

# Charoen Pokphand Group GRI & SASB Content Index Report 2021

MAKING TODAY  
A BETTER TOMORROW



ซีพี...เพื่อความยั่งยืน



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Charoen Pokphand Group Sustainability Report 2021 is prepared in accordance with the Global Reporting Initiative or GRI Sustainability Reporting Standards at the Core option level. GRI is an internationally accepted reporting framework for sustainability report. It enable all companies to report their economic, environmental, social and governance performances. This report covers all the General Disclosures, as well as the Topic-specific Standards where C.P. Group considered to be material for the business and our stakeholders.

In addition to GRI Sustainability Reporting Standards, Charoen Pokphand Group also prepared its Sustainability Report 2021 in accordance with the Sustainability Accounting Standard Board or SASB for Food and Beverage Sector: Agricultural Products Industries.

This GRI and SASB Content Index 2021 is available in the online format only. Our response for General Disclosures and Topic-specific Standards can be found within GRI & SASB Content Index 2021. Additionally, reference links are provided herewith to navigate readers to other sources: Charoen Pokphand Group Sustainability Report 2021, Charoen Pokphand Group website, Business Groups' website, and publicly available policy and guidelines. The reference links are presenting in the form of URL links.



# GRI Content Index 2021

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
<b>GRI 102: General Disclosure</b>				
<b>Organizational Profile</b>				
102-1	Name of the Organization	C.P. Group SR 2021, page 2 C.P. Group website: Overview		
102-2	Activities, Brands, Products, and Services	C.P. Group SR 2021, page 22 - 27		E11
102-3	Location of Headquarters	C.P. Group SR 2021, back cover C.P. Group website: Contact Us		
102-4	Location of Operations	C.P. Group SR 2021, page 22 - 23 C.P. Group website: Business Line		
102-5	Ownership and Legal Form	C.P. Group SR 2021, page 26 - 27		
102-6	Market Served	C.P. Group SR 2021, page 24 - 25		
102-7	Scale of the Organization	C.P. Group SR 2021, page 22 - 23		
102-8	Information on Employee and Other Workers	GRI and SASB Content Index 2021, page 05 - 07		
102-9	Supply Chain	C.P. Group SR 2021, page 34 - 35		
102-10	Significant Changes to the Organization and its Supply Chain	C.P. Group SR 2021, page 38-39		
102-11	Precautionary Principle or Approach	C.P. Group SR 2021, page 36 - 39		
102-12	External Initiatives	C.P. Group SR 2021, page 130 - 131 C.P. Group website: Stakeholder Engagement		
102-13	Membership of Association	C.P. Group SR 2021, page 130 - 131 C.P. Group website: Stakeholder Engagement		

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	Person	314,337		375,891		463,307		521,210	
		159,763	154,574	191,223	184,668	222,042	241,265	248,661	272,549
<b>Total Workforce By Contract Type</b>									
Employee	Person	304,205		339,431		361,570		428,576	
		153,436	150,769	169,633	169,798	182,734	178,836	212,052	216,524
Contractor	Person	10,132		36,460		101,737		92,634	
		6,327	3,805	21,590	14,870	39,308	62,429	36,609	56,025
<b>Total Employee by Region</b>									
Thailand	Person	202,869		204,920		214,949		268,977	
				86,066	118,854	90,279	124,670	112,027	156,950
East Asia	Person	58,309		80,961		92,378		95,118	
				48,577	32,384	36,027	56,351	58,957	36,161
Southeast Asia	Person	31,442		37,841		37,446		51,974	
				24,218	13,623	23,591	13,855	31,979	19,995
South Asia and West Asia	Person	7,776		7,858		9,958		5,460	
				7,151	707	9,261	697	4,841	619
Europe and the US	Person	3,809		7,851		6,839		7,047	
				4,475	3,376	4,103	2,736	4,248	2,799

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Total Employee by Nationality</b>									
Thai	Person					204,129		258,669	
						85,208	118,921	107,354	151,315
Burmese	Person							12,400	
								6,313	6,087
Cambodian	Person							6,794	
								3,958	2,836
Chinese	Person					92,245		92,415	
						55,879	36,366	57,500	34,915
Vietnamese	Person					30,123		28,824	
						17,770	12,353	17,434	11,390
Others	Person					35,073		29,474	
						23,843	11,230	19,493	9,981
<b>Total Employee by Age</b>									
Under 30 Years Old	Person	126,053		148,450		150,958		187,663	
		61,417	64,636	72,482	75,968	73,201	77,757	90,270	97,393
30-50 Years Old	Person	153,448		174,214		187,794		215,066	
		77,862	75,586	85,386	85,828	95,833	91,961	106,415	108,651
Over 50 Years Old	Person	15,571		19,767		22,818		25,847	
		9,327	6,244	11,765	8,002	13,700	9,118	15,367	10,480

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Total Employee by Level</b>									
Top Management	Person	952		968		1,200		1,048	
		774	178	768	200	936	264	853	195
Middle Management	Person	3,792		4,017		4,484		4,472	
		2,555	1,237	2,620	1,397	3,057	1,427	3,000	1,472
Management	Person	21,116		43,280		29,639		78,223	
		13,914	7,202	28,923	14,357	18,295	11,344	41,979	36,244
Staff / Officers / Workers	Person	269,262		291,581		326,247			
		131,413	137,849	137,737	153,844	160,446	165,801		
Staff / Officer <sup>1</sup>	Person							192,871	
								91,606	101,265
Worker <sup>1</sup>	Person							151,962	
								74,614	77,348

Remark : <sup>1</sup>In 2021, the employee level is reviewed and classified into 5 levels which the Workers Level is separated from Staff and Officer Level

Set Target and Target Year <i>Note: One target set is sufficient</i>	CPG (%)	
	Target in 2021	Actual
Share of women in <b>total workforce</b>	50	52.29
Share of women in <b>all management</b> positions	40	45.27
Share of women in <b>junior management</b> positions	40	46.33
Share of women in <b>top management</b> positions	20	18.61
Share of women <b>manager in revenue-generating function</b>	43	42.12
Share of women and <b>STEM-related</b> positions	42	40.77

