

SUSTAINABILITY REPORT



SUSTAINABILITY REPORT
PATAYA FOOD GROUP

1 October 2024 • 30 September 2025



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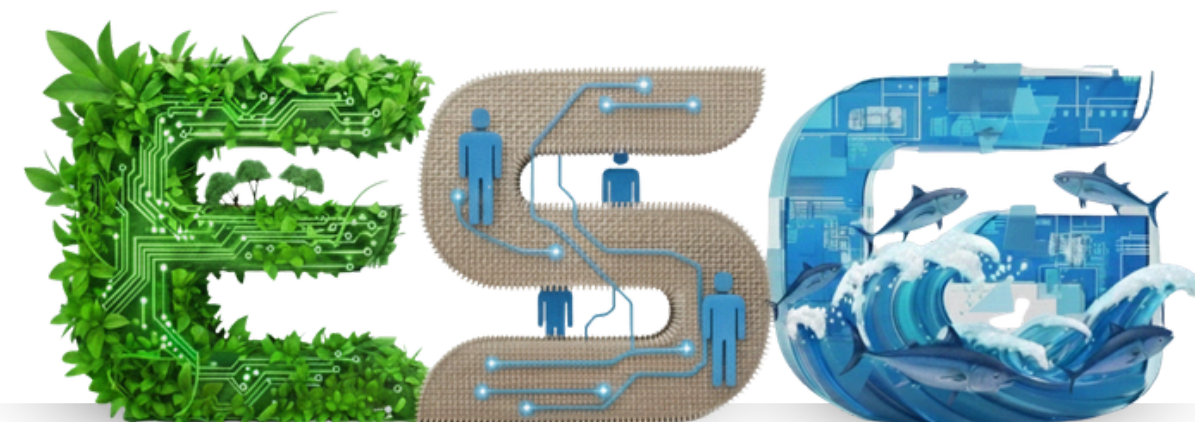
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Message from the Executive

“For over 47 years, PFG (Pataya Food Group) has remained steadfast in its commitment to Thai society. Our mission is to deliver comprehensive, high-quality products that elevate the quality of life for both consumers and pets. This is guided by the ESG principles that remain at the heart of our operations. For us, success is not measured solely by economic growth, but by sustainably passing on a better world to society and future generations.”

“PFG’s momentum extends beyond our organization. We actively collaborate with like-minded partners to reinforce our commitment to fostering sustainable growth across all dimensions: environmental stewardship, social responsibility, and transparent operations.”

Our commitments encompass:

Environmental: Focusing on efficient energy management and the development of eco-friendly packaging by utilizing recyclable materials.

Social: Elevating the quality of life and well-being of our employees and the wider community through various initiatives. These include inclusive employment policies for persons with disabilities, support for educational institutions, and the ethical recruitment of migrant workers.

Governance and Ethics: Strengthening business sustainability through effective enterprise risk management. We have established risk management committees and teams, alongside a legal compliance unit dedicated to food production, ensuring that our products and operations consistently meet legal requirements and international standards.

“Because we believe a thriving world begins with care, PFG is dedicated to driving an environmentally conscious society, improving the quality of life for all living beings in every dimension, and passing on this beautiful future from generation to generation.”

Vichit Anathep

Managing Director : Pataya Food Industries Limited

ABOUT THIS REPORT

MINDFUL

CARING

SUSTAINABLE



PATAYA FOOD GROUP HAS PREPARED THIS SUSTAINABILITY REPORT TO COMMUNICATE OUR SUSTAINABILITY PERFORMANCE, COVERING ENVIRONMENTAL, SOCIAL, AND CORPORATE GOVERNANCE (ESG) MANAGEMENT, IN ALIGNMENT WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS), TO OUR STAKEHOLDERS. THIS REPORT COMPILES ANNUAL OPERATIONAL DATA FROM 1 OCTOBER 2024 TO 30 SEPTEMBER 2025.

ALONGSIDE ITS OEM AND ODM BUSINESS, REFLECT A MISSION TO **ENRICH PEOPLE'S LIFE** THROUGH SMART NUTRITION.

FRESH

FROM THE BEGINNING.

**SOCIAL
RESPONSIBILITY**

AND ENVIRONMENT AWARENESS.

OUR BRANDS, OUR MILESTONE.

47 YEARS OF SMART INNOVATION
FOR SUSTAINABLE GROWTH



1971 - THAI TANG TONG (TTT)
WAS ESTABLISHED BY KEE BROTHERS TO PROMOTE
THE EXPORT BUSINESS FROM THAILAND.



