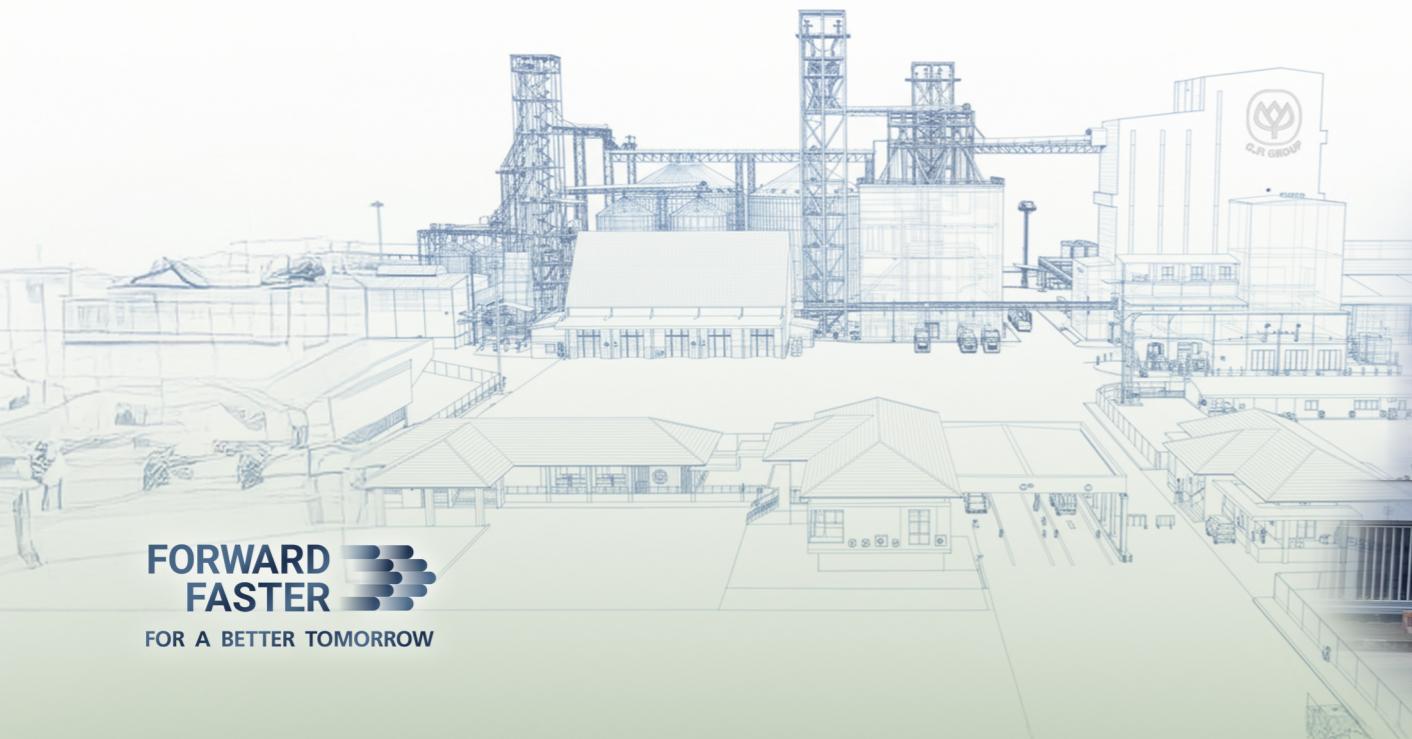




# Myanmar C.P. Livestock

Sustainability Report 2024



**FORWARD  
FASTER**  
FOR A BETTER TOMORROW





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# Message from the Executive

Myanmar C.P. Livestock Co., Ltd. recognizes that sustainability is essential to long-term success, both in terms of business growth and maintaining strong relationships with our stakeholders. Enhancing the quality of life for farmers and consumers, while supporting the well-being of the communities we serve and the environment in which we operate, is at the heart of our company.

In 2024, the Company is committed to driving sustainability within the communities and surrounding areas, aiming to generate long-term positive impact on society and the environment. We believe that sustainable development lays a strong foundation for future growth. To this end, we employ advanced technologies to manage environmental pollution, minimize waste, promote the use of renewable energy, and implement water recycling initiatives, ensuring efficient resource utilization. We also support community-beneficial activities to promote sustainable coexistence with local communities.

We are guided by strong ethical principles and a commitment to transparency and good governance, which we believe are fundamental to building trust across all stakeholders, whether consumers or business partners. True sustainable business operations can only be achieved when we all act with integrity, uphold transparency, and take full responsibility for our impact on the environment and the communities around us.

Our people remain at the heart of our progress. We are committed to fostering a supportive workplace that nurtures innovation, promotes inclusivity, and ensures a safe and positive working environment. This enables our team to stay passionate and dedicated, allowing us to consistently deliver on our promises of quality, sustainability, and trust.

Finally, Myanmar C.P. Livestock Co., Ltd. is dedicated to creating long-term value for all our stakeholders by integrating sustainability into every aspect of our business. We believe that through collective commitment and collaboration, we can continue to move forward and generate a positive impact for our business, society, and the environment in a truly sustainable way.

