) and registered with TGO already. Additionally, work groups also reviewed and provided greenhouse gas emissions data verification plans covering every business unit of TCP Group.

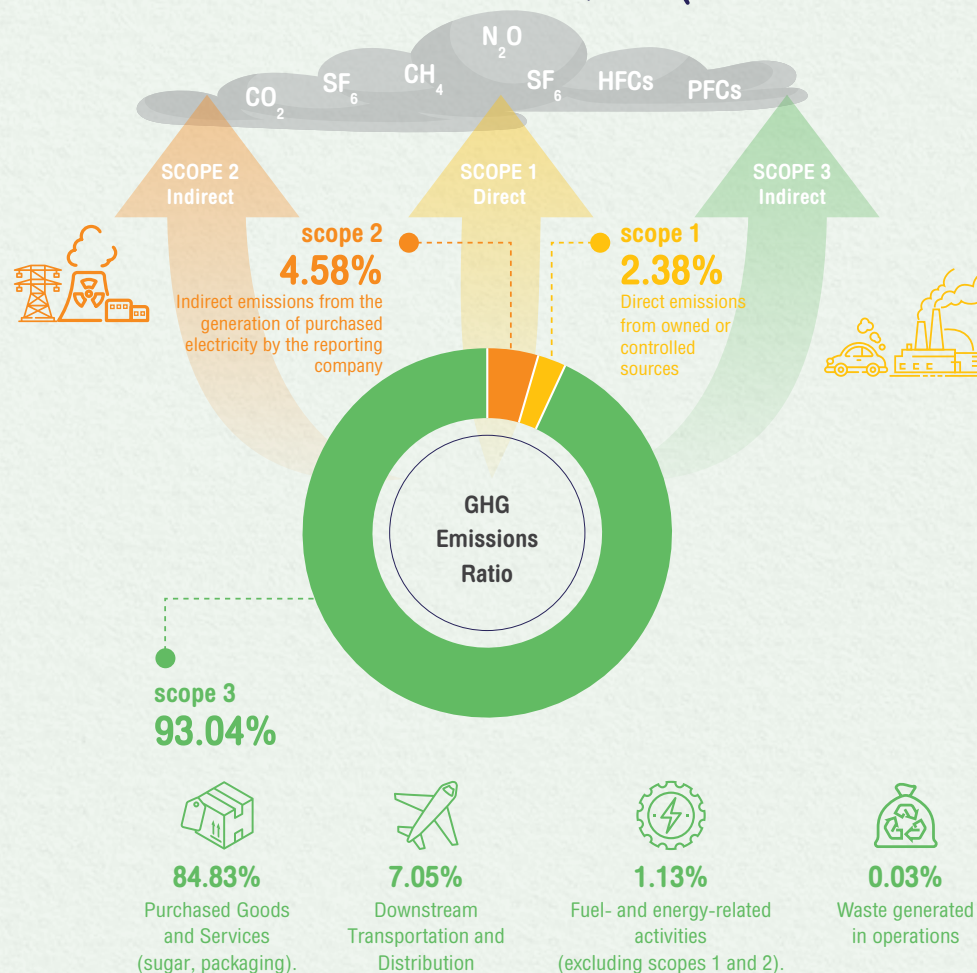
## Greenhouse Gas Emissions Data for T.C. Pharmaceutical Industries Co., Ltd. (Prachin Buri Plant)

tons CO<sub>2</sub>e



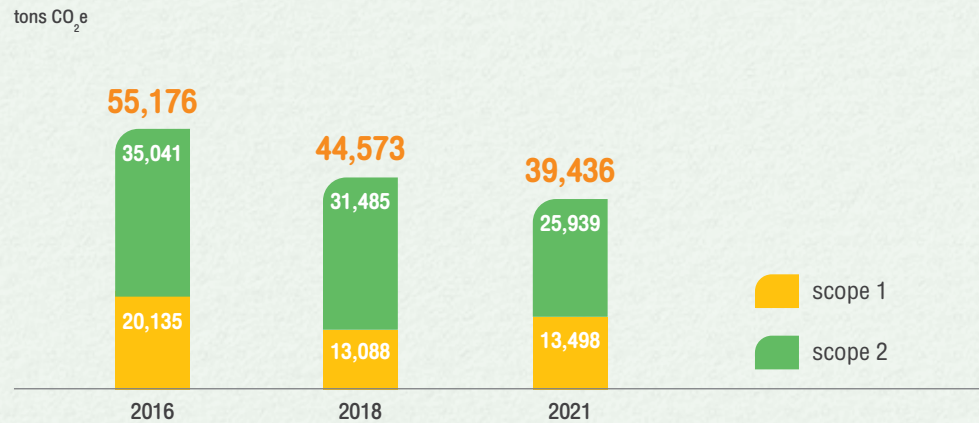
Note : Data from 1 January 2021 to 31 December 2021.

## Proportion of Greenhouse Gas Emissions of T.C. Pharmaceutical Industries Co., Ltd. (Prachin Buri Plant)





# Greenhouse Gas Emissions in Scopes 1 & 2 per Year of T.C. Pharmaceutical Industries Co., Ltd. (Prachin Buri Plant)



Note : Report of information for the year of certification by the Thailand Greenhouse Gas Management Organization.



Project to Reuse Condensate Water in the Boiler System (Condensate Return)

Reduction in greenhouse gas emissions by **1,417.31** tons CO<sub>2</sub>e.

Project to Install Economizers in the Boiler System

Reduction in greenhouse gas emissions by **465.22** tons CO<sub>2</sub>e.



Project to Improve Product Shipping to Reduce Shipping Cycles

Reduction in greenhouse gas emissions by **66.40** tons CO<sub>2</sub>e.







# Energy Management and Renewable Energy Promotion

TCP Group gives great importance to managing energy for efficient use in line with the ISO 50001 international standards and the law and has established an energy conservation committee to set working strategies to achieve goals and increase machinery efficiency while reducing energy consumption, promoting renewable energy use through various projects and continually reporting to the executives about the performance of the energy management system.

## Energy Management Data in 2022



● Electricity Purchased  
209.13 million megajoules  
or **20.62%**



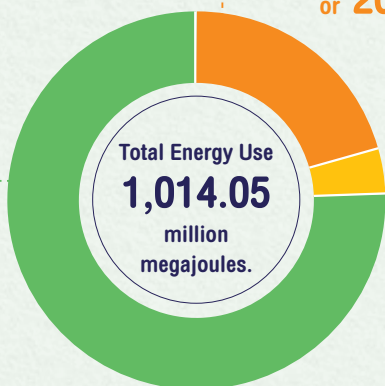
● Fossil Fuels  
39.74 million megajoules  
or **3.92%**

- Fuel oil.
- Diesel.
- Gasoline.
- Natural gas.



