



C.P. BANGLADESH Company Limited

Sustainability Report 2024

**FORWARD
FASTER**
FOR A BETTER TOMORROW





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Message from the Leader

I am honored to represent C.P. Bangladesh Company Limited (CPB), a company truly “Built to Last.” Since our founding in 1998, we at CPB, have consistently delivered the right products at the right time, building a legacy of trust, quality, and performance for our valued customers. Today, we take great pride in our journey—a journey marked by resilience, innovation, and excellence, all in pursuit of our vision: The Kitchen of Bangladesh.

At C.P. Bangladesh Company Limited, **“just good” is never enough. We are driven by a deeper ambition to exceed expectations and set new benchmarks.** Our six core values serve as the foundation of this commitment, inspiring us to be more than a team: we are a community of purpose, dedication, and progress. We believe in creating a lasting impact, where every member contributes meaningfully and is remembered for their accomplishments.

To realize our vision, C.P. Bangladesh Company Limited has set clear and strategic objectives. We are committed to maximizing operational efficiency, understanding and fulfilling stakeholder and customer needs, delivering the highest quality products, optimizing productivity, upholding the highest safety standards, and safeguarding our environment.

Today, our products touch the lives of billions, not only in Bangladesh but across the globe. It is this unwavering dedication that has established “C.P. Bangladesh Company Limited” as a name synonymous with quality and trust. With the steadfast support of our management and employees, we will continue to strengthen our leadership position both in Bangladesh and globally. Together, we will relentlessly pursue sustainable growth, innovation, and service excellence.

Mr. Suchat Suntipada

(মেম্বর) President
C.P. Bangladesh





Performance Highlights

HEART: Living Right

100 %

of Employees Passed the Codes of Conduct Training and Test

150 Persons

Number of Youth Supported in Accessing Quality Education

95 %

Stakeholder Satisfaction Scores, Increased from 2023 by 9%

100 %

of Businesses Received Human Rights Risks Assessment

87 %

Satisfaction Score Towards Communications, Listening, and Response decreased from 2023 by 1%

Lost Time Injury Rate

Employee
0.24

Case/1,000,000 Hours Worked

Contractor
0

Case/1,000,000 Hours Worked

1.1 Million THB

Stakeholder Satisfaction Scores, Increased from 2023 by 8%

4

Million THB

Stakeholder Satisfaction Scores, Increase from 2023 by 8%

HOME: Living Together

17.4 %

Increased in GHG Emissions Scope 1 and 2 Compared to 2021

31 %

Water Withdrawal Intensity decreased Compared to 2022

7.1 %

Energy Consumption Intensity increasing (2023/2024)

7.71 %

Energy Consumption increased Compared to 2023

95.85 %

Total Weight of Non-hazardous Waste Directed to Disposal decreased Compared to 2020

7.71 %

Waste Recycled/Reused

Sustainability Awards and Certifications

Best Fish Feed Production Company in Chattogram Region

C.P. Bangladesh Company Limited was recently honored as the Best Fish Feed Production Company in the Chattogram region, a recognition that highlights the company's leadership and excellence in the aquaculture industry. This award reflects the outstanding quality and nutritional value of C.P. Bangladesh's fish feed, its ongoing support for local aquaculture farmers, and its unwavering commitment to food safety, environmental compliance, and innovation in sustainable production.



ISO 9001:2015

A globally recognized standard for quality management systems, affirming C.P. Bangladesh's commitment to consistent quality, customer satisfaction, and continuous improvement.



HALAL Certification by Bangladesh Islamic Foundation

Verifying that products and production processes comply with Halal standards, ensuring trust and acceptance among Muslim consumers both domestically and internationally.



Certified Commitment to Quality, Safety, and Compliance

C.P. Bangladesh Company Limited is committed to upholding the highest standards of quality, food safety, and ethical compliance in all areas of its operations. This dedication is reflected in the internationally recognized certifications the company has received.



SGS HACCP Certification

Ensuring the company's food safety practices meet Hazard Analysis and Critical Control Point (HACCP) standards for identifying and controlling food safety risks throughout the production process.



SGS GMP Certification

Demonstrating Good Manufacturing Practices (GMP), this certification confirms that C.P. Bangladesh meets stringent hygiene, production, and operational standards in food manufacturing.





About this Report

C.P. Bangladesh Company Limited prepared the Sustainability Report 2024 for the second consecutive year. This report serves as a supplementary document that supports and summarizes the company's sustainability performance. Additionally, it is part of a broader set of sustainability reports from other business units under the Charoen Pokphand Group.

This report presents details related to the company's sustainability performance from January 1 to December 31, 2024. Moreover, this report aims to complement the 2024 Sustainability Report of the C.P. Group by providing a focused perspective on the company's sustainability intentions and commitments.

In response to stakeholders' requirements regarding the transparency of the data disclosure, various reporting standards and frameworks were adopted during the preparation of this report. C.P. Group China has been prepared based on various reporting standards and frameworks:



GRI Standards
2021



International Financial
Reporting Standards:
S1 and S2



Sustainability
Accounting Standards
Board



United Nations
Global Compact

United Nations
Global Compact



Sustainable
Development Goals



United Nations Guiding
Principles on Business
and Human Rights



C.P. Bangladesh Co., Ltd.
Sustainability Report 2024



This Report can be
Downloaded here



Sustainability Reports 2024
Charoen Pokphand Group



More Information
Available in



Link to C.P. Group's Topic-specific Supplements



Double & Dynamic Materiality
Assessment Supplement 2024



Stakeholder
Engagement Supplement 2024



Sustainability
Performance Supplement 2024



Delivering on Our SDG
Commitments 2024



Climate & Nature Resilience
Supplement 2024
(IFRS S2 & TNFD)



More Topic-specific
Report Available in





Our Business

C.P. Bangladesh Company Limited is an integrated business with operations in the agricultural and food sectors. CPB offers a wide range of innovative, quality, and safe products, from animal feeds, livestock, and aquaculture, to food processing, this is to effectively respond to the diverse market needs. As a subsidiary of Charoen Pokphand Group, a leading sustainable company, CPB actively conducts business responsibly to contribute to sustainable agricultural development. Our sustainable strategy aligns with C.P. Group's Sustainable Strategy and Goals for 2030. By integrating sustainable operations and community welfare initiatives, we aim to create long-term value for all our stakeholders while fostering regional growth and development.

Overview of C.P. Bangladesh

15,000

million THB

Revenues

10,100

persons

Employees

10

plants

Production Plants

45

farms

Livestock/Aquaculture Farms

330

branches

Retail Stores

2

centers

Research & Development Center



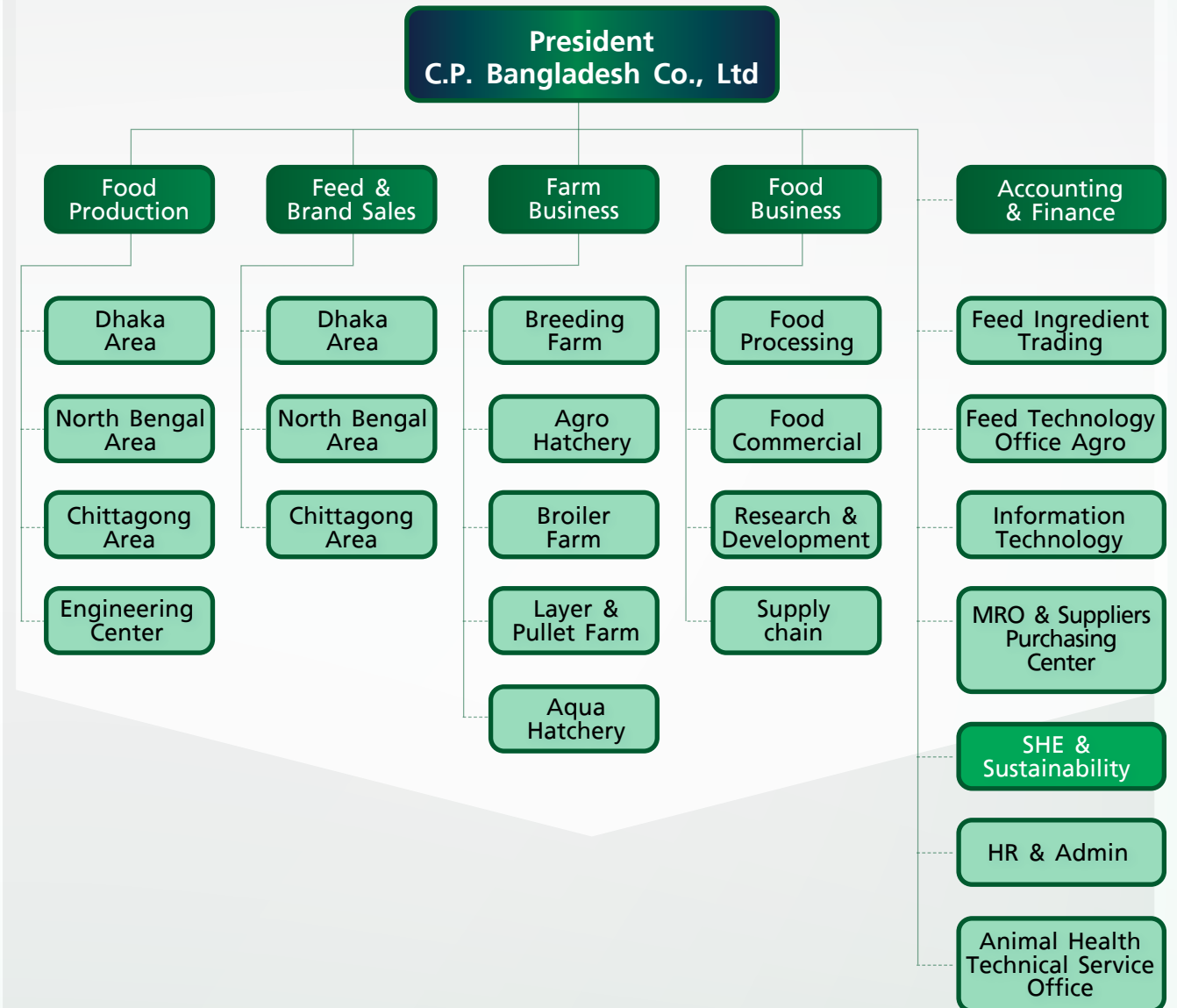
SUSTAINABILITY GOVERNANCE



C.P. Bangladesh Company Limited recognizes the importance of sustainability in all aspects of our business. We are committed to integrating sustainability principles into our operations to build strength and resilience in response to the rapid changes within the industry. Our comprehensive environmental, social, and economic policies are implemented across the entire organization, with a focus on efficiently reducing natural resources consumption and promoting a circular economy. Additionally, we emphasize the importance of employee development by offering continuous training and development programs to ensure our workforce is prepared to face new challenges as they arise. In

2024, our key initiatives included a strong focus on reducing greenhouse gas emissions, implementing systematic waste management, and engaging in social and educational development projects aimed at promoting equality and improving the quality of life in local communities. We continue to prioritize the intelligent use of resources and the creation of innovations that address future needs. Our goal is to ensure that our operations generate long-term positive impacts on the environment, society, and the economy.






Sustainability Committee










Stakeholder Engagement

Effective stakeholder engagement is vital for sustainable business operations. With this in mind, C.P. Bangladesh Company Limited has identified several communication methods to ensure continuous and effective stakeholder engagement. We have identified 10 groups of stakeholder in 2024, along with their issues of interest as follows:

	Issues of Interest	Response Actions	Value Created
 Farmers	<ul style="list-style-type: none">Capacity buildingAccess to resourcesIncome guaranteeFair business practicesProduct quality control	<ul style="list-style-type: none">Supporting sustainable farmingPromoting technology to improve product qualityOffering fair contract	<ul style="list-style-type: none">Creation of stable jobs, careers and incomeEnvironmental protection and preservationSecurity of global food system
 Communities and Societies	<ul style="list-style-type: none">Quality of lifeCommunity employmentBusiness impacts on societies	<ul style="list-style-type: none">Supporting community employmentPromote knowledge development	<ul style="list-style-type: none">Creation of stable jobs, careers, and incomePositive relationship with societies and communities
 Suppliers	<ul style="list-style-type: none">Capacity buildingFair business operations	<ul style="list-style-type: none">Promoting technology to improve product qualityOffering fair contractCommunicating and auditing suppliers	<ul style="list-style-type: none">Supplier knowledge and capability developmentCompetitiveness Security of global food system
 Creditors	<ul style="list-style-type: none">Corporate governanceInformation disclosureBusiness competitivenessResponsible business	<ul style="list-style-type: none">Conducting business ethicallyComplying with creditors' terms and conditions	<ul style="list-style-type: none">Financial and economic stability of the countryEthical business operationsLong-term partnership
 Employees and Families	<ul style="list-style-type: none">Skill development and career advancementFair and equal practicesWorkplace environment, occupational health and safetyOperational agility	<ul style="list-style-type: none">Developing employee capacityEnforcing of human rights guidelines, Safety, Occupational Health and Environment Management Standards	<ul style="list-style-type: none">Career stability and growth opportunitiesFair and equal treatmentSafety workplace

	Issues of Interest	Response Actions	Value Created
 Governments	<ul style="list-style-type: none">Compliance with relevant laws and regulationsBeing a model in social and environmental responsible business operations	<ul style="list-style-type: none">Monitoring and strictly obeying relevant laws and RegulationsCollaborating in the development of projects that create benefits for the country	<ul style="list-style-type: none">Financial and economic stability of the countryDevelopment of the country's infrastructureEthical business operations
 Competitors	<ul style="list-style-type: none">Compliance with competition ethics, laws and trade regulationsFair and transparent business operations	<ul style="list-style-type: none">Following rules/ethics of good competitionRefrain from action to obtain trade secrets from competitorsNot damaging competitor's reputation through slander without truth	<ul style="list-style-type: none">Initiation of production and product innovationsMaintaining quality of products and servicesPartnership for social and environmental development
 Media	<ul style="list-style-type: none">Full and transparent disclosure of informationSocial, community, and environmental impacts from operations	<ul style="list-style-type: none">Developing good relations with the mediaProviding transparent and useful information based on facts and up-to-date	<ul style="list-style-type: none">Ethical business operationsStakeholder trust
 Shareholders/ Investors	<ul style="list-style-type: none">Corporate governanceRisk managementTransparent disclosure of informationEnhancement of business competitiveness	<ul style="list-style-type: none">Conducting business according to good governance principles and company regulationsDisclosing performance with transparency	<ul style="list-style-type: none">Financial and economic stabilityEthical business operations
 Customers and Consumers	<ul style="list-style-type: none">Development of products and services for consumer healthProduct traceabilityPersonal data security	<ul style="list-style-type: none">Developing innovative, quality and safe productsDeveloping a traceability systemDeveloping a convenient and connected online purchasing system	<ul style="list-style-type: none">Consumer health and market growthSustainable procurement

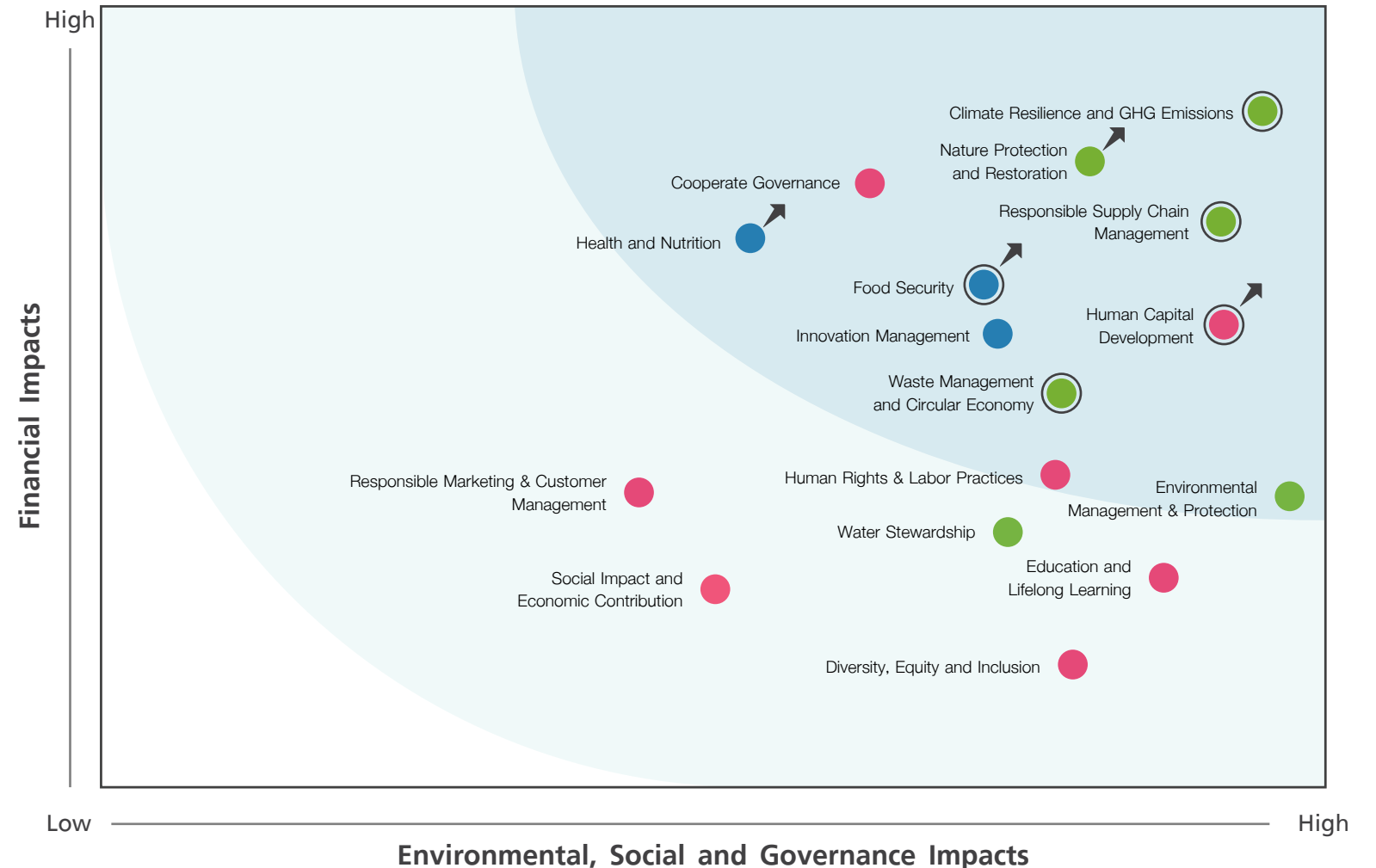
Double and Dynamic Materiality Assessment

An assessment of sustainable material issues is one of the crucial processes for sustainability management at C.P. Bangladesh Company Limited. The assessment allows us to identify issues that are material to our organization and those that are in the stakeholders' interest. Moreover, the result from the materiality assessment allows us to appropriately allocate resources for sustainable business operations and efficiently minimize societal and environmental impacts.

C.P. Bangladesh Company Limited employed double and dynamic materiality assessment methods in the identification and prioritization of issues that might affect our business performance, risks, and opportunities. This includes evaluating how factors like climate change, regulatory changes, and market dynamics could influence our financial stability and long-term growth. At the same time, we also evaluate how our business activities impact the environment, society, and broader stakeholders. While dynamic materiality recognizes the rapidly changing business landscape, such as emerging trends, stakeholder concerns, and global challenges.

The materiality assessment processes were monitored and endorsed by the executive level to ensure the relevance and integrity of the information.

Prioritization of Significant Material Issues



● **HEART:** Living Right

● **HEALTH:** Living Well

● **HOME:** Living Together

○ C.P. Bangladesh Company Limited's Material Issues

➤ Emerging Topics



Sustainability Strategy and Goals

Charoen Pokphand Group has set sustainability strategies and goals towards 2030 that cover all three dimensions of sustainability, namely economy, society, and environment. They serve as the operational guidelines of the Group and our subsidiaries which have been implemented to contribute beneficial results to both the organization and our stakeholders. C.P. Bangladesh has adopted the strategies and goals towards 2030 as a cornerstone of our operations. To serve the business's purpose of sustainable growth, while creating positive value for the environment and society.