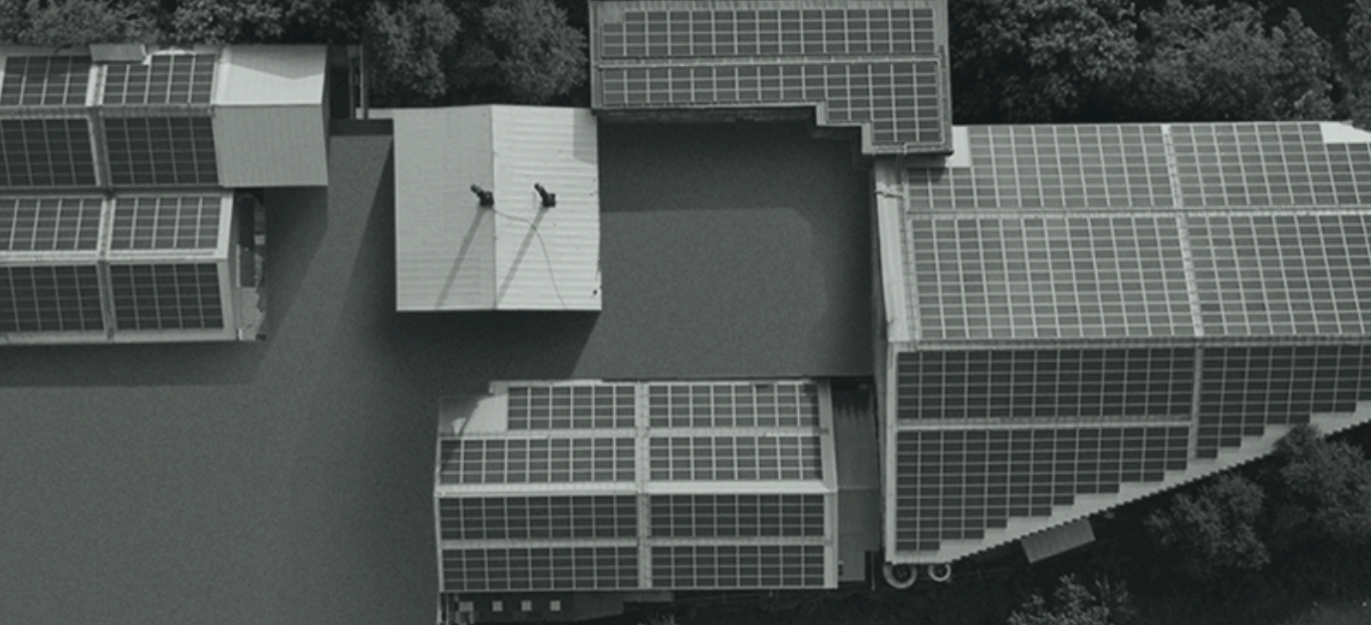
1979 - PATAYA
INCORPORATED PATAYA FOOD INDUSTRIES LTD.
WITH BOI PRIVILEGE.



2016 - PATAYA FOOD GROUP
ESTABLISHED NEW CORPORATE STRUCTURE CALLED
"PATAYA FOOD GROUP" (PFG).

CORPORATE INFORMATION AND OVERVIEW





CORPORATE INFORMATION AND OVERVIEW



VI SION

BEING AN ADMIRABLE BRAND

EXTEND CORPORATE GROWTH OF QUALITY PRODUCTS THROUGH OUR GLOBAL LINKS THAT SERVE CONSUMER'S HEALTH & WELLNESS OF ALL LIFESTYLES WITH ENVIRONMENTAL FRIENDLY OF SUSTAINABLE GROWTH

MIS SION

EXCELLENCE

EXCELLENT IN DELIVERING QUALITY AND INNOVATIVE PRODUCTS TO ENRICH PEOPLE'S LIFE.

Stakeholders

Shareholders



Employees



Partners/
lenders



Customers/
Consumers



Trade
competitors



Government
authorities



Society and
environment

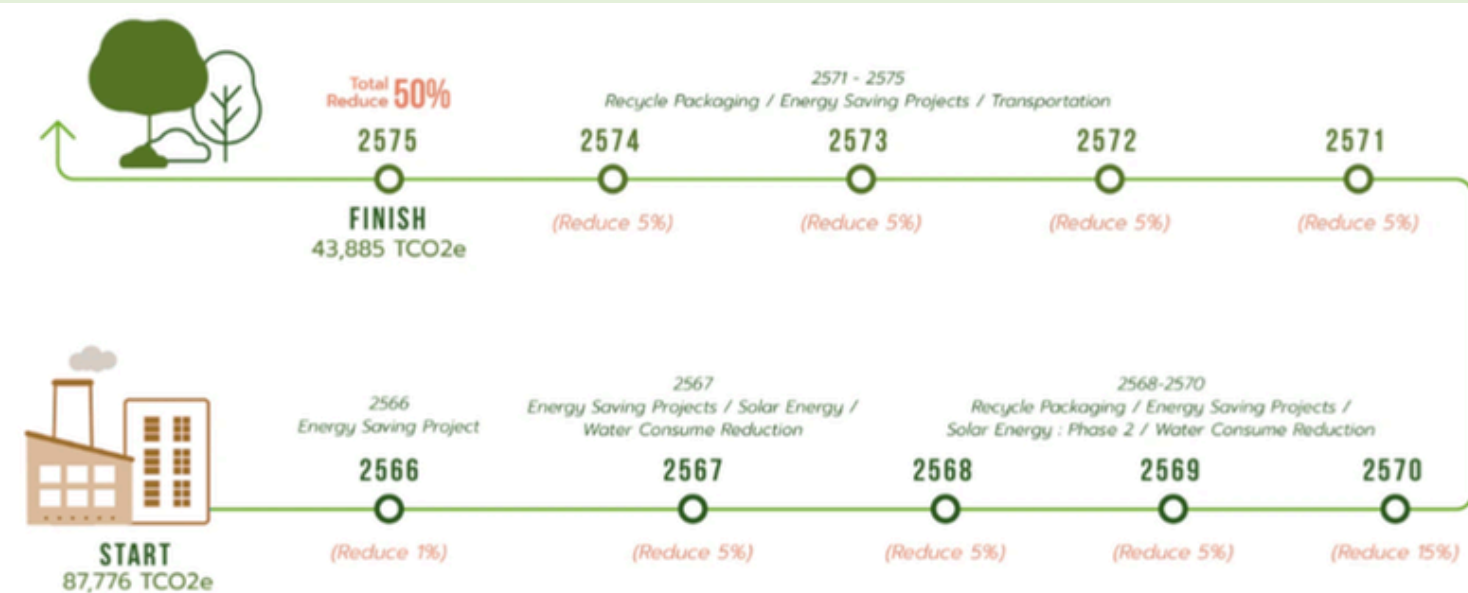
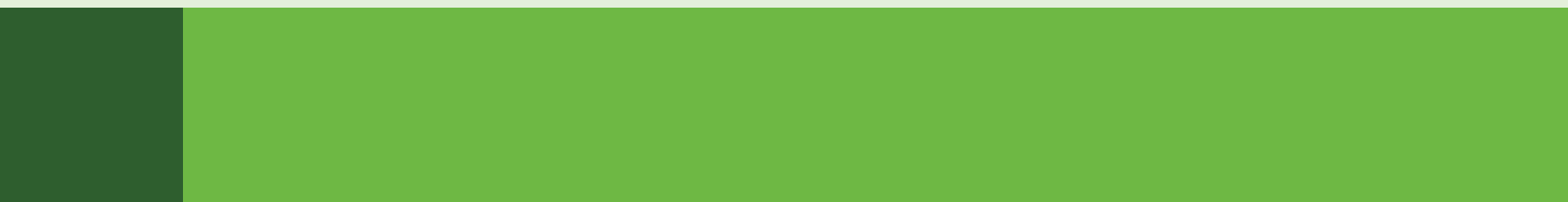