**Mr. Uthai Tantipimolpan**

Vice Chairman

Myanmar C.P. Livestock Company Limited



# Performance Highlights

## HEART: Living Right



## Lost Time Injury Rate

### Employee

**0.51**

Case/1,000,000 Hours Worked

**7.80**

Million Hour-work/Year

### Contractor

**0.00**

Case/1,000,000 Hours Worked

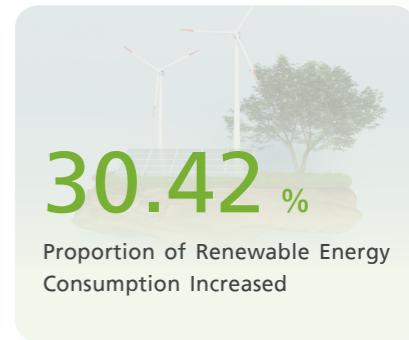
**1.41**

Million Hour-work/Year

## HEALTH: Living Well



## HOME: Living Together



# Awards and Recognitions

## Traceability Verification

Myanmar C.P. Livestock Co., Ltd. has received various international standard awards and certification, such as ISO 9002, HACCP, and GMP across all its factories. Most recently, the Company has been certified for traceability and verification systems in collaboration with government agencies and private companies since 2024.



### Traceability Verification



# About this Report

Myanmar C.P. Livestock 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, 2024 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' expectations for greater transparency in information disclosure, this report has been prepared with reference to various standards and reporting frameworks as follows



GRI Standards  
2021

International Financial  
Reporting Standards:  
S1 and S2

Sustainability  
Accounting Standards  
Board



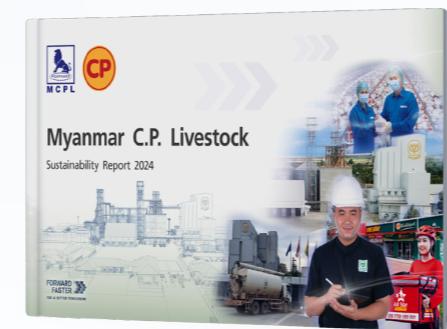
United Nations  
Global Compact



Sustainable  
Development Goals



United Nations Guiding  
Principles on Business  
and Human Rights



## MYANMAR C.P. LIVESTOCK Sustainability Report 2024



This Report can be  
Downloaded here



## Double & Dynamic Materiality Assessment Supplement 2024



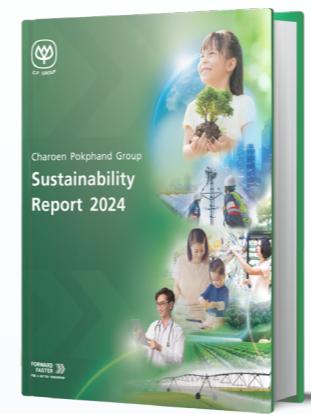
## Stakeholder Engagement Supplement 2024



## Sustainability Performance Supplement 2024



## Delivering on Our SDG Commitments 2024



## Charoen Pokphand Group Sustainability Report 2024



More Information  
Available in



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



More Topic-specific  
Report Available in

# Our Business

Myanmar C.P. Livestock Co., Ltd., a subsidiary of Charoen Pokphand Group, is a leading company in Myanmar's agriculture and food industry. Established in 1997, the Company began with animal feed and farming businesses, evolving into a fully integrated operation with the vision of becoming the "Kitchen of the World." Our operations span multiple sectors, including agriculture, food production, and retail. With this diverse business portfolio, we are dedicated to driving innovation and sustainability to ensure that we positively impact the economic and social development of the communities we operate in, while also prioritizing environmental stewardship.