● Renewable Energy  
765.19 million megajoules  
or **75.46%**

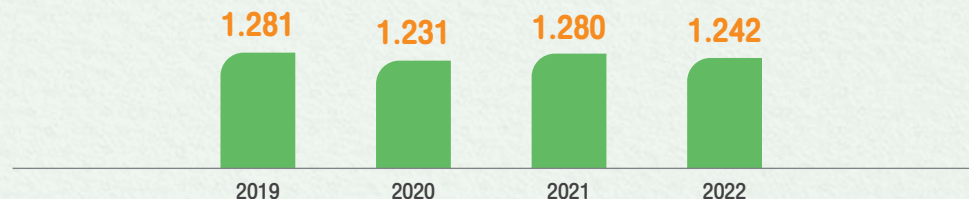
- Biomass fuel.
- Solar energy.



Note : The energy consumption data uses the megajoule as the unit and is divided by fuel type used by TCP Group in Thailand.

## Energy Intensity (302-3)

Megajoule/Product liter



Note : Data for the Prachin Buri Production Plant of T.C. Pharmaceutical Industries Co., Ltd. only.



### Solar Energy Production Project

The production plant in Thailand under TCP Group that is in Prachin Buri Province operates a renewable energy project for the environment by installing solar panels on roofs to produce electricity (solar rooftop) with an installed production capacity of 4.51 megawatts or an annual production capacity of 5,510,304 kWh per year or over 2,754.60 tons CO<sub>2</sub>e of reduction in greenhouse gas emissions.





## Stack Emissions Air Quality Control (305-7)



TCP Group manages and controls air quality in order to regulate the release of pollutants that might impact surrounding communities. We do this in line with the organization’s environmental policy, which complies with requirements and the laws. We also control pollution emissions to remain within acceptable levels and measure the quality of vented air at set frequencies in addition to regularly inspecting the effectiveness of the air treatment system to ensure that the Group’s business activities product the least community impacts.

In 2022, the amount of pollutants released by the stacks of T.C. Pharmaceutical Industry Co., Ltd. (Prachin Buri Plant) included total particulate matter (TSP), oxides of nitrogen (NOx) and sulfur dioxide (SO2) from 9 boiler exhaust stacks **complied with the requirements in the Ministry of Industry Announcement** on the Specification of Air Pollutants Released by Factories, B.E. 2549 (2006).

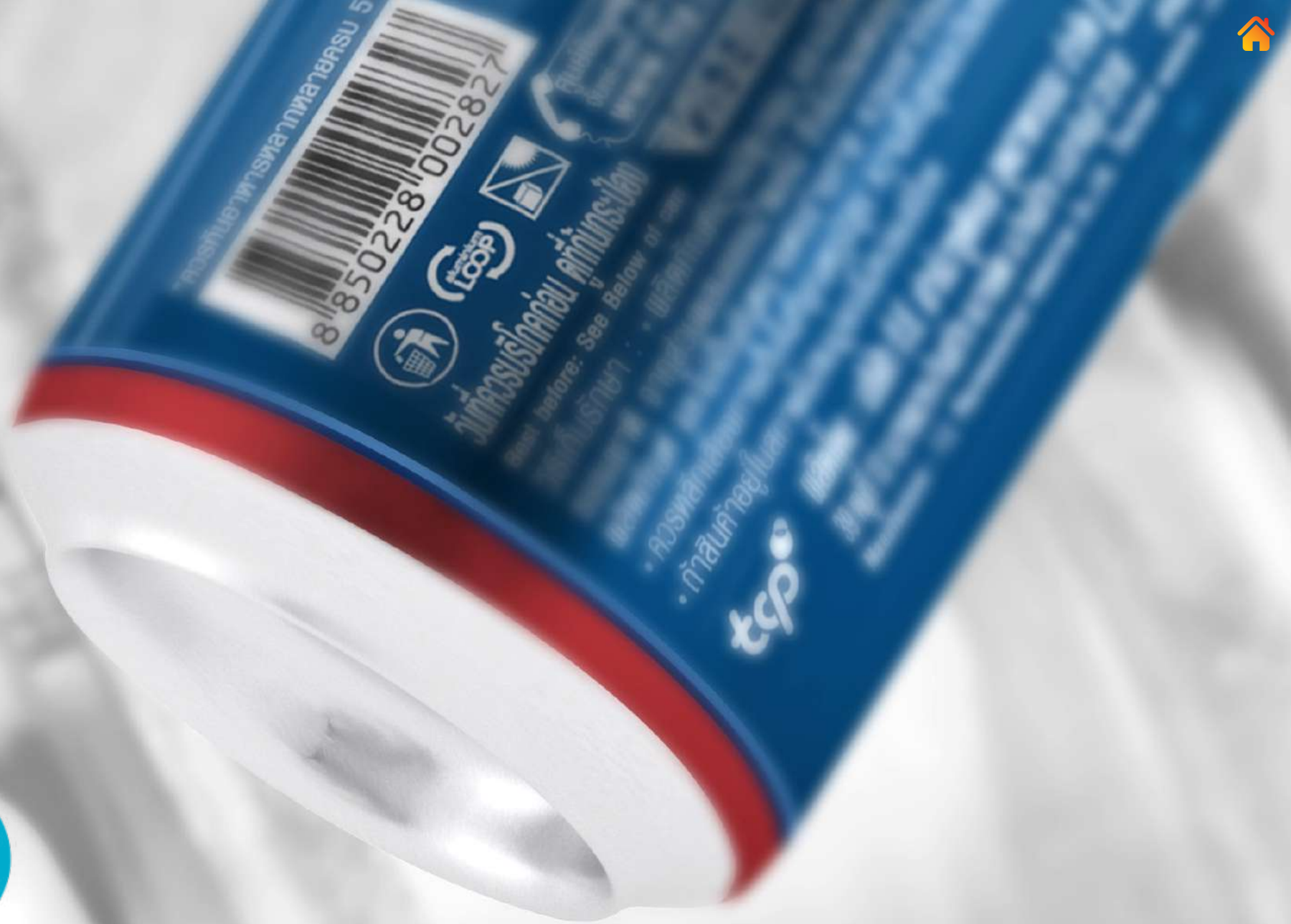
## Exhaust Gas Measurement for Motor Vehicles



PM 2.5 is a problem in Thailand because its value exceeds standard specifications, particularly from around the end to the beginning of each year. This is partly caused by meteorological factors during the cool season where high-pressure air masses cover Thailand and contribute to slow moving air that makes it difficult for dust particles to circulate, thereby leading to a high accumulation of particulate matter, including PM 2.5. In addition, vehicle use is a contributing factor because pollution is released from vehicle exhaust pipes after internal combustion, especially in diesel engines, which do not completely burn their fuel. That said, the amount of PM 2.5 released depends on multiple factors such as ventilation technologies and standards, vehicle exhaust fumes, fuel type and usage life, etc.