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
<b>GRI 102: General Disclosure</b>				
<b>Strategy</b>				
<b>102-14</b>	Statement from Senior Decision-maker	C.P. Group SR 2021, page 6 - 11		
<b>102-15</b>	Key Impacts, Risks, and Opportunities	C.P. Group SR 2021, page 36 – 39 C.P. Group website: Corporate Governance		
<b>Ethics and Integrity</b>				
<b>102-16</b>	Values, Principles, Standards, and Norms of Behavior	C.P. Group SR 2021, page 22, 30 - 31 C.P. Group website: Overview		
<b>102-17</b>	Mechanisms for Advice and Concern about Ethics	C.P. Group website: Whistleblowing		G8, G8.1
<b>Governance</b>				
<b>102-18</b>	Governance Structure	C.P. Group SR 2021, page 40 - 41 C.P. Group website: Structure and Charter		
<b>102-19</b>	Delegating Authority	C.P. Group SR 2021, page 40 - 41 C.P. Group website: Sustainability Governance		
<b>102-20</b>	Executive-level Responsibility for Economic, Environmental, and Social Topics	C.P. Group SR 2021, page 40 - 41		
<b>102-21</b>	Consulting Stakeholders on Economic, Environmental, and Social Topics	C.P. Group SR 2021, page 122 - 129 C.P. Group website: Stakeholder Engagement		
<b>102-22</b>	Composition of the Highest Governance Body and Its Committees	C.P. Group website: Board of Director, Executive Board		
<b>102-23</b>	Chair of the highest governance body	C.P. Group website: Board of Director, Executive Board		

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
<b>GRI 102: General Disclosure</b>				
<b>Governance</b>				
<b>102-24</b>	Nominating and Selecting the Highest Governance Body	C.P. Group SR 2021, page 51 C.P. Group website: Corporate Governance		
<b>102-25</b>	Conflict of Interest	C.P. Group SR 2021, page 50 - 55 C.P. Group website: CG Principles and CG Policy		
<b>102-26</b>	Role of Highest Governance Body in Setting Purpose, Values and Strategy	C.P. Group website: Corporate Governance		
<b>102-27</b>	Collective Knowledge of Highest Governance Body	C.P. Group SR 2021, page 50		
<b>102-28</b>	Evaluating the Highest Governance Body's Performance	C.P. Group SR 2021, page 40 - 45 C.P. Group website: Corporate Governance, Stakeholder Engagement		
<b>102-29</b>	Identifying and Managing Economic, Environmental, and Social Impacts	C.P. Group SR 2021, page 36 – 39, 52		
<b>102-30</b>	Effectiveness of Risk Management Process	C.P. Group SR 2021, page 44 - 45		
<b>102-31</b>	Review of Economic, Environmental, and Social Topics	C.P. Group SR 2021, page 16 – 17		
<b>102-32</b>	Highest Governance Body's role in Sustainability Reporting	C.P. Group SR 2021, page 37 - 39 C.P. Group website: Corporate Governance		
<b>102-33</b>	Communicating Critical Concerns	C.P. Group SR 2021, page 36-39 C.P. Group website: Corporate Governance		
<b>102-34</b>	Nature and Total Number of Critical Concerns	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance		

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
<b>GRI 102: General Disclosure</b>				
<b>Governance</b>				
102-35	Remuneration Policies	Corporate Governance Policy		G11
102-36	Process for Determining Remuneration	Corporate Governance Policy		
102-37	Stakeholders' Involvement in Remuneration	Corporate Governance Policy		L9
102-38	Annual Total Compensation Ratio	GRI and SASB Content Index 2021, page 10		
102-39	Percentage Increase in Annual Total Compensation Ratio	GRI and SASB Content Index 2021, page 10		

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Annual Total Compensation Ratio by Employee Level</b>									
Executive Level (Base Salary)	Ratio					1	0.97	0.90	1
Executive Level (Base Salary + Cash Incentives)	Ratio					1	0.97	0.94	1
Management Level (Base Salary)	Ratio					1	0.98	0.89	1
Management Level (Base Salary + Cash Incentives)	Ratio					1	0.94	0.90	1
Officer	Ratio					1	0.91	0.92	1

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
<b>GRI 102: General Disclosure</b>				
<b>Governance</b>				
<b>102-40</b>	List of Stakeholder Group	C.P. Group SR 2021, page 34 – 35, 124 Stakeholder Engagement Report 2021		
<b>102-41</b>	Collective Bargaining Agreements	GRI and SASB Content Index 2021, page 11		L6
<b>102-42</b>	Identifying and Selecting Stakeholders	Stakeholder Engagement Report 2021		
<b>102-43</b>	Approach to Stakeholder Engagement	C.P. Group SR 2021, page 124 - 139 Stakeholder Engagement Report 2021		
<b>102-44</b>	Key Topics and Concerns Raised	C.P. Group SR 2021, page 126 – 131 Stakeholder Engagement Report 2021		

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Freedom of Association / Collective Bargaining Agreements</b>									
Employee covered by collective bargaining agreements	Percent					100	100	100	100

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
<b>GRI 102: General Disclosure</b>				
<b>Reporting Practice</b>				
<b>102-45</b>	Entities Included in the Consolidated Financial Statement	C.P. Group SR 2021, page 190 - 193		
<b>102-46</b>	Defining Reporting Content and Topic Boundaries	C.P. Group SR 2021, page 44 – 45 Material Assessment Report 2021		
<b>102-47</b>	List of Material Topics	C.P. Group SR 2021, page 45 Material Assessment Report 2021		
<b>102-48</b>	Restatement of Information	C.P. Group SR 2021, page 26 - 27		
<b>102-49</b>	Changes in Reporting	C.P. Group SR 2021, page 44 – 45 Material Assessment Report 2021		
<b>102-50</b>	Reporting Period	C.P. Group SR 2021, page 16		
<b>102-51</b>	Date of Most Recent Report	C.P. Group SR 2021, page 16		
<b>102-52</b>	Reporting Cycle	C.P. Group SR 2021, page 16		
<b>102-53</b>	Contact Point for Questions Reporting the Report	C.P. Group SR 2021, Back Cover		
<b>102-54</b>	Claims of Reporting in Accordance with the GRI Standards	C.P. Group SR 2021, page 16 GRI and SASB Content Index 2021, page 03 - 41		
<b>102-55</b>	GRI Content Index	GRI and SASB Content Index 2021		
<b>102-56</b>	External Assurance	C.P. Group SR 2021, page 194 - 195		G14