Environment

ENVIRONMENT

Pataya Food Group is deeply aware of its environmental responsibilities. We promote the highly efficient use of resources, adhere to standardized and strictly controlled business operations, instill a strong sense of responsibility in employees at all levels, and continuously champion environmental initiatives.

Driven by our ongoing commitment to reducing both direct and indirect greenhouse gas (GHG) emissions, **we have set a long-term goal to reduce net GHG emissions by 50% from our 2022 baseline by the year 2032.** Over the past year, through the collective projects and activities of the Group, **we successfully reduced GHG emissions by 1,320 tons per year—equivalent to planting 153,000 trees.** This reflects our profound dedication to the safety of our society, communities, and the environment.



Renewable Energy and Energy Saving Projects

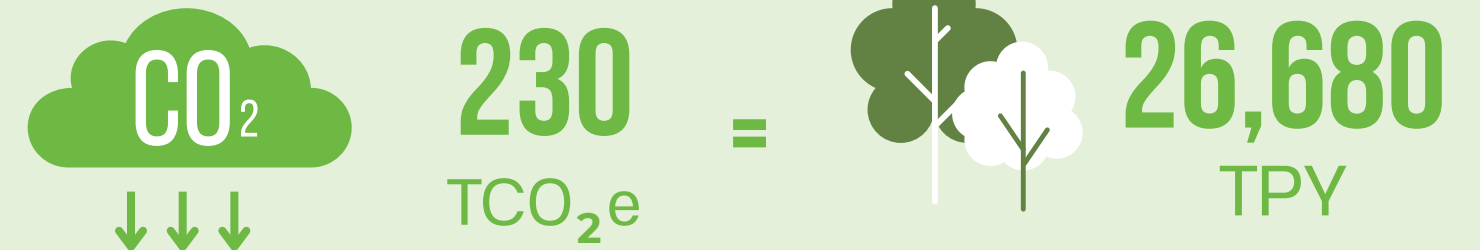
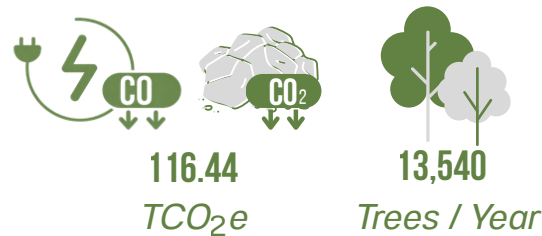
(Renewable Energy and Energy Saving Projects)



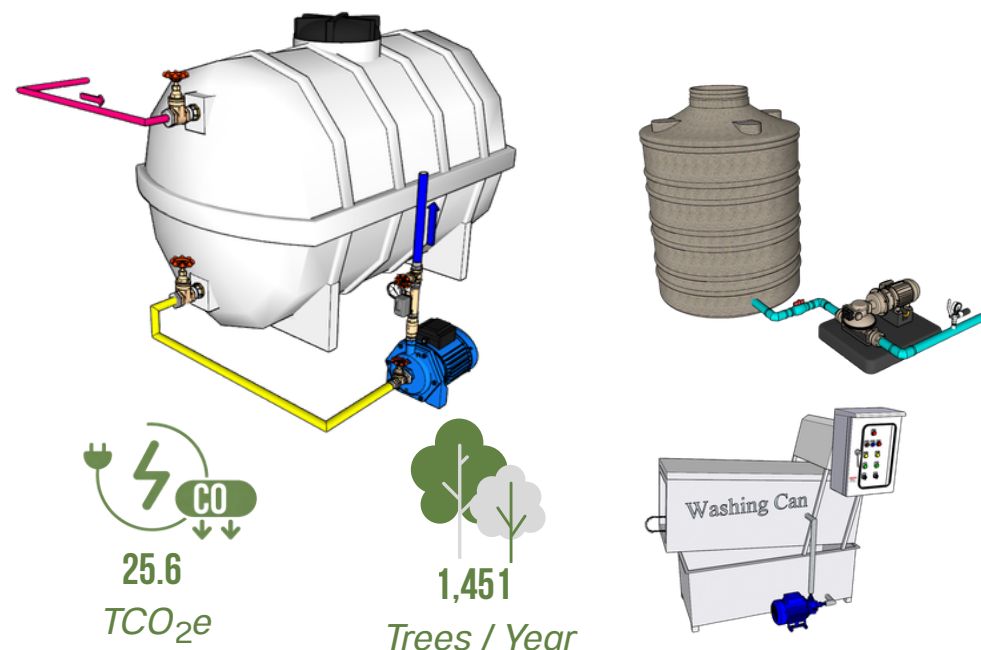
Installation of Oil-Free Air Compressors & Boiler Waste Heat Recovery

This project enhances air compressor efficiency while utilizing the waste heat generated by the compressors. A heat exchanger is used to increase the temperature of the boiler feed water, which simultaneously reduces coal fuel consumption.