3 Key Sustainability Strategies



Net Zero Organization

Becoming Carbon Neutral Organization by 2030 and Net Zero Organization by 2050



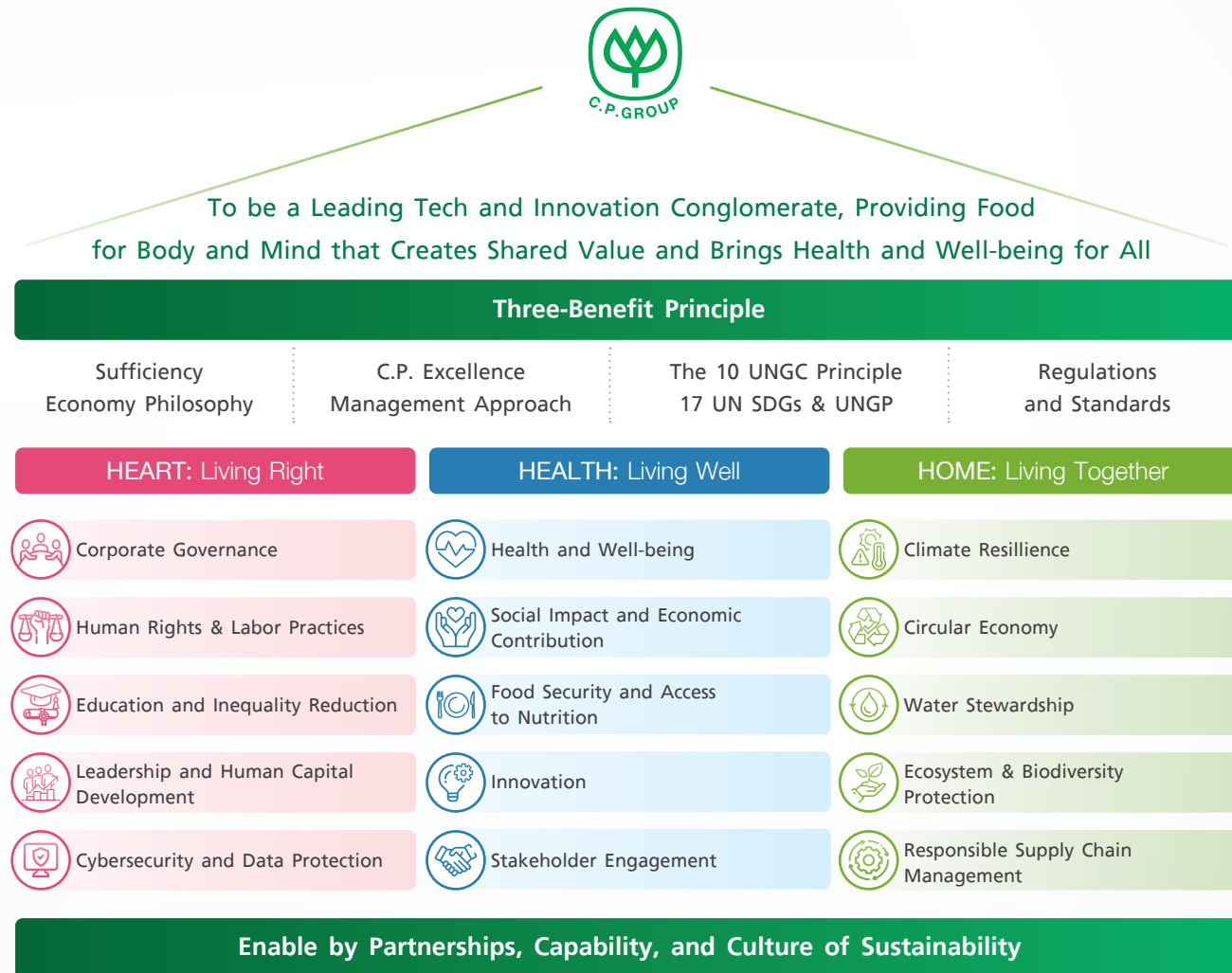
Zero Waste Organization

Becoming the organization that will achieve zero waste to landfill by 2030



Organization that Reduces Social Inequality

Promote accessibility to quality education for youth and under privileged group, and build capacity and new skills for employees and suppliers



Charoen Pokphand Group's Sustainability Strategies and Goals for 2030

Value Creation Process

Input Factors → Value Creation Process through Our Operations → Outputs and values for Stakeholders → Relevance SDGs



Financial Capital

- 215.04 million THB of capital expenses



Manufacturing Capital

- 13 production plants
- 63 animal farms and horticultural/crop farms
- 330 retail branches



Intellectual Capital

- 1 R&D center
- 4 million THB R&D expenses



Human Capital

- 10,100 employees



Relationship Capital

- Relationship with stakeholders
- Membership in organizations



Natural Capital

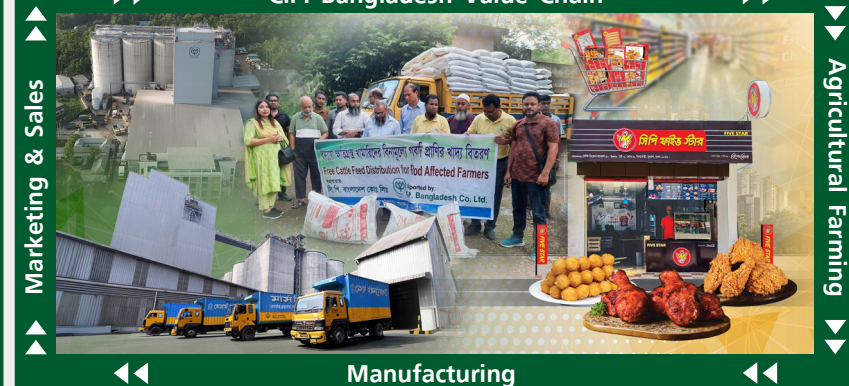
- 520.40 million GJ energy use
- 5,504,051 cubic meters water withdrawal
- 112,705.906 thousand tons natural renewable resources (biomass) used



Vision

To reach all the kitchens across Bangladesh

C.P. Bangladesh Value Chain



Corporate Strategies

- S1 New Business Platform
- S2 Digital Transformation
- S3 R&D/Excellence Center
- S4 Global Talent & Leadership Development

Sustainability Goals

Heart: Living Right
Health: Living Well
Home: Living Together



Stakeholders

- Customers and Consumers
- Communities and Societies
- Governments
- Suppliers
- Employees and Families

Impact and External Risk Analysis

- Climate change affecting ecological security, biodiversity and sufficiency of natural resources
- Supply chain disruption affecting food chain security



- 15,000 million THB total sales



- 9 production plants certified with international standards
- 100% of businesses certified for data security



- 51 researchers and innovators persons



- 100% of businesses assessed for human rights risks
- 100% of employees received training on CoC
- 100% of female employees
- 5 average employee training hours per year
- 0 employee fatalities
- 53% employee turnover rate



- 91% stakeholder engagement score
- Job creation for 1,637 people
- Impact on corporate reputation



- 91% Greenhouse Gas Emission Scope 1 and 2, which increased when compared to 2020
- 28% renewable energy consumption which increased when compared to 2020
- 3.43 million cubic meters of water discharged
- 16,207.78 tons reduction of waste from production processes





Supporting the UN SDGs

At C.P. Bangladesh Company Limited, our commitment to sustainability is closely aligned with the United Nations Sustainable Development Goals (SDGs). As a global business leader, we recognize the critical role we play in advancing these goals and contributing to the broader global agenda for sustainable development. Our efforts are strategically focused on areas where we can make the most significant impact, leveraging our business strengths and resources to drive positive change.

The SDGs selection is a comprehensive process that involves a detailed analysis of C.P. Bangladesh's business operations, stakeholder expectations, and the challenges and opportunities present. Hence, we adopt SDG Compass as the foundation for the SDG selection. The process starts with mapping the 17 SDGs against our business activities along the value chain, corporate, and sustainability strategies. Then, we align the SDG with stakeholder expectations, trends, and impacts.

Based on the processes, C.P. Bangladesh has identified 6 SDGs as strategically important goals, and 10 SDGs as important goals.

	C.P. Bangladesh's Activities, Strategy and Goals				Prioritization	Related Content
	Value Chain	Corporate Strategy	Sustainability Goals	Material Issues		
SDG 1: No Poverty						<ul style="list-style-type: none">• Social Impact and Economic Contribution
SDG 2: Zero Hunger						<ul style="list-style-type: none">• Food Security and Access to Nutrition• Health and Well-being
SDG 3: Good Health and Well-being						<ul style="list-style-type: none">• Food Security and Access to Nutrition
SDG 4: Quality Education						<ul style="list-style-type: none">• Education and Inequality Reduction• Leadership and Human Capital Development
SDG 5: Gender Equality						<ul style="list-style-type: none">• Human Rights and Labor Practices
SDG 6: Clean Water and Sanitation						<ul style="list-style-type: none">• Water Stewardship
SDG 7: Affordable and Clean Energy						<ul style="list-style-type: none">• Climate Resilience
SDG 8: Decent Work and Economic Growth						<ul style="list-style-type: none">• Social Impact and Economic Contribution
SDG 9: Industry, Innovation and Infrastructure						<ul style="list-style-type: none">• Innovation
SDG 10: Reduced Inequality						<ul style="list-style-type: none">• Human Rights and Labor Practices
SDG 11: Sustainable Cities and Communities						<ul style="list-style-type: none">• Climate Resilience
SDG 12: Responsible Consumption and Production						<ul style="list-style-type: none">• Climate Resilience• Circular Economy• Responsible Supply Chain Management
SDG 13: Climate Action						<ul style="list-style-type: none">• Climate Resilience
SDG 14: Life below Water						<ul style="list-style-type: none">• Ecosystem and Biodiversity Protection
SDG 15: Life on Land						<ul style="list-style-type: none">• Ecosystem and Biodiversity Protection
SDG 16: Peace, Justice and Strong Institutions						<ul style="list-style-type: none">• Corporate Governance
SDG 17: Partnership for the Goals						<ul style="list-style-type: none">• Stakeholder Engagement• Cybersecurity and Data Protection

Connection: Low Medium High | Strategically Important Goals Important Goals Other goals

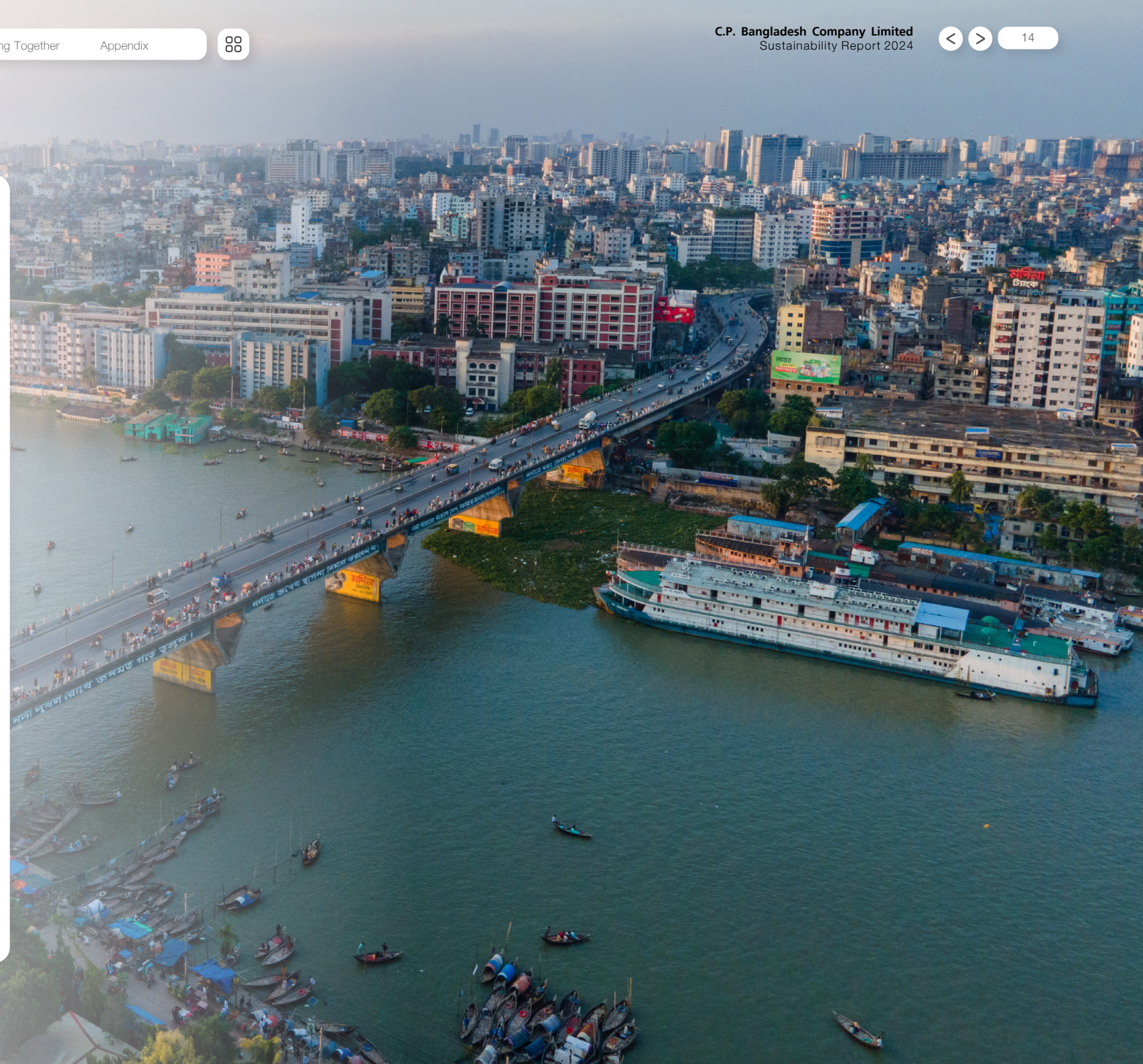


HEART

Living Right

At C.P. Bangladesh Company Limited, sustainability is embedded at the core of our business strategy, with a strong focus on responsible governance, digital inclusion, and social equity. Our corporate governance framework, led by the President and Executive Leadership Team, not only monitors performance but also steers the company toward operational excellence through strategic foresight. In an era defined by rapid technological advancement, we are committed to empowering our workforce by providing continuous skills development and promoting inclusive education initiatives that strengthen equity within both our organization and the wider community. In parallel, we prioritize robust cybersecurity and data protection measures to uphold information integrity and reinforce the trust placed in us by our stakeholders.

Corporate Governance	15
Human Rights and Labor Practices	19
Education and Inequality Reduction	25
Leadership and Human Capital Development	27
Cybersecurity & Data Protection	30



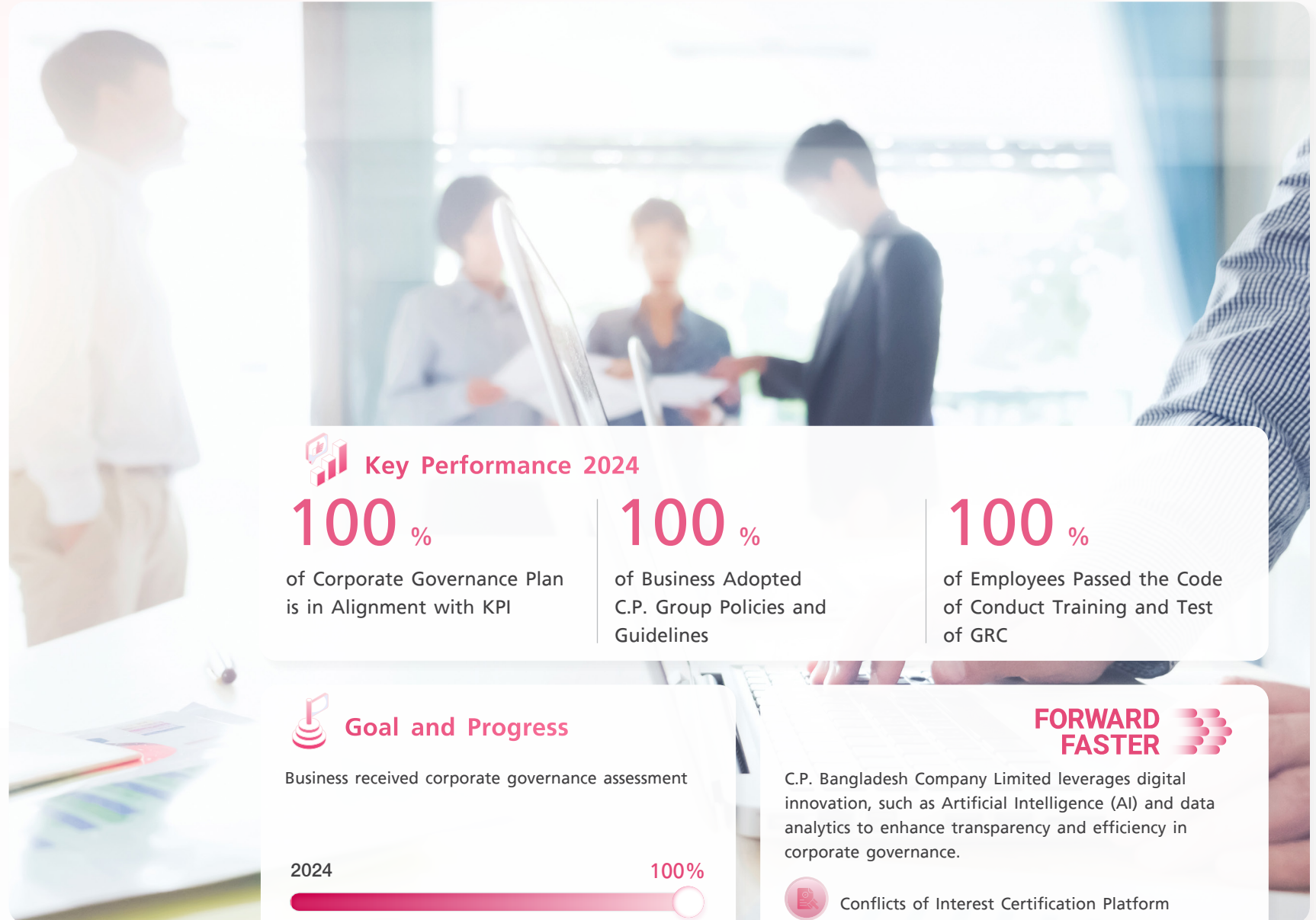


CORPORATE GOVERNANCE

At C.P. Bangladesh Company Limited, we believe that strong corporate governance is not just a compliance requirement, it is a critical enabler of trust, resilience, and long-term value. As a company rooted in food security and agricultural innovation, we are committed to operating with integrity, transparency, and accountability across our entire value chain, from farm to fork. Our leadership takes an active role in ensuring that governance mechanisms are not only aligned with regulatory standards but are also responsive to the needs of our stakeholders, including customers, employees, partners, and communities.

In today's interconnected world, where risks are increasingly complex and digital systems are central to business continuity, we continuously strengthen our governance practices. This includes enhanced risk oversight, data protection protocols, responsible decision-making structures, and capacity-building for ethical leadership. By fostering a governance culture grounded in responsibility and forward thinking, C.P. Bangladesh is well-positioned to deliver safe, high-quality products while advancing sustainable development in Bangladesh and beyond.

Supporting the SDGs



Key Performance 2024

100 %

of Corporate Governance Plan
is in Alignment with KPI

100 %

of Business Adopted
C.P. Group Policies and
Guidelines

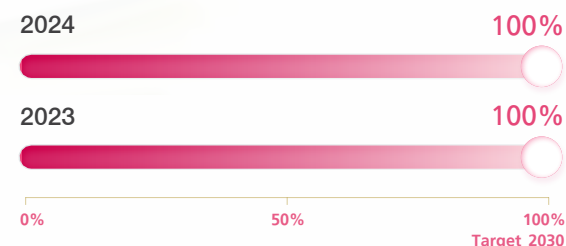
100 %

of Employees Passed the Code
of Conduct Training and Test
of GRC



Goal and Progress

Business received corporate governance assessment



FORWARD FASTER

C.P. Bangladesh Company Limited leverages digital innovation, such as Artificial Intelligence (AI) and data analytics to enhance transparency and efficiency in corporate governance.



Conflicts of Interest Certification Platform



Risk Management Intelligence System



Compliance Maturity Model

Corporate Governance

The agro-industrial sector, particularly the aquatic animal feed industry, is characterized by intense competition due to the high number of market participants. In response, C.P. Bangladesh Company Limited have increasingly prioritized the enhancement of internal processes to strengthen our competitive advantage. Among these strategic priorities, corporate governance has emerged as a critical factor, with firms placing greater emphasis on regulatory compliance,

transparency, and accountability. Empirical evidence suggests that organizations implementing robust corporate governance frameworks consistently achieve superior rankings, leading to enhanced stakeholder trust and market credibility. Recognizing the significance of this issue, C.P. Bangladesh has adopted and rigorously adhered to the corporate governance policies and best practices established by Charoen Pokphand Group.

This commitment ensures a strong governance structure, reinforcing stakeholder confidence and aligning operations with internationally recognized governance principles. Furthermore, to comprehensively address sustainability challenges, C.P. Bangladesh Company Limited is committed to expanding its corporate policies to encompass broader sustainability dimensions. This initiative aims to establish a more holistic and forward-looking governance framework that effectively integrates environmental, social, and corporate governance (ESG) considerations into the organization's strategic direction.



CG Network Recognition Awards 2024



Charoen Pokphand Group drives the corporate governance in accordance with the Sustainability Strategy with the collaboration from CG Networks that come from different business units, who were assigned by their CEP, including C.P. Bangladesh. These CG Networks has contributed to continuous progress in corporate governance according to goals and plans. To incentivize executives and employees to participate in driving good governance operations and strengthening the CG Network, the Group hosts the “CG Network Recognition Awards” on an annual basis. The award presentation supports the implementation of a common corporate governance standard for business groups and allows the Group to regularly follow up on their corporate governance performance. It also enables knowledge and experience sharing among the CG Network, resulting in enhanced operational standards and employee awareness of ethical work performance.

Value Creation



Relationship Capital

Corporate Governance Management Approach



Enterprise Risk Management

At C.P. Bangladesh Company Limited., risk management is a vital part of our strategy to safeguard operations and support sustainable growth. In alignment with C.P. Group, we implement a structured risk management framework adapted from the COSO Enterprise Risk Management model an international standard embedded within our “C.P. Excellence” approach.

Led by the Corporate Risk Management Committee, our teams utilize specialized expertise and integrated business data to identify and manage potential risks. This enables timely, informed decisions that protect our operations and reinforce resilience across our value chain.

Risk Management Culture

Cultivating a strong risk-aware culture is essential for C.P. Bangladesh Company Limited to maintaining organizational resilience and long-term performance. We promote shared responsibility for risk at all levels of the organization, encouraging employees to remain vigilant, informed, and proactive in identifying and addressing potential challenges. Risk considerations are integrated into day-to-day decision-making, planning, and operational activities, helping ensure that both short-term actions and long-term strategies are developed with a balanced view of potential opportunities and uncertainties. Regular training, open communication, and leadership support further reinforce our commitment to building a workplace where risk awareness is embedded in the way we think and work.