## Overview of Myanmar C.P. Livestock

### Revenues

**18,161**

million THB

### Employee

**5,744**

persons

**11** plants

Production Plants

**2,159** farms

Livestock/Aquaculture Farms

**34** branches

Retail Stores

**1** center

Research/Development Center



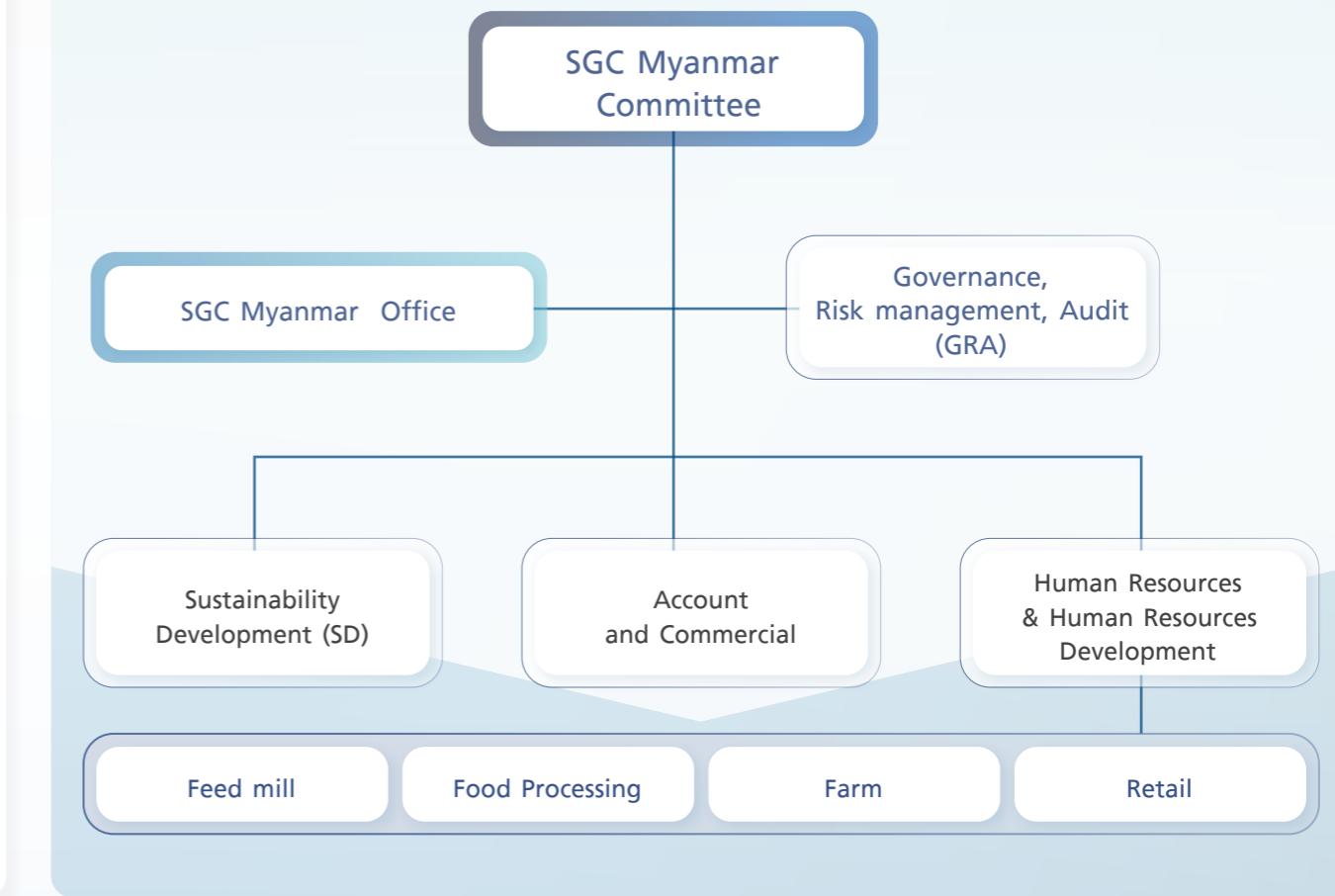
# SUSTAINABILITY GOVERNANCE



Myanmar C.P. Livestock Co., Ltd. recognizes that adopting sustainable practices not only lays a strong foundation for organizational resilience and competitiveness in an increasingly volatile environment but also contributes to improving quality of life and promoting equity among people, while preserving the integrity of natural ecosystems and resources.

Driving sustainable development requires the integration of economic growth with environmental stewardship and social responsibility. Our commitment includes advancing eco-friendly innovations and designing initiatives that enhance community well-being. In addition, having clear sustainability policies, conducting transparent performance evaluations and reporting, and collaborating with various partners are key to creating long-term value and ensuring enduring sustainability in our business operations.

## Sustainability, Governance, and Corporate Communications Committee (SGC Committee)



# Stakeholder Engagement

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

	Issues of Interest	Response Actions	Value Created
 <b>Farmers</b>	<ul style="list-style-type: none"><li>• Capacity building</li><li>• Access to resources in timely and adequate manners</li><li>• Income guarantee</li><li>• Fair business practices</li><li>• Product quality control</li></ul>	<ul style="list-style-type: none"><li>• Supporting sustainable farming to reduce the environmental impacts</li><li>• Promoting technology to improve product quality</li><li>• Making fair contracts</li></ul>	<ul style="list-style-type: none"><li>• Creation of stable jobs, careers and income</li><li>• Environmental protection and preservation</li><li>• Security of global food system</li></ul>
 <b>Communities and Societies</b>	<ul style="list-style-type: none"><li>• Community quality of life</li><li>• Community employment</li><li>• Business impacts on societies, and the environment</li><li>• Integration of innovations to improve working processes</li></ul>	<ul style="list-style-type: none"><li>• Organizing projects to improve quality of life of the communities and vulnerable groups</li><li>• Supporting employment and building businesses</li><li>• Conducting projects to develop community knowledge and skills</li></ul>	<ul style="list-style-type: none"><li>• Creation of stable jobs, careers, and income</li><li>• Strong societies and communities</li><li>• Environmental protection and preservation</li></ul>
 <b>Employees and Families</b>	<ul style="list-style-type: none"><li>• Skill development and career advancement</li><li>• Fair practices</li><li>• Workplace environment, occupational health and safety</li><li>• Operational agility</li></ul>	<ul style="list-style-type: none"><li>• Developing employee capacity</li><li>• Enforcing human rights guidelines and Safety, Occupational Health and Environment Management Standards</li></ul>	<ul style="list-style-type: none"><li>• Stability in career</li><li>• Knowledge and skills for growth</li><li>• Safety and equality</li></ul>
 <b>Suppliers</b>	<ul style="list-style-type: none"><li>• Capacity building</li><li>• Fair business operations</li></ul>	<ul style="list-style-type: none"><li>• Formulating a strategy for RSCM</li><li>• Communicating and auditing suppliers</li><li>• Communicating the SCoC</li></ul>	<ul style="list-style-type: none"><li>• Supplier knowledge and capability development</li><li>• Competitiveness in the global market</li><li>• Security of global food system</li></ul>
 <b>Customers and Consumers</b>	<ul style="list-style-type: none"><li>• Development of products and services for consumer health</li><li>• Product traceability</li><li>• Reduction of redundancy in purchasing system</li><li>• Personal data security</li></ul>	<ul style="list-style-type: none"><li>• Developing products that promote good health and well-being for consumers of each age group</li><li>• Developing a traceability system</li><li>• Developing a convenient and connected online purchasing system</li></ul>	<ul style="list-style-type: none"><li>• Initiation of production and product innovations</li><li>• Maintaining quality of products and services</li><li>• Sustainable procurement</li></ul>