- Electricity savings: 26,054 kWh/year
- Coal savings: 41 Tons/year



2025: Total reduction of 230 TCO_2e
(Equivalent to planting 26,680 trees per year)



Variable Speed Drive (VSD) Control System Implementation (Applied to Pre-cookers, Spray rooms, Can washers, and Office water pumps)

Previously, legacy machinery and equipment operated pumps during idle times when water was not in use, resulting in significant energy waste. To address this, Pressure Transmitters were installed to monitor water pressure and transmit data to a control unit. This prompts the VSD to adjust the rotational speed of the machinery, maintaining a constant water pressure and effectively reducing idle run times.

- Energy savings: 42,140 kWh/year



Renewable Energy and Energy Saving Projects

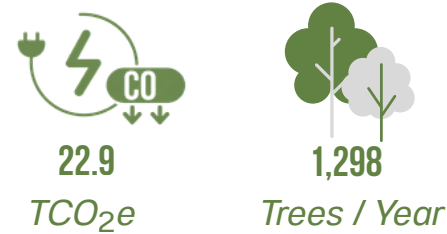
(Renewable Energy and Energy Saving Projects)



Centralized Chiller Management Project

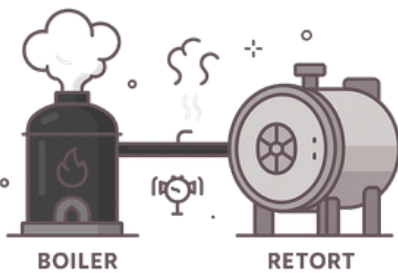
This project focuses on enhancing efficiency and minimizing operational losses within the chiller system by optimizing its performance based on load conditions during different periods.

- Energy savings: 45,782 kWh/year



REDUCE STEAM PRESSURE

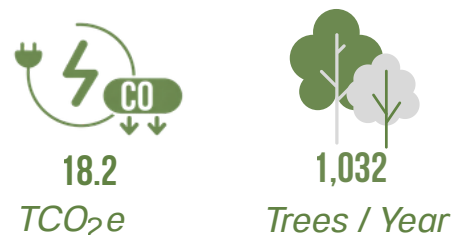
7,6 bar → 7,2 bar



Steam Pressure Optimization Project to Reduce System Losses

This initiative optimizes the system's steam pressure to an appropriate level for operations without negatively impacting the production process. This helps significantly reduce losses within the steam distribution network.

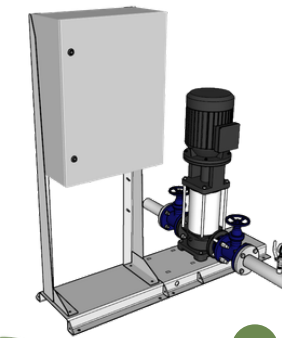
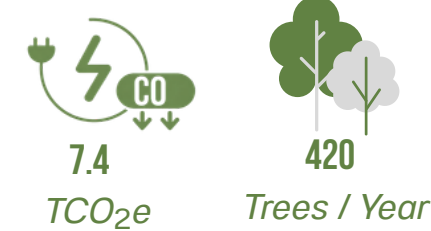
- Energy savings: 7,087.6 kgWh/year



Super Low Loss High-Efficiency Transformer Replacement Project

This project involves replacing older, inefficient transformers that suffered from electrical instability, which previously caused high energy losses in the electrical transformer system.

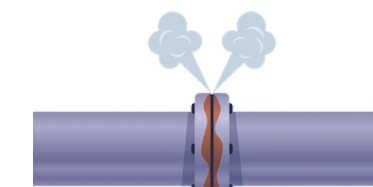
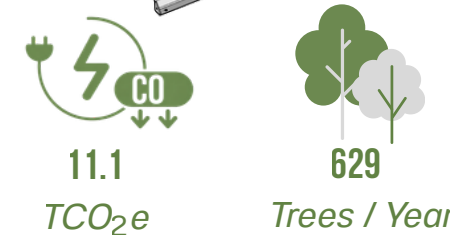
- Energy savings: 14,832 kWh/year



High-Pressure Tank Efficiency Enhancement Project

This initiative transitions the high-pressure tank operations from a compressed air system to a more efficient variable-speed motor pump control system.

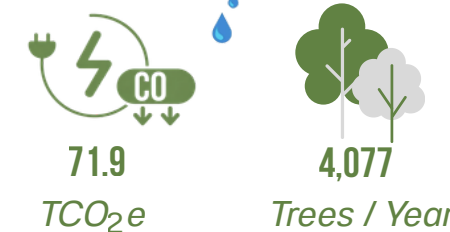
- Energy savings: 22,083.8 kWh/year



Compressed Air Energy Loss Reduction Project

By upgrading the compressed air distribution system and establishing strict inspection measures, this project heavily reduces energy losses from air compressors and significantly increases the stability of the compressed air pressure.

- Total energy savings: 144,000 kWh/year



"Fried to fly" Project



“ทอดไม่ทิ้ง” ESG

ช่วยกันรักษาสิ่งแวดล้อมง่ายๆ
น้ำมันปรุงอาหารที่ใช้แล้ว **อย่าทิ้ง!!**
“นำมาแลกกับปลากระป๋อง”

กติกาแลกเปลี่ยนของรางวัลสุดอร่อย

- นำมันผ่านภาสกรองแล้ว 1 ครั้ง
- ใส่ช้อนนำหรือของอะไรก็ได้ รวบรวมให้ได้ 1 กิโลกรัม
- นำมาแลกกับของรางวัล “ปลาแมกเคอเรลในซอสมะเขือเทศ”
- ปริมาณทุกกระทะ จำนวน 2 กระป๋อง

จุดรับแลก ร้านสำงโรจอาหารไทย

วันเวลา ทุกวันศุกร์สัปดาห์ที่ 2 และ 4 ของเดือน
ตั้งแต่เวลา 11.00 - 13.00 น.