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
<b>GRI 103: Management Approach 2016</b>				
<b>103-1</b>	Explanation of the Material Topic and its Boundary	C.P. Group SR 2021, page 44 – 45 Materiality Assessment Report 2021		G7.1, HR1, HR3, L2, L3, L4, L5
<b>103-2</b>	The Management Approach and its Components	C.P. Group website: Corporate Governance, Human Rights and Labor Practices, Education and Inequality Reduction, Leadership and Human Capital Development, Cybersecurity and Data Protection, Health and Well-being, Social Impact and Economic Contribution, Food Security and Access to Nutrition, Innovation, Stakeholder Engagement, Climate Resilience, Circular Economy, Water Stewardship, Ecosystem and Biodiversity Protection, Responsible Supply Chain Management		G10, HR 2, HR3, HR4, HR5, HR 6, HR7, L1, L2, L3, L5, L5, L12, L13, E1, E2, E3, E4, E4.1, E4.2, E5, E21
<b>103-3</b>	Evaluation of the Management Approach	C.P. Group SR 2021, page 44 – 45 Materiality Assessment Report 2021		
<b>Economic Performance 2016</b>				
<b>GRI 201</b>	201-1 Direct economic value generated and distributed	C.P. Group SR 2021, page 12 – 13, 34 - 35		E1, E2, E3, E4, E4.1, E4.2, E5, E8
<b>GRI 201</b>	201-2 Financial implications and other risks and opportunities due to climate change	C.P. Group SR 2021, page 140 – 141 Climate Related Risk Management Report		
<b>Indirect Economic Impacts 2016</b>				
<b>GRI 203</b>	203-1 Infrastructure investments and service supported	C.P. Group SR 2021, page 104		
<b>GRI 203</b>	203-2 Significant indirect economic impacts	C.P. Group SR 2021, page 102-109		

GRI Standards	Disclosure	Location Reference	Direct Answers / Omissions	UNGC CoP
<b>Anti-corruption 2016</b>				
<b>GRI 205</b>	205-1 Total number and percentage of operations assessed for risks related to corruption	C.P. Group SR 2021, page 53 - 55		G6
<b>GRI 205</b>	205-2 Communication and training about anti-corruption policies and procedures	GRI and SASB Content Index 2021, page 15 - 16		
<b>GRI 205</b>	205-3 Confirmed incidents of corruption and actions taken	C.P. Group SR 2021, page 55		
<b>Anti-competitive Behavior 2016</b>				
<b>GRI 206</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	C.P. Group SR 2021, page 55		

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Communication about anti-corruption policies and procedures									
By Employee Level									
Board of Director	Person	11	0	11	0	11	0	11	0
	Percent	100	0	100	0	100	0	100	0
Top Management	Person	774	178	768	200	936	264	853	195
	Percent	81	19	79	21	78	22	81	19
Middle Management	Person	2,555	1,237	2,620	1,397	3,057	1,427	3,000	1,472
	Percent	67	33	65	35	68	32	67	33
Management	Person	13,914	7,202	28,923	14,357	18,295	11,344	41,979	36,244
	Percent	66	34	67	33	62	38	54	46
Officers	Person	131,413	137,849	137,737	153,844	160,451	165,807	166,220	178,613
	Percent	49	51	47	53	49	51	48	52
By Business Relationship									
Suppliers	Percent	92.42		92.42		100		100	
Subsidiaries	Percent					100		100	
JVs	Percent					5		5	

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Training about anti-corruption policies and procedures									
By Employee Level									
Board of Director	Person	11	0	11	0	11	0	11	0
	Percent	100	0	100	0	100	0	100	0
Top Management	Person	774	178	768	200	936	264	853	195
	Percent	81	19	79	21	78	22	81	19
Middle Management	Person	2,555	1,237	2,620	1,397	3,057	1,427	3,000	1,472
	Percent	67	33	65	35	68	32	67	33
Management	Person	13,914	7,202	28,923	14,357	18,295	11,344	41,979	36,244
	Percent	66	34	67	33	62	38	54	46
Officers	Person	131,413	137,849	137,737	153,844	160,451	165,807	166,220	178,613
	Percent	49	51	47	53	49	51	48	52
By Business Relationship									
Suppliers	Percent	92.42		92.42		100		100	
Subsidiaries	Percent					100		100	
JVs	Percent					5		5	

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
<b>Material 2016</b>						
<b>GRI 302</b>	302-1 Energy consumption within the organization	C.P. Group SR 2021, page 146 GRI and SASB Content Index 2021, page 21				E1, E2, E3, E4, E4.1, E4.2, E5, E9, E21
<b>GRI 302</b>	302-2 Energy consumption outside the organization	C.P. Group SR 2021, page 146				E1, E2, E3, E4, E4.1, E4.2, E5, E21
<b>GRI 302</b>	302-3 Energy intensity	C.P. Group SR 2021, page 146 - 147 GRI and SASB Content Index 2021, page 21				E1, E2, E3, E4, E4.1, E4.2, E5, E21
<b>GRI 302</b>	302-4 Reduction of energy consumption	C.P. Group SR 2021, page 146 - 147 GRI and SASB Content Index 2021, page 21				E1, E2, E3, E4, E4.1, E4.2, E5, E21

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
<b>Water and Effluents 2018</b>						
<b>GRI 303</b>	303-1 Interactions with water as a shared resource	C.P. Group SR 2021, page 160 - 167				E1, E2, E3, E4, E4.1, E4.2, E5, E21
<b>GRI 303</b>	303-2 Management of water discharge-related impacts	C.P. Group SR 2021, page 160 - 167				E1, E2, E3, E4, E4.1, E4.2, E5, E21
<b>GRI 303</b>	303-3 Water withdrawal	C.P. Group SR 2021, page 162 – 163 GRI and SASB Content Index 2021, page 21				E1, E2, E3, E4, E4.1, E4.2, E5, E12, E21
<b>GRI 303</b>	303-4 Water discharge	C.P. Group SR 2021, page 162 – 163 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E21
<b>GRI 303</b>	303-5 Water consumption	C.P. Group SR 2021, page 162 - 163 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E12, E21
<b>Biodiversity 2016</b>						
<b>GRI 304</b>	304-3 Habitats protected or restored	C.P. Group SR 2021, page 170 – 176 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E16, E21

GRI Standards	Disclosure	Our Response / Location Reference	Direct Answers / Omissions			UNGC CoP
			Requirement Omitted	Reason	Explanation	
<b>Emissions 2016</b>						
<b>GRI 305</b>	305-1 Direct (Scope 1) GHG emissions	C.P. Group SR 2021, page 144 - 145 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E6, E21
<b>GRI 305</b>	305-2 Energy indirect (Scope 2) GHG emissions	C.P. Group SR 2021, page 144 - 145 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E6, E21
<b>GRI 305</b>	305-3 Other indirect (Scope 3) GHG emissions	C.P. Group SR 2021, page 144 - 145 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E6, E6.1, E21
<b>GRI 305</b>	305-4 GHG emissions intensity	C.P. Group SR 2021, page 144 - 145 GRI and SASB Content Index 2021, page 22				E1, E2, E3, E4, E4.1, E4.2, E5, E21
<b>GRI 305</b>	305-5 Reduction of GHG emissions	C.P. Group SR 2021, page 144 GRI and SASB Content Index 2021, page 23				E1, E2, E3, E4, E4.1, E4.2, E5, E21
<b>GRI 305</b>	305-7 Nitrogen oxides (NOx), Sulfur oxides(SOx), and other significant air emissions	GRI and SASB Content Index 2021, page 23				E1, E2, E3, E4, E4.1, E4.2, E5, E17, E21

\*Remark : Based on GHG Protocol (scopes and emissions across the value chain)

GHG Scope1 refers to direct emissions from station combustion, mobile combustion and fugitive emissions.