As for guidelines to control the amount of PM 2.5 created by automotives, TCP Group recognizes the importance of and has implemented additional measures to measure vehicle exhaust fumes by using standard tools (diesel smoke opacity meter) and reference test criteria along with new specifications on the standard values for black exhaust fumes from vehicles that use diesel fuel according to an announcement made by the Ministry of Natural Resources and Environment. Accordingly, we continuously measure and monitor quality improvements in the diesel engine vehicles used by TCP Group.





Aluminium is a circular material

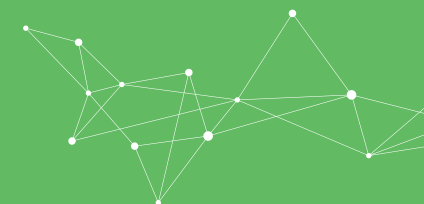
Number of recycled aluminium cans is **42,189,167** cans in 2022

Environmental  
Dimension





# Sustainable Water Management



## Opportunities and Challenges

Climate change is contributing to various disasters such as droughts and floods, which are major disasters that affects the supply of water resource to meet basic human needs in terms of quantity and quality. Therefore, because TCP Group is an organization that uses water as a primary raw material in its business, we recognize and give importance to sustainable water resource management and have specified water conservation to be part of the Sustainability framework of the organization to ensure widespread access to water resources, balance between quantity and quality and promote conservation and restoration, and we also collaborate with stakeholders, who make up our key foundation, in joint efforts to improve and make use of water resources in a sustainable manner.





# Sustainable Water Management Approaches of TCP Group

TCP Group manages water use impacts from upstream to downstream by caring for the quality of water resources, enhancing production efficiency for reduced water consumption and using water resources in a worthwhile manner by reusing treated wastewater and cooperating with partners in rehabilitating water resource-related ecosystems and promoting access to sustainable water management in communities to enhance security and reduce risks and impacts.

## 2022 Highlight

### Our Goal



Replenish more water for the environment and communities than the company uses (Net Water Positive) by **2030**

### Achievements in 2022

- Increasing water use efficiency in production process



Water intensity was 4.08 liters/product liter.  
 Reduced **9.93%** from 2021  
 (a water usage reduction of 356,351 cubic meters).

- Increasing the amount of Water for the Environment and Communities



Returned water to communities and the environment through the “TCP Embracing Thailand’s River Basin” project by **2,986,893** cubic meters (with the cumulative amount from 2018 to 2022 totaling about 15 million cubic meters).



Volume Reduction and Efficiency Increasing Project  
**10 projects** to reduce utilization and enhance water usage efficiency were operated and achieved  
**356,351 cubic meters** of water usage reduction.



Recycled and reused  
**778,710**  
 cubic meters of water.



Collaborated with the **World Wide Fund for Nature or WWF (Thailand Office)** to launch a project to conserve, rehabilitate and manage water resources in Prachin Buri Province.





# Water Management Data in 2022 (303-1) (303-2)

## Management of Raw Water and Used Water (303-3) (303-5)



### Resource

Allocated area to store water reserves for production. Managed water withdrawal from water resources appropriately.



### Reduce

Operated a water usage conservation project and promoted engagement with employees.



### Reuse

Increased the amount of water reused in various activities.

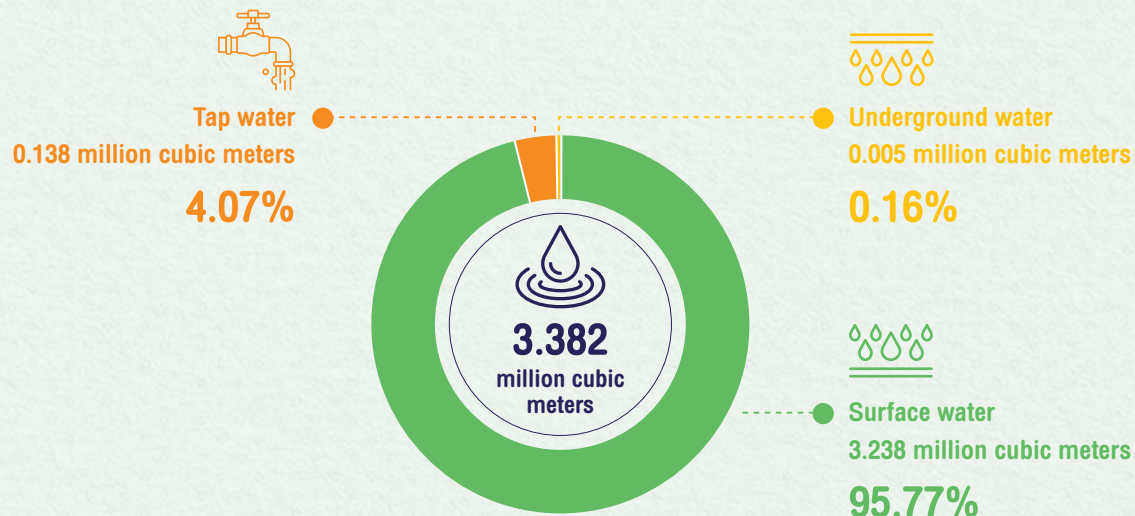


### Recycle

Recycled treated water for use in activities outside of production processes.



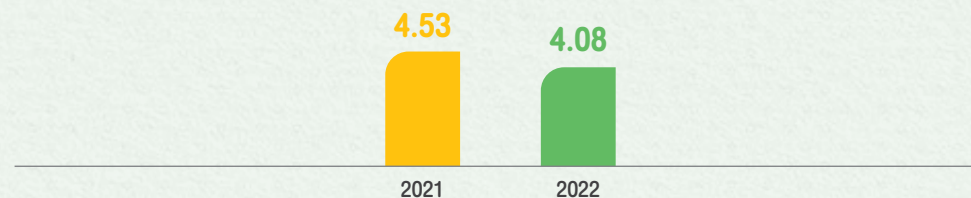
## Water Resource Use of TCP Group



Note : Water resource use data of TCP Group in Thailand.

## Water Intensity

liters / product liter.



Note : Water intensity data of T.C. Pharmaceutical Industries Co., Ltd. (Prachin Buri Plant).





◀ Reuse Water Condensate in the Boiler System (Condensate Return)

**Reduced water consumption by 85,780 cubic meters.**

▶ Water Reduction Project by Reducing Backwash Water in the RO (Reverse Osmosis) System.

**Reduced water consumption by 9,380 cubic meters.**



◀ Reuse Effluent from the RO (Reverse Osmosis) System in Wet Scrubber of Boiler Project

**Reduced water consumption by 33,663 cubic meters.**



## Wastewater Management

T.C. Pharmaceutical Industries Co., Ltd. (Prachin Buri Plant), which is the main production plant of TCP Group, controlled the quality standards of treated wastewater in line with The Notification of Ministry of Industry regarding Industrial Effluent Standards B.E. 2560 (2017), and reused treated water in watering plants and in cleaning without releasing wastewater from the factory (zero discharge).