Transforming Used Oil into Clean Energy

Pataya Food Group has implemented the "Fry and Do Not Discard" concept by collecting used cooking oil and forwarding it to partners who convert it into Sustainable Aviation Fuel (SAF). SAF is an alternative aviation fuel produced from renewable raw materials, which perfectly aligns with the comprehensive Bio-Circular-Green (BCG) Economy model. This process also extends to producing other forms of energy, such as biodiesel and commercial aviation fuel, thereby maximizing resource utilization and reducing greenhouse gas emissions in accordance with the company's current ESG guidelines.

This project also raises awareness among employees and the community about the environmental and health hazards of repeatedly reusing cooking oil. Supported by Bangchak Corporation Public Company Limited, Pataya Food Group officially launched this used vegetable oil collection initiative in October 2024. Employees, the general public, and local shops can bring in their used oil in exchange for Mongkut Talay canned fish. The collaborative goal is to collect 4,600 liters of used vegetable oil by September 2025, perfectly commemorating the company's 46th anniversary of operations in 2025.

"Bringing Bottles Back to Life – Creating a Comprehensive Recycling Loop" Project



Bringing Bottles Back to Life

This project empowers everyone to participate in sustainably creating value from used plastics.

In 2025, Pataya Food Group partnered with "GC YOUTURN," a comprehensive used plastic management platform, under the concept "YOUTURN – It Starts with You." The GC (PTT Global Chemical Public Company Limited) team collaborates with government partners, leading organizations, and the public sector to promote the proper re-entry of used clear PET plastics into the waste management process. Pataya Food Group has organized an initiative to collect Nautilus drinking water bottles, actively seeking cooperation from employees and the surrounding community to donate their plastic bottles. Participants who bring plastic bottles can also exchange them for Mongkut Talay canned fish.



Furthermore, GC YOUTURN systematically collects plastic management data throughout the entire process, tracking both the type and volume of plastics entering the recycling stream. This ensures that used plastics are efficiently and optimally recycled and upcycled into new products.

The primary goal of this project is to forge collaborations across all sectors to reduce the volume of waste entering landfills, increase recycling rates, lower greenhouse gas emissions, and achieve environmental, social, and economic balance in accordance with sustainable ESG principles.

"Waste for Life – Regalos: Transforming Used Food Pouches into Pet Playgrounds" Project



To reduce landfill waste and greenhouse gas emissions into the environment.

The "Waste for Life – Regalos" project reflects Pataya Food Group's commitment to reducing greenhouse gas emissions by 50% by 2032. This is achieved in collaboration with visionary partners, including GC YOUTURN and Major Development Public Company Limited.

Within just 3 months (10 June – 20 August 2025), Pataya Food Group successfully collected 229,433 used pet food pouches. These were entered into the recycling and upcycling process to create the "Pet Park," a collection of pet toys and furniture. The upcycled items include:

1. **"Human and Dog" Sculpture: Weight 150 kg**
2. **"Dachshund" Shaped Chair: Weight 70 kg**
3. **"Dinosaur Bone" Shaped Chair: Weight 300 kg**

Regalos delivered the Pet Park to three residential properties under Major Development: Metris Pattanakarn – Ekkamai, M Jatujak, and Maestro 19 Ratchada 19 – Vipha. These were installed in the outdoor Pet Zones for practical use by residents and their pets.

This initiative successfully diverted over 470 kilograms of waste from landfills and reduced greenhouse gas emissions by 485 kgCO₂e, which is equivalent to planting 51 trees. Furthermore, it created a sustainable space of happiness for pet owners and their pets to enjoy together.



"Dachshund" Shaped Chair

"Dinosaur Bone" Shaped Chair

"Human and Dog" Sculpture
Weight 150 kg



"ECO-FRIENDLY PLASTICS: MONO MATERIAL – A STEP TOWARDS TRULY RECYCLABLE PACKAGING" PROJECT

Pataya Food Group continues to develop environmentally friendly packaging by utilizing MONO MATERIAL. By shifting to a Polypropylene (PP) structure instead of using multi-layered materials (such as aluminum, nylon, and PET), we maintain the packaging's original protective properties while rendering it fully recyclable. This structural approach helps reduce resource consumption, minimizes waste, and enables plastics to re-enter the recycling system with significantly higher efficiency.