GHG Scope2 refers to energy indirect emissions from purchased electricity, and purchased heating, cooling and steam.

GHG Scope 3 refers to indirect emissions from other sources, including

1 : Purchased goods and services from external parties for use by the organization – purchased goods from retails business; quantities of key raw materials purchased, including corn, wheat, soybean, fishmeal and rice; water usage and plastic packaging.

Exclude: purchased goods from telecommunication and plant protection products businesses.

2 : Capital goods – Construction material from CPF SR2021 report.

3 : Fuel and energy-related activities – Electricity generation from source to power stations, T&D; and Well-to-tank (WTT) associated with extraction, refining and transportation of the raw fuel sources to organization’s sites, prior to combustion.

4 : Transportation and distribution of goods (Upstream) – The transportation of key raw materials; transportation of purchased goods from retail businesses . Exclude: transportation of purchased goods from telecommunication and plant protection products businesses.

5 : Waste management in operations – Total waste generated of the groups in 2021

6 : Business travel – Off-site domestic and international employee travel via air and land travels.

7 : Employee commuting – Commuting, through various modes of transportation, by employees in 2021, using average data from CPF, True and CP China.

8 : Leased assets – Already consolidated and reported in the group’s Scope1+2 emissions.

9 : Transportation and distribution of goods (Downstream) – The total quantity of products sold in Thailand and China by CPF and CP Ram, and CP China. Exclude: transportation of sold products from telecommunication business

10 : Processing of sold products – Manufacturing processes for truck tires (refer to: Carbon Footprint of Product: TGO-CF15-108-406), from Technically Specified Rubber products:block rubber in Rubber Processing Factory of Charoen Pokphand Agriculture Co.,Ltd.

11 : Use of sold products – The usage period of company’s products sold by CPF, CP Ram, CPI, CP All and CP China. Exclude: sold products from telecommunication business.

12 : End-of-life treatment of sold products – Disposal of the group’s plastic packaging after use.

13 : Leased assets – Total electricity consumed by tenants in CP Land and CP China’s real estate properties.

14 : Franchises – Not Relevant

15 : Investments – Quantities of shares held by the Group in Ping An Insurance (Group) Company of China Ltd., China; CITIC Group Corporation Ltd., China; and ITOCHU Corporation, Japan.

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
<b>Material 2016</b>						
<b>GRI 306</b>	306-1 Waste generation and significant waste-related impacts	C.P. Group SR 2021, page 154 - 155				E1, E2, E3, E4, E4.1, E4.2, E5, E21
<b>GRI 306</b>	306-2 Management of significant waste-related impacts	C.P. Group SR 2021, page 150 - 159				E1, E2, E3, E4, E4.1, E4.2, E5, E21
<b>GRI 306</b>	306-3 Waste generated	C.P. Group SR 2021, page 155 GRI and SASB Content Index 2021, page 23				E1, E2, E3, E4, E4.1, E4.2, E5, E18, E21
<b>GRI 306</b>	306-4 Waste diverted from disposal	C.P. Group SR 2021, page 155 GRI and SASB Content Index 2021, page 23				E1, E2, E3, E4, E4.1, E4.2, E5, E19, E21
<b>GRI 306</b>	306-5 Waste directed to disposal	C.P. Group SR 2021, page 155 GRI and SASB Content Index 2021, page 23				E1, E2, E3, E4, E4.1, E4.2, E5, E19, E21

	Unit	2018	2019	2020	2021
<b>Energy Consumption within Organization</b>					
Total Energy Consumption	Million GJ	48.28	46.69	53.26	57.24
Non-renewable Energy Consumption	Million GJ	18.99	14.99	15.97	17.66
Renewable Energy Consumption	Million GJ	4.76	5.29	5.45	7.07
Electricity Purchased	Million GJ	24.58	26.41	31.94	32.52
Electricity Sold	Million GJ	0.04	0.003	0.09	0.03
Energy Intensity	GJ / Million THB of Revenue	25.50	23.38	24.74	24.52
<b>Water Withdrawal</b>					
Total Water Withdrawal from all Areas	Million M <sup>3</sup>	329.48	305.06	471.14	405.62
Freshwater Withdrawal	Million M <sup>3</sup>	240.85	220.69	278.09	239.27
- Surface Water	Million M <sup>3</sup>	124.01	111.50	107.70	119.11
- Groundwater	Million M <sup>3</sup>	76.67	65.90	74.72	62.73
- Third-party Water	Million M <sup>3</sup>	32.49	35.49	90.05	50.10
- Rainwater	Million M <sup>3</sup>	7.67	7.80	5.63	7.34
Other Water Withdrawal	Million M <sup>3</sup>	88.63	84.37	193.04	166.35
Total Water Withdrawal from all Areas with Water Stress	Million M <sup>3</sup>			69.19	77.49

	Unit	2018	2019	2020	2021
<b>Water Discharge</b>					
Total Water Withdrawal from all Areas	Million M <sup>3</sup>	181.33	163.36	194.72	182.87
Freshwater Withdrawal	Million M <sup>3</sup>	123.10	146.76	58.82	103.50
- Surface Water	Million M <sup>3</sup>	93.18	115.20	34.31	69.44
- Groundwater	Million M <sup>3</sup>	9.04	10.71	0.10	2.22
- Third-party Water	Million M <sup>3</sup>	20.88	20.85	24.42	31.84
Other Water Withdrawal	Million M <sup>3</sup>	58.23	16.60	135.90	79.37
Total Water Withdrawal from all Areas with Water Stress	Million M <sup>3</sup>			30.37	25.92
<b>Water Consumption</b>					
Total Water Consumption from all Areas	Million M <sup>3</sup>	148.15	141.70	276.41	222.76
Total Water Consumption from all Areas with Water Stress	Million M <sup>3</sup>			38.82	51.57
<b>Biodiversity</b>					
Size and location of all habitat areas protected or restored (Accumulated data)	Tree	910,269	1,018,598	4,775,453	6,392,072
<b>Emissions</b>					
Direct (Scope 1) GHG emissions	Million tCO <sub>2</sub> e	1.49	1.18	1.31	1.42
Biogenic CO <sub>2</sub> Emissions	Million tCO <sub>2</sub> e	0.45	0.50	0.61	0.55
Indirect (Scope 2) GHG emissions	Million tCO <sub>2</sub> e	4.23	4.49	5.26	5.14
Other indirect (Scope 3) GHG emissions	Million tCO <sub>2</sub> e		6.89	15.22	50.69
GHG emissions intensity (GHG S1 and S2)	Million tCO <sub>2</sub> e / Million THB of Revenue	3.02	2.84	3.05	2.81