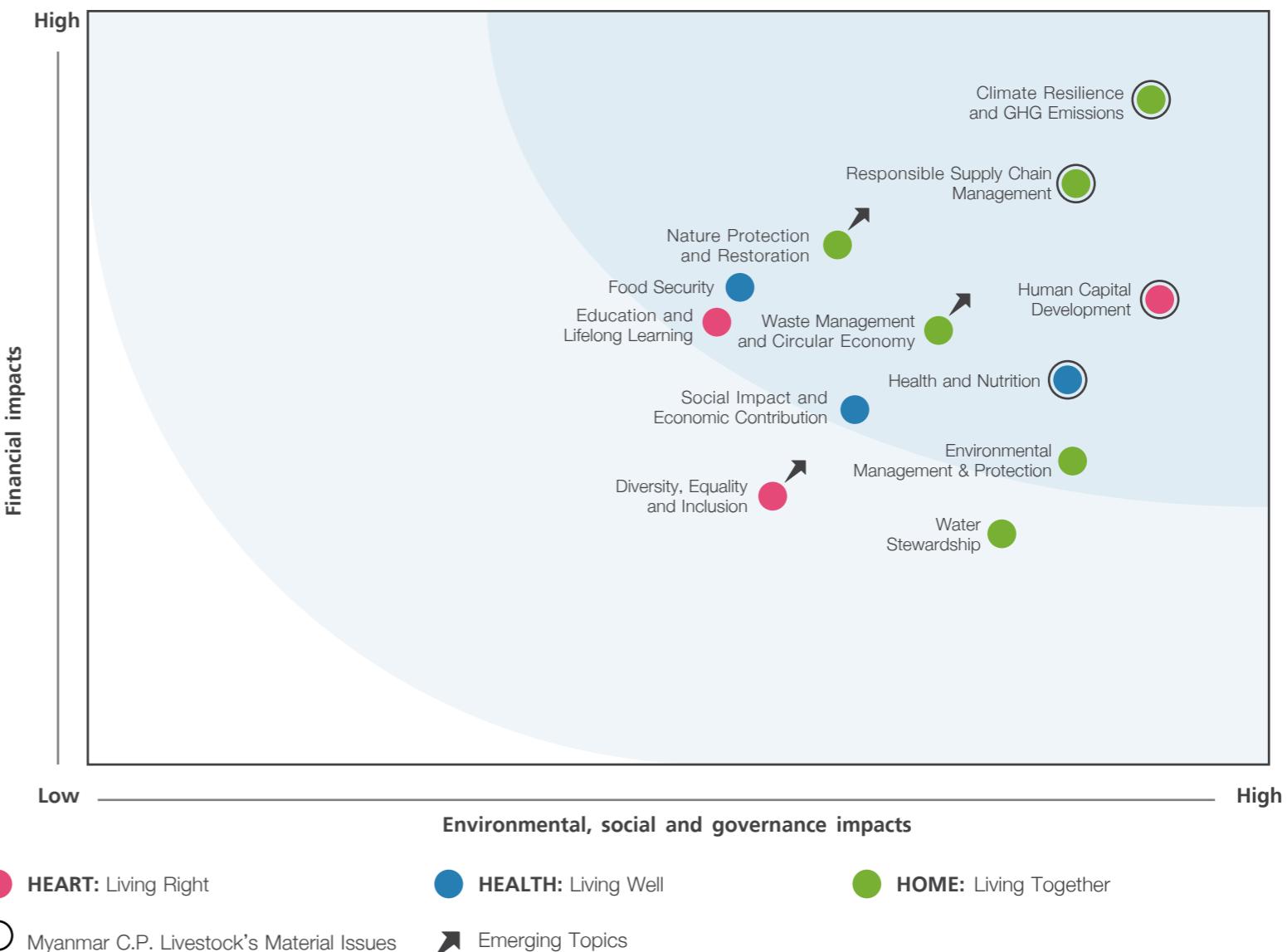
# Double and Dynamic Materiality Assessment

An assessment of sustainable material issues is one of the crucial processes for sustainability management at Myanmar C.P. Livestock Co., Ltd. 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 the environmental impacts.

Myanmar C.P. Livestock Co., Ltd., 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



# 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. Myanmar C.P. Livestock Co., Ltd. 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 underprivileged group, and build capacity and new skills for employees and suppliers.



To be a Leading Tech and Innovation Conglomerate, Providing Food for Body and Mind that Creates Shared Value and Brings Health and Well-being for All

### Three-Benefit Principle

Sufficiency  
Economy Philosophy

C.P. Excellence  
Management System

The 10 UNGC Principle  
17 UN SDGs & UNGP

Regulations  
and Standards

#### HEART: Living Right



Corporate Governance

#### HEALTH: Living Well



Health and Well-being

#### HOME: Living Together



Climate Resilience



Human Rights & Labor Practices



Social Impact and Economic Contribution



Circular Economy



Education and Inequality Reduction



Food Security and Access to Nutrition



Water Stewardship



Leadership and Human Capital Development



Innovation



Ecosystem & Biodiversity Protection



Cybersecurity and Data Protection



Stakeholder Engagement



Responsible Supply Chain Management

### Enable by Partnerships, Capability, and Culture of Sustainability

Charoen Pokphand Group's Sustainability Strategies and Goals for 2030

# Value Creation Process

## Input Factors



### Financial Capital

- 17,725 million THB total expenses



### Manufacturing Capital

- 12 production plants
- 2,159 animal farms and horticultural
- 34 retail branches



### Intellectual Capital

- 1 R&D centers
- 0.115 million THB R&D expenses



### Human Capital

- 5,744 employees
- 6 nationalities of employees
- 2.56 million THB training expenses



### Relationship Capital

- Relationship with stakeholders
- Membership in organizations



### Natural Capital

- 773.54 million GJ energy use
- 3,168 cubic meters water withdrawal
- 0.235 million GJ energy natural renewable resources (biomass) used

## Value Creation Process through Our Operations



## Outputs and Values for Stakeholders



- 18,161 million THB total sales



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



- 10 researchers and innovators
- 3 patents and petty patents in 2023
- 0.279 innovative products and services



- 86% of businesses assessed for human rights risks
- 100% of employees received training
- 2,551 female employees
- 9.15 average employee training hours per year
- 0 case employee and contractor fatalities
- 2.72% employee resignations