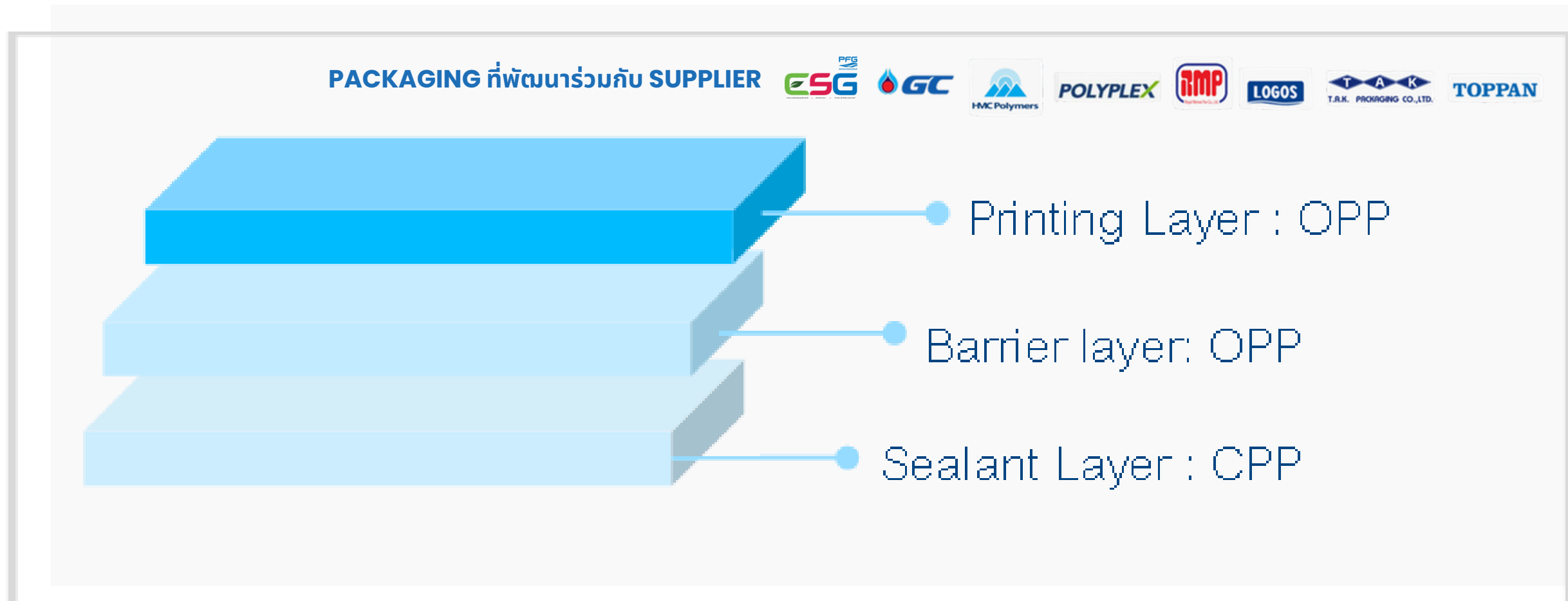
Retort Pouch



Retort Film (Sachet Petfood)



Non-Retort Pouch



Printing Layer

- to support graphic printing and prevent surface scratches.

Barrier Layer

- Acts as a protective barrier against air and moisture.

Sealant Layer

- Comes into direct contact with food. It features a "Seal Through Contamination" property.

Contamination
- utilizing a PP Sealant Grade developed specifically for high-temperature sealing without leakage.



Social

SOCIAL

HUMAN RESOURCES AND SOCIAL CARE



Pataya Food Group firmly believes that **"Employees are our most valuable resource and the primary driving force of the organization."** Therefore, the company manages human resources based on the core principles of human rights, equality, and fairness. We support the physical health, mental well-being, and social security of our staff through various welfare measures and programs. We cultivate an inclusive work environment that embraces diversity and promotes

a healthy work-life balance to elevate our employees' quality of life. Furthermore, the company strives to create shared value with society through CSR projects and community activities. These include supporting underprivileged educational institutions and creating employment opportunities for persons with disabilities and disadvantaged groups. This reflects our philosophy that managing personnel with good governance alongside social development is the fundamental foundation for driving sustainable business operations



PFG'S ETHICAL RECRUITMENT POLICY



SOCIAL

PFG'S ETHICAL RECRUITMENT POLICY

The Group is strictly committed to implementing recruitment and hiring policies that comply with both domestic and international labor standards, as well as fulfilling all sustainability requirements for both Thai and migrant workers. The company adheres to equal employment principles, free from all forms of discrimination. We actively prevent human rights violations—including forced labor, child labor, and human trafficking—and mitigate the risk of labor exploitation at every stage of our supply chain. Moreover, we emphasize transparency and accountability by continuously communicating our ethical recruitment and hiring policies to all stakeholders, ensuring mutual understanding and elevating our organizational human rights standards to a global level.

Employee Engagement & Well-being

Valuing the voices of our workforce, Pataya Food Group conducts an Employee Engagement Survey to evaluate the overall work experience. This assessment covers job roles, the work environment, compensation and benefits, work-life balance, and opportunities for professional development and career growth. The survey results are carefully analyzed and developed into actionable projects to continuously enhance employee quality of life and engagement.



Employee Engagement Survey

- Annual health check-ups
- Disease prevention vaccinations
- Health promotion activities



Work Environment



Remuneration and Welfare



Career Development and Growth



Health Promotion Activities

Stemming from our engagement efforts, one of our key initiatives is our comprehensive health program. This includes: Annual health check-ups, Disease prevention vaccinations and Health promotion activities. Concurrently, the company remains deeply dedicated to cultivating a positive and safe working environment that champions the overall well-being of all employees.