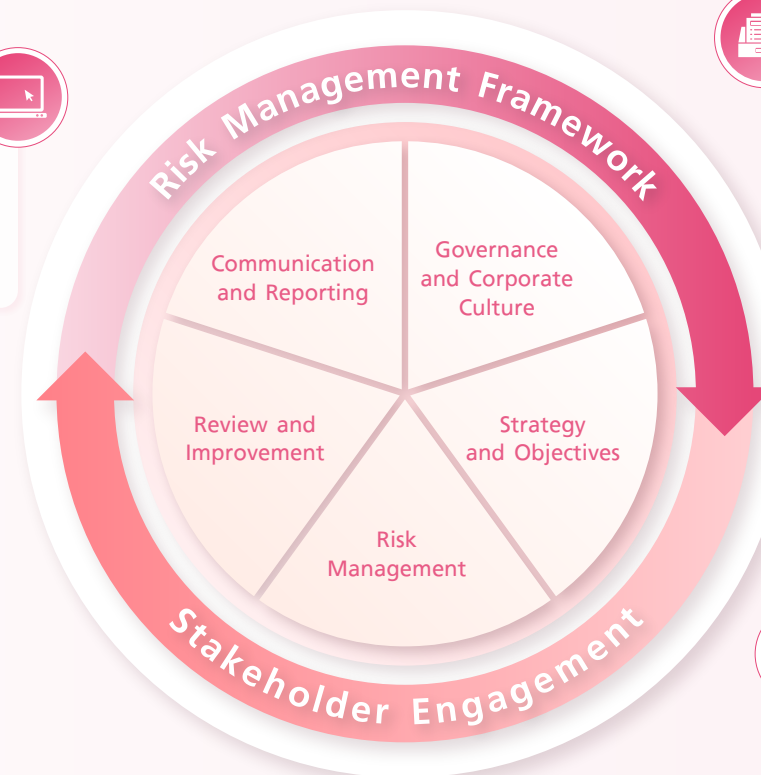
Risk Management

Communication and Reporting

- Leverages Information and Technology
- Communicates Risk Information
- Reports on Risk, Culture and Performance

Review and Improvement

- Assess Substantial Changes
- Review Risk and Performance
- Pursues Improvement in Enterprise Risk Management



Governance and Corporate Culture

- Exercise Board Risk Oversight
- Establishes Governance and Operating Structures
- Defines Desired Organizational Behaviors
- Demonstrate Commitment to Core Value

Strategy and Objectives

- Analyze Business Context
- Defines Risk Appetite
- Evaluates Alternative Strategies and Corporate Strategies
- Formulate Business Objectives and Action Plans

Risk Management

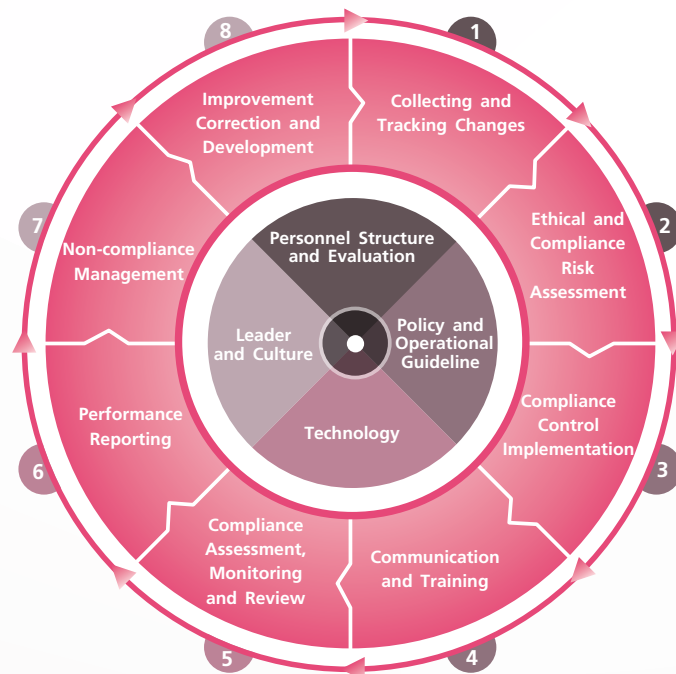
- Identifies Risk
- Assesses Severity of Risk
- Prioritizes Risks
- Implement Risk Responses
- Develops Portfolio View

Compliance

At C.P. Bangladesh Company Limited, compliance is a key component of responsible business operations. Our efforts to date have prioritized training and awareness-building to foster a culture of regulatory understanding across the organization. In 2024, we are expanding this foundation by placing greater emphasis on legal compliance audits to strengthen oversight and ensure adherence to applicable laws. Compliance at C.P. Bangladesh entails meeting all relevant legal and regulatory requirements, with legal

standards serving as the minimum threshold for conduct. To support this, C.P. Bangladesh maintains a comprehensive registry of applicable laws and regulations relevant to our business activities. These are regularly reviewed, updated, and analyzed to reflect regulatory changes. Insights and updates are systematically shared with relevant teams through standardized channels, ensuring that compliance is embedded into daily operations and decision-making processes.

Compliance Framework



Grievances and Whistleblowing

C.P. Bangladesh Company Limited adopts the grievance and whistleblowing framework established by the Charoen Pokphand Group, which outlines policies and procedures to ensure transparency and accountability. Dedicated channels are available for all stakeholders to report concerns or submit grievances confidentially. A structured process has been established to receive, assess, and manage these reports, supported by an appointed team responsible for investigation, monitoring, and resolution. We are

committed to protecting the rights of whistleblowers and all involved parties, ensuring they are free from retaliation or harassment. Information related to reports is safeguarded through controlled access systems, with data security reviewed on an annual basis. In addition, summary reports are prepared and shared with management and relevant stakeholders to promote organizational learning and support appropriate corrective actions.

Audit for Organizational Transparency

Given the limited number of personnel dedicated to compliance and the wide geographic spread of business units, conducting standalone compliance audits remains a challenge for C.P. Bangladesh. To optimize resources, compliance elements have been embedded into existing standardized systems, including the CP Excellent framework, ISO 9001 (Quality Management), and ISO 14001 (Environmental Management). This integration enables more efficient monitoring through established audit processes. Looking ahead, there is an opportunity to enhance the scope and depth of compliance assessments to further strengthen oversight.





HUMAN RIGHTS AND LABOR PRACTICES

Respect for human rights and the promotion of fair labor practices are fundamental to C.P. Bangladesh Company Limited's commitment to responsible and sustainable business. We recognize the importance of upholding the basic rights of all employees, as well as workers across our geographically and culturally diverse supply chain. In the face of evolving regulations, increasing stakeholder expectations, and the complexity of managing a multi-tiered workforce, we continue to strengthen our practices through a systematic and proactive approach. C.P. Bangladesh conducts regular human rights due diligence across operations and supply chains and has developed internal risk assessment tools to identify and address potential human rights issues. We also invest in training programs to enhance awareness and understanding of human rights principles among employees and business partners. Beyond risk mitigation, we see a strategic opportunity to foster a workplace culture that is inclusive, respectful, and equitable where all individuals feel safe to express themselves and are treated with dignity.

Supporting the SDGs



Key Performance 2024

7%

Ratio of Female Employees

0.24

Case/1,000,000 Hours Worked
Lost Time Injury Rate of
Employees

0

Case/1,000,000 Hours Worked
Lost Time Injury Rate of
Contractors



Goal and Progress

100% of businesses periodically conduct human rights impact assessment and tier-1 high-risk suppliers

2024

100%

2023

100%

0%

50%

100%
Target 2030

FORWARD FASTER

C.P. Bangladesh Company Limited has adopted innovation to advance its human rights management, enabling accurate risk analysis across the supply chain and the development of proactive preventive measures:



Comprehensive Human Rights Due Diligence



Human Rights Risk Assessments

Human Rights Due Diligence

C.P. Bangladesh Company Limited is committed to respecting the rights of all stakeholders including employees, customers, and business partners. We ensure that all our business operations strictly comply with the laws of the countries in which we operate, while also adhering to the ethical standards and guidelines set forth by the C.P. Group. Our commitment is guided by internationally recognized standards and frameworks, including:

- Upholding the Universal Declaration of Human Rights (UDHR)
- Aligning with the UN Global Compact's principles on human rights and labor practices
- Developing and strengthening internal processes in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs) and resolutions of the International Labour Organization (ILO)

These efforts are overseen and driven by our Sustainability, Good Governance, and Corporate Communication Steering Committee, which ensures that our actions align with global best practices in corporate responsibility and stakeholder engagement.



Human rights Due Diligence



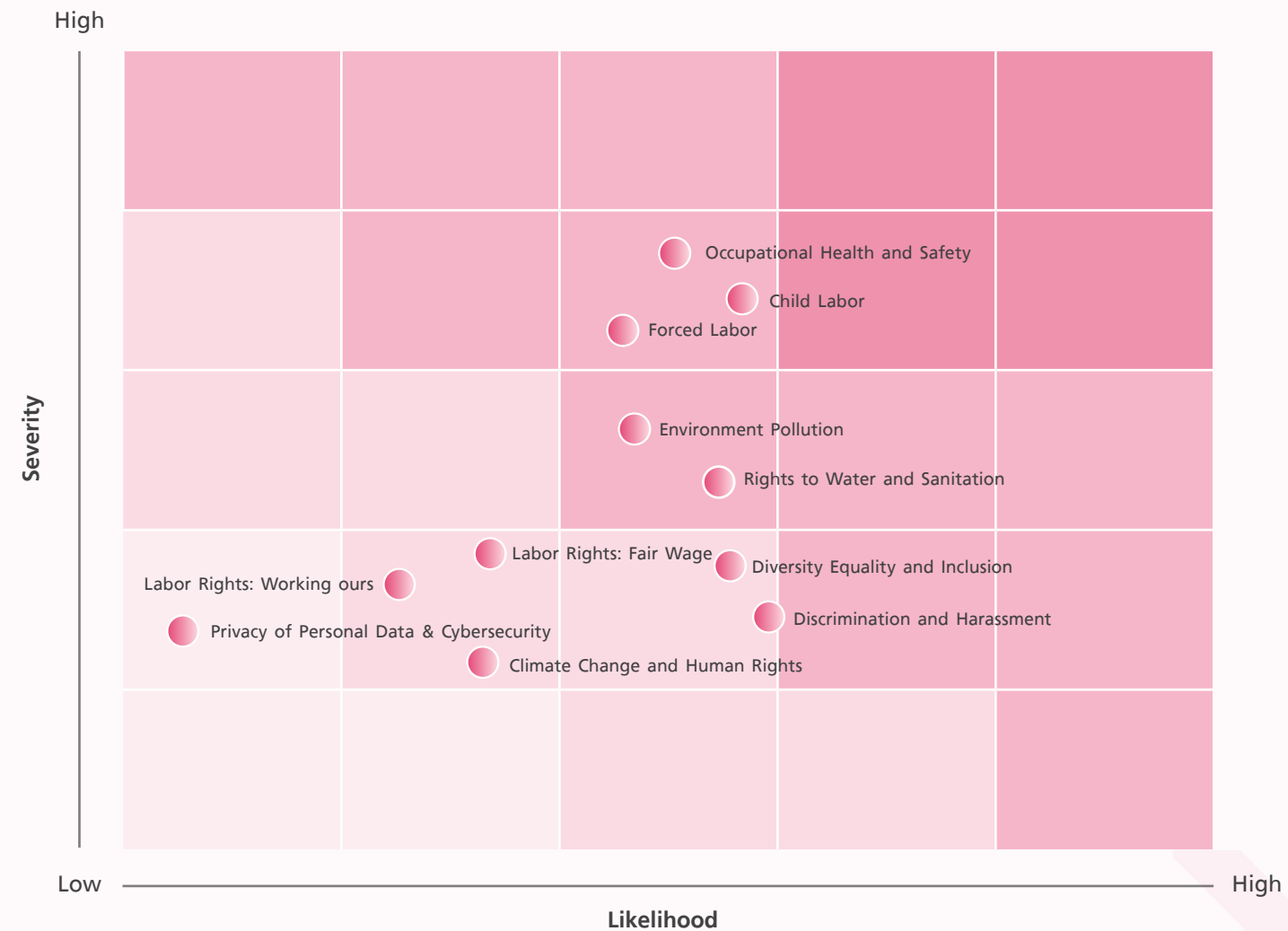


Human Rights Risk Impact Assessment 2024

In 2024, C.P. Bangladesh continued to monitor evolving human rights risks, with particular attention to the shifting socio-political landscape marked by unrest and increased demands for equitable employment from newly graduated labor groups. The latest Human Rights Impact Assessment, conducted using a rights-holder-based approach, enabled more precise identification of potential impacts and their severity.

Key findings reaffirmed occupational health and safety as a critical Salient Issue—especially among contractors, suppliers, and labor-intensive segments of the workforce. Additional concerns were noted regarding the sourcing of certain raw materials potentially linked to forced or child labor.

To foster a culture of respect and inclusion, C.P. Bangladesh also promotes human rights awareness through ongoing ethics training, reinforcing non-discriminatory and inclusive workplace practices across all levels of the organization.





Human Rights Impact Assessment

Since 2023, C.P. Bangladesh has enhanced our human rights assessment approach to improve overall effectiveness. We now place greater emphasis on analyzing risks specific to each group of right holders. This allows us to better identify potential human rights issues arising from business operations, enabling the development of more effective preventive measures and mitigation strategies.

Human Rights Issues	Impacted Groups				
	Employee	Worker Contractor	Supplier	Community	Consumer
1. Forced Labor	N/A	●	●	N/A	N/A
2. Child Rights	N/A	N/A	N/A	N/A	N/A
3. Minor Labor	N/A	N/A	N/A	N/A	N/A
4. Child Labor	N/A	●	●	N/A	N/A
5. Occupational Health and Safety	●	●	●	N/A	N/A
6. Pollution and Environment	N/A	N/A	N/A	●	N/A
7. Discrimination and Harassment	●	●	●	N/A	N/A
8. Diversity and Inclusion	●	●	●	N/A	N/A
9. Freedom of Association and Collective Bargaining	●	●	●	●	N/A
10. Right to Access Clean Water and Sanitation	N/A	N/A	N/A	N/A	N/A
11. Land Rights	N/A	N/A	N/A	N/A	N/A
12. Conflict Minerals	N/A	N/A	N/A	N/A	N/A

Human Rights Issues	Impacted Groups				
	Employee	Worker Contractor	Supplier	Community	Consumer
13. Protection of Security and Human Rights	N/A	N/A	N/A	N/A	N/A
14. Rights of Vulnerable Groups	N/A	N/A	N/A	N/A	N/A
15. Data Privacy	N/A	N/A	N/A	N/A	●
16. Right to Fair Wages	●	●	●	N/A	N/A
17. Working Hours	●	●	●	N/A	N/A
18. Right to Culture	N/A	N/A	N/A	N/A	N/A
19. Privacy and Safety in Life	N/A	N/A	N/A	N/A	N/A
20. Right to Housing	N/A	N/A	N/A	N/A	N/A
21. Biodiversity	N/A	N/A	N/A	N/A	N/A
22. Climate Change and Human Rights	N/A	N/A	N/A	●	N/A
23. Rights of Migrant Workers	N/A	N/A	N/A	N/A	N/A
24. Rights of Indigenous Peoples	N/A	N/A	N/A	N/A	N/A

Connection Level: ● Very High ● High ● Medium ● Low ● Very Low



Occupational Health, Safety and Working Environment

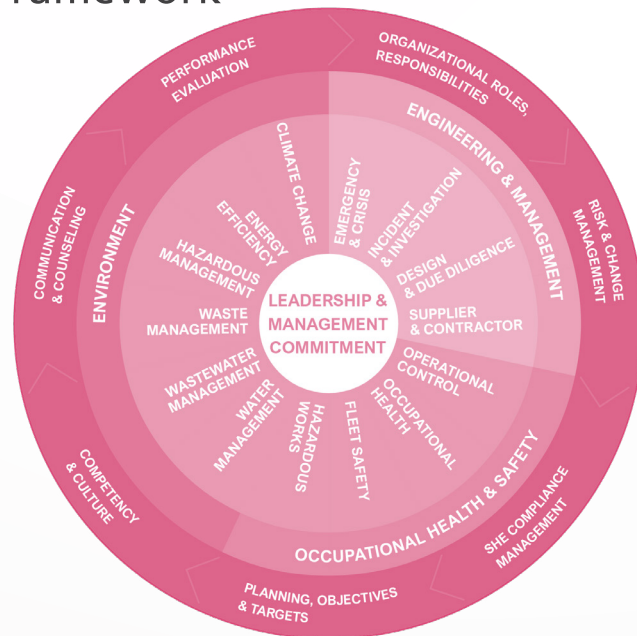
C.P. Bangladesh Company Limited aligns with the Group's policies on safety, occupational health, and environmental management. The company has adopted the latest edition of the Group's Safety, Occupational Health, and Environmental Management Standards as its operational framework across all business units.

Each operational site, including animal farms, feed mills, and food production facilities, is supported by designated safety officers who oversee compliance and workplace safety.

Incident data is systematically tracked and reported via the Group's internal platform.

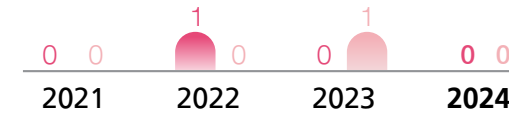
In addition to core safety protocols, the company has implemented technical safety standards for high-risk activities such as working at height, confined space entry, and handling hazardous substances. In 2024, the 'Life Saving Rules' campaign was launched to reinforce critical safety behaviors and ensure consistent safety awareness across all operations.

Safety and Occupational Health Management Framework



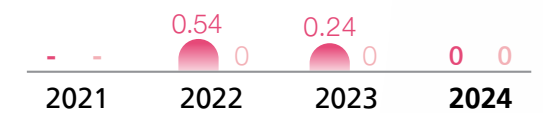
Occupational Fatality (case)

● Employee ● Contractor



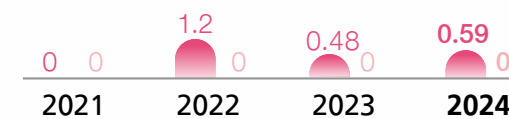
High-consequence Injury Rate (case/1,000,000 hours worked)

● Employee ● Contractor



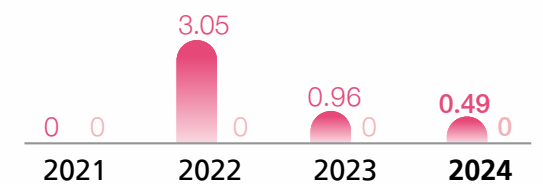
Lost Time Injury Rate (case/1,000,000 hours worked)

● Employee ● Contractor



Total Recordable Injury Rate (case/1,000,000 hours worked)

● Employee ● Contractor





Fleet Safety

As an integrated agro-industrial and food business, C.P. Bangladesh Company Limited relies heavily on transportation across our operations—from moving raw materials and live animals to distributing finished products. With a sizable fleet operating both between sites and within facility grounds, traffic safety remains a critical focus, especially amid ongoing personnel turnover and the onboarding of new drivers and logistics staff.

An in-depth analysis of traffic-related incidents has identified several contributing factors, including driver behavior, vehicle maintenance, equipment conditions, road infrastructure, and inconsistencies in transport standards. To address these

challenges systematically, CPB has implemented a set of comprehensive safety measures aligned with Charoen Pokphand Group's fleet safety policies and frameworks. These include:

- Fleet Safety Management System (FSMS): A structured platform for overseeing transportation-related risks, tracking vehicle safety performance, and enforcing operational standards across the logistics network.
- Driver Capacity Building: Regular training programs and workshops are designed to enhance awareness, driving behavior, and technical knowledge among transport personnel.



Fleet Safety Management

- Draft Fleet Safety Policy
- Technical Advice
- Fleet Safety Guidelines
- Accident Investigation



Capacity Building

- Defensive Driving Program
- Forklift Safety Training
- Motorcycle Safety Training for Supervisors

“We are deeply committed to managing Safety, Health, and Environment (SHE) risks across our operations. Through regular First Aid and Risk Assessment training, we strengthen our people's awareness and ensure a safe, lawful, and responsible workplace.”

Mr. Supot Thadajun

Assistant Vice president
Human Resources and administration



Defensive Driving Program



Training

- Theoretical training
- Practical driving test and vision screening assessment



Vision Screening

- Vision screening to assess driving safety factors such as color perception of traffic lights, visual acuity, and overall eyesight clarity



Driving Test

- Driving test to evaluate skills, competence, and experience



Driving Permit

- Training completion
- Passed the vision screening and driving test
- Issuance of an internal Group driving permit

Forklift Safety



Forklift Safety

- Theoretical and training on
 - Safety awareness
 - Roles and responsibilities of the forklift
 - Category and usage of the forklift
 - Forklift safety



Practice & Test

- Theoretical testing
- Practical testing
 - Skill in operating forklift equipment
 - Skill in loading and unloading goods
 - Skill in safely controlling machinery and equipment within operational areas



Driving Permit

- Passed the training
- Passed theoretical and practical forklift driving tests Issued a Group-certified forklift driving license



EDUCATION AND INEQUALITY REDUCTION

At C.P. Bangladesh Company Limited, we recognize that access to quality education is a critical driver of inclusive growth and long-term sustainability. In Bangladesh, as in many parts of South and Southeast Asia, significant disparities remain in educational access and learning outcomes, particularly among youth and underserved communities. These gaps present social and economic risks, including limited workforce readiness, digital illiteracy, and unequal participation in a fast-evolving labor market driven by technology and innovation. For a business rooted in agriculture and food production, these challenges also affect the long-term resilience of the labor pool and supply chain partners. In response, C.P. Bangladesh views investment in education and skills development as both a social obligation and a strategic opportunity. Our efforts focus on enhancing digital access, building vocational and life skills, and improving employability among vulnerable groups. We aim to bridge the digital divide not only by supporting access to technology but also by advancing practical skills that prepare individuals for productive participation in modern economies.