- 91% stakeholder engagement score
- Job creation for 163 people



- 1.98 thousand tCO<sub>2</sub> increased in GHG emissions (Scope 1 & 2)
- 235.34 megawatts increased in renewable energy use
- 45.72 tons reduction of waste from production processes

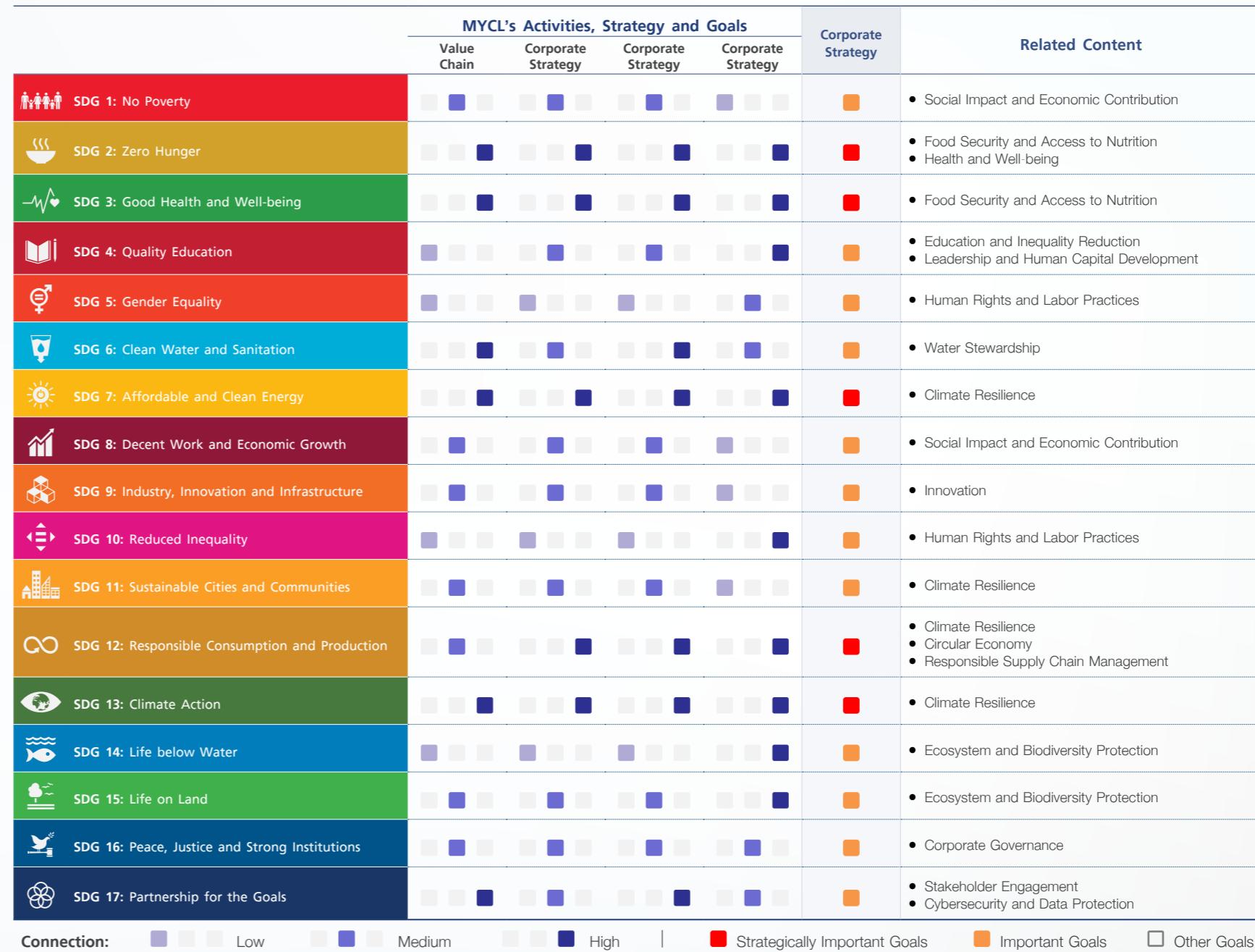


# Supporting the UN SDGs

At Myanmar C.P. Livestock Co., Ltd., 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 Myanmar C.P. Livestock Co., Ltd.'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, Myanmar C.P. Livestock Co., Ltd. has identified 5 SDGs as strategically important goals, and 12 SDGs as important goals.



# HEART

## Living Right

At Myanmar C.P. Livestock Co., Ltd., sustainability is deeply integrated into our business operations. We maintain strong corporate governance practices, overseen by our Board of Directors and Executive Management, who not only monitor performance but also provide strategic direction to drive continuous improvement. In today's fast-changing landscape, where digital technologies are transforming operations, we equip our employees with essential skills and promote education to help reduce inequality within the Company and the communities we serve. In parallel, we place strong emphasis on cybersecurity and data protection to build stakeholder trust and safeguard the integrity of our information systems.