### Wastewater Management Data (303-4)

Treated and reused wastewater  
**751,932**  
cubic meters



Reused and recycled water (in process units)  
**778,710**  
cubic meters







# Water Stewardship Collaboration (303-1)

## River Basin Committee

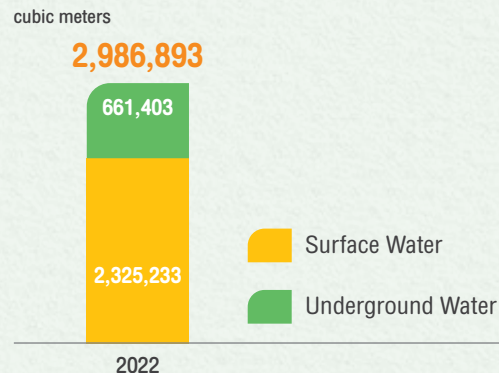
Because the main production plant of TCP Group is located in Prachin Buri Province, the company joined a working committee in a project to promote water management engagement, ecosystem rehabilitation and community quality of life improvement in the lower Prachin Buri River Basin, Prachin Buri Province, and a working committee in integrating efforts to prevent and mitigate risk areas in agriculture and consumption at the point where Nakhon Nayok River merges with the Prachin Buri River on the right bank. Furthermore, a company representative became a member to the “Commercial Water User Organizations of Prachin Buri Province” by participating in the setting river basin management policies to promote water access equality by every party to promote sustainable water resource management.

## “TCP Embracing Thailand’s River Basin” project

TCP Group partnered with the Utokapat Foundation under Royal Patronage, the Hydro Informatics Institute (Public Organization) and Groundwater Resources Institute, Khon Kaen University, to launch projects focused on self-water management for both surface and ground water to “know how to find water and use water based on science and technology.” Additionally, we engaged in New Theory Agriculture to promote water security, food security and environmental sustainability. We have been doing this since 2017 and in 2022 we expanded cooperation to include a water resource conservation, rehabilitation and management project in Prachin Buri Province with the World Wide Fund for Nature or WWF to contribute to enhancing our capabilities in conserving, rehabilitating and managing water resources through systems to allocated water to agricultural areas and to make use of water resources in a sufficient manner for living resulting in a better of ecosystems and the community quality of life in the Lower Prachin Buri River Basin.



## Data on Increased Water Availability to Communities



## Data on Cumulative Increased Water Availability Over 5 Years

Year	Increased Water Availability (cubic meters)		
	Surface Water	Ground Water	Total
2018	3,164,400	2,371	3,166,771
2019	4,409,573	108,825	4,518,398
2020	2,157,427	617,558	2,774,985
2021	711,635	934,938	1,646,573
2022	2,325,233	661,660	2,986,893
<b>Total</b>			<b>15,093,620</b>



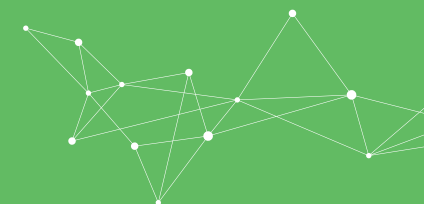
Environmental  
Dimension





# Circular Economy

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## Opportunities and Challenges

Climate change, technological progress, and continually increasing demand for use of limited natural resources today along with increasing waste and inappropriate management have caused every sector in every country to pay attention to the problem and seek solutions. Thailand has pushed for a new economic model known as the “**BCG Model**” to develop 3 economies, namely, **Bioeconomy**, **Circular Economy** and **Green Economy** together at the same time to promote more balanced and sustainable development. TCP Group realizes and recognizes the importance of this topic. Therefore, we have adopted circular economy principles throughout the entire production and value chain with an aim to reduce waste and promotion of beneficial uses of available resources in addition to conducting studies and research to reuse resources or materials through various ways such as in designs, maintenance, repairs, reuse, reproduction and reassembly to achieve the ultimate end of recycling. We aim that our efforts in these areas will reduce waste and finally contribute to no waste being generated. Additionally, we also push for cooperation to promote innovations and work plans that will lead to true sustainable resource management.





# Circular Economy Promotion Approaches

TCP Group adopted the circular economy concept as part of the organization’s strategies and have implementation guidelines ranging from research and development aimed at reducing resource consumption in packaging production and transitioning toward 100% recyclable materials to increasing the ratio of recycled material ingredients in new packaging and enhancing production efficiency to reduce production waste, applying the 3Rs waste management principle and not landfilling industrial wastes.

Additionally, we collaborate with capable business partners in managing and establishing an extended producer responsibility system that is suitable for the industry and in collecting as much packaging as possible for recycling.

# Significant Performance in 2022

## Our Goal



Develop packaging to be 100% recyclable by 2024 and support collection for recycling.

## Achievements in 2022

- Collection of used packaging (glass, plastic ,aluminum cans and paper carton) by **211.034 tons**



- Change in packaging labels from PVC plastic to PET by **83.33%** (5 out of 6 SKUs).




Enhanced “sustainable packaging” as part of the enterprise objectives.



Researched and developed to reduce packaging material use.



Enhanced “extended producer responsibility” practice guidelines to collect used packaging for recycling.



Collaborated with partners to promote activities according to the circular economy.



Increased efficiency in the production process to reducing waste.





# Enhancing “Sustainable Packaging”

## Use of Polyethylene Terephthalate or PET Instead of Polyvinyl Chloride or PVC

With our recognition of the importance of choosing sustainable packaging that are both reusable and safe for consumers, TCP Group has collaborated with suppliers in an experiment to replace the plastic used in product labeling by discontinuing the use of PVC plastic in 6 products. In 2022, we were able to transition to PET in 5 products, with 1 additional product currently undergoing reprocessing and redesigning to allow use of PET, which is expected to be completed in 2023.



## Research on Reducing Use of Packaging Materials

TCP Group cooperated with partners in product research and development to reduce use of natural resources successfully in 3 types of packaging as follows:



### Aluminum cans

Decreased can thickness by **10%**  
and can lid thickness by **7%**



### Glass bottles

Decreased glass weight by **21%**



### Plastic bottles

Decreased the weight of preform plastic for forming into PET plastic bottles by **9%**





# Enhancing “Extended Producer Responsibility” Practice Guidelines to Collect Used Packaging for Recycling

## Cooperation with Partners in Supporting Used Packaging Collection for Recycling



1. We cooperated with GEPP Sa-Ard Co., Ltd. (GEPP) in a project to enhance effectiveness in sorting used packaging and in the waste bank project in residential areas of 20 housing projects under the National Housing Authority.