Supporting the SDGs



Key Performance 2024

160 People

Number of Children, Youth, and Adults With Access to Quality Education and Necessary Skill Development (cumulative)

9 People

Number of Students Receiving Internships (cumulative data)

160 hours

Number of People that Have Full-time Job with Income above National Minimum Wages after Complete Educational Programs



Goal and Progress

1,000 people received support in the form of access to quality education, lifelong learning or upskilling

On Progress

0%

50%

100%
Target 2030

FORWARD FASTER

C.P. Bangladesh Company Limited leverages innovation to systematically enhance education and reduce inequality through the "SI Model" a framework that integrates data-driven insights, public-private collaboration, and digital technology.



Micro-Learning System



ConnexED Platform



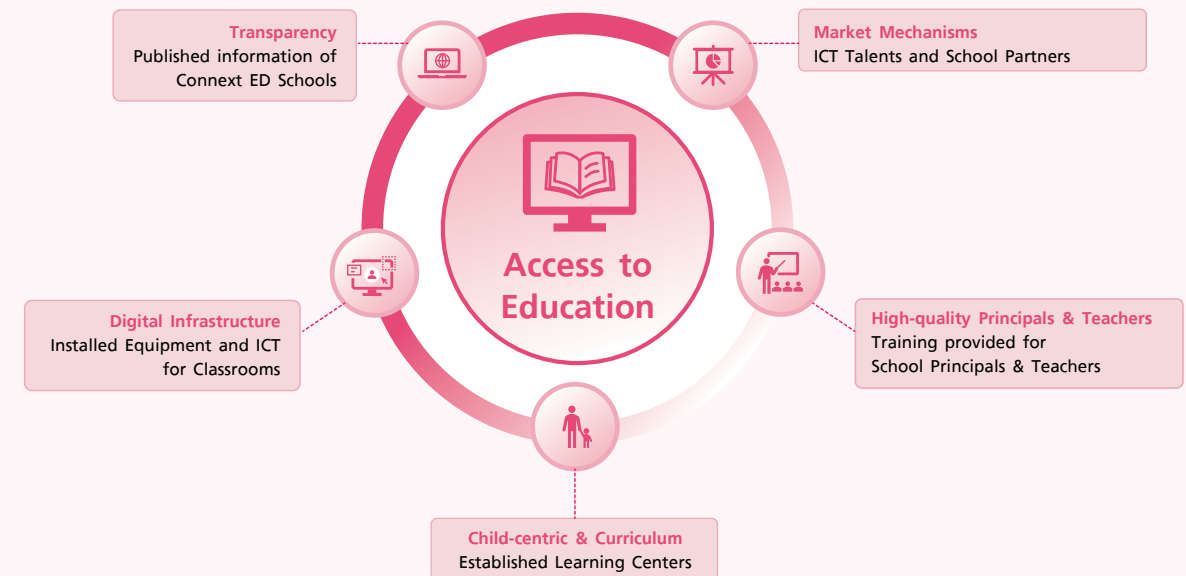
Smart Classroom System

Promoting Education and Lifelong Learning

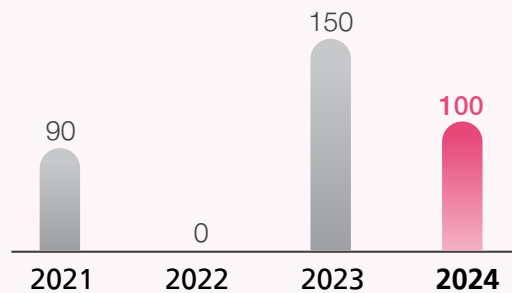
C.P. Bangladesh Company Limited is committed to advancing education and lifelong learning as key components of sustainable development. Our approach emphasizes collaboration with local partners, capacity building, and providing diverse educational opportunities for all ages. Key initiatives that C.P. Bangladesh has implemented included scholarships for underprivileged students and community-based training centers focusing on skills development, especially in the areas of sustainable

agriculture, entrepreneurship, and vocational training. These initiatives help bridge educational gaps, enhance livelihoods, and support economic growth. Additionally, C.P. Bangladesh Company Limited also collaborates with local schools to promote digital literacy, ensuring students and teachers have the resources and training needed to thrive in an increasingly digital world. C.P. Bangladesh aims to cultivate a resilient and prosperous society for tomorrow, and aligning our efforts with SDG 4: Quality Education

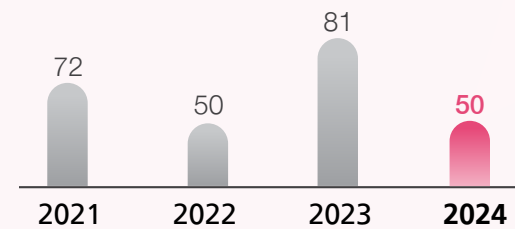
Education Management Framework



Number of Youth Supported in Accessing Quality Education (person)



Number of Students and College Students Provided with Training Opportunities (person)

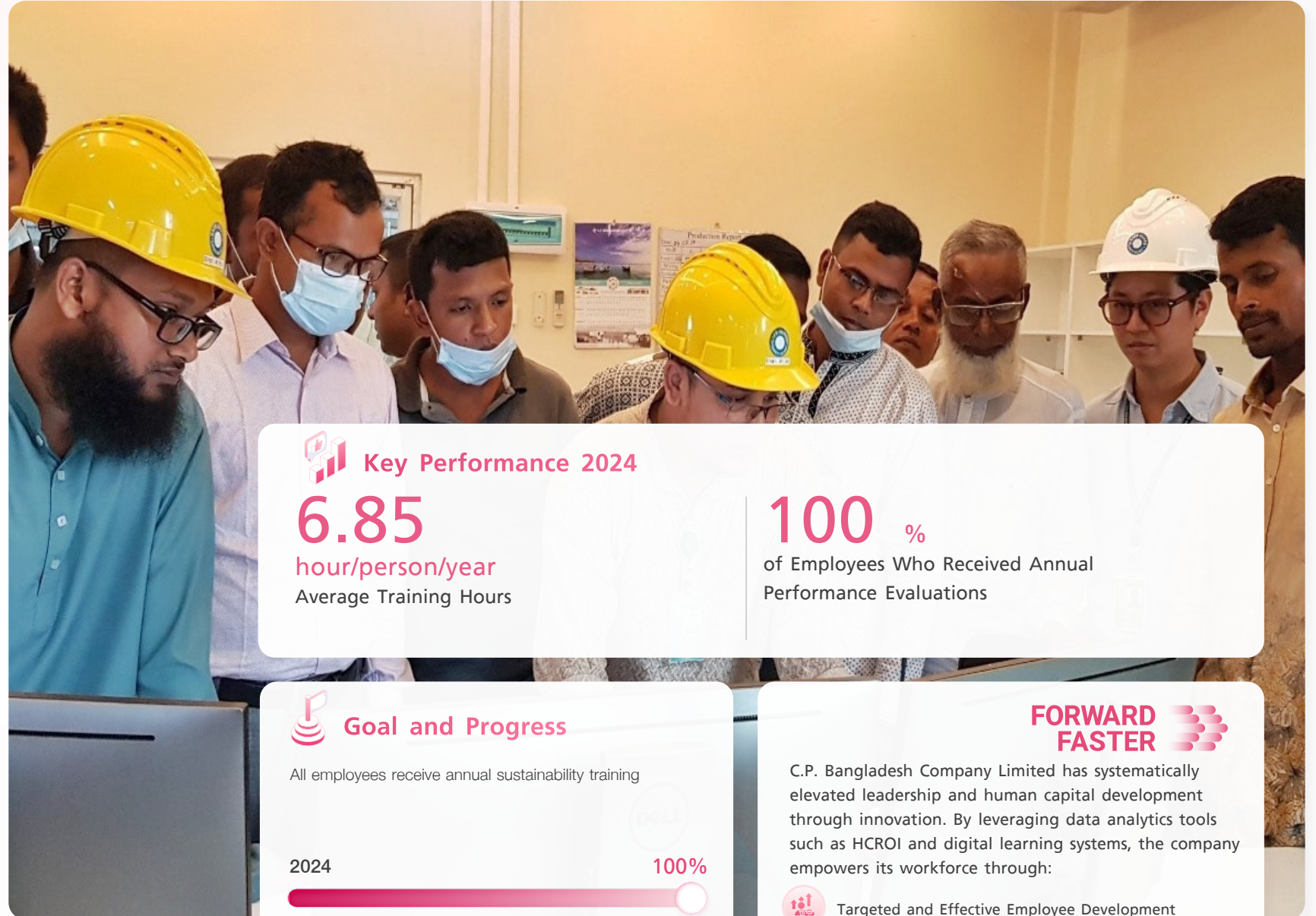




LEADERSHIP AND HUMAN CAPITAL DEVELOPMENT

C.P. Bangladesh Company Limited recognizes that human capital is the cornerstone of operational excellence and long-term business sustainability. As the world evolves rapidly, driven by technological disruption, shifting consumer behavior, and rising expectations for sustainability, organizations must continuously invest in workforce capabilities to remain competitive and resilient. As a diversified agro-industrial and food business like C.P. Bangladesh, these changes present both challenges and opportunities. Skills mismatches, limited access to advanced training in rural areas, and generational gaps in digital readiness pose significant risks to workforce productivity and future leadership pipelines. In response, we are committed to developing our people across all levels through targeted upskilling, leadership development, and a culture of continuous learning.

Supporting the SDGs



Key Performance 2024

6.85

hour/person/year

Average Training Hours

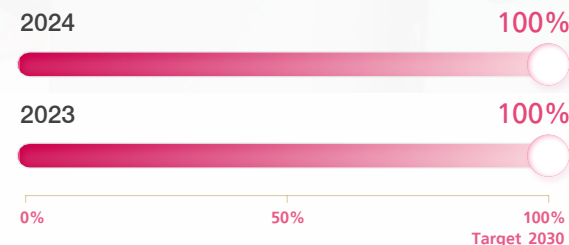
100 %

of Employees Who Received Annual Performance Evaluations



Goal and Progress

All employees receive annual sustainability training



FORWARD FASTER

C.P. Bangladesh Company Limited has systematically elevated leadership and human capital development through innovation. By leveraging data analytics tools such as HCROI and digital learning systems, the company empowers its workforce through:



Targeted and Effective Employee Development



Online Learning Platforms



The Action Learning Model

Leadership and Human Capital Development

C.P. Bangladesh Company Limited places the highest priority on developing our people to keep pace with rapid changes in the business landscape. Leadership and human capital development are central to our strategy for achieving long-term, sustainable growth. However, the accelerating pace of technological advancement, growing business competition, and rising customer expectations present a critical challenge: how to build workforce capabilities fast enough to remain agile and competitive.

To address this, C.P. Bangladesh has adopted a long-term, structured approach to leadership development. Our efforts focus on cultivating future-ready leaders through targeted training, continuous professional development, and a strong emphasis on operational excellence and ethical conduct. This commitment ensures a steady pipeline of capable leaders

who can drive innovation, lead with purpose, and uphold the values that define our organization.

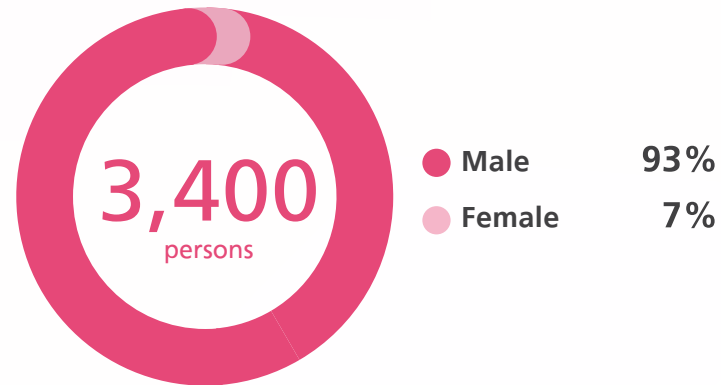
Leadership and Human Capital Development Framework



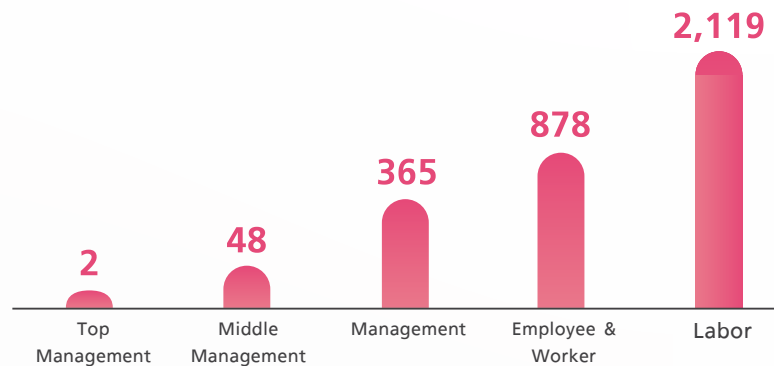
Data on Employee Diversity



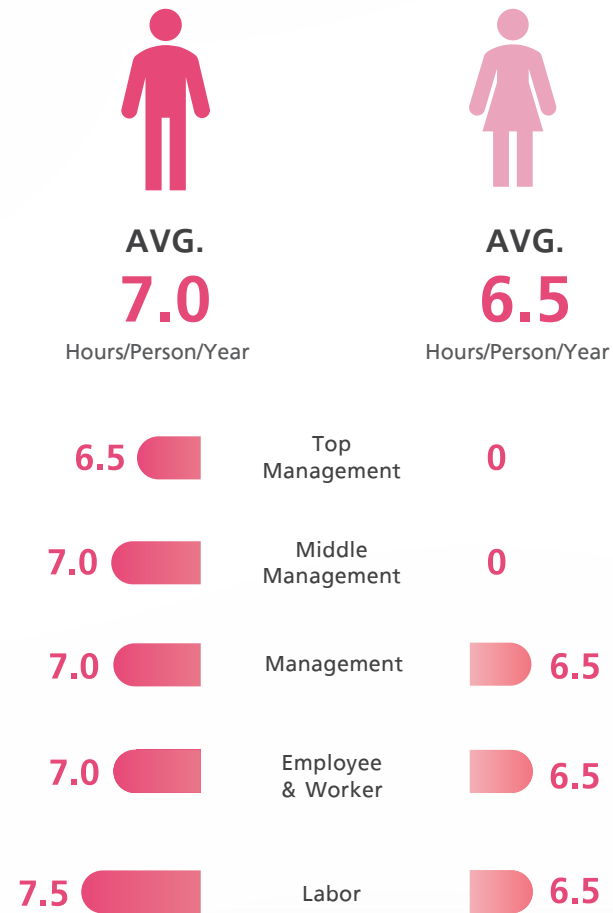
Total Number of Employees (person)



Number of Employee by Level (person)



Employee Training Hours (hours/person/year)





CYBERSECURITY AND DATA PROTECTION

At C.P. Bangladesh Company Limited, cybersecurity and data protection are essential to maintaining business continuity, stakeholder trust, and regulatory compliance in an increasingly digital operating environment. As data volumes grow and cyber threats become more complex, the company faces rising risks across its supply chain, production systems, and digital platforms. To manage these challenges, C.P. Bangladesh has strengthened our infrastructure through investments in advanced security technologies and compliance with global and local standards such as ISO/IEC 27001 and national data protection laws. Regular cyber risk assessments and employee training support a culture of shared responsibility, ensuring that data protection is embedded into all business processes.

Supporting the SDGs



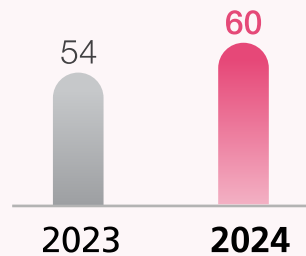


Cybersecurity and Data Protection

C.P. Bangladesh Company Limited has adopted Charoen Pokphand Group's Cyber Risk Management Framework to guide our practices in maintaining cybersecurity and data protection. This framework covers the protection of operational data within C.P. Bangladesh, as well as data of our employees, business partners, customers, and all stakeholder groups. This cyber risk management framework encompasses strategy development, governance, risk assessment, impact analysis, and the development of a risk management plan throughout the supply chain.



Number of Employee Trained in Mandatory Cybersecurity Skills or Awareness (person)



Cyber Risk Management



Risk Management Program (RMP)

Develop and apply risk management strategy



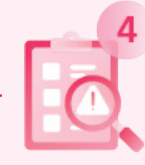
Risk Framing

Regulate RMP, set assumptions and restrictions



Impact-Level Prioritization

Categorize systems and data based on priority



Risk Identification

Implement RMP to identify risks



Risk Assessment

Conduct network cybersecurity risk assessment



Risk Monitoring

Develop enterprise risk monitoring strategy



Supply Chain Risk Management Program

Develop supply chain risk management plan



Business Impact Analysis (BIA)

Analyze business impact on application system



Risk Response

Define risk response options

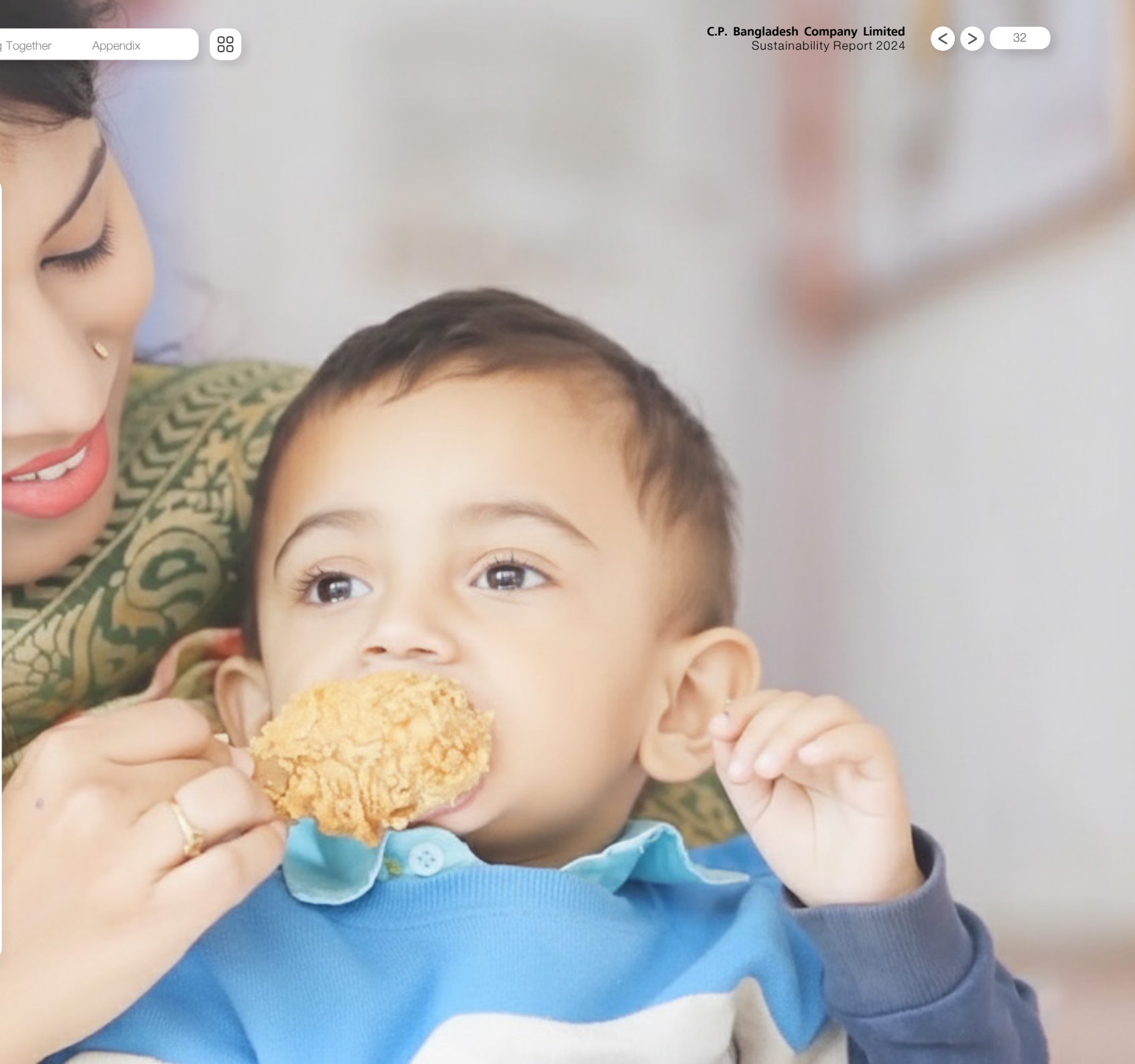


HEALTH

Living Well

At C.P. Bangladesh Company Limited, promoting health and well-being across the value chain is central to our commitment to responsible business. In 2024, we continued to advance product innovation to meet evolving consumer expectations, particularly the rising demand for nutritious, safe, and environmentally friendly food. Our focus on food security and access to nutrition is supported by ongoing investments in research and development, enabling us to deliver affordable, high-quality products tailored to diverse dietary needs. Beyond product development, we play an active role in contributing to community health and local economic development. We collaborate with partners to strengthen agricultural practices, ensure sustainable sourcing of raw materials, and improve the livelihoods of farmers and smallholders. Through stakeholder engagement and cross-sector partnerships, we are enhancing resilience in our supply chains while creating shared value for society.

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HEALTH AND WELL-BEING

At C.P. Bangladesh Company Limited, we recognize that promoting health and well-being begins with the products and services we deliver. In response to rising consumer awareness around nutrition, lifestyle-related health risks, and food safety, we have prioritized the development of healthier, safer, and more nutritious offerings across our portfolio. This strategic focus supports not only consumer well-being, but also national goals around food security and public health. However, challenges such as shifting dietary preferences, limited consumer access to nutritional information, and sourcing high-quality ingredients in a cost-effective manner require continuous innovation and collaboration. To address these challenges, we are investing in research and development to create value-added food products with improved nutritional profiles, while reducing harmful ingredients like excessive sodium or trans fats.