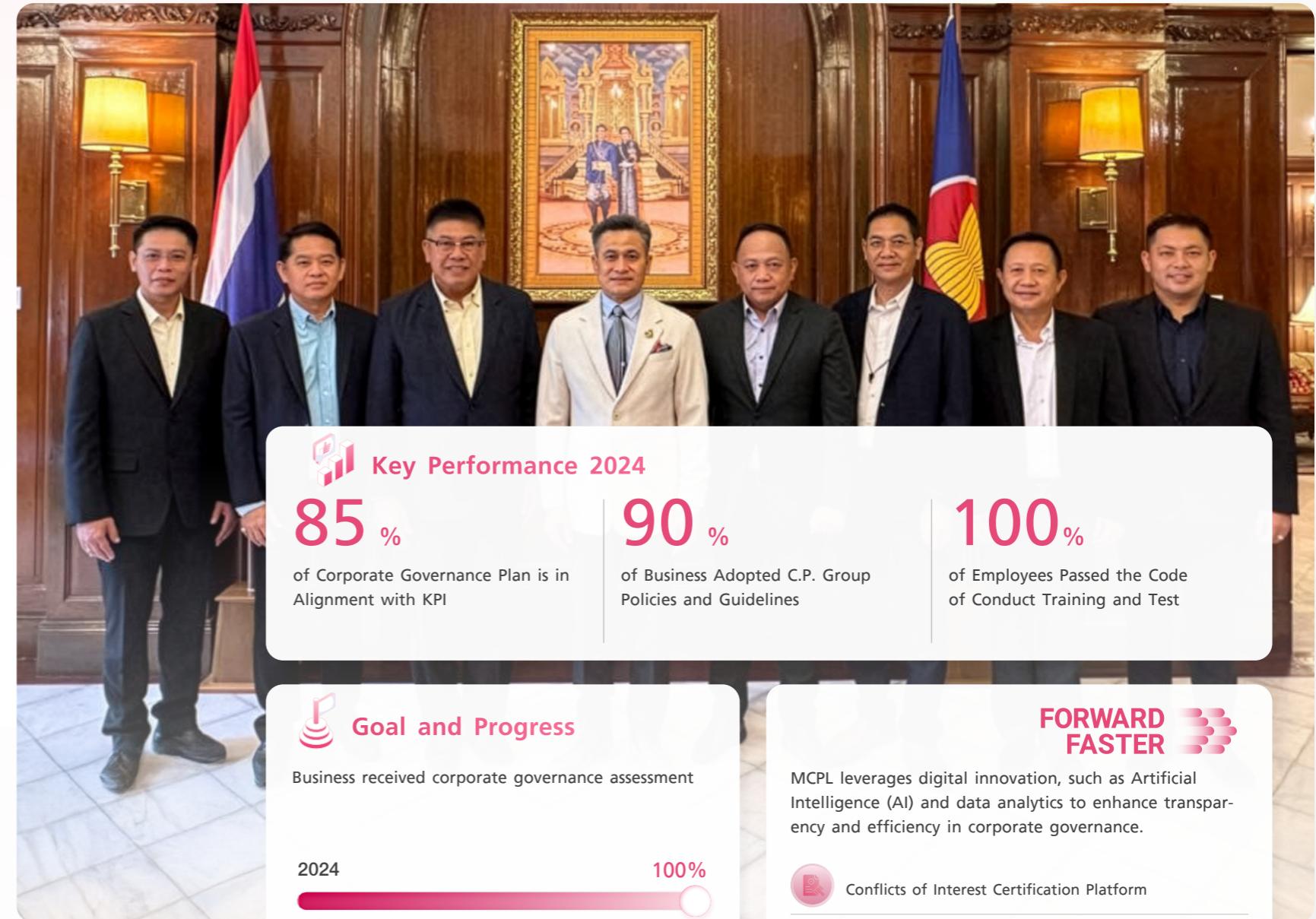
<b>Corporate Governance</b>	15
<b>Human Rights and Labor Practices</b>	19
<b>Education and Inequality Reduction</b>	24
<b>Leadership and Human Capital Development</b>	26
<b>Cybersecurity &amp; Data Protection</b>	29



# CORPORATE GOVERNANCE

At Myanmar C.P. Livestock Co., Ltd., we believe that strong corporate governance is not only a foundation of ethical business, but also a vital mechanism to manage risk and build resilience in a rapidly changing environment. As MCPL is committed to advancing food security and responsible agribusiness, we operate with integrity, transparency, and accountability throughout our value chain, from feed production and livestock farming to food distribution. We recognize that in Myanmar, where regulatory systems continue to evolve, good governance must go beyond compliance to proactively address local and global challenges. In response, our leadership has strengthened governance frameworks through clearer internal controls, enhanced oversight, and regular engagement with management teams. We focus on building capacity across all levels, ensuring our people understand and uphold ethical responsibilities in every aspect of their works. By addressing governance gaps and aligning with international practices, we not only reduce operational risks but also unlock opportunities for stakeholder trust, sustainable partnerships, and long-term business growth.