Employee Development & Capability Building

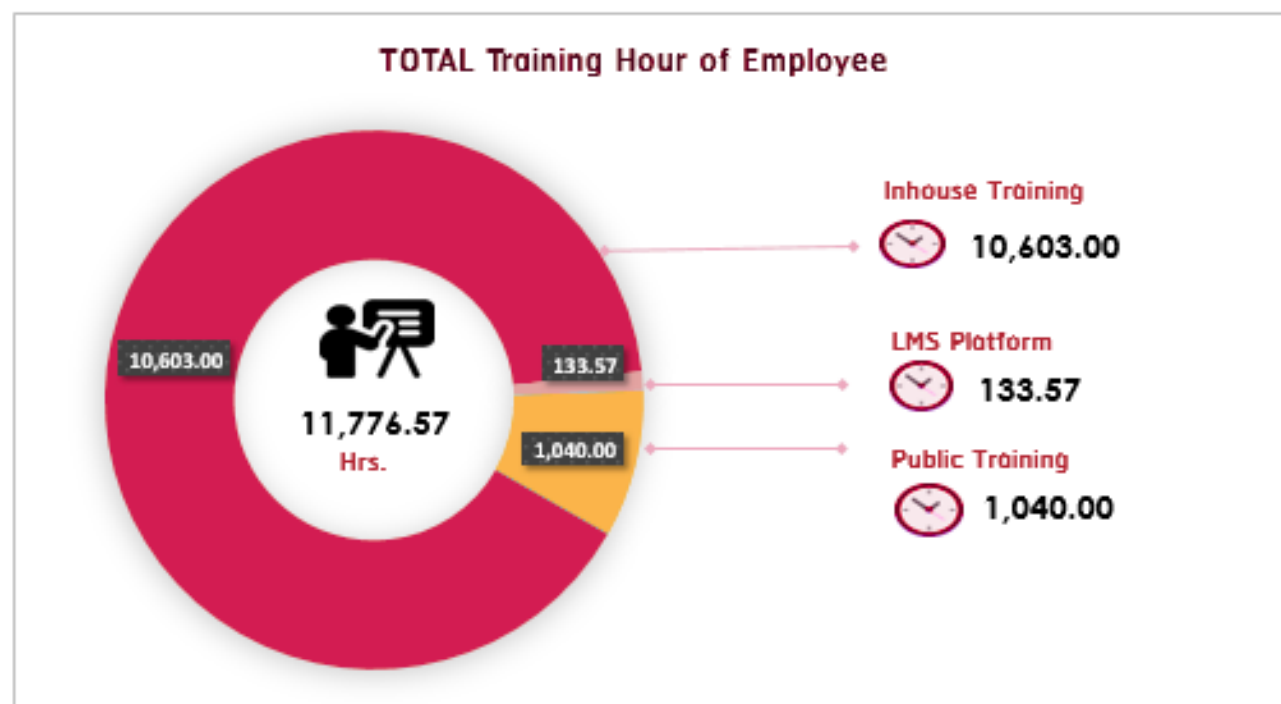
Pataya Food Group recognizes that building a growing organization begins with a systematic and continuous investment in employee potential. Therefore, the Company is committed to developing the skills, knowledge, and practical abilities of employees at all levels, while creating opportunities for learning and growth. This empowers our workforce to be a vital driving force in propelling the organization toward success.

Training Results in 2025:

Total number of courses: 109 courses

- Internal training: 57 courses
- External training: 52 courses

Total training hours: 11,776.57 hours



Key Outcomes:

- Employees possess the necessary potential and skills required for professional performance.
- The organization has enhanced its readiness to handle future challenges and changes, which is a crucial component of developing the organization toward true sustainability.

Key Outcomes:

- 26 persons with disabilities have been successfully employed, generating a total income of over 3,131,700 THB.
- Empowered individuals with financial stability, allowing them to care for themselves and their families independently.



Empowering Persons with Disabilities –

In 2025, Pataya Food Group collaborated with the Ministry of Social Development and Human Security to create career opportunities and generate income for persons with disabilities. This project helps persons with disabilities achieve financial stability, enabling them to support themselves and their families independently. It also fosters a sense of self-worth, happiness, and a purposeful life to their fullest potential. These operations not only elevate the quality of life for persons with disabilities but also represent a significant step in developing their potential and capabilities, reflecting the Company's commitment to creating an equal and inclusive society for all.

PFG Scholarship Program –

Pataya Food Group (PFG) places great importance on supporting education and developing youth potential. We believe that investing in the knowledge and skills of our youth is the fundamental foundation of a sustainable and strong society. Consequently, the Company established a scholarship program to support high-achieving students who lack financial resources, giving them the opportunity to learn and reach their full potential. In 2025, the Company awarded scholarships to numerous students, opening up educational opportunities, inspiring youth to feel valued, fostering a commitment to self-improvement, and helping them set clear goals for their studies and lives.



“A scholarship program to support students with excellent academic records who lack financial resources, providing them with the opportunity to learn and develop themselves to their fullest potential.”

“the Healthy Mother and Child Project had a total of 62 participants, consisting of 4 Thai mothers and 58 migrant mothers.”



Healthy Mother and Child Project

Pataya Food Group has implemented the "Healthy Mother and Child Project" to elevate the quality of life for employees during pregnancy and the postpartum period. The project prioritizes health, well-being, and work-life balance, while supporting flexible welfare benefits tailored to individual needs. This initiative reflects the Company's intention to create a work environment that sustainably fosters both the professional and family life growth of our employees.

Under this project, the Company provides essential items for postpartum mothers, such as baby care products, necessary maternal supplies, and educational materials regarding maternal and infant health. Furthermore, a company physician is available for close consultation. This is designed to alleviate the financial burden incurred during the early stages of child-rearing, which is often a high-expense period. This support is part of our commitment to reducing the financial burden on employees while boosting the confidence and morale of new parents as they embark on their new roles.

In 2025, **the Healthy Mother and Child Project had a total of 62 participants, consisting of 4 Thai mothers and 58 migrant mothers.** This diverse participation reflects the strong trust and positive reception from both Thai and international employees within the organization. The Company firmly believes that the "Healthy Mother and Child Project" will serve as another vital mechanism to strengthen employee engagement. It helps employees achieve a better quality of life and ensures they are physically and mentally prepared to return to work with full efficiency, ready to grow alongside the Company in the long term.



Building Corporate Governance at Pataya Food Group

Building a sustainable organization does not stem solely from environmental or social care; it also requires a robust Governance system. This ensures that all operations are executed transparently, responsibly, and earn the enduring trust of our stakeholders. Therefore, Pataya Food Group has initiated two key projects that reflect our deep commitment to cultivating an ethical corporate culture and systematic risk management.

Governance

Governance



Fostering Awareness of Ethics and Code of Conduct

Pataya Food Group believes that ethics and the code of conduct are the foundation of stable operations. Therefore, we have organized a variety of activities to ensure all employees understand and practically apply these principles in their daily work:



Educational Video Clips



The 'Eager to Share' Project, in collaboration with the Melanos team, organized activities to make ethical topics more accessible and engaging.

Educational Video Clips

All new employees are required to watch instructional videos via the Learning Management System (LMS). These videos explain core ethical principles and guidelines, followed by a test to assess their understanding.



Ethics Training and Assessment

Continuous training sessions are conducted accompanied by assessments to ensure employees can confidently apply their knowledge in real-life situations.