Supporting the SDGs



Key Performance 2024

100%

Food Processing Factories Certified

With Food Security Standard GMP HACCP



Goal and Progress

70% of total sales volume derive from B2B and B2C products and services that promote health and well-being

On Progress

0%

50%

100%
Target 2030

FORWARD FASTER

C.P. Bangladesh Company Limited has adopted technology and innovation to enhance the healthcare system holistically improving product safety and nutrition while expanding access to health services through advanced communication technologies. Initiatives include:



5G Smart Ambulance



Mobile Stroke Unit

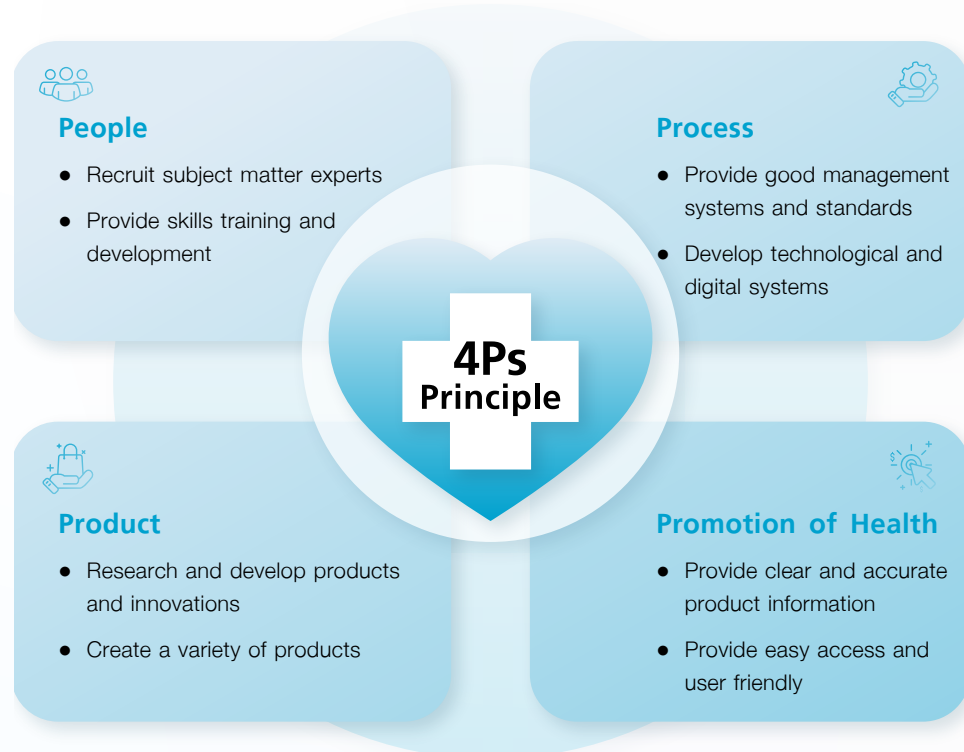


Promoting Access to Healthcare and Well-Being for All

C.P. Bangladesh Company Limited is dedicated to enhancing the health and well-being for all, including our employees, local communities, and customers. C.P. Bangladesh focuses on creating a safe and healthy working environment while also extending our support to the broader community. We

have been collaborating with local health organizations and other groups of stakeholders to ensure the availability of comprehensive health services that uplift the quality of life and contribute to sustainable development.

Health and Well-being Management Framework



“C.P. Bangladesh places the utmost importance on food safety and quality throughout our fully integrated value chain, from farm to fork. We are dedicated to ensuring that every product we deliver to consumers is safe, nutritious, and produced with the highest standards of quality.”

Mr. Surachai Rattanasuwan

Vice President
Food Production Business



Healthy Products for those who Love Health



At C.P. Bangladesh Company Limited, we are committed to delivering nutritious, safe, and accessible food to support the well-being of our consumers. As a fully integrated agricultural and food production company, we recognize the growing health concerns related to dietary habits and processed food consumption. In response, we have strengthened our focus on health-oriented product innovation, launching a dedicated research and development program to create low-fat, high-fiber, and nutrient-rich alternatives tailored for health-conscious consumers.

Value Creation



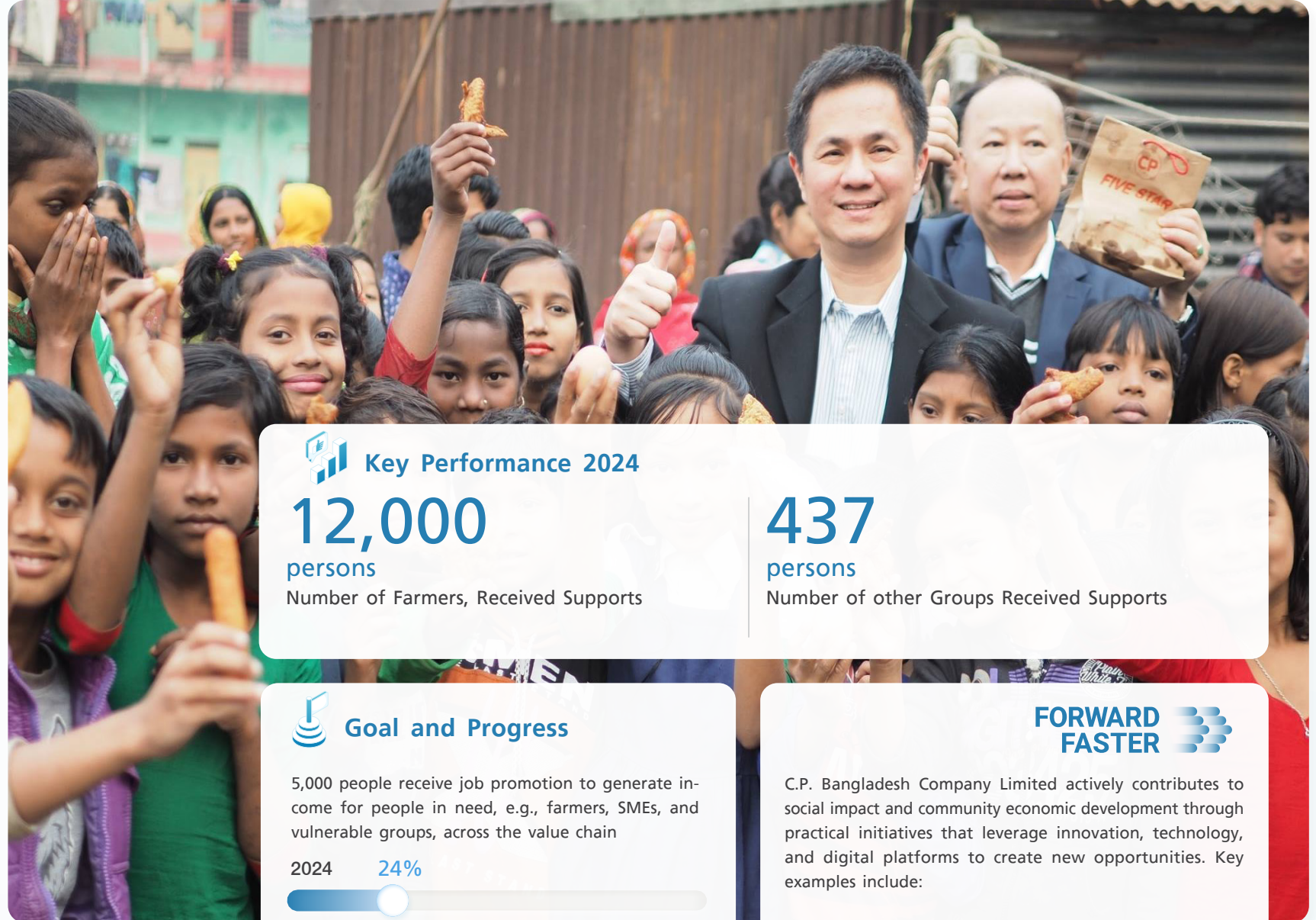
Relationship Capital



SOCIAL IMPACT AND ECONOMIC CONTRIBUTION

At C.P. Bangladesh Company Limited, we recognize that promoting health and well-being begins with the products and services we deliver. In response to rising consumer awareness around nutrition, lifestyle-related health risks, and food safety, we have prioritized the development of healthier, safer, and more nutritious offerings across our portfolio. This strategic focus supports not only consumer well-being, but also national goals around food security and public health. However, challenges such as shifting dietary preferences, limited consumer access to nutritional information, and sourcing high-quality ingredients in a cost-effective manner require continuous innovation and collaboration. To address these challenges, we are investing in research and development to create value-added food products with improved nutritional profiles, while reducing harmful ingredients like excessive sodium or trans fats.

Supporting the SDGs



Social Value Creation Strategy

Since C.P. Bangladesh Company Limited is operating business in Bangladesh, we realize that we can play an essential role in driving social and economic growth within the communities where we operate. C.P. Bangladesh's social value creation strategy focuses on building strong community relationships, enhancing local capabilities, and contributing to economic development through direct investments and capacity-building initiatives.

Moreover, C.P. Bangladesh Company Limited also aims to enhance the livelihoods of the local community by focusing on job creation, skills development and community support. C.P. Bangladesh has actively contributed to community resilience through donations for disaster relief, including financial support to aid affected groups. The strategy helps C.P. Bangladesh to making a positive and lasting impact on both social and economic aspects of the communities we engage with.

“We conduct our business with a deep sense of social responsibility, empowering local youth, supporting communities, and extending help in times of crisis. Our food and feed donations to flood-affected areas are a testament to our belief in growing together with society.”

Mr. Chin Ritmouth

Vice President
Farm Business



Social Value Creation Framework

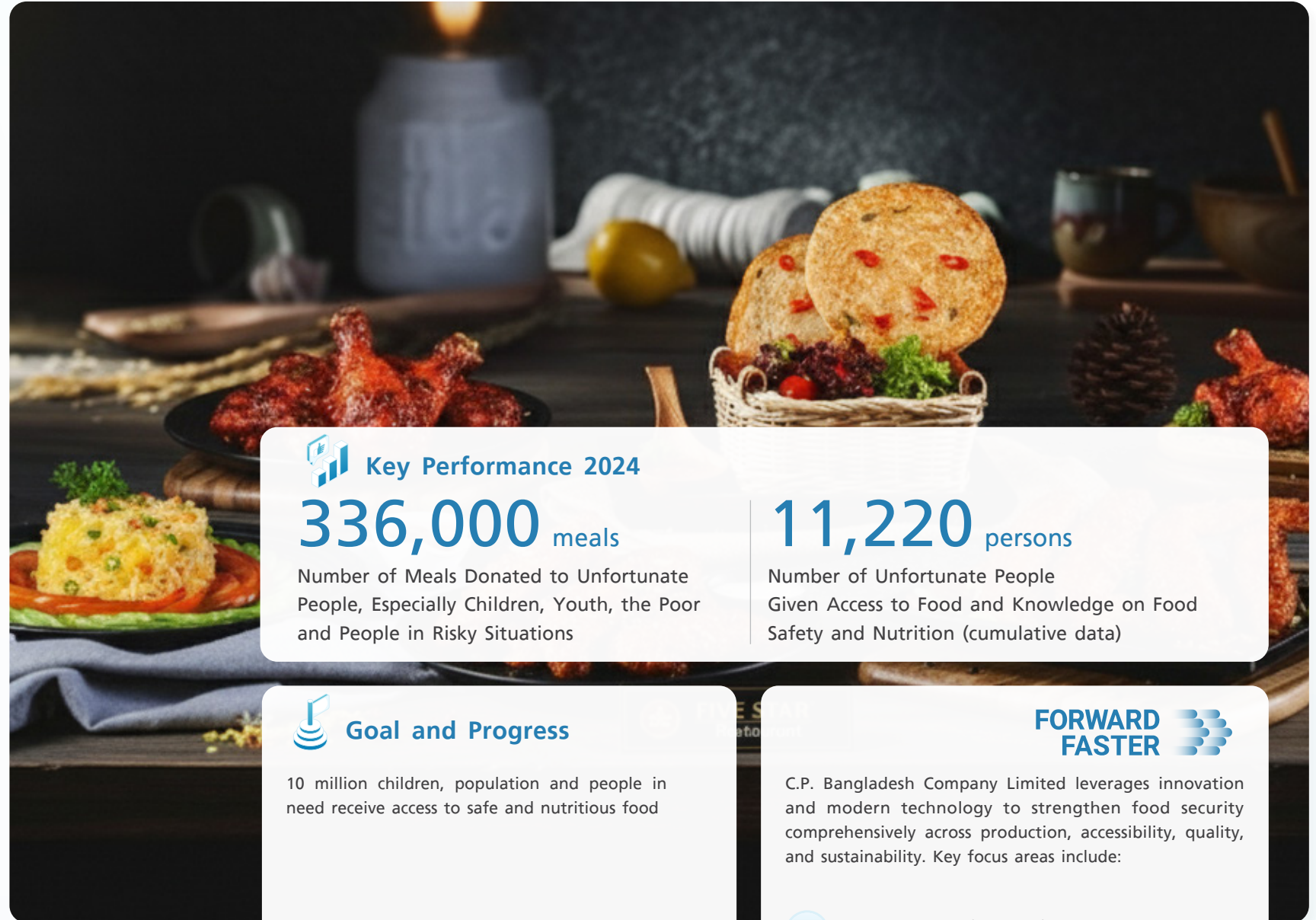




FOOD SECURITY AND ACCESS TO NUTRITION

Ensuring food security is central to Vice President Farm Business's mission as a leading agro-industrial and food business. In Bangladesh, the challenge of feeding a growing population is compounded by climate change, agricultural vulnerability, supply chain disruptions, and rising input costs. These factors threaten not only the availability and accessibility of food but also its nutritional quality and affordability. Amid these challenges, C.P. Bangladesh sees significant opportunity to contribute through innovation, integrated operations, and sustainable sourcing. By leveraging our vertically integrated business model from feed and farming to food production we are able to enhance supply chain resilience, improve production efficiency, and ensure consistent product quality. We invest in agricultural research, responsible farming practices, and partnerships with smallholder farmers to build a more secure and inclusive food system. Our approach focuses on delivering safe, nutritious, and affordable food products while strengthening local food supply networks. Through these efforts, C.P. Bangladesh is helping to build a more food-secure future both for the country and the broader region.

Supporting the SDGs



Access to Nutritious Food Strategy

C.P. Bangladesh Company Limited recognizes the critical importance of food security and access to nutrition as a foundation for sustainable development. We have a management approach to ensure food security, which focuses on leveraging our expertise in food production and distribution to ensure the availability of safe, nutritious, and affordable food across the country. Moreover, we work closely with partners throughout the supply chain to enhance food safety standards and continuously improve the quality of our products.

One of our primary activities involves increasing access to high-quality, nutritious food through our distribution network. C.P. Bangladesh Company Limited provides a wide range of food products that are designed to meet the nutritional needs of a diverse population, ensuring that people of all ages have equal access to safe and wholesome food. By partnering and innovatively inventing new technology in sustainable agriculture, C.P. Bangladesh is aiming to contribute to the fight against food insecurity, ultimately helping to build healthier communities.



Supporting Local Communities through Egg Donation

As part of its ongoing commitment to social responsibility, C.P. Bangladesh Company Limited organized a food donation initiative in the Chattogram Division, centered around its feed mill operations. The company distributed essential food items, including eggs, to families living in nearby communities, aiming to support nutrition and food security among vulnerable households.

Value Creation



Relationship Capital

Food Availability

Analyze and plan production in accordance with both Domestic and overseas demands.



Food Access

Every citizen has the opportunity to access safe, nutritious, Cost-efficient and affordable food.



Food Utilization

Every citizen has access to nutritious food that strengthen Bodily health and boost immunity against diseases.



Food Stability

A food availability management system to provide access to quality, safe and adequate food even under critical or emergency situation.





INNOVATION

At C.P. Bangladesh Company Limited innovation is a driving force behind our ability to remain competitive, resilient, and sustainable in a rapidly evolving agro-industrial and food landscape. As technological advancements accelerate and consumer preferences grow more complex, we face increasing pressure to respond quickly to market shifts, enhance product value, and reduce operational risks. In parallel, challenges such as supply chain disruptions, resource limitations, and environmental constraints demand adaptive, forward-thinking solutions. To address these challenges and seize new opportunities, C.P. Bangladesh is actively fostering a culture of innovation, emphasizing agility, cross-functional collaboration, and continuous improvement. We are integrating emerging technologies such as automation, data analytics, and AI into our operations to improve productivity, reduce waste, and strengthen food safety and traceability.

Supporting the SDGs



Key Performance 2024

4 million THB

R&D Spending



Goal and Progress

7,500 patents and petty patents registered

On Progress



FORWARD FASTER

C.P. Bangladesh Company Limited adopts a comprehensive approach to innovation management to enhance competitiveness and drive sustainable growth. C.P. Bangladesh places strong emphasis on continuous investment in R&D through key initiatives such as:



Enhancing livestock farming processes using AI



Developing health-focused food products and new innovations



Fostering a culture of innovation within the organization

Innovation Management

C.P. Bangladesh Company Limited highly values innovation management, because we believe that innovation is the central of sustainable growth. We foster a culture of improvement by adopting new technologies and investing in R&D to enhance efficiency and product quality. Our initiatives include advanced farming technologies, precision agriculture, and R&D in feed and animal health solutions. These innovations optimize resource use, reduce waste, and improve product quality, benefiting both our business and the communities we serve. In addition to this, C.P. Bangladesh also encourages our employees to participate in Charoen Pokphand Group's Innovation Exposition and the One Day Satisfaction Project to inspire employees' creativity for innovation.

Innovation Management Framework

Culture

- Group-level innovation award: Chairman Award
- Business group-level innovation award
- One Day Satisfaction project

Resource

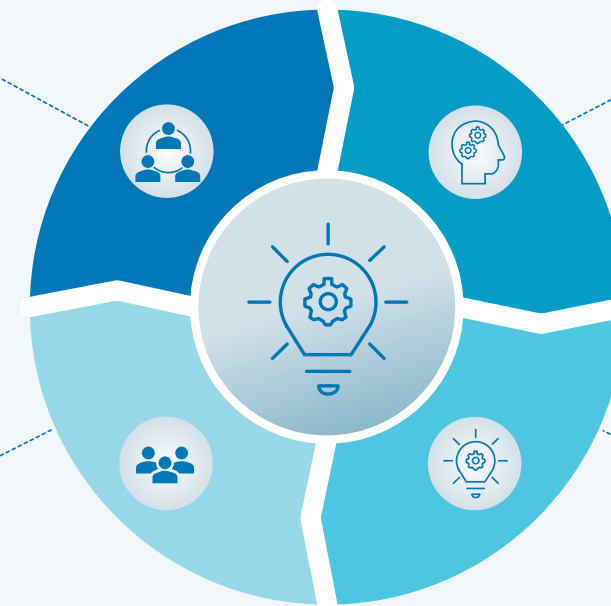
- R&D investment
- Research centers

People

- Incorporate innovation/work improvement as part of evaluation
- Researchers/innovators

Knowledge

- Training on innovation /technology for employees
- Innovation knowledge management system





STAKEHOLDER ENGAGEMENT

At C.P. Bangladesh Company Limited meaningful stakeholder engagement is fundamental to building trust, driving shared value, and ensuring long-term business resilience. Our diverse stakeholder groups—including customers, employees, suppliers, regulators, and community partners—play a critical role in shaping our operations and sustainability priorities. As stakeholder expectations evolve rapidly in today's complex and interconnected world, maintaining open, transparent, and responsive communication becomes both a challenge and an opportunity. Key risks include misalignment of expectations, reputational impact from unmet concerns, and inconsistent feedback mechanisms across business units. To address these challenges, C.P. Bangladesh has implemented a structured and inclusive stakeholder engagement approach, guided by a clear materiality assessment framework. This helps us identify, prioritize, and address issues that matter most to both the business and our stakeholders. We engage regularly through a variety of channels—including consultations, surveys, workshops, and digital platforms—to ensure that dialogue is ongoing, two-way, and tailored to the needs of each group. By doing so, we aim to foster relationships built on trust, mutual understanding, and collaboration—ultimately reinforcing our role as a responsible and responsive corporate citizen.

Supporting the SDGs



Key Performance 2024

99 %

Stakeholder Satisfaction Score

96 %

Satisfaction Score Towards Communications, Listening, and Response

91 %

Satisfaction Score



Goal and Progress

80% engagement score from multi-stakeholder survey

2024

92%

2023

95%

0%

50%

100%
Target 2030

FORWARD FASTER

C.P. Bangladesh Company Limited applies innovation in communication, data analytics, and strategic collaboration across various approaches, including:



Enhancing livestock farming processes using AI



Developing health-focused food products and new innovations



Fostering a culture of innovation within the organization

Stakeholder Engagement Process

C.P. Bangladesh Company Limited has adopted the stakeholder engagement framework of Charoen Pokphand Group, which is based on the AA1000 Stakeholder Engagement Standard. This framework serves as a strategic approach to engaging and collaborating with stakeholders across the value chain. It facilitates continuous and effective stakeholder relationships, fostering positive change. To enhance stakeholder engagement, the Governance, Risk, and Audit Committee reviewed stakeholder groups and provided recommendations in 2021. Based on the committee's advice, CPB refined its stakeholder classification, and the number of stakeholder groups remains the same.