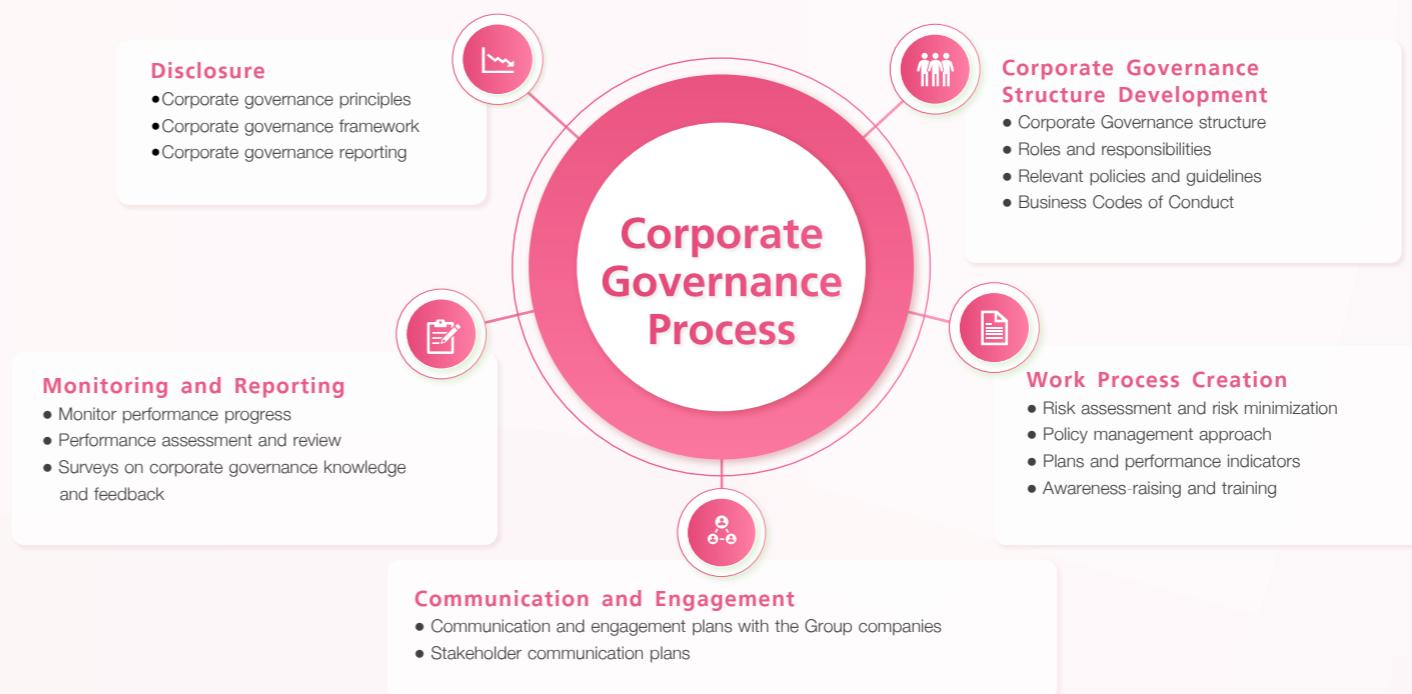
## Supporting the SDGs



# Corporate Governance

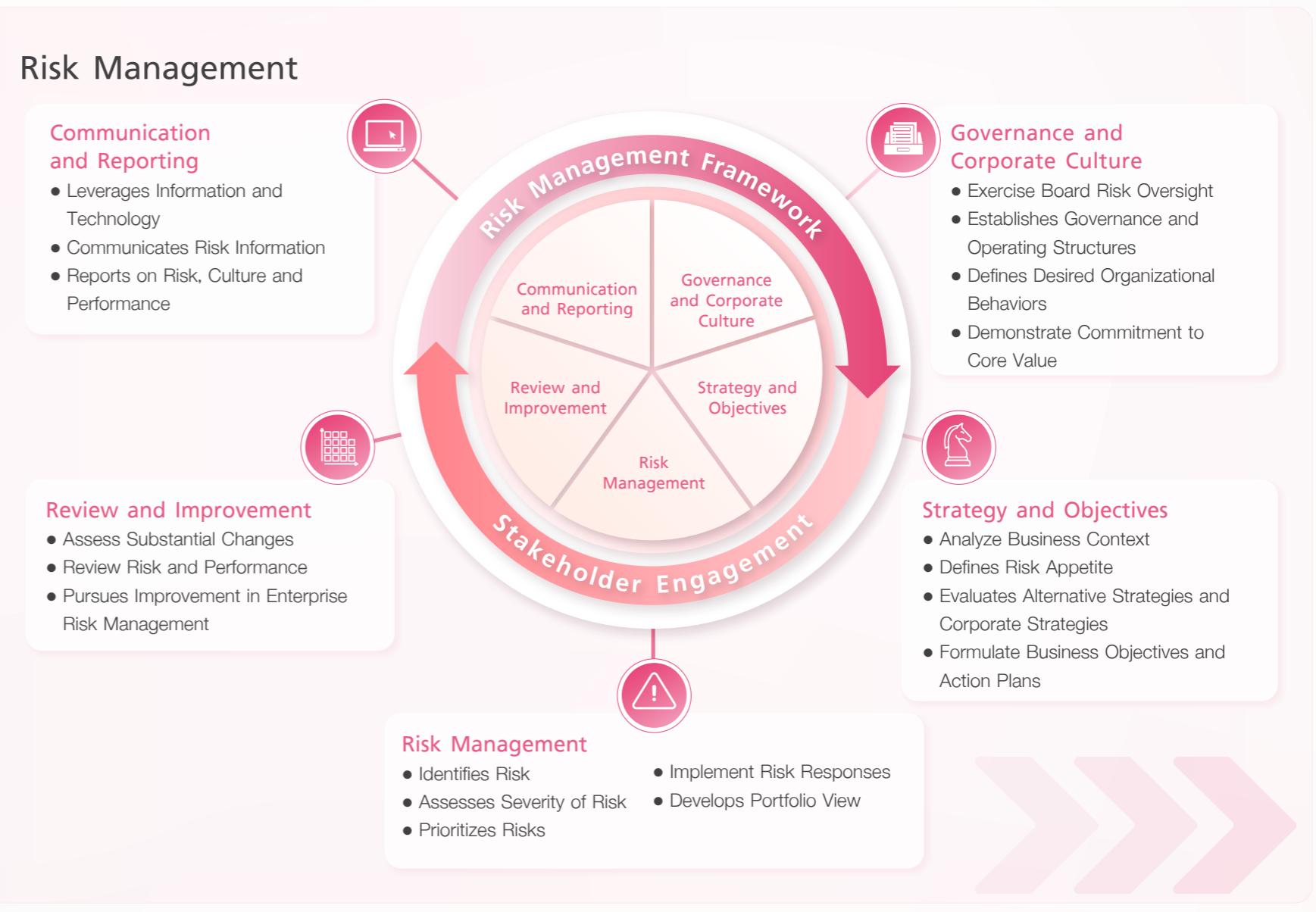
At present, various global developments have brought about considerable uncertainty for business operations and the well-being of communities worldwide. These uncertainties have led stakeholders to pay closer attention to how companies conduct their business, with key expectations focused on transparency and responsibility for environmental and social impacts throughout the value chain. To maintain our leadership in agricultural innovation, our company remains firmly committed to responsible, honest, and ethical business conduct, upholding transparency, fairness, and full compliance with all applicable regulations. We place great importance on integrating corporate governance, risk management, and regulatory compliance into our operations. Furthermore, we emphasize the cultivation of an ethical culture by fostering employee understanding and communication to ensure these values are upheld in practice. This supports the Company's stable and sustainable business growth.