	Unit	2018	2019	2020	2021
<b>Emissions</b>					
Reduction of GHG emissions	Million tCO <sub>2</sub> e	0.91	0.81	0.72	1.07
Volatile organic compounds	Million tCO <sub>2</sub> e				132.89
<b>Waste Generated</b>					
Total Weights of Waste	Ton	2,110,329	1,782,121	1,409,814	1,294,906
Hazardous Waste	Ton	15,146	11,384	12,112	4,816
Non-Hazardous Waste	Ton	2,095,183	1,770,734	1,397,702	1,290,090
Total Weights of Waste Diverted from Disposal: Hazardous	Ton	3,364	7,863	5,523	2,380
Reused / Recycled	Ton	3,300	7,473	5,152	1,914
Total Weights of Waste Diverted from Disposal: Non-hazardous	Ton	1,351,867	1,443,843	1,216,130	1,176,387
Reused / Recycled	Ton	447,375	209,667	281,230	275,783
Total Weights of Waste Directed to Disposal	Ton	755,098	330,414	179,578	116,139
Incineration	Ton	6,888	4,268	15,067	6,156
Landfill	Ton	242,294	92,488	77,534	70,092
Other methods	Ton	505,916	233,658	86,977	39,891
Waste Intensity	Ton / Million THB of Revenue	1.11	0.89	0.65	0.55
<b>Food Loss and Food Waste</b>					
Food Loss	Ton			141,497	179,310
Food Waste	Ton		42,833	63,494	58,507

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
<b>Environmental Compliance 2016</b>						
<b>GRI 307</b>	307-1 Non-compliance with environmental laws and regulations	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance				
<b>Supplier Environmental Assessment 2016</b>						
<b>GRI 308</b>	308-1 New suppliers that were screened using environmental criteria	C.P. Group SR 2021, page 182				
<b>GRI 308</b>	308-2 Negative environmental impacts in the supply chain and actions taken	C.P. Group SR 2021, page 182				
<b>Employment 2016</b>						
<b>GRI 401</b>	401-1 New employee hires and employee turnover	GRI and SASB Content Index 2021, page 25 - 31				
<b>GRI 401</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	C.P. Group website: Human Rights and Labor Practices				
<b>GRI 401</b>	401-3 Parental leave	GRI and SASB Content Index 2021, page 31				
<b>Labor / Management Relations 2016</b>						
<b>GRI 402</b>	402-1 Minimum notice periods regarding operational changes	At C.P. Group, minimum notice periods regarding operational changes is 30 days in advance.				

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>New Employee Hired</b>									
Total New Employee Hired	Person	105,644		125,134		91,014		234,669	
		50,533	55,111	59,674	65,460	45,100	45,914	106,367	128,302
<b>New Employee Hired by Age Group</b>									
Under 30 Years Old	Person	75,241		86,390		58,092		144,370	
		35,091	40,150	40,336	46,054	28,563	29,529	66,109	78,261
30-50 Years Old	Person	26,106		36,352		30,804		85,972	
		12,401	13,705	17,979	18,373	15,257	15,547	37,990	47,982
Over 50 Years Old	Person	4,207		2,392		2,118		4,327	
		3,041	1,256	1,359	1,033	1,280	838	2,269	2,058
<b>New Employee Hired by Position Level</b>									
Top Management	Person							129	
								98	31
Middle Management	Person							746	
								495	251
Management	Person							25,707	
								11,902	13,805
Staff / Officer	Person							99,117	
								44,861	54,256
Worker	Person							108,970	
								49,011	59,959

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Hiring Cost</b>									
Average Hiring Cost	Baht /Person / Year	4,788		4,502		5,976		8,927	
<b>Total Vacancy Position Opened</b>									
Total Vacancy Position Opened	Position	8,705		18,829		17,326		179,618	
<b>Internal Hiring</b>									
Total Internal Hiring	Person							48,980	
	Person							20,906	28,074
Rate of Internal Hired	Percent	29.67		55.15		68.08		27.27	
<b>Internal Hired by Age Group</b>									
Under 30 Years Old	Person							25,704	
								10,738	14,966
30-50 Years Old	Person							22,023	
								9,465	12,558
Over 50 Years Old	Person							1,253	
								703	550

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
Internal Hired by Position Level									
Top Management	Person							62	
								51	11
Middle Management	Person							404	
								282	122
Management	Person							9,820	
								4,911	4,909
Staff / Officer	Person	20,911							
		8,134	12,777						
Worker	Person	17,783							
		7,528	10,255						

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Employee Turnover</b>									
Total Employee Turnover	Person	86,387		109,172		110,394		161,342	
		42,959	43,428	54,977	54,195	52,110	58,284	73,260	88,082
Employee Turnover Rate (All Level)	Percent	28.40		32.16		30.53		37.65	
Employee Turnover Rate (Exclude Worker Level)	Percent							26.89	
<b>Employee Hired by Age Group</b>									
Under 30 Years Old	Person	55,936		70,353		65,810		107,856	
		27,268	28,668	35,410	34,943	29,944	35,866	48,357	59,499
30-50 Years Old	Person	27,611		35,556		41,124		49,692	
		14,193	13,418	17,861	17,695	20,438	20,686	22,812	26,880
Over 50 Years Old	Person	2,840		3,263		3,460		3,794	
		1,498	1,342	1,706	1,557	1,728	1,732	2,091	1,703

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Employee Turnover by Position Level</b>									
Top Management	Person							50	
		36		14					
Middle Management	Person							360	
		230		130					
Management	Person							8,171	
		4,371		3,800					
Staff / Officer	Person							65,814	
		28,828		36,986					
Worker	Person							86,947	
		39,795		47,152					

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Voluntary Employee Turnover</b>									
Total Voluntary Employee Turnover	Person	46,907		58,844		82,744		132,924	
						39,528	43,216	60,228	72,696
Voluntary Employee Turnover Rate (All Employee)	Percent							31.02	
Voluntary Employee Turnover Rate(Exclude Worker Level)	Percent							24.87	
<b>Voluntary Employee Turnover by Age Group</b>									
Under 30 Years Old	Person							88,327	
								39,403	48,924
30-50 Years Old	Person							41,720	
								19,219	22,501
Over 50 Years Old	Person							2,877	
								1,606	1,271