"Eager to Share" Project

In collaboration with the "Melanos Team," we have created various public relations materials, such as PR boards, video clips, mini-series, corporate emails, and LINE messages, along with interactive games. This initiative makes ethical topics more accessible, engaging, and interesting for everyone.

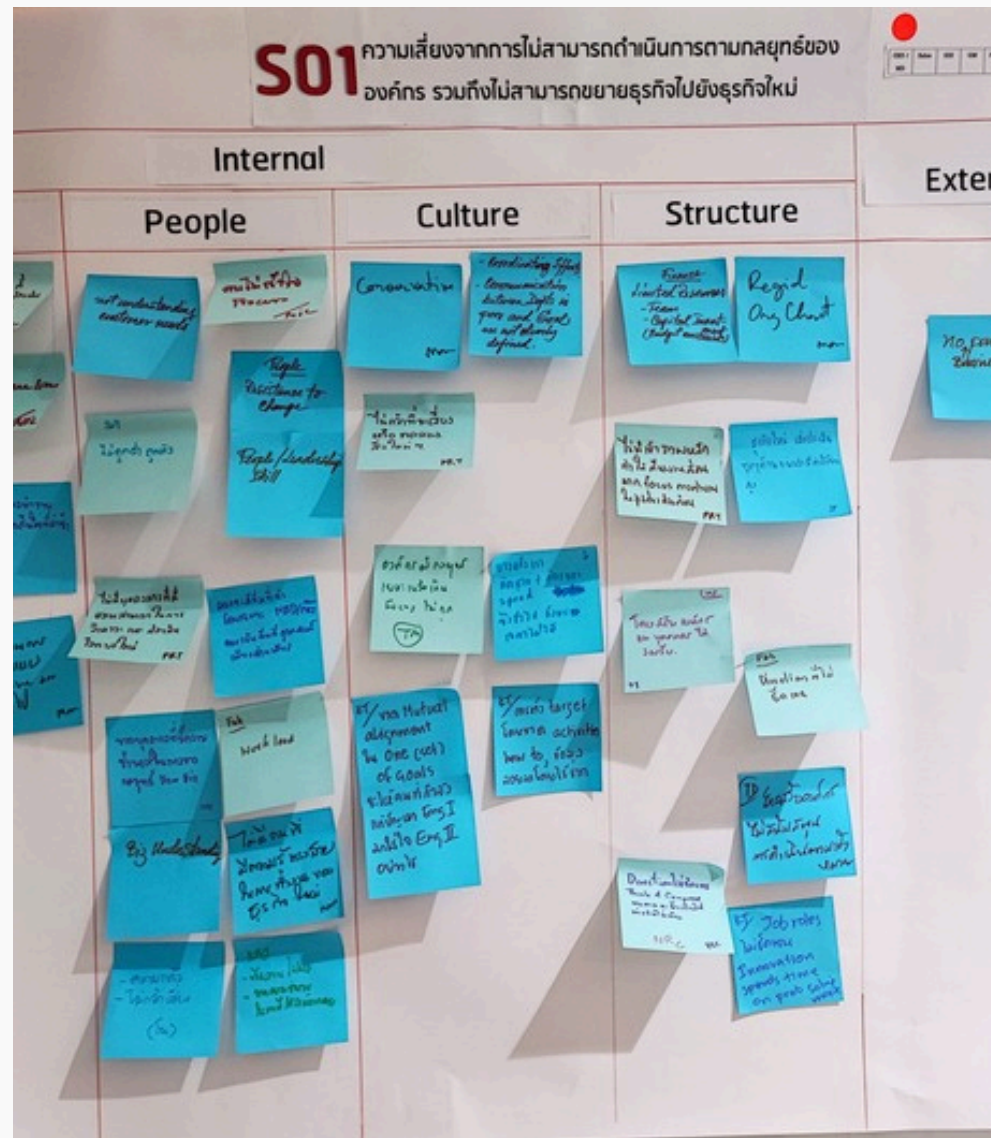
Outcomes: Employees do not merely "know" about ethics; they "understand" and "believe" that ethics are the heart of their daily work



Because risk is not the responsibility of any single department, but the responsibility of everyone in the organization.



Workshop and Identification of Key Risks for 2025



The projects implemented this year reflect that Pataya Food Group does not view GOVERNANCE merely as a set of rules, but as the creation of a transparent, ethical corporate culture that is systematically prepared to handle risks. These operations are the crucial foundation that enables the organization to grow stably and sustainably within the ESG framework.

ENTERPRISE RISK MANAGEMENT (ERM)

Amidst a business world full of uncertainties, Pataya Food Group views risk management as a vital mechanism for driving the organization toward stable growth and long-term competitiveness.

- **Executive Training:** Initiated with foundational risk management training to reinforce leadership's understanding of core principles.
- **Appointment of Risk Management Committees and Teams:** Established the Risk Management and Audit Committee, alongside a dedicated Risk Management Team, to continuously oversee organizational risks.
- **Risk Assessment and Prioritization:** Developed standardized evaluation forms and criteria, conducted comprehensive corporate risk assessments, and presented the summarized findings to the committee.
- **Workshop and Identification of Key Risks for 2025:** The Risk Management Team collaboratively identified key enterprise risks. These encompass corporate strategy, heightened market competition, natural disasters, financial volatility, corporate image, and data security.
- **Formulation of Mitigation Plans:** Risk Owners analyzed root causes and current control measures, developed impact reduction plans (Mitigation Plans), and consistently reported progress to the committee.
- **"Eager to Share" Project (Risk Management Edition):** In collaboration with the "FBI Team," we created video clips and PR materials, including interactive games, to help employees easily understand risks and foster greater participation in risk management across the company.



THANK YOU

SUSTAINABILITY REPORT
PATAYA FOOD GROUP

1 October 2024 • 30 September 2025