Project Results : **86.52 tons.**



2. We cooperated with the INTERNATIONAL UNION FOR CONSERVATION OF NATURE or IUCN

2.1 TCP Thailand cooperated with IUCN Thailand to create an extended producer responsibility pilot project to develop a sustainable waste management system in Ngao Sub-district and Bang Non Sub-district, Ranong Province.

Recovery Results : **10.031 tons.**

2.2 TCP Vietnam cooperated with IUCN Vietnam together with a network of local partners to create a project for TCP to move toward the circular economy and to promote practice guidelines for extended producer responsibility.

Recovery Results : **35.988 tons.**  
(Including paper packaging.)





**3. “Transparency of Aluminum Can Closed-Loop Recycling”** Collaborative Project to Support Comprehensive Used Aluminum Can Recycling Systems in Thailand

- Used aluminum cans were remanufactured into new aluminum beverage packaging.
- Emphasis was placed on increasing the rate of recollecting aluminum cans for comprehensive recycling.
- Consumers can monitor progress on the website [AluminiumLoop.com/tcp](http://AluminiumLoop.com/tcp). The aluminum cans of TCP in this project bear the Aluminium Loop symbol on their side.

**Project Results : 535** tones or **42,189,167** tones



**4. Members of Thailand Institute of Packaging and Recycling Management for Sustainable Environment (TIPMSE) and the Federation of Thai Industries declared their intention in the collaborative project “PackBack Project : Returning Packaging for Sustainable Days” to manage packaging according to the extended producer responsibility principles (EPR) in support of the circular economy policy.**

**Project Results : 3 pilot projects in 3 municipalities in Chon Buri Province.**



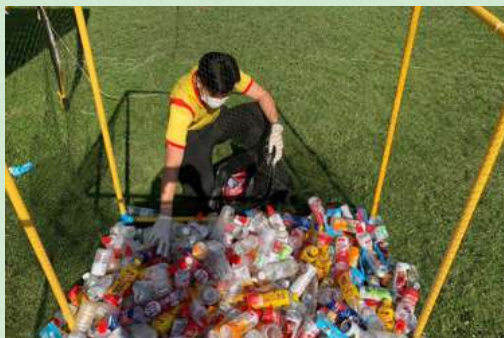


### ◀ TCP Spirit Activity : “Khana Set Sang” Caring for Ranong, Let’s try to Manage Waste

In 2022, TCP Group together with the IUCN or the International Union for the Conservation of Nature and EEC Thailand or the “Environmental Education Center Thailand” launched a volunteer project for first-year students to be in the Kana Sed Sarng (Faculty of Waste to Value) from 27-29 October 2022 to allow the students to travel to see impacts of waste, learn about problems and understand waste management in different dimensions through learning from direct experience through conversing with local people, learning concepts from community mobilizers and volunteering in collecting waste from beaches, sorting waste and increasing recognition of the value of recycling to understand the circular economy concept through actual activities in Ranong Province, which is a major nature tourist destination in Thailand. We hope that this activity will inspire surrounding people to take the initiative to sort waste, because “wastes” cannot be recycled into “materials” if they are not sorted upstream.







## Activity to Collect Used Packaging for Recycling in the Organization

1. **TCP Zero Waste Project for sustainable waste management** is a project that was started at the main office and expanded to production plant offices and product distribution centers nationwide to create starting points for participation and to lay a firm foundation starting from within the organization through sorting waste correctly based in their types to make proper management easy and promote reuse.

**Project Results : 15.58 tons.**

2. **The waste bank project in employee dorms** is a project to raise awareness and promote engagement in waste sorting in employees living in the dormitories of T.C. Pharmaceutical Industries Co., Ltd. (Prachin Buri Plant).

**Project Results : 0.997 tons.**

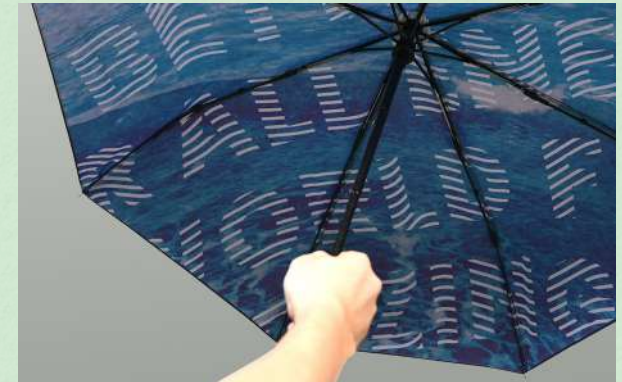
3. **The community waste bank of Bang Tan Sub-district, Prachin Buri Province,** is an expansion of activities to the communities around T.C. Pharmaceutical Industries Co., Ltd. (Prachin Buri Plant) to develop knowledge and understanding in proper waste management in communities.

**Project Results : 3.02 tons.**

4. **TCP Teams Saving the World** is a project operated by the marketing team of HIG with the aim of raising awareness about waste management in the public through marketing activities such as various running activities.

**Project Results : 9.88 tons.**





## New Year Gift Set for 2023 from Recycled Materials to Contribute to the Circular Economy

TCP Group designed a gift set in line with the strategy to empower care for the environment. The gift set is made from recycled washable paper and wipeable vegan leather made from pineapple leaves leftover from agricultural processing involving use of recycled PET plastic (rPET). We used recycled PET plastic for production by designing them in Mo Hom textiles from the Mo Hom Pa Ngiam Learning Center in Phrae Province, which is a center for learning about how to manufacture Mo Hom textiles and natural dyeing.





# Collaborated with Partners to Promote Activities According to the Circular Economy

## 1. Worked together with suppliers to remanufacture used PET bottles into employee uniforms

by manufacturing used **20,000** employee shirt uniforms out of **240,000** PET bottles.



## 2. Worked with suppliers to switchover from using granulated sugar to using syrup

to reduce production energy and **reduce waste from sugar sacks** by over **1 million sacks per year**.