Stakeholder Engagement Process



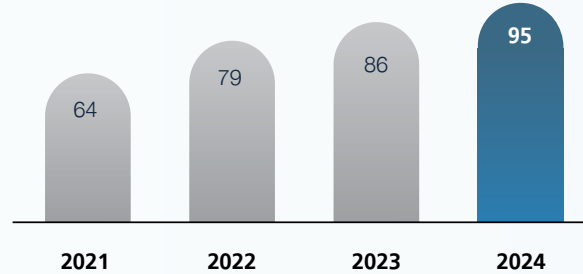


Stakeholder Engagement Survey 2024



Overall Engagement Score (percent)

Increased by 9%
(Compared with 2023)



Engagement Score by Dimension (percent)



91 %

Sustainability Effectiveness

Increased by 7%
(Compared with 2023)



96 %

Communication, Listening and Response

Increased by 9%
(Compared with 2023)



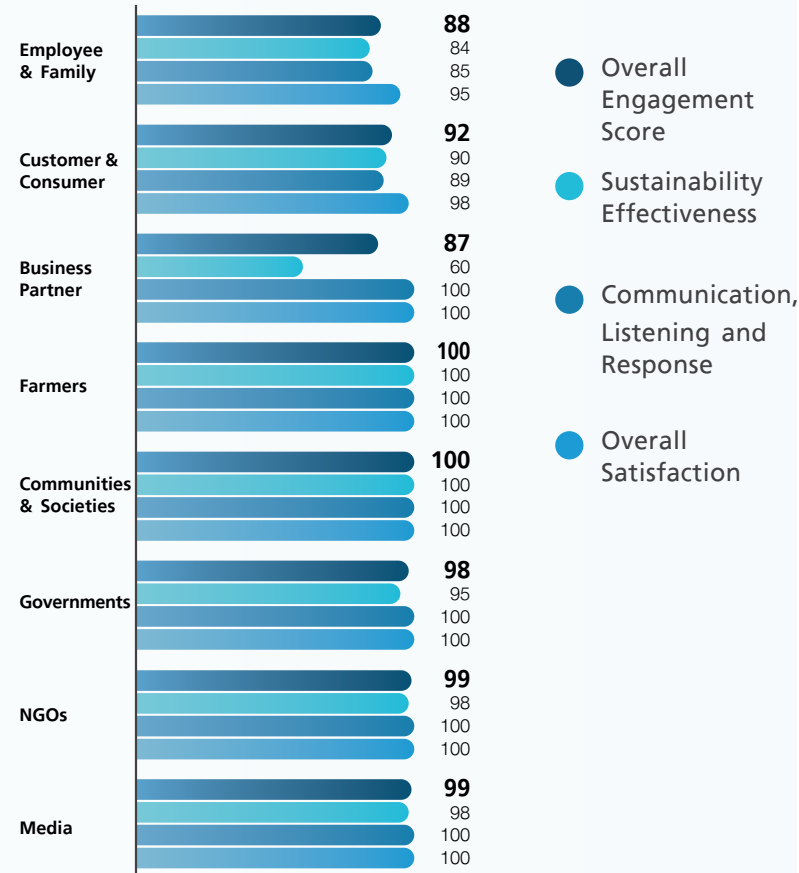
99 %

Overall Satisfaction

Increased by 10%
(Compared with 2023)



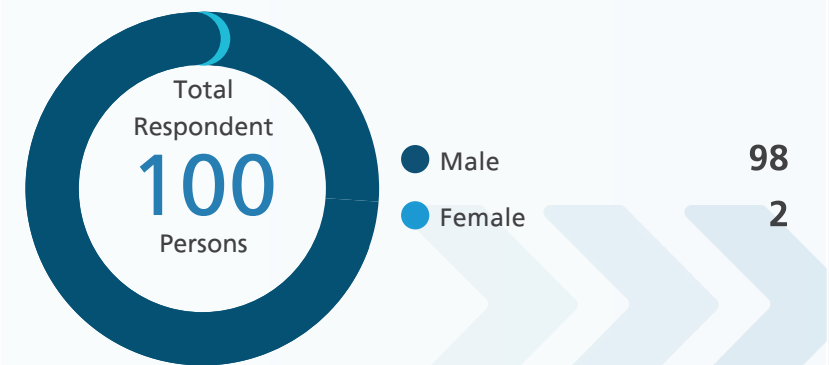
Engagement Score by Stakeholder Groups (percent)



Proportion of Respondents (person)



Respondents by Gender (person)





HOME

Living Together

At C.P. Bangladesh Company Limited we recognize that environmental sustainability is not only a responsibility but a strategic imperative in the face of escalating climate risks and resource constraints. In 2024, we strengthened our commitment to environmental stewardship by advancing initiatives across five key focus areas: climate resilience, circular economy, water stewardship, ecosystem and biodiversity protection, and responsible supply chain management. We are working to reduce our environmental footprint through more efficient use of energy and water, lower greenhouse gas emissions, and improved waste management across all operations. Our approach to circularity emphasizes resource recovery and material reuse, while our nature-positive actions aim to protect vital ecosystems and biodiversity in areas where we operate. Additionally, we are enhancing traceability and sustainability standards throughout our supply chain to ensure long-term value creation that benefits both people and the planet.

Climate Resilience	45
Circular Economy	49
Water Stewardship	52
Ecosystem & Biodiversity Protection	55
Responsible Supply Chain Management	57

CLIMATE RESILIENCE

C.P. Bangladesh Co., Ltd. acknowledges that climate change poses significant risks to food systems, supply chain continuity, and long-term business stability. As an integrated agro-industrial and food company, we are particularly vulnerable to the impacts of extreme weather events, shifting agricultural conditions, and evolving environmental regulations, factors that directly affect raw material availability, production efficiency, and operational costs. To manage these challenges, C.P. Bangladesh has adopted a structured climate risk management approach, integrating climate-related risk and opportunity assessments across all levels of the organization. We are aligning our greenhouse gas (GHG) reduction efforts with internationally recognized frameworks such as the Science Based Targets initiative (SBTi), and are actively working to lower emissions through energy efficiency, process optimization, and the gradual adoption of renewable energy solutions.

Supporting the SDGs



Climate Resilience

C.P. Bangladesh Company Limited is committed to climate change management, emphasizing the following key areas: Renewable Energy Promoting the adoption and utilization of sustainable energy sources. Clean Energy Transition Advancing the shift toward low-carbon and environmentally friendly energy alternatives. Modern Machinery Investing in energy-efficient and eco-friendly

technologies to reduce environmental impact. Sustainable Raw Material Procurement Ensuring responsible sourcing practices that align with sustainability principles. Afforestation and Green Spaces Enhancing carbon sequestration through tree planting and the development of green areas. This integrated approach reflects CP Bangladesh's commitment to environmental stewardship and sustainable development.

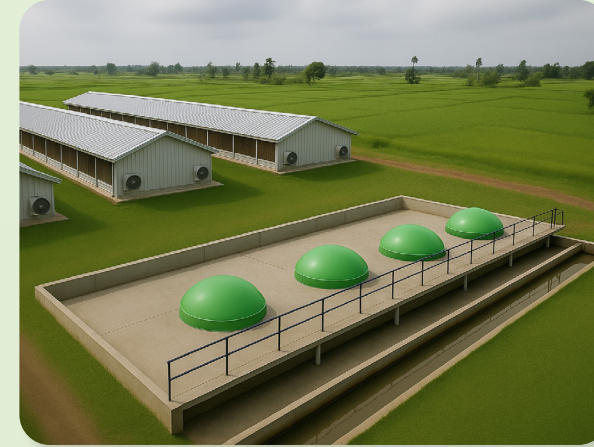
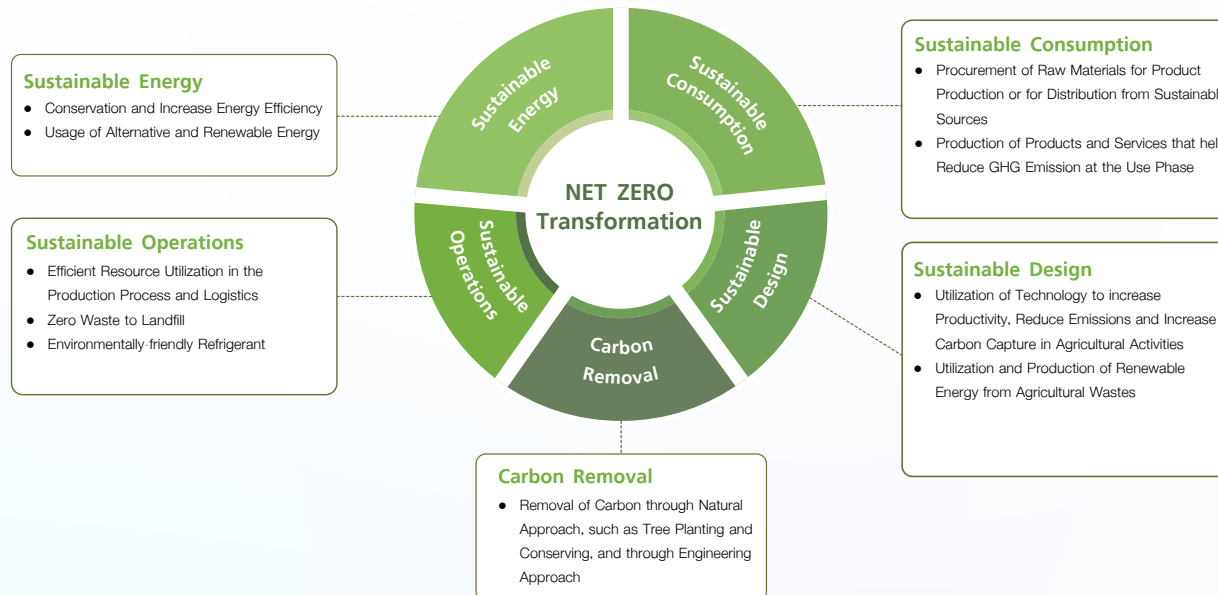
“C.P. Bangladesh sets measurable environmental goals focused on energy efficiency and climate resilience. Our investment in renewable energy, including a 360 kWp rooftop solar cell project at our Dhaka feed mill in 2025, reflects our commitment to a low-carbon future.”

Mr. Surachai Rattanasuwan

Vice President
Food Production Business



Climate Change Management Approach



C.P. Bangladesh Company Limited recognizes the vital importance of addressing environmental challenges while enhancing energy resilience. In line with the company's global sustainability policy and its commitment to reduce greenhouse gas emissions, the biogas project was established as a model for circular economy practices within the agricultural sector.

Located at the company's livestock farm, the biogas plant is designed to convert organic waste, primarily animal manure, into clean and renewable energy. The system captures methane from the anaerobic digestion of waste and uses it to generate electricity, which is then fed back into farm operations. This significantly reduces the farm's reliance on grid-based electricity or diesel-powered generators.



- layers Valuka 1
- layers Valuka 4
- Broiler Valuka 3
- Broiler Valuka 5
- Broiler Valuka 9
- Broiler Valuka 11
- Broiler Valuka 12
- Broiler Valuka 14
- Broiler Valuka 15
- Breeder Sylhet 2
- Breeder Sylhet 4
- Breeder Sylhet 5
- Breeder Sylhet 6
- Broiler Chittagong 4

Value Creation



Natural Capital

Relationship Capital



GHG Emissions Management Data



Total Greenhouse Gas Emission (thousand tons CO₂e)

87.46

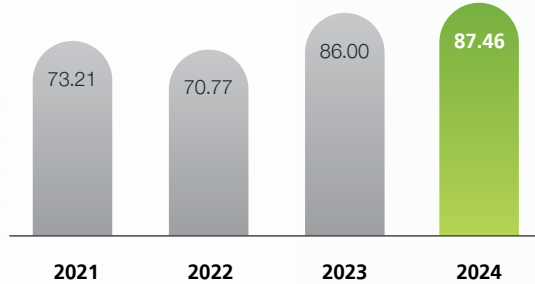
↑ Increased by 1.70%
(Compared with 2023)



GHG Intensity per Unit of Revenue (ton CO₂e/million THB)

Increased by 6.69%
(Compared with 2023) ↑

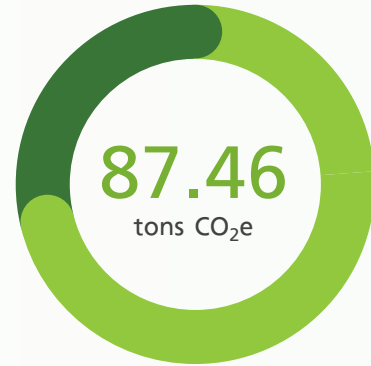
6.69 6.54 6.37 6.79



■ Greenhouse Gas Emission (thousand tons CO₂e)
● GHG Intensity per Unit of Revenue (ton CO₂e/million THB)



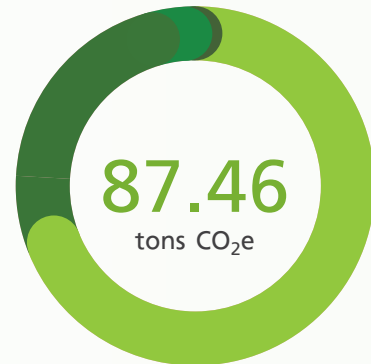
GHG Emissions (Scope 1 & 2) (thousand tons CO₂e)



● Scope 1 68.51%
● Scope 2 31.49%



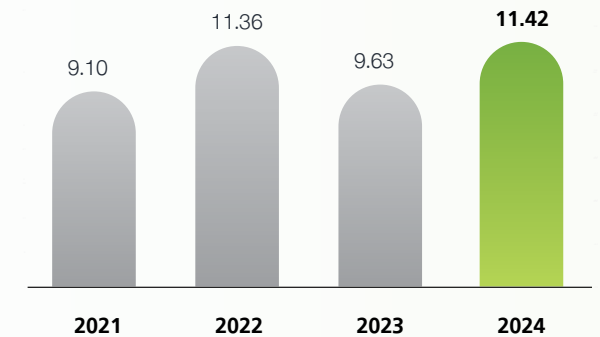
GHG Emissions by Source (thousand tons CO₂e)



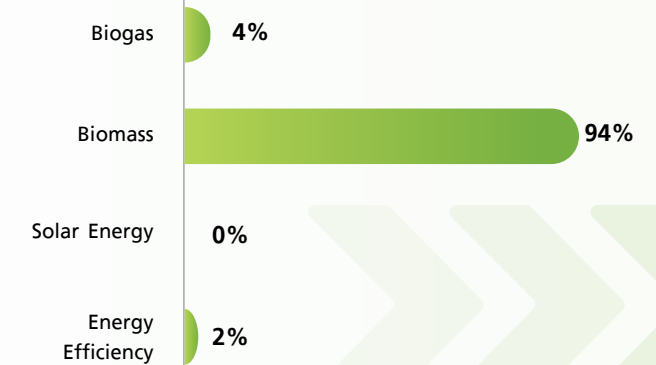
● Electricity 68.51%
● Stationary Combustion 26.70%
● Mobile Combustion 3.96%
● Fugitive Emissions 0.83%



GHG Emissions Reduction from Projects (thousand ton CO₂e)



Type of GHG Emissions Reduction from Projects (%)





Energy Management Data



Total Energy Consumption (thousand GJ)

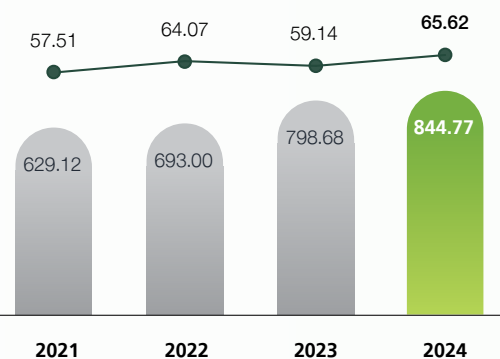
844.77

↑ Increased by 5.77%
(Compared with 2023)



Total Energy Usage per Unit of Revenue (GJ/million THB)

Increased by 10.96%
(Compared with 2023) ↑



■ Energy Consumption (thousand GJ)
● Energy Consumption per Unit of Revenue (GJ/million THB)



Energy Consumption by Energy Source (thousand GJ)



Fossil Fuel	48.26%
Electricity	38.40%
Renewable Energy	13.34%



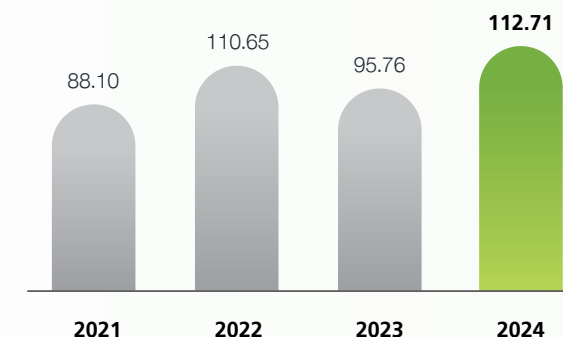
Energy Consumption by Type (thousand GJ)



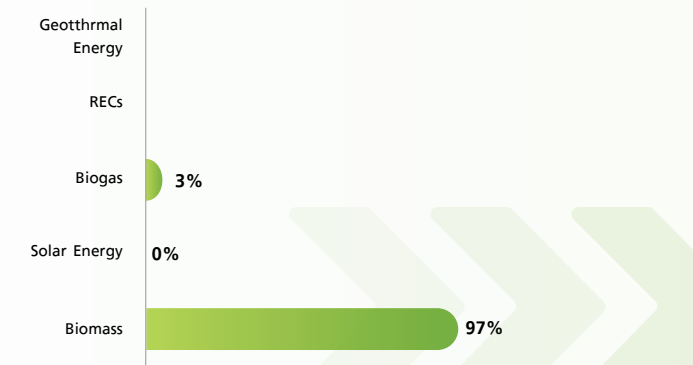
Electricity	38.40%
Diesel	23.15%
Natural Gas	21.92%
Renewable Energy	13.34%
Fuel Oil	2.87%
Gasoline	0.32%



Renewable Energy Consumption (thousand GJ)



Renewable Energy Consumption by Type (%)





CIRCULAR ECONOMY

At C.P. Bangladesh Company Limited we recognize that increasing resource consumption, rising waste volumes, and environmental degradation pose growing risks to both business continuity and ecological sustainability. As an integrated agri-food business operating in a resource-intensive sector, we face challenges in managing raw material usage, reducing operational waste, and ensuring long-term resource efficiency across our value chain. In response, C.P. Bangladesh is advancing the principles of a circular economy by embedding resource efficiency and waste minimization into core operations. We are working to optimize material use, extend product lifecycles, and increase recycling and reuse rates across production, packaging, and logistics. Life cycle assessments and sustainable product design practices help us identify opportunities to reduce environmental impact while maintaining product quality and safety. To further strengthen our circular approach, we collaborate with government agencies, academic institutions, NGOs, and local communities to promote knowledge sharing, co-develop recycling solutions, and drive innovation in sustainable materials. Internally, we continue to raise awareness among employees, suppliers, and business partners to support a shared vision of responsible production and consumption.

Supporting the SDGs



Key Performance 2024

100 %

Plastic Packaging that are
Recyclable, Reusable or
Compostable

16.39 %

Total Waste Reduction

33,460 Ton

Total Waste to Landfill
Reduction



Goal and Progress

Zero Waste to Landfill

2024

0%

2023

22.1%

0%

50%

100%
Target 2030

FORWARD FASTER

C.P. Bangladesh Company Limited has adopted the circular economy approach across its entire value chain, leveraging innovation, technology, and collaboration with partners to ensure resources are used efficiently and sustainably. The Group is actively working toward its goals of Zero Waste to Landfill and Zero Food Waste.



Integrated packaging management system

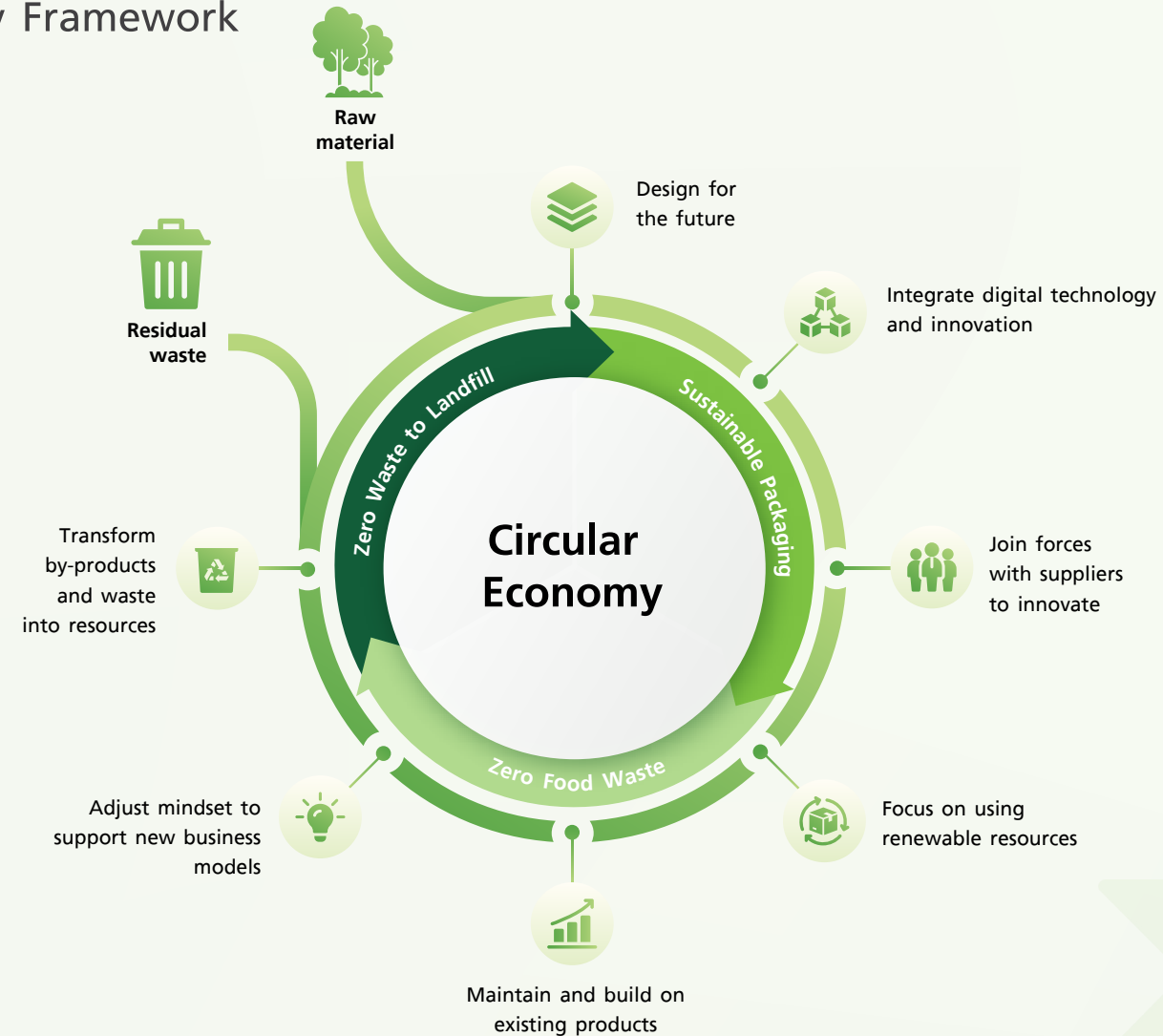


Innovative food waste and by-product transformation

Circular Economy

In 2024, C.P. Bangladesh Company Limited advanced its commitment to the circular economy as a strategic response to growing resource constraints and environmental challenges. As a resource-intensive agro industrial business, we recognize the risks associated with linear production models, including material waste, rising input costs, and supply chain inefficiencies. To address these challenges, we have adopted circular practices aimed at reducing waste generation, increasing resource efficiency, and maximizing material recovery. Guided by the principles of Reduce, Reuse, Recycle, Restore, and Recover, our efforts span across product design, operational processes, packaging, and waste management systems.