## Corporate Governance Management Approach



# Risk Management

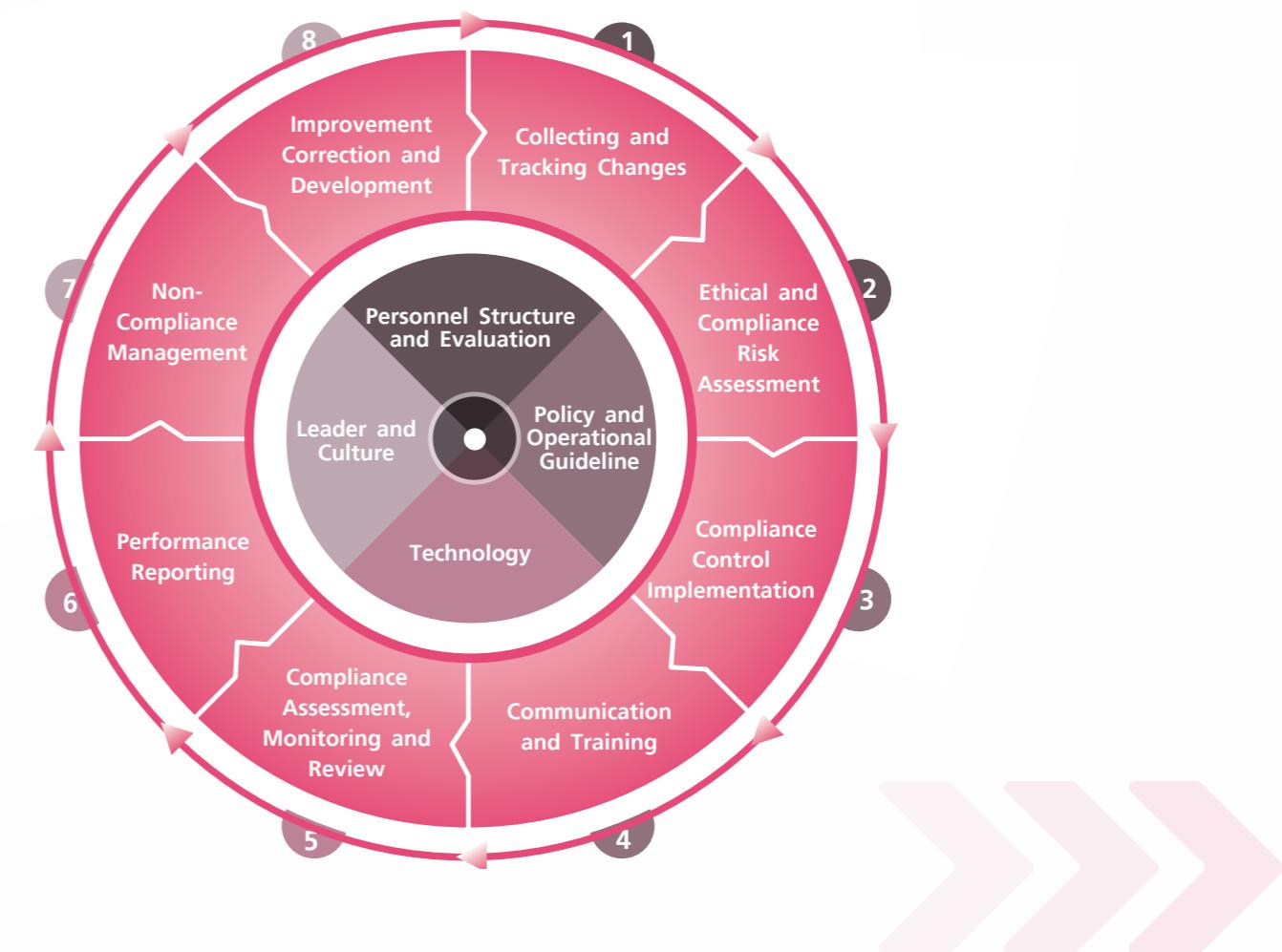
Myanmar C.P. Livestock Co., Ltd. places great importance on risk management and organizational risk governance. The Company conducts risk analysis based on COSO principles and has established an enterprise risk management system as a key operational component to help the Company effectively achieve its vision and organizational goals. We have adopted the COSO risk management framework, which includes governance and organizational culture, strategy setting, objective definition, risk management, review, and revision processes. These elements are communicated clearly to employees at all levels to ensure full understanding and practical implementation. The Company also encourages active stakeholder participation in the risk management process.



# Compliance

At Myanmar C.P. Livestock Co., Ltd., regulatory compliance is a foundation to our commitment to responsible and sustainable business practices. In recent years, we have prioritized capacity-building through ongoing training programs that cultivate awareness of legal responsibilities among employees at all levels. In 2024, we enhanced our compliance management system by reinforcing internal audits and implementing more robust legal monitoring protocols to ensure consistent adherence to national laws and industry-specific regulations. For MCPL, legal compliance is not only about meeting statutory requirements—it sets the minimum expectation for ethical conduct across our operations. We maintain an up-to-date legal and regulatory registry relevant to our agro-industrial activities, which is regularly reviewed and disseminated through formal internal communication channels. This structured approach enables our teams to stay informed, make compliant decisions, and operate with integrity in an evolving regulatory landscape.