# Increased efficiency in the production process to reducing waste.

## Strategies for Sustainable Waste Management in Production Process

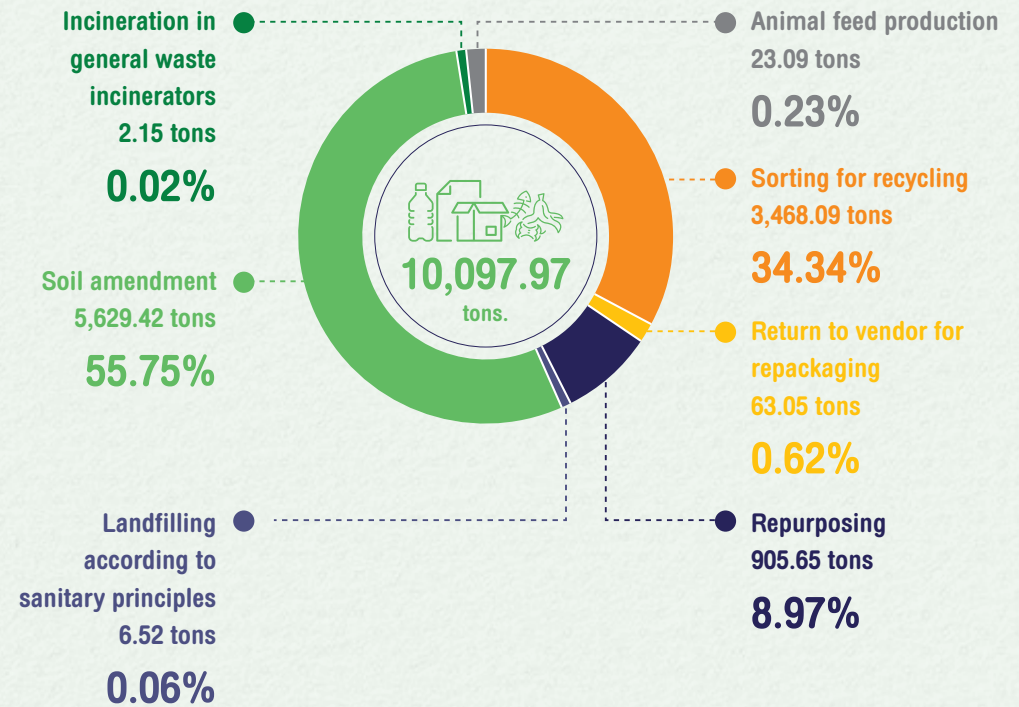
under the 1P3Rs Principle to Achieve Zero Waste to Landfill



## Performance

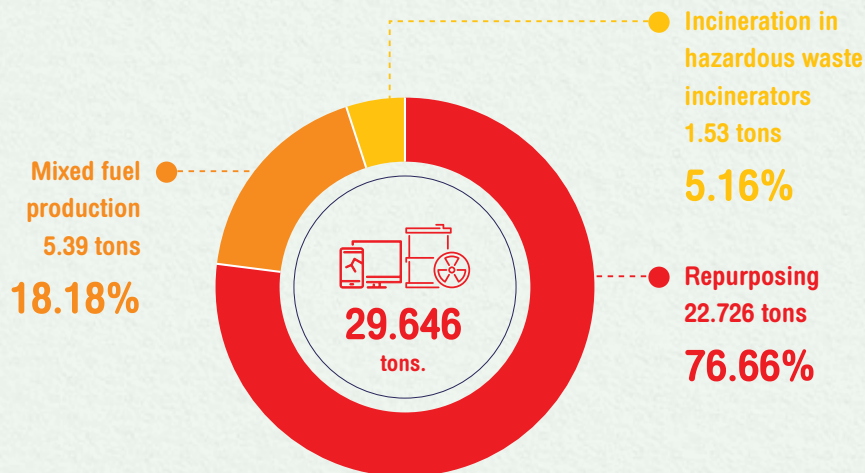
### Waste Management Data (306-2)

#### • Non-Hazardous Waste





### • Hazardous Waste



หมายเหตุ : ข้อมูลของเสียไม่อันตราย และอันตราย เป็นข้อมูลของบริษัท ที.ซี.ฟาร์มาซูติคอล อุตสาหกรรม จำกัด (โรงงานปราจีนบุรี) เท่านั้น

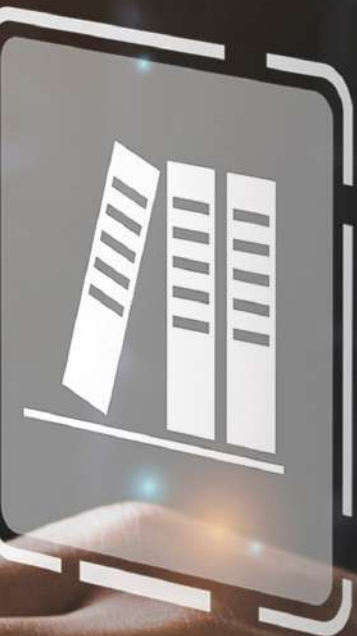


### Waste Management Projects

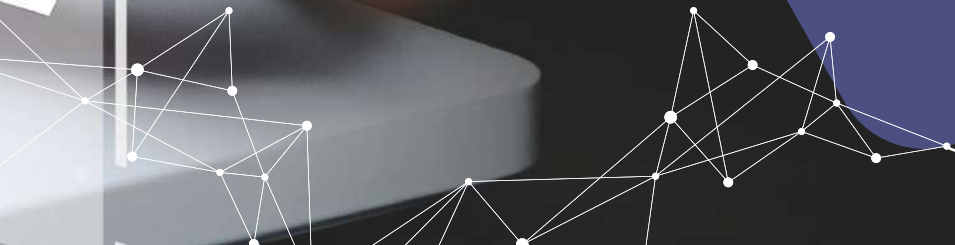
1. Reused ash from palm kernel shell from the heat production process as a soil-improving substance for local communities to reduce soil acidity. We did this through the Prachin Buri Land Development Office and by following laws concerning for transferring of industrial waste considered as non- hazardous waste to outside factory premise.
2. Reduced packaging waste throughout the entire production process by investigating causes in each waste-producing process and created guidelines for controlling waste according to targets.
3. Used good paper for supporting crates in the product warehouse as flooring material for international product shipping containers.
4. Used paper from plastic lid shipping in various activities.
5. Repurposed scrap materials sent to our sorting facility as spare parts or used them in repair and renovation work activities.







# Appendices





# Sustainability Performance of TCP Group

## Economic Dimension

Indicator	Performance	Unit	2020	2021	2022
<b>Business Capabilities</b>					
GRI 201-1	Revenue	Million THB	42,527.78	44,221.19	49,675.61
	Operating costs	Million THB	31,943.77	32,503.88	35,748.79
	Employee wages and benefits	Million THB	2,359.23	2,464.51	2,748.78
	Payment to government	Million THB	1,609.92	1,870.77	2,236.50
	Donation	Million THB	178.19	97.14	56.23
	Payments to providers of capital	Million THB	4,000.00	3,672.50	3,250.00
	Economic value retained	Million THB	2,436.68	3,612.40	5,635.32
<b>Procurement</b>					
GRI 204-1	Tier 1 Critical Suppliers Passing Sustainability Self-Assessments	Percent	100	100	100
	New suppliers	Suppliers	-	20	245