Circular Economy Framework



Waste Management Data



Total Waste (thousand tons)

40.86

↑ Increased 9.14%
(Compared with 2023)

Sources



General Waste 99.88%

Hazardous Waste 0.12%

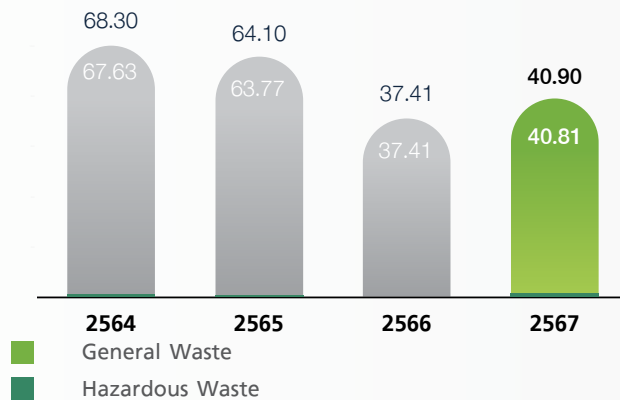


Reuse

16.39%



Total Waste 2021-2024 (thousand tons)



Total Waste By Disposal Method (thousand tons)



General Waste
40.81
thousand tons

Reuse 69.86%

Composting 12.13%

Incineration 0.04%

Landfill 17.97%

Recycle 0.002%



Total Hazardous waste Disposal Methods (thousand tons)



Hazardous Waste
0.05
thousand tons

Landfill 78.23%

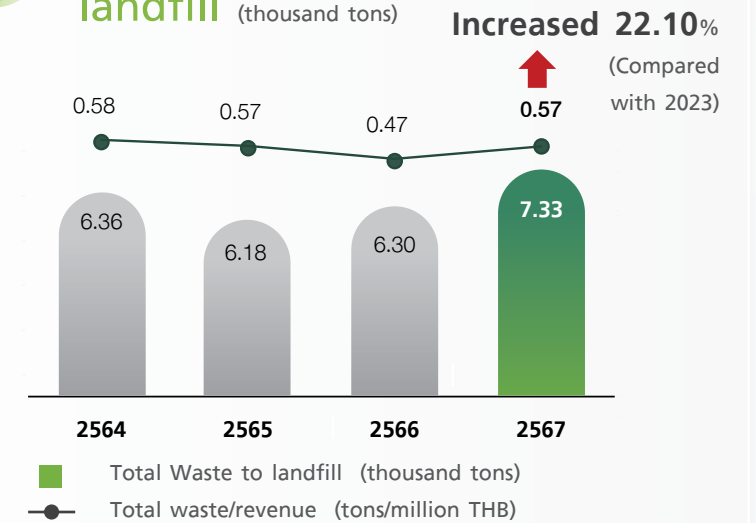
Energy recovery 14.22%

Recycle 7.25%

Incineration 0.30%



Total Quantity of waste to landfill (thousand tons)



Increased 22.10%
(Compared with 2023)

■ Total Waste to landfill (thousand tons)
● Total waste/revenue (tons/million THB)



Landfill
7.33
thousand tons

Waste from the
manufacturing process
100%



WATER STEWARDSHIP

At C.P. Bangladesh Company Limited, sustainable water management is a critical priority, particularly as climate change, rapid urbanization, and industrial expansion increase pressure on water resources. As a company operating across water-intensive sectors such as agriculture, livestock, and food processing, we face rising risks related to water availability, quality, and regulatory compliance factors that can significantly impact our operations and supply chain resilience. To manage these challenges, we have undertaken site-specific water risk assessments to identify vulnerabilities and guide efficient water use planning. We are investing in water-saving technologies, recycling systems, and closed-loop processes to reduce freshwater withdrawal across production facilities. Additionally, we work collaboratively with local communities and partners to support water conservation initiatives, raise awareness, and improve access to clean water in areas surrounding our operations.

Supporting the SDGs



Key Performance 2024

427.53

Cubic meters/million THB
Total Water Consumption

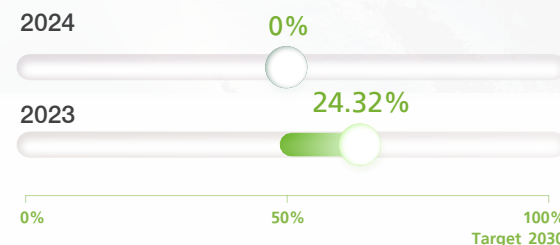
5,504

Thousand cubic meter
Water Withdrawal



Goal and Progress

20% reduction of water withdrawal per unit of revenue compared to base year 2020



FORWARD FASTER

C.P. Bangladesh Company Limited applies modern innovations and management tools to its integrated water resource management approach. Key initiatives include



Risk assessment using internationally recognized tools



Innovative circular water management systems

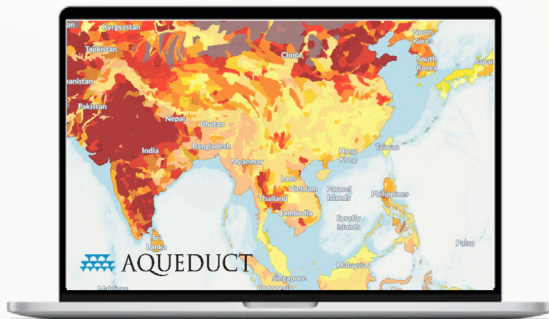


Standardized wastewater treatment and water reuse systems

Corporate Water Management

In 2024, C.P. Bangladesh Company Limited reaffirmed our commitment to sustainable water management as a vital component of our environmental responsibility. Recognizing the increasing risks of water scarcity and ecosystem stress, particularly in agriculture and food production, we have prioritized water use efficiency, responsible withdrawal, and advanced wastewater treatment across all operational sites. Our approach is guided by the principles of Circular Water Management Reduce, Reuse, Recycle, Restore, and Recover aimed at maximizing the value of every drop of water. We are investing in technologies and practices that support closed-loop water systems, rainwater harvesting, and wastewater reuse to minimize dependency on freshwater sources and reduce environmental impact.

Baseline Water Stress



Water Stress Level

AQUEDUCT

Low (<10%)	Low Medium (10-20%)	Medium High (20-40%)	High (40-80%)	Very High (>80%)	Drought with Low Level Water Consumption
---------------	------------------------	-------------------------	------------------	---------------------	--

Charoen Pokphand Group has conducted an assessment of Baseline Water Stress, which refers to the ratio of total water withdrawal to the available renewable water supply in a given year. A stress level is considered high (40–80%) or extremely high (>80%) when water withdrawal significantly pressures available resources. This assessment is carried out across all business units within the Group using the internationally recognized Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI), and the results are reported in accordance with GRI Standards.

Circular Water Management

Recover

Separate other types of waste (besides water) from wastewater for reutilization

Restore

Release standard quality water back into natural water sources

Recycle

Recycle water using various treatment technologies to achieve high quality water for both internal and external use

Reduce

Reduce water consumption and water loss from processes, optimize water-use efficiency

Reuse

Reuse water that has passed through minimal or zero treatment processes, reuse water in old and new processes



Water Resources Data



Water Withdrawal

(thousand cubic meters)

5,504



Increased by
18.51%

(Compared with 2023)

Water withdrawal from
Water Stress Areas



● non water stressed areas 75.84%

● In water stressed areas* 34.38%

Water withdrawal by Source



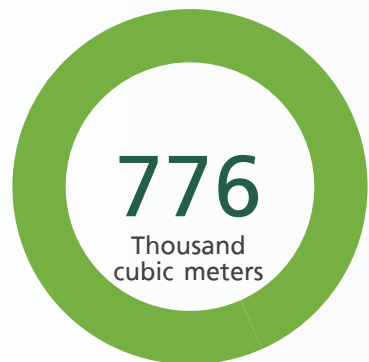
● Freshwater TDS ≤ 1,000 mg/L 100%

● Other water TDS > 1,000 mg/L 0%



Total Water Consumption

(thousand cubic meters)



● Third Party Water 100%



Water Discharge

(thousand cubic meters)

3,427



Increased by
3.66%

(Compared with 2023)

Water Discharge from Water Stress
Areas



● non water stressed areas 72.19%

● In water stressed areas* 27.81%

Water withdrawal by Source



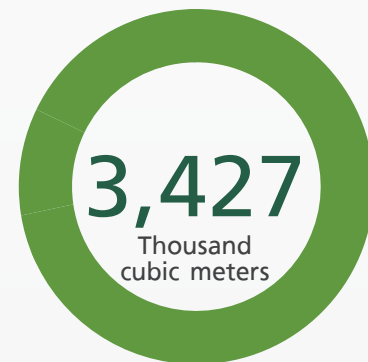
● Freshwater TDS ≤ 1,000 mg/L 2.03%

● Other water TDS > 1,000 mg/L 97.97%



Total Water Discharge Sources

(thousand cubic meters)



● Surface Water 100%



Total Water Consumption

(thousand cubic meters)

2,077



Increased by
55.19%

(Compared with 2023)

Water Consumption Water Stress
Areas



● non water stressed areas 70.70%

● In water stressed areas* 20.58%

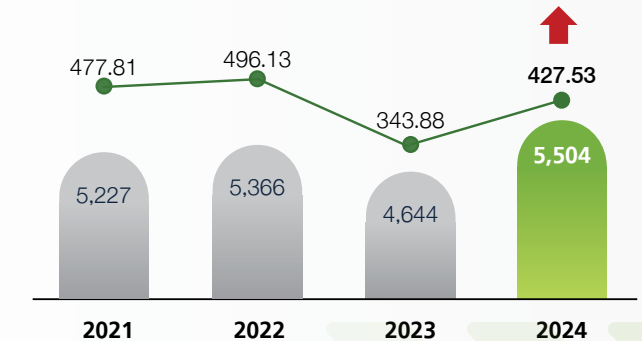


Water withdrawal per unit of revenue

(thousand cubic meters per million THB)

Increase 24.32%

(Compared with 2023)



■ Water Consumption (thousand cubic meters)

● Water withdrawal per unit of revenue (thousand cubic meters per million THB)



ECOSYSTEM & BIODIVERSITY PROTECTION

C.P. Bangladesh Company Limited recognizes that the health of ecosystems and biodiversity is fundamental to the resilience of natural resources on which the agri-food sector depends. In the face of mounting global pressures including climate change, intensive land use, deforestation, and habitat loss there is growing urgency to conserve ecosystems and safeguard biodiversity, particularly in regions where agriculture intersects with ecologically sensitive areas. As a company operating across farming, aquaculture, and food production, C.P. Bangladesh acknowledges both the direct and indirect impacts our operations and supply chain can have on the environment. Key risks include soil degradation, waterway contamination, and biodiversity decline factors that threaten long-term productivity, regulatory compliance, and our license to operate. To address these challenges, we have adopted a proactive environmental management approach. This includes site-level ecosystem impact assessments, responsible sourcing criteria, and supplier engagement programs that promote biodiversity-friendly practices. We also collaborate with local communities, NGOs, and environmental agencies to support reforestation, wetland restoration, and green space conservation initiatives near our areas of operation.

Supporting the SDGs



Key Performance 2024



IBAT

A biodiversity risk assessment tool using the Integrated Biodiversity Assessment Tool (IBAT), which evaluates risks based on the location of production sites in each country.



Goal and Progress

100% of high-risk raw materials can be traced back to the source by 2030

On Progress



FORWARD FASTER

C.P. Bangladesh Company Limited has adopted an innovation-driven approach alongside strong governance principles to minimize ecological impacts and build a supply chain that respects biodiversity. The Group emphasizes the use of technology to assess, prevent, monitor, and restore across the entire business value chain through initiatives such as:



Scientific tools for biodiversity risk assessment



Traceability systems using satellite and

Ecosystem and Biodiversity Protection

C.P. Bangladesh Company Limited is dedicated to ecosystem preservation by restoring habitats, planting native species, and minimizing agricultural chemical runoff, thereby supporting biodiversity conservation and maintaining healthy local ecosystems. We actively engage in afforestation projects that help restore degraded lands and promote ecological balance. These efforts are aimed at maintaining ecosystem health and ensuring sustainable co-existence with nature.



Ecosystem and Biodiversity Protection Management Framework

Promoting Ecosystem and Biodiversity Awareness

Raising awareness and capacity in ecosystem and biodiversity protection and restoration

Zero Deforestation Commitment

Working with key stakeholders along the value chain to eliminate commodities-driven deforestation



Creating Networks and Collaboration with Stakeholders for Ecosystem and Biodiversity Protection

Collaborating through projects and initiatives with business partners, suppliers, governmental agencies and other national and international agencies on ecosystem and biodiversity protection along the value chain.

Conserving and Restoring on Land and Marine Ecosystem and Biodiversity

Protecting lives and restoring land and marine ecosystems and biodiversity.

Respecting and Managing Natural Resources

Engaging people and local communities in managing the benefit of natural resources, the environment, and biodiversity.



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

In today's interconnected global economy, supply chains are more than operational frameworks they reflect a company's commitment to ethics, transparency, and sustainability. At C.P. Bangladesh Company Limited we recognize that the challenges of supply chain management in 2024 extend beyond efficiency and cost control to include complex risks related to human rights, fair labor practices, resource sustainability, and regulatory compliance across jurisdictions. To address these challenges, C.P. Bangladesh has implemented an ethical sourcing policy that integrates sustainability principles into supplier selection, evaluation, and engagement. We actively promote responsible business conduct among our suppliers, encouraging alignment with our values on labor standards, environmental protection, and anti-corruption practices. In parallel, we have developed a supply chain risk monitoring system and conduct regular due diligence to identify and mitigate risks related to compliance, social impact, and environmental performance.

Supporting the SDGs



Key Performance 2024

287 suppliers
All Suppliers

75 suppliers
New Suppliers



Goal and Progress

High risk suppliers are audited on sustainability

On Progress

0% 50% 100%
Target 2030

FORWARD FASTER

C.P. Bangladesh Company Limited has developed a comprehensive approach to responsible supply chain management by leveraging digital innovation and verification platforms to drive sustainability and mitigate long-term business risks.



Digital system for supplier screening and evaluation



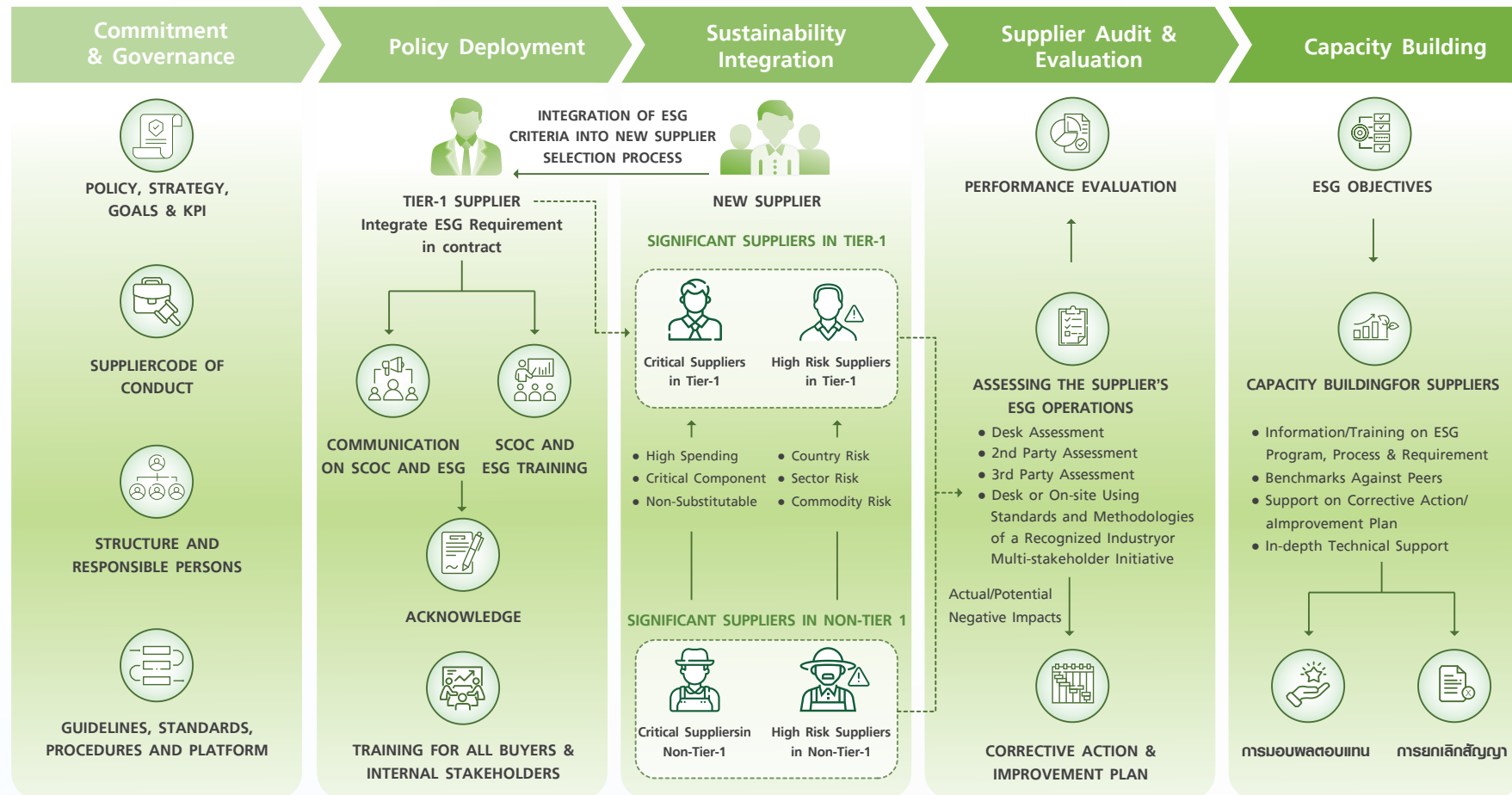
ESG training and development platform for suppliers

Responsible Supply Chain Management

C.P. Bangladesh Company Limited understands that the activities of suppliers and business partners in our supply chain play a crucial role in maintaining business integrity and our ability to deliver sustainable value to society. Therefore, C.P. Bangladesh is adopting Charoen

Pokphand Group's supply chain management framework as guidelines for conducting business and enhancing the competitiveness of our business and our suppliers, empowering capacity, efficiency, and growth alongside C.P. Bangladesh in a sustainable manner. Moreover, to

further promote a responsible supply chain management within C.P. Bangladesh, we are planning to provide training programs for our employees and suppliers to enhance their capabilities in sustainability areas.