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Voluntary Employee Turnover by Position Level</b>									
Top Management	Person					55		46	
						32	23	33	13
Middle Management	Person					301		301	
						178	123	187	114
Management	Person					2,295		7,265	
						1,312	983	3,864	3,401
Staff / Officer / Worker	Person					80,093			
						38,006	42,087		
Staff / Officer	Person							61,178	
								28,828	34,817
Worker	Person							64,134	
								29,783	34,351
<b>Parental Leave</b>									
Number of employees taking parental leave	Person	55,936		70,353		65,810		107,856	
		27,268	28,668	35,410	34,943	29,944	35,866	48,357	59,499
Number of employee returned to work after taking parental leave	Person	27,611		35,556		41,124		49,692	
		14,193	13,418	17,861	17,695	20,438	20,686	22,812	26,880

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
<b>Occupational Health and Safety 2018</b>						
<b>GRI 403</b>	403-1 Occupational Health and Safety Management System	C.P. Group SR 2021, page 64 - 69				L1, L2, L3, L4, L5, L12, L13
<b>GRI 403</b>	403-2 Hazard identification, risk assessment, and incident investigation	C.P. Group SR 2021, page 64 - 69				L1, L2, L3, L4, L5, L12, L13
<b>GRI 403</b>	403-4 Worker participation, consultation, and communication on occupational health and safety	C.P. Group highly values workers engagement, even the amid of COVID-19 pandemic. C.P. Group communicates with worker regarding occupational health and safety on regular basis to ensure that highest occupational health and safety standards are uphold. Incase of uncertainty, C.P. Group has consultation channels for workers to file questions.				L1, L2, L3, L4, L5, L12, L13
<b>GRI 403</b>	403-5 Worker training on occupational health and safety	C.P. Group SR 2021, page 64 - 69				L1, L2, L3, L4, L5, L12, L13
<b>GRI 403</b>	403-6 Promotion of worker health	C.P. Group SR 2021, page 64 - 69				L1, L2, L3, L4, L5, L12, L13
<b>GRI 403</b>	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	C.P. Group SR 2021, page 64 - 69				L1, L2, L3, L4, L5, L12, L13
<b>GRI 403</b>	403-9 Work-related injuries	C.P. Group SR 2021, page 64 GRI and SASB Content Index 2021, page 33 - 35				L1, L2, L3, L4, L5, L10, L11, L12, L13
<b>GRI 403</b>	403-10 Work-related ill health	GRI and SASB Content Index 2021, page 33 - 35				L1, L2, L3, L4, L5, L12, L13



	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Work-related Ill Health (Employees)</b>									
Recordable Work-related Ill Health	Case	14		0		19		33	
		14	0	0	0	13	6	19	14
Occupational Illness Frequency Rate (OIFR)	Lost Day / 1,000,000 Hrs. Worked	0.02		0		0.02		0.03	
		0.05	0	0	0	0.03	0.02	0.04	0.03
<b>Work-related Injuries (Contractors)</b>									
Fatality as a Result of Work-related Injury	Case	2		3		7		12	
		2	0	3	0	6	0	11	1
	Case / 1,000,000 Hrs. Worked <sup>1</sup>	0.011		0.032		0.022		0.032	
		0.015	0	0.043	0	0.04	0.01	0.051	0.006
High-consequence Work-related Injury (Excluded Fatality)	Case					5		6	
						3	2	4	2
	Case / 1,000,000 Hrs. Worked <sup>1</sup>					0.01		0.02	
						0.02	0.01	0.02	0.01
Recordable Work-related Injury	Case	174		160		469		275	
		108	66	123	37	360	109	174	101
	Case / 1,000,000 Hrs. Worked <sup>1</sup>	1.00		1.71		1.30		0.73	
		0.80	1.70	1.75	1.60	2.04	0.59	0.81	0.63
Lost-time Injury Frequency Rate (LTIFR)	Case / 1,000,000 Hrs. Worked <sup>1</sup>	0.57		0.64		0.51		0.53	
		0.45	1.00	0.60	0.75	0.59	0.42	0.50	0.57
Lost Day Rate (LDR)	Case / 1,000,000 Hrs. Worked <sup>1</sup>			2.82		6.18		6.39	
				2.90	2.55	6.27	6.10	5.32	7.81

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Work-related Ill Health (Contractors)</b>									
Recordable Work-related Ill Health	Case	0	0	0	0	0	0	0	0
Recordable Work-related Ill Health	Case	0	0	0	0	0	0	0	0
Recordable Work-related Ill Health	Case	00	0	0	0	0	0	0	0
Recordable Work-related Ill Health	Case	0	0	0	0	0	0	0	0

<sup>1</sup>Remark : Manhours of small distributors (whose role is to directly distribute products to retail stores) from retail businesses are excluded.

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
<b>Training and Education 2016</b>						
<b>GRI 404</b>	404-1 Average hours of training per year per employee	C.P. Group SR 2021, page 79 GRI and SASB Content Index 2021, page 37 - 38				
<b>GRI 404</b>	404-2 Program for upgrading employee skills and transition assistance	C.P. Group SR 2021, page 78 – 83				
<b>GRI 404</b>	404-3 Percentage of employees receiving regulation performance and career development reviews	C.P. Group SR 2021, page 79				
<b>Diversity and Equal Opportunity 2016</b>						
<b>GRI 405</b>	405-1 Diversity of governance bodies and employees	C.P. Group's Board of Director consists of 11 members, of which 10 members are non-independent directors, and 1 is executive directors. A total of 100% of members are male. However, C.P. Group does not discriminate from having female director, and this has been stated in CG Policy, which is internal document.				G12
<b>GRI 405</b>	405-2 Ratio of basic salary and remuneration of women to men	GRI and SASB Content Index 2021, page 10				L9

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Hours of Training</b>									
Average Training Hours for all Employees	Hours / Employee / Years	13.30		13.49		20.01		19.09	
		12.69	14.81	12.06	14.91	18.05	22.01	17.54	20.60
<b>Hours of Training by Position Level</b>									
Top Management	Hours / Employee / Years	25.55		32.45		19.21		15.93	
		26.55	21.23	33.30	29.16	19.53	18.07	13.80	25.21
Middle Management	Hours / Employee / Years	24.33		22.04		21.06		30.87	
		22.55	28.00	21.78	22.52	21.11	20.97	29.28	34.12
Management	Hours / Employee / Years	20.19		16.02		26.88		25.54	
		18.44	23.58	14.66	18.73	25.45	29.18	23.06	28.40
Staff / Officers / Workers	Hours / Employee / Years	13.51		12.93		19.63			
		12.27	14.69	11.22	14.47	16.74	21.97		
Staff / Officer	Hours / Employee / Years							22.89	
								21.07	24.52
Worker	Hours / Employee / Years							10.59	
								9.67	11.47