## Environmental Dimension

Indicator	Performance	Unit	2020	2021	2022
<b>Energy Consumption</b>					
GRI 302-1 (e)	Total Energy Consumption	Million Megajoules	959.87	1016.10	1,014.05
GRI 302-1 (a)	Fuel Consumption	Million Megajoules	261.37	102.21	39.74
GRI 302-1 (b)	Renewable energy	Million Megajoules	494.26	716.36	765.19
GRI 302-1 (c)	Energy purchased	Million Megajoules	204.24	197.53	209.13
GRI 302-1 (d)	Energy sold	Megajoules	NA	NA	NA
GRI 302-3	Energy intensity	Megajoules/FG Liter	1.231	1.281	1.242
<b>Greenhouse Gases</b>					
GRI 305-1	Greenhouse Gas Emissions (Scope 1) <sup>1</sup>	Ton CO <sub>2</sub> eq	-	13,498	-
GRI 305-3	Greenhouse Gas Emissions (Scope 2) <sup>1</sup>	Ton CO <sub>2</sub> eq	-	25,939	-
<b>Production Waste</b>					
GRI 306-2 (a)	<b>Hazardous Waste - Industrial Waste</b>				
	Used by other method and Fuel blending	Percent	92.93	89.81	94.84
GRI 306-2 (b)	<b>Non-Hazardous waste - Industrial Waste</b>				
	Fermentation into Fertilizer or Soil Improvement Substances	Percent	38.04	0.00	55.75
	Sorted for recycling process and Used by other method	Percent	60.75	97.95	43.31

Note : <sup>1</sup> means the comparative per-year greenhouse gas emissions data in Scopes 1 and 2 of T.C. Pharmaceutical Industries Co., Ltd. (Prachin Buri Plant) only.



## Environmental Dimension

Indicator	Performance	Unit	2020	2021	2022
	Return to Vendor for Repackaging or Reuse	Percent	0.96	1.40	0.62
	Used for animal feed	Percent	0.23	0.60	0.23
	Incineration	Percent	-	-	0.02
	Sanitary landfill	Percent	0.02	0.05	0.06
<b>Water Resources</b>					
GRI 303-3 (a)	<b>Total water withdrawal from all areas in megaliters</b>	<b>Million Cubic Meters</b>	<b>3.659</b>	<b>3.667</b>	<b>3.382</b>
	Surface water (total)	Million Cubic Meters	3.534	3.538	3.238
	Fresh water (total dissolved solids content ≤1000 mg/l)	Million Cubic Meters	3.534	3.538	3.238
	Other water (total dissolved solids >1000 mg/l)	Million Cubic Meters	NA	NA	NA
	Tap water (total)	Million Cubic Meters	0.120	0.124	0.138
	Fresh water (total dissolved solids content ≤1000 mg/l)	Million Cubic Meters	0.120	0.124	0.138
	Other water (total dissolved solids >1000 mg/l)	Million Cubic Meters	NA	NA	NA
	Groundwater (total)	Million Cubic Meters	0.005	0.004	0.005
	Fresh water (total dissolved solids content ≤1000 mg/l)	Million Cubic Meters	0.005	0.004	0.005
	Other water (total dissolved solids >1000 mg/l)	Million Cubic Meters	NA	NA	NA
GRI 303-3 (b)	<b>Total water withdrawal from all areas with water stress in megaliters, (Bang Pakong River Basin)</b>	<b>Million Cubic Meters</b>	<b>3.659</b>	<b>3.667</b>	<b>3.382</b>
	Surface Water (Total)	Million Cubic Meters	3.534	3.538	3.238
	Fresh Water (Total Dissolved Solids < 1,000 mg/l)	Million Cubic Meters	3.534	3.538	3.238





## Environmental Dimension

Indicator	Performance	Unit	2020	2021	2022
	Other Water (Total Dissolved Solids > 1,000 mg/l)	Million Cubic Meters	NA	NA	NA
	Water Withdrawal Rate per Product Unit	Liters/Product Liter	NA	4.53	4.08
<b>Economic Quality of Life Development for Local Communities</b>					
	Number of Project Beneficiaries	People	10,462	37,331	118,822
	Economic Value	Million THB	5.39	17.59	24.92
	Significant Community Complaints	Complaints	0	0	0

## Social Dimension

Indicator	Performance	Unit	2020	2021	2022
<b>Occupational Health and Safety</b>					
GRI 403-2 (a)	Injury rates	cases/200,000 work hours	0.4116	0.4671	0.2148
	Lost Time Injury Rate	cases/200,000 work hours	0.2744	0.2336	0.0805
	Occupational diseases	cases	0.0000	0.0000	0.0000
	Severity Rate	Days/200,000 work hours	1.3033	1.3314	1.1007
	Transportation-related Accident Rate <sup>2</sup>	cases/1,000,000 kilometers	7.19	6.37	7.5
	Occupational fatality	Cases	0	0	0
	Over 3-day lost time injury	Times	3	3	2

Note : <sup>2</sup> means the accident rate per million kilometers; applies to Durbell Co., Ltd. only.





## Social Dimension

Indicator	Performance	Unit	2020		2021		2022	
			Male	Female	Male	Female	Male	Female
GRI 102-8	<b>Total Employee</b>							
	Total Employee	People	2,815	2,253	2,755	2,176	2,762	2,187
GRI 405-1	<b>Employee Diversity</b>							
	<b>Sorted by Level</b>							
	Operator Level (D-E2)	People	4,791		4,647		4,650	
	Management Level (M1-M3)	People	220		228		237	
	Executive Level (L1 and up)	People	57		56		62	
	<b>Sorted by Age</b>							
	Younger than 30 years	People	1,246		1,112		1,132	
	30-50 years old	People	3,449		3,397		3,379	
	Older than 50 years	People	373		422		438	
	<b>Sorted by Level</b>							
	Bangkok Metropolitan Region	People	1,368		1,307		1,269	
	Provincial Areas	People	3,700		3,624		3,680	
	<b>Total Disabled Employees Hired</b>	People	50		50		50	





## Social Dimension

Indicator	Performance	Unit	2020		2021		2022	
			Male	Female	Male	Female	Male	Female
GRI 401-1	<b>New Employee Hires and Employee Turnover</b>							
	<b>New employee hires</b>	People	496	529	462	339	508	746
	<b>Sorted by Age of New employee hires</b>							
	Younger than 30 years	People	635		478		799	
	30-50 years old	People	389		321		452	
	Older than 50 years	People	1		2		3	
	<b>Sorted by Region</b>							
	Bangkok Metropolitan Region	People	272		198		221	
	Provincial Areas	People	753		603		1,033	
	<b>Employee Turnover</b>	People	465	465	488	303	445	610
	<b>Sorted by Age of Employee Turnover</b>							
	Younger than 30 years	People	467		371		540	
	30-50 years old	People	432		400		460	
	Older than 50 years	People	31		20		55	





# Social Dimension

Indicator	Performance	Unit	2020		2021		2022	
			Male	Female	Male	Female	Male	Female
<b>Sorted by Region</b>								
	Bangkok Metropolitan Region	People	271		228		251	
	Provincial Areas	People	659		563		804	
GRI 404-1	<b>Employee Training and Development</b>							
	Average Total Employee Training Time	Hours / Person per Year	10.64		9.09		42.25	
GRI 404-3	Proportion of Employees Receiving Assessment for Work Effectiveness, Course Completion and Self-Improvement	Percent	100	100	100	100	100	100





# GRI Content Index (102-55)

**Statement of use** : TCP Group has reported in accordance with the GRI Standards for the period start 1 January and end of 31 December 2022.