287 suppliers
All Suppliers

75 suppliers
New Suppliers

SUSTAINABILITY PERFORMANCES

Business Activities

GRI Standards	Disclosure	2021	2022	2023	2024
GRI 2-6	Production Plants (Plant)	-	-	10	10
	Stores (Branch)	-	-	330	330
	Livestock/Aquaculture Farm (Farms)	-	-	45	45

Financial

Unit: million THB

GRI Standards	Disclosure	2021	2022	2023	2024
GRI 201-1	Revenue	10,940.04	10,816.50	13,507.27	12,874.16
	Capital Expenses	-	114.80	114.80	215.04

Operations Assessed for Risks Related to Corruption

GRI 205-1	Total Percentage of Operation Assessed for Risks Related to Corruption (Percentage)	100	100	100	100
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Communication and training about anti-corruption policies and procedures

GRI 205-2	Total Percentage of Governance Body Members Received Communication and Training on Anti-corruption Policy (Percentage)	100	100	100	100
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Anti-corruption and Anti-competitive

GRI Standards	Disclosure	2021	2022	2023	2024
	Total Percentage of Employees Received Communication and Training on Anti-corruption Policy (Percentage)	100	100	100	100
	Total Percentage of Supplier Received Communication on Anti-corruption Policy (Percentage)	100	100	100	100
GRI 205-3	Total Number of Confirmed Incidents of Corruption (Case)	0	0	0	0
	● Fraud (Case)	0	0	0	0
	● Conflict of Interest (Case)	0	0	0	0
	● Non-compliance (Case)	0	0	0	0
	● Discrimination and Harassment (Case)	0	0	0	0
	● Corruption (Case)	0	0	0	0
	● Anti-competitive Behavior (Case)	0	0	0	0
GRI 205-3	Total Number of Confirmed Incidents in which Employees were Dismissed or Disciplined (Case)	0	0	0	0
	Total Number of Confirmed Incidents when Contracts with Business Partners were Terminate (Case)	0	0	0	0
GRI 206-1	Total Number of Legal Actions for Anti-competitive Behavior (Case)	0	0	0	0

Anti-corruption and Anti-competitive

Material

GRI Standards	Disclosure	2021	2022	2023	2024
Plastic Packaging Volume					
GRI 301-1	Total Plastic Packaging (Ton)	-	-	-	-
	Reusable – Recyclable Plastic Packaging (Percentage)	-	-	-	-
GRI 301-2	Overview of Recycled Input Materials for Plastic & Non-plastic Packaging (Ton)	-	-	-	-
		-	-	-	-
	Plastic (Recycled Input Materials of Plastic) (Ton)	-	-	-	-
		-	-	-	-
	Paper and Wood (Recycled Input Materials of Paper & Wood) (Ton)	-	-	-	-
		-	-	-	-
	Metal (Steel and Aluminum) (Recycled Input Materials of Metal) (Ton)	-	-	-	-
		-	-	-	-
	Glass (Recycled Input Materials of Glass) (Ton)	-	-	-	-
		-	-	-	-

Energy

GRI Standards	Disclosure	2021	2022	2023	2024
Energy Consumption within Organization					
GRI 302-1	Total Energy Consumption (Million GJ)	629.12	693.00	798.68	844.77

Energy

GRI Standards	Disclosure	2021	2022	2023	2024
Energy Consumption within Organization					
GRI 302-1	Total Energy Consumption (MWh)	174.90	192.65	222.03	234.66
	Total Non-renewable Energy Consumption (Million GJ)	233.96	317.49	392.71	407.70
	Total Non-renewable Energy Consumption (MWh)	65.04	88.26	109.17	113.25
	Total Renewable Energy Consumption (Million GJ)	88.10	110.65	95.76	112.71
	Total Renewable Energy Consumption (MWh)	24.49	30.76	26.62	31.31
	Electricity Purchased (Million GJ)	307.06	264.85	310.21	324.37
	Electricity Purchased (MWh)	0.09	0.07	0.09	90.10
	Electricity Sold (Million GJ)	-	-	-	-
	Electricity Sold (MWh)	-	-	-	-
GRI 302-3	Energy Intensity (Total Energy Consumption/Million THB of Revenue)	57.51	64.07	59.13	68.62
GRI 302-4	Reduction of Energy Consumption (Million GJ)	8.10	110.65	95.76	112.71
	Reduction of Energy Consumption (MWh)	24.49	30.76	26.62	31.31

Water and Effluents

Unit: Thousand m³

GRI Standards	Disclosure	2021	2022	2023	2024
Water Withdrawal					
GRI 303-3	Total Water Withdrawal from all Areas	5,227	5,366	4,644	5,504.05
	● Freshwater Withdrawal	5,133	5,366	4,644	5,504.05
	- Surface water	-	-	-	-
	- Groundwater	5,133	5,366	4,644	5,450.05
	- Third-party Water	-	-	-	-
	- Rainwater	-	-	-	-
	● Other Water Withdrawal	94	-	-	-
	- Surface water	-	-	-	-
	- Groundwater	22	-	-	-
	- Third-party Water	72	-	-	-
GRI 303-3	Total Water Withdrawal from all Areas with Water stress	1.89	3.21	3,696.78*	1,892.51*
	● Freshwater Withdrawal	1.89	3.21	3,696.78	1,838.50
	- Surface water	-	-	-	50.00
	- Groundwater	1.89	3.21	3,696.78	1,785.00
	- Third-party Water	-	-	-	-

Remark: * In 2023, the volume of water from/to all areas with water stress increased significantly due to the updated water stress data in the Aqueduct Water Risk Atlas 4.0.

Water and Effluents

Unit: Thousand m³

GRI Standards	Disclosure	2021	2022	2023	2024
Water Withdrawal					
GRI 303-3	● Other Water Withdrawal	-	-	-	54.01
	- Seawater	-	-	-	-
	- Surface water	-	-	-	-
	- Groundwater	-	-	-	-
	- Third-party Water by the Withdrawal Sources	-	-	-	54.01
GRI 303-3	Water Intensity (m³/Million THB of Revenue)	477.81	496.13	343.85	427.53
Water Discharge					
GRI 303-4	Total Water Discharge to all Areas of Destination	3,790	3,515	3,306	3,426.71
	● Seawater	-	-	-	-
	● Surface water	3,727	3,507	3,180	3,426.71
	● Third-party Water	63	7	126	-
	Total Water Discharge to all Areas by Categories	3,790	3,515	3,306	3426.71
	● Freshwater	1,545	3,167	3,006	69.43
	● Other Water	2,245	348	300	3,357.27

Water and Effluents

Unit: Thousand m³

GRI Standards	Disclosure	2021	2022	2023	2024
Water Discharge					
GRI 303-4	Total Water Discharge to all Areas with Water Stress	0.77	1.12	2,371*	953.05
	● Freshwater	0.77	-	2,194	33.50
	● Other Water	-	1.12	177	919.45
Quality of Treated Water					
GRI 303-4	Biological Oxygen Demand (BOD) (Mg./L)	27.00	49.50	167.56	318.92
	Chemical Oxygen Demand (COD) (Mg./L)	94.67	113.75	392.83	358.00
Water Consumption					
GRI 303-5	Total Water Consumption from all Areas	1,437	1,852	1,338	2,077.34
	Total Water Consumption from all Areas with Water Stress	1.12	2.09	1,326*	939.46

Remark: * In 2023, the volume of water from/to all areas with water stress increased significantly due to the updated water stress data in the Aqueduct Water Risk Atlas 4.0.

Emissions

Unit: tCO₂e

GRI Standards	Disclosure	2021	2022	2023	2024
Direct (Scope 1) GHG Emissions					
GRI 305-1	Direct (Scope 1) GHG Emissions	16.06	21.48	28.27	27.54
	Biogenic CO ₂ Emissions	8.90	11.46	10.52	12.39
Indirect (Scope 2) GHG Emissions					
GRI 305-2	Indirect (Scope 2) GHG Emissions (Location Based)	57.15	49.29	57.73	59.92

Emissions

Unit: tCO₂e

GRI Standards	Disclosure	2021	2022	2023	2024
Indirect (Scope 2) GHG Emissions					
GRI 305-2	Indirect (Scope 2) GHG Emissions (Market Based)	57.15	49.29	57.73	59.92
	Purchased Heating	-	-	-	-
	Purchased Colling	-	-	-	-
GRI 305-5	Reduction of GHG Emissions	9.10	11.36	9.63	11.42
GHG Emissions Intensity					
GRI 305-4	GHG Emissions Intensity (Scope 1 & 2) (tCO ₂ e/ Million THB of Revenue)	6.69	6.54	6.37	6.79
Other Significant Emissions					
GRI 305-7	Volatile Organic Compounds (Ton)	-	-	-	-
Other Indirect (Scope 3) GHG Emissions					
GRI 305-3	Total Scope 3 GHG Emissions	-	-	-	-

Waste

Unit: Ton

GRI Standards	Disclosure	2021	2022	2023	2024
Waste Generated					
GRI 306-3	Total Weights of Waste	63.288	59.076	31.437	40.859
	● Hazardous Waste	0.656	0.309	0.024	0.050
	● Non-hazardous Waste	62.632	58.767	31.413	40.809
	Waste Intensity (Ton/Million THB of Revenue)	5.78	5.46	2.33	3.174

Waste

Unit: Ton

GRI Standards	Disclosure	2021	2022	2023	2024
Waste Diverted from Disposal					
GRI 306-4	Total Weights of Waste Diverted from Disposal: Hazardous Waste	0.585	0.283	-	0.004
	<ul style="list-style-type: none">Reused	0.002	-	-	-
	<ul style="list-style-type: none">Recycled	0.582	0.283	-	0.004
	Total Weights of Waste Diverted from Disposal: Non-hazardous Waste	61.182	57.502	30.753	33.457
	<ul style="list-style-type: none">Reused	24.778	22.778	30.753	33.456
	<ul style="list-style-type: none">Recycled	36.404	34.724	-	-
Waste Directed to Disposal					
GRI 306-5	<ul style="list-style-type: none">Total Weights of Waste Directed to Disposal: Hazardous Waste	0.071	0.026	0.024	0.046
	<ul style="list-style-type: none">Incineration	0.047	0.009	0.008	0.007
	Incineration with Energy Recovery	-	-	0.0001	0.007
	Incineration without Energy Recovery	0.047	0.009	0.008	-
Waste Directed to Disposal					
GRI 306-5	<ul style="list-style-type: none">Landfilled	0.024	0.017	0.016	0.039
	<ul style="list-style-type: none">Other Methods	-	-	-	-
GRI 306-5	Total Weights of Waste Directed to Disposal: Non-hazardous Waste	1.450	1.264	0.660	7.352
	<ul style="list-style-type: none">Incineration	0.092	0.087	0.362	0.018

Waste

Unit: Ton

GRI Standards	Disclosure	2021	2022	2023	2024
Waste Directed to Disposal					
GRI 306-5	Incineration with Energy Recovery	-	0.087	-	-
	Incineration without Energy Recovery	0.092	-	0.362	0.018
	<ul style="list-style-type: none">Landfilled	1.358	1.177	0.298	7.334
	<ul style="list-style-type: none">Other Methods	-	-	-	-

Supplier Environmental Assessment

GRI Standards	Disclosure	2021	2022	2023	2024
New suppliers that were screened using environmental criteria					
GRI 308-1	Percentage of New Suppliers that were Screened using Environmental Criteria (Percent)	N/A	N/A	N/A	XX
GRI 308-2	Number of Suppliers Assessed for Environmental Impacts (Entity)	N/A	N/A	N/A	XX
	Number of Suppliers Identified as having Significant Actual and Potential Negative Environmental Impacts (Entity)	N/A	N/A	N/A	XX
	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon (Percent)	N/A	N/A	N/A	XX
	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated (Percent)	N/A	N/A	N/A	XX

Human Capital

Unit: Person

GRI Standards	Disclosure	2021		2022		2023		2024	
		Female	Male	Female	Male	Female	Male	Female	Male
Total Workforce									
GRI 2-7	Employee	3,172		3,135		3,320		3,369	
		222	2,950	220	2,915	232	3,088	247	3,122
Total Employee by Age Group									
GRI 2-7	Under 30 Years Old	1,582		1,481		1,744		1,789	
		71	646	167	642	1,244	500	157	1,632
	30-50 Years Old	1,554		1,601		1,669		1,567	
		109	1,445	116	1,485	118	1,551	90	1,477
	Over 50 Years Old	36		52		56		56	
		3	33	3	49	3	53	56	-
Total Employee by Contract Type									
GRI 2-7	Permanent Employees	3,172		3,135		3,230		3,412	
		222	2,950	220	2,915	232	3,088	90	3,165
	Temporary Employees	-		-		186		-	
		-	-	-	-	145	41	-	-
	Full-time Employees	3,172		3,135		3,230		3,412	
		222	2,950	220	2,915	232	3,088	-	247

Human Capital

Unit: Person

GRI Standards	Disclosure	2021		2022		2023		2024	
		Female	Male	Female	Male	Female	Male	Female	Male
Total Employee by Level									
	Top Managements	2		2		2		2	
		0	2	0	2	0	2	-	2
	Middle Managements	48		51		50		48	
		0	48	0	51	0	50	-	48
	Managements	357		363		362		365	
		10	347	10	353	10	352	10	355
	Staff/Officers	828		831		861		878	
		21	807	23	808	23	838	854	24
	Workers	1937		1,888		2,045		2,119	
		191	1,746	187	1,701	199	1,846	213	1,906
New Employee Hired									
GRI 401-1	Total New Employee Hired	973		1,061		2,175		1,892	
		104	869	222	839	1,343	832	180	1,712
New Employee Hired by Age Group									
GRI 401-1	Under 30 Years Old	717		809		1,744		1,456	
		33	271	167	642	1,244	500	68	1,388

Human Capital

Unit: Person

GRI Standards	Disclosure	2021		2022		2023		2024	
		Female	Male	Female	Male	Female	Male	Female	Male
New Employee Hired by Age Group									
GRI 401-1	30-50 Years Old	250		250		392		1,567	
		33	217	55	195	94	298	90	1,477
	Over 50 Years Old	6		2		39		56	
		0.00	6	0.00	2	5	34	56	-
Employee Turnover									
GRI 401-1	Total Employee Turnover (Person)	977		1,073		1,550		1,800	
		48	929	76	997	125	1,425	135	1,665
	Employee Turnover Rate (All Level) (Percent)	30.80%		34.23%		46.69%		53	
	Employee Turnover Rate (Exclude Worker Level) (Percent)	-		-		-		-	
Employee Turnover by Age Group									
GRI 401-1	Under 30 Years Old	640		748		1,236		1,389	
		22	618	31	717	64	1,172	81	1,298
	30-50 Years Old	332		311		304		405	
		26	306	44	267	58	246	43	362
	Over 50 Years Old	5		14		10		6	
		0.00	5	1	13	3	7	1	5

Occupational Health & Safety

GRI Standards	Disclosure	2021		2022		2023		2024	
		Female	Male	Female	Male	Female	Male	Female	Male
Number of Hours Worked (Employees)									
GRI 403-9	Number of Hours Worked (Millions Hours)	0.53	8.66	0.55	7.77	0.61	7.59	0	0
Work-related Injuries (Employees)									
GRI 403-9	Fatality as a Result of Work-related Injury (Case)	1		0		1		0	
		0	1	0	0	0	1	0	0
GRI 403-9	Fatality as a Result of Work-related Injury (Case/1,000,000 Hrs. Worked)	0.11		0.00		0.12		0	
		0.00	0.12	0.00	0.00	0.00	0.13	0	0
	High-consequence Work-related Injury (Excluded Fatality (Case)	5		2		0		0	
		0	5	0	2	0	0	0	0
	High-consequence Work-related Injury (Excluded Fatality (Case/1,000,000 Hrs. Worked)	0.54		0.24		0.00		0	
		0.00	0.58	0.00	0.26	0.00	0.00	0	0
	Recordable Work-related Injury (Case)	28		8		4		5	
		0	28	0	8	0	4	0	5
	Recordable Work-related Injury (Case/1,000,000 Hrs. Worked)	3.05		0.96		0.49		0.59	
		0.00	3.23	0.00	1.03	0.00	0.53	0	0.65
	Lost-time Injury Frequency Rate (LTIFR) (Case/1,000,000 Hrs. Worked)	1.20		0.48		0.24		0.59	
		0.00	1.27	0.00	0.52	0.00	0.26	0	0.65

Occupational Health & Safety

GRI Standards		Disclosure	2021		2022		2023		2024	
			Female	Male	Female	Male	Female	Male	Female	Male
Work-related Injuries (Employees)										
GRI 403-9	Lost Day Rate (LDR)	0.00		0.36		3.66		0.59		
		0.00	0.00	0.00	0.39	0.00	3.95	0	0.65	
Work-related Ill Health (Employees)										
GRI 403-10	Fatality as a Result of Work-related Ill Health (Case)	0		0		0		0		
		0	0	0	0	0	0	0	0	
	Recordable Work-related Ill Health (Case)	0		0		0		0		
		0	0	0	0	0	0	0	0	
	Occupational Illness Frequency Rate (OIFR) (Lost Day/1,000,000 Hrs. Worked)	0.00		0.00		0.00		0		
		0.00	0.00	0.00	0.00	0.00	0.00	0	0	
Number of Hours Worked (Contractors)										
GRI 403-9	Number of Hours Worked (Million Hours)	0.04	1.77	0.05	1.69	0.06	1.43	0.06	1.56	
Work-related Injuries (Contractors)										
GRI 403-9	Fatality as a Result of Work-related Injury (Case)	0		1		0		0		
		0	0	0	1	0	0	0	0	
	Fatality as a Result of Work-related Injury (Case/1,000,000 Hrs. Worked)	0.00		0.58		0.00		0		
		0.00	0.00	0.00	0.59	0.00	0.00	0	0	

Occupational Health & Safety

GRI Standards	Disclosure	2021		2022		2023		2024	
		Female	Male	Female	Male	Female	Male	Female	Male
Work-related Injuries (Contractors)									
GRI 403-9	High-consequence Work-related Injury Excluded Fatality (Case)	0		0		0		0	
		0	0	0	0	0	0	0	0
Work-related Injuries (Contractors)									
GRI 403-9	High-consequence Work-related Injury Excluded Fatality (Case/1,000,000 Hrs. Worked)	0.00		0.00		0.00		0	
		0.00	0.00	0.00	0.00	0.00	0.00	0	0
	Recordable Work-related Injury (Case)	0		0		0		1	
		0	0	0	0	0	0	0	1
	Recordable Work-related Injury (Case/1,000,000 Hrs. Worked)	0.00		0.00		0.00		0.62	
		0.00	0.00	0.00	0.00	0.00	0.00	0	0.64
	Lost-time Injury Frequency Rate (LTIFR) (Case/1,000,000 Hrs. Worked)	0.00		0.00		0.00		0.62	
		0.00	0.00	0.00	0.00	0.00	0.00	0	0.64
Work-related Injuries (Contractors)									
GRI 403-10	Lost Day Rate (LDR)	0.00		0.00		0.00		1.86	
		0.00	0.00	0.00	0.00	0.00	0.00	0	1.92
Work-related Ill Health (Contractors)									
GRI 403-10	Recordable Work-related Ill Health (Case)	0		0		0		0	
		0	0	0	0	0	0	0	0

Occupational Health & Safety

GRI Standards		Disclosure	2021		2022		2023		2024	
			Female	Male	Female	Male	Female	Male	Female	Male
Employee Performance Appraisal										
GRI 404-3	Percentage of employees received a regular performance and career development review (Percent)	100		100		100		100		
		100	100	100	100	100	100	100	100	

Freedom of Association and Collective Bargaining

GRI Standards	Disclosure	2021		2022		2023		2024	
		Female	Male	Female	Male	Female	Male	Female	Male
Freedom of Association / Collective Bargaining Agreements									
GRI 407-1	Employee Covered by Collective Bargaining Agreements (Percent)	100	100	100	100	100	100	100	100

Supplier Social Assessment

GRI Standards	Disclosure	2021		2022		2023		2024	
		Female	Male	Female	Male	Female	Male	Female	Male
New suppliers that were screened using environmental criteria									
GRI 414-1	Percentage of New Suppliers that were Screened using Social Criteria (Percent)	N/A		N/A		N/A		On Progress	

Supplier Social Assessment

GRI Standards	Disclosure	2021		2022		2023		2024	
		Female	Male	Female	Male	Female	Male	Female	Male
New suppliers that were screened using environmental criteria									
GRI 414-1	Number of Suppliers Assessed for Social Impacts (Entity)	N/A		N/A		N/A		On Progress	
	Number of Suppliers Identified as having Significant Actual and Potential Negative Social Impacts (Entity)	N/A		N/A		N/A		On Progress	
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon (Percent)	N/A		N/A		N/A		On Progress	
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated (Percent)	N/A		N/A		N/A		On Progress	

Assurance Statement



LRQA Independent Assurance Statement

Relating to C.P. BANGLADESH COMPANY LIMITED’s ESG data for the calendar year 2024

This Assurance Statement has been prepared for C.P. BANGLADESH COMPANY LIMITED in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA (Thailand) Ltd. was commissioned by C.P. BANGLADESH COMPANY LIMITED (C.P. BANGLADESH) to provide independent assurance on its ESG data 2024 “the data” against the assurance criteria below to a limited level of assurance and at the materiality of the professional judgement of the verifier, using ISAE3000.

Our assurance engagement covered ALL C.P. BANGLADESH's operations in Thailand only, and services and specifically the following requirements:

Evaluating the reliability of data and information, reference to GRI for only the selected indicators listed below:

- *Environmental:*
GRI 301-1 Materials input (Plastic packaging), GRI 302-1 Energy consumption within the organization, GRI 303-3 Water withdrawal, GRI 303-4 Water discharge, GRI 303-5 Water consumption, GRI 305-1 Direct (scope 1) GHG emissions, GRI 305-2 Energy indirect (scope 2) GHG emissions, GRI 306-3 Waste generated, GRI 306-4 Waste diverted from disposal and GRI 306-5 Waste directed to disposal.
- *Social:*
GRI 403-9 to 10 Work-related injuries and ill health.

Our assurance engagement excluded the data and information of C.P. BANGLADESH's subsidiaries and operations where it has no operational control, all operations, and activities outside of Thailand and suppliers and any third-parties mentioned in the report.

LRQA's responsibility is only to C.P. BANGLADESH. LRQA disclaims any liability or responsibility to others as explained in the end footnote. C.P. BANGLADESH's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the data is derived. Ultimately, the report has been approved by, and remains the responsibility of C.P. BANGLADESH.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that C.P. BANGLADESH *has* not, in all material respects:

- Met the requirements above
- Disclosed reliable performance data and information as no errors or omissions were detected

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limit assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained in a reasonable assurance engagement.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:



- Auditing C.P. BANGLADESH's data management systems to confirm that there were no significant errors, omissions or misstatements in the report. We did this by reviewing the effectiveness of data handling process, and systems, including those for internal verification. We also spoke with key people in various departments responsible for compiling the data.
- Remotely review C.P. BANGLADESH's operations as business representative (Feed mill, Hatchery and Food Processing in Dhaka) to sample performance data and information for the selected specific standard disclosures to confirm its reliability.

Observations

Further observations and findings, made during the assurance engagement, are:

- Reliability: Data management systems are well defined, periodically internal verification should be conducted to maintain reliability.

LRQA's standards, competence and independence

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification is the only works undertaken by LRQA for C.P. BANGLADESH and as such does not compromise our independence or impartiality.

Opart Charuratana
Lead Verifier

Dated: 12 November 2025

On behalf of LRQA (Thailand) Limited
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