	Unit	2018		2019		2020		2021	
		Male	Female	Male	Female	Male	Female	Male	Female
<b>Hours of Training by Employee Age Group</b>									
Under 30 Years Old	Hours / Employee / Years							18.85	
								16.72	20.83
30-50 Years Old	Hours / Employee / Years							19.38	
								18.37	20.38
Over 50 Years Old	Hours / Employee / Years							18.33	
								16.62	20.84
<b>Amount Spent in Training</b>									
Average Amount Spent in Training for all Employees	Baht / Employee / Year					3,913.74		2,002.30	
						3,588.90	4,245.67	1,912.47	2,090.17
<b>Employee Engagement</b>									
Employee Engagement	Percent	74		74		77		78	
								78	80
Target for Employee Engagement	Percent					76		77	

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
<b>Non-discrimination 2016</b>						
<b>GRI 406</b>	406-1 Incidents of discrimination and corrective actions taken	C.P. Group SR 2021, page 55 In 2021, C.P. Group has 2 incident of discrimination. All incident of discrimination had been solved according to C.P. Group's Discrimination and Harassment Policy.				L1, L2, L3, L4, L5, L12, L13
<b>Freedom of Association and Collective Bargaining 2016</b>						
<b>GRI 407</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	C.P. Group SR 2021, page 58 - 61 As stated in C.P. Group's Code of Conduct, human Rights and Labor Practices Policy and Guidelines, and Supplier Code of Conduct, employees, suppliers and contractors have the rights to freely exercise their rights and participate in any collective bargaining in accordance with legal procedures in the applicable jurisdiction.				L1, L2, L3, L4, L5, L12, L13
<b>Child Labor 2016</b>						
<b>GRI 408</b>	408-1 Operations and suppliers at significant risk for incident of child labor	C.P. Group SR 2021, page 58 - 61				L1, L2, L3, L4, L5, L12, L13
<b>Forces or Compulsory Labor 2016</b>						
<b>GRI 409</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	C.P. Group SR 2021, page 58 - 61				L1, L2, L3, L4, L5, L12, L13
<b>Rights of Indigenous Peoples 2016</b>						
<b>GRI 411</b>	411-1 Incidents of violations involving rights of indigenous people	C.P. Group SR 2021, page 58 - 61				
<b>Local Communities 2016</b>						
<b>GRI 413</b>	413-1 Operations with local community engagement, impact assessments, and development programs	C.P. Group SR 2021, page 102 - 109 Stakeholder Engagement Report 2021				
<b>GRI 413</b>	413-2 Operations with significant actual and potential negative impacts on local communities	C.P. Group SR 2021, page 102 - 109				

GRI Standards	Disclosure	Our Response / Location Reference	Omission			UNGC CoP
			Requirement Omitted	Reason	Explanation	
<b>Supplier Social Assessment 2016</b>						
<b>GRI 414</b>	414-1 New suppliers that were screened using social criteria	C.P. Group SR 2021, page 182 GRI and SASB Content Index 2021, page 41				
<b>GRI 414</b>	414-2 Negative social impacts in the supply chain and actions taken	C.P. Group SR 2021, page 182 GRI and SASB Content Index 2021, page 41				
<b>Public Policy 2016</b>						
<b>GRI 415</b>	415-1 Political contributions	C.P. Group website: Stakeholder Engagement				
<b>Customer Health and Safety 2016</b>						
<b>GRI 416</b>	416-1 Assessment of the health and safety impacts of product and service categories	C.P. Group SR 2021, page 95 - 97				
<b>GRI 416</b>	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance				
<b>Marketing and Labelling 2016</b>						
<b>GRI 417</b>	417-1 Requirements for product and service information and labeling	C.P. Group SR 2021, page 100				
<b>GRI 417</b>	417-2 Incidents of non-compliance concerning product and service information and labeling	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance				
<b>GRI 417</b>	417-3 Incidents of non-compliance concerning marketing communications	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance				
<b>Customer Privacy 2016</b>						
<b>GRI 418</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance				

	Unit	2018	2019	2020	2021
<b>Quality Education for All</b>					
Number of Children, Youth, and Adults with Access with Quality Education	Person	3,411,278	4,608,990	6,320,000	7,262,490
Number of Scholarship Granted	Scholarship	32,734	38,135	53,640	103,480
<b>Beneficiary Stakeholders</b>					
Farmer Receiving Support	Person	113,067	129,829	533,943	704,329
SMEs Receiving Support	Person	543,572	706,100	768,108	909,615
Individual from Vulnerable Group Receiving Support	Person	12,287	22,389	73,726	135,728
Others	Person				54,021
<b>Responsible Supply Chain Management</b>					
New suppliers that were screened using social criteria.	Percent		100	72	57.91
Number of suppliers identified as having significant actual and potential negative social impacts	Percent	2.20	0.97	1.14	0.45
New suppliers that were screened using environmental criteria.	Percent		100	72	57.91
Number of suppliers identified as having significant actual and potential negative environmental impacts	Percent	2.20	0.97	1.14	0.45
<b>Customer Relation Management</b>					
Customer satisfaction result	Percent	88.80	90.35	92.75	93.44
Customer satisfaction target at fiscal year	Percent	88	89	91	92