**GRI 1 used** : GRI 1: Foundation 2021

GRI Standard	Disclosures	Location	Omissions			External Assurance
			Requirement(s) omitted	Reason	Explanation	
<b>General Disclosures</b>						
GRI 2: General Disclosures 2021	2-1 Organizational details	11-12, 16-19				
	2-2 Entities included in the organization’s sustainability reporting	20				
	2-3 Reporting period, frequency and contact point	20				
	2-4 Restatements of information	20				
	2-5 External assurance	20				
	2-6 Activities, value chain and other business relationships	13-15				
	2-7 Employees	74				
	2-8 Workers who are not employees		a, b, c	Confidentiality constraints	This information is for internal use.	
	2-9 Governance structure and composition	55				
	2-10 Nomination and selection of the highest governance body		a, b, c	Confidentiality constraints	This information is for internal use.	
	2-11 Chair of the highest governance body	56				
	2-12 Role of the highest governance body in overseeing the management of impacts	56				





GRI Standard	Disclosures	Location	Omissions			External Assurance
			Requirement(s) omitted	Reason	Explanation	
	2-13 Delegation of responsibility for managing impacts	32, 56				
	2-14 Role of the highest governance body in sustainability reporting	56				
	2-15 Conflicts of interest		a, b, c	Confidentiality constraints	This information is for internal use.	
	2-16 Communication of critical concerns	61				
	2-17 Collective knowledge of the highest governance body		a, b, c	Confidentiality constraints	This information is for internal use.	
	2-18 Evaluation of the performance of the highest governance body		a, b, c	Confidentiality constraints	This information is for internal use.	
	2-19 Remuneration policies		a, b, c	Confidentiality constraints	This information is for internal use.	
	2-20 Process to determine remuneration		a, b, c	Confidentiality constraints	This information is for internal use.	
	2-21 Annual total compensation ratio		a, b, c	Confidentiality constraints	This information is for internal use.	
	2-22 Statement on sustainable development strategy	7				
	2-23 Policy commitments	34-35				
	2-24 Embedding policy commitments	36-37				
	2-25 Processes to remediate negative impacts	27-31				







GRI Standard	Disclosures	Location	Omissions			External Assurance
			Requirement(s) omitted	Reason	Explanation	
	2-26 Mechanisms for seeking advice and raising concerns	27-31				
	2-27 Compliance with laws and regulations	60				
	2-28 Membership associations	17, 94, 111				
	2-29 Approach to stakeholder engagement	27-31				
	2-30 Collective bargaining agreements	80				
<b>Material Topics</b>						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	32				
	3-2 List of material topics	33				
<b>Economic Performance</b>						
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	120				
<b>Marketing and Labeling</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	69				
MARKETING AND LABELING 2016	417-1 Requirements for product and service information and labeling	69-70				





GRI Standard	Disclosures	Location	Omissions			External Assurance
			Requirement(s) omitted	Reason	Explanation	
<b>Customer Health and Safety</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	64-68				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	66-67				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	64				
<b>Employment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	75				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	74				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	75				
<b>Training and Education</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	76				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	76				
	404-2 Programs for upgrading employee skills and transition assistance programs	76				





GRI Standard	Disclosures	Location	Omissions			External Assurance
			Requirement(s) omitted	Reason	Explanation	
	404-3 Percentage of employees receiving regular performance and career development reviews	76				
<b>Diversity and Equal Opportunity</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	80				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	74, 124-126				
<b>Procurement Practices</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	43-46, 48				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	47				
<b>Anti-corruption</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	61				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	61				
	205-2 Communication and training about anti-corruption policies and procedures	61				





GRI Standard	Disclosures	Location	Omissions			External Assurance
			Requirement(s) omitted	Reason	Explanation	
<b>Energy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	97				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	97				Yes
	302-3 Energy intensity	97				Yes
	302-4 Reduction of energy consumption	97				
<b>Water and Effluents</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	102-105				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	105				
	303-2 Management of water discharge-related impacts	103-104				
	303-3 Water withdrawal	103				
	303-4 Water discharge	104				
	303-5 Water consumption	103				
<b>Waste</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	108, 110-116				





GRI Standard	Disclosures	Location	Omissions			External Assurance
			Requirement(s) omitted	Reason	Explanation	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	116-117				
	306-2 Management of significant waste-related impacts	116-117				
	306-3 Waste generated	116-117				Yes
	306-4 Waste diverted from disposal	116-117				Yes
	306-5 Waste directed to disposal	116-117				Yes

### Emissions

GRI 3: Material Topics 2021	3-3 Management of material topics	95-98				
GRI 305: Emission 2016	305-1 Direct (Scope 1) GHG emissions	95				Yes
	305-2 Energy indirect (Scope 2) GHG emissions	95				Yes
	305-3 Other indirect (Scope 3) GHG emissions	95				Yes
	305-5 Reduction of GHG emissions	94, 96				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	98				Yes

### Environmental Compliance

GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	123				
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GRI Standard	Disclosures	Location	Omissions			External Assurance
			Requirement(s) omitted	Reason	Explanation	
<b>Supplier Environmental Assessment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	44, 45				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	48				
<b>Occupational Health and Safety</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	76-79				
GRI 403: Management Approach 2018	403-1 Occupational health and safety management system	76-79				
	403-2 Hazard identification, risk assessment, and incident investigation	76-79				
	403-3 Occupational health services	76-79				
	403-4 Worker participation, consultation, and communication on occupational health and safety	76-79				
	403-5 Worker training on occupational health and safety	76-79				
	403-6 Promotion of worker health	76-79				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	76-79				





GRI Standard	Disclosures	Location	Omissions			External Assurance
			Requirement(s) omitted	Reason	Explanation	
	403-8 Workers covered by an occupational health and safety management system	76-79				
	403-9 Work-related injuries	76, 123				Yes
	403-10 Work-related ill health	76, 123				Yes
<b>Human Rights Assessment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	80				
GRI 412-2: Human Rights Assessment	412-2 Employee training on human rights policies or procedures	80				
<b>Local Communities</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	83				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	83-91				
	413-2 Operations with significant actual and potential negative impacts on local communities	83-91				





GRI Standard	Disclosures	Location	Omissions			External Assurance
			Requirement(s) omitted	Reason	Explanation	
<b>Supplier Social Assessment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria.	48				
<b>Socioeconomic Compliance</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	57-60				
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	57-60				
<b>Sustainable Packaging</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	109-115				







## **'Water Sustainability'**

TCP Group aims to replenish more water for the environment and communities than the company uses (Net Water Positive) by 2030



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