# Sustainability Accounting Standard Board (SASB)

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference																																		
<b>Greenhouse Gas Emissions</b>																																			
Gross Global Scope 1 Emissions	See GRI 305, page 22 in this document																																		
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	C.P. Group SR 2021, page 144 - 145 C.P. Group website: Climate Resilience																																		
Fleet fuel consumed, percentage renewable	<table border="1"> <thead> <tr> <th></th> <th>Unit</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Total Fleet Fuel Consumed</td> <td>Million GJ</td> <td></td> <td></td> <td></td> <td>2.93</td> </tr> <tr> <td rowspan="2">Non-renewable</td> <td>Million GJ</td> <td></td> <td></td> <td></td> <td>1.45</td> </tr> <tr> <td>Percent</td> <td></td> <td></td> <td></td> <td>49</td> </tr> <tr> <td rowspan="2">Renewable</td> <td>Million GJ</td> <td></td> <td></td> <td></td> <td>1.48</td> </tr> <tr> <td>Percent</td> <td></td> <td></td> <td></td> <td>51</td> </tr> </tbody> </table>		Unit	2018	2019	2020	2021	Total Fleet Fuel Consumed	Million GJ				2.93	Non-renewable	Million GJ				1.45	Percent				49	Renewable	Million GJ				1.48	Percent				51
	Unit	2018	2019	2020	2021																														
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Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference																		
<b>Energy Management</b>																			
Gross Global Scope 1 Emissions	See GRI 302, page 21 in this document																		
Fleet fuel consumed, percentage renewable	<table border="1"> <thead> <tr> <th data-bbox="1137 395 1384 443"></th> <th data-bbox="1388 395 1541 443">Unit</th> <th data-bbox="1545 395 1688 443">2018</th> <th data-bbox="1693 395 1836 443">2019</th> <th data-bbox="1841 395 1984 443">2020</th> <th data-bbox="1989 395 2116 443">2021</th> </tr> </thead> <tbody> <tr> <td data-bbox="1137 446 1384 491"><b>Total Grid Energy</b></td> <td data-bbox="1388 446 1541 491"><b>Million GJ</b></td> <td data-bbox="1545 446 1688 491">24.57</td> <td data-bbox="1693 446 1836 491">26.40</td> <td data-bbox="1841 446 1984 491">31.94</td> <td data-bbox="1989 446 2116 491">32.52</td> </tr> <tr> <td data-bbox="1137 494 1384 539"><b>Consume</b></td> <td data-bbox="1388 494 1541 539"><b>Percent</b></td> <td data-bbox="1545 494 1688 539">67</td> <td data-bbox="1693 494 1836 539">67</td> <td data-bbox="1841 494 1984 539">69</td> <td data-bbox="1989 494 2116 539">68</td> </tr> </tbody> </table>		Unit	2018	2019	2020	2021	<b>Total Grid Energy</b>	<b>Million GJ</b>	24.57	26.40	31.94	32.52	<b>Consume</b>	<b>Percent</b>	67	67	69	68
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Percentage Renewable	See GRI 302, page 21 in this document In 2021, C.P. Group consumed 7.07 GJ of renewable energy, or equivalent to 12 percent																		
<b>Water Management</b>																			
Total Water Withdrawn	See GRI 303, page 21 in this document																		
Total Water Consumed, and Percentage of each in Region with High or Extremely High Baseline Water Stress	See GRI 303, page 22 in this document C.P. Group SR 2021, page 162 C.P. Group website: Water Stewardship																		
Description of water management risks and discussion of strategies and practices to mitigate those risks	C.P. Group SR 2021, page 164 - 165 C.P. Group website: Water Stewardship																		
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	C.P. Group SR 2021, page 55 C.P. Group website: Corporate Governance																		
<b>Food Safety</b>																			
Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformance	Omitted																		
Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Omitted																		
Number of recalls issued	233																		
Total amount of food product recalled	Omitted																		

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference																																								
<b>Workforce Health &amp; Safety</b>																																									
Total Recordable Incident Rate of Employee	See GRI 403, page 33 - 34 in this document																																								
Near Miss Frequency Rate of Employee	See GRI 403, page 33 - 34 in this document																																								
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Total Recordable Incident Rate of Contractors or Migrant Employees	See GRI 403, page 34 - 35 in this document																																								
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<b>Environmental &amp; Social Impacts of Ingredient Supply Chain</b>																																									
Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	<table border="1"> <thead> <tr> <th data-bbox="1384 868 1541 912">Unit</th> <th data-bbox="1541 868 1686 912">2018</th> <th data-bbox="1686 868 1832 912">2019</th> <th data-bbox="1832 868 1977 912">2020</th> <th data-bbox="1977 868 2123 912">2021</th> </tr> </thead> <tbody> <tr> <td data-bbox="1122 919 1384 963">Palm Oil</td> <td data-bbox="1384 919 1541 963">Percent</td> <td data-bbox="1541 919 1686 963">89</td> <td data-bbox="1686 919 1832 963">84</td> <td data-bbox="1832 919 1977 963">79</td> <td data-bbox="1977 919 2123 963">80</td> </tr> <tr> <td data-bbox="1122 970 1384 1015">Soy</td> <td data-bbox="1384 970 1541 1015">Percent</td> <td colspan="2" data-bbox="1541 970 1832 1015" rowspan="2"></td> <td data-bbox="1832 970 1977 1015">31.28</td> <td data-bbox="1977 970 2123 1015">44.67</td> </tr> <tr> <td data-bbox="1122 1021 1384 1066">Sugar</td> <td data-bbox="1384 1021 1541 1066">Percent</td> <td data-bbox="1541 1021 1686 1066"></td> <td data-bbox="1686 1021 1832 1066">73.72</td> <td data-bbox="1832 1021 1977 1066">59.09</td> <td data-bbox="1977 1021 2123 1066">42.19</td> </tr> <tr> <td data-bbox="1122 1072 1384 1117">Cacao</td> <td data-bbox="1384 1072 1541 1117">Percent</td> <td data-bbox="1541 1072 1686 1117"></td> <td data-bbox="1686 1072 1832 1117">0.63</td> <td data-bbox="1832 1072 1977 1117">100</td> <td data-bbox="1977 1072 2123 1117">100</td> </tr> <tr> <td data-bbox="1122 1123 1384 1168">Seafood</td> <td data-bbox="1384 1123 1541 1168">Percent</td> <td data-bbox="1541 1123 1686 1168"></td> <td data-bbox="1686 1123 1832 1168">27.45</td> <td data-bbox="1832 1123 1977 1168">16.69</td> <td data-bbox="1977 1123 2123 1168">21.93</td> </tr> </tbody> </table>						Unit	2018	2019	2020	2021	Palm Oil	Percent	89	84	79	80	Soy	Percent			31.28	44.67	Sugar	Percent		73.72	59.09	42.19	Cacao	Percent		0.63	100	100	Seafood	Percent		27.45	16.69	21.93
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	Cacao	Percent		0.63	100	100																																			
Seafood	Percent		27.45	16.69	21.93																																				

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference
<b>Environmental &amp; Social Impacts of Ingredient Supply Chain</b>	
Suppliers' social and environmental responsibility audit	See GRI 414, page 41 in this document
Non-conformance rate	5.1%
Associated corrective action rate for major and minor non-conformances	100%
Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	C.P. Group SR 2021, page 186-187 C.P. Group website: Responsible Supply Chain Management
<b>GMO Management</b>	
Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Omitted
<b>Ingredient Sourcing</b>	
Identification of principal crops and description of risks and opportunities presented by climate change	C.P. Group website: Responsible Supply Chain Management
Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Omitted

Activity Metric	Our Response / Location Reference
Production by Principal Crop	14,416,011 Tons
Number of Processing Facilities	C.P. Group SR 2021, page 22-23
Total Land Area Under Active Production	Omitted
Cost of Agricultural Products Sourced Externally	64,395,123,045

# Appendix

## Acknowledgement

1. Cover Page Picture : Photo by Thomas Bormans, <https://unsplash.com/photos/WG8-xjAeuHE>
2. Page 2 Picture : “สัตว์มีค่า ป่ามีคุณ” ชื่อภาพ บ้านหลังใหญ่ ภาพโดยเด็กชายจอมทัพ เจริญลานนำชัย โรงเรียนรุ่งอรุณสถานที่  
เขตห้ามล่าสัตว์ป่าเขาแผงม้า จ.นครราชสีมา
3. Page 3 Picture : Photo by charlesdeluvio, <https://unsplash.com/photos/DgoyKNgPiFQ>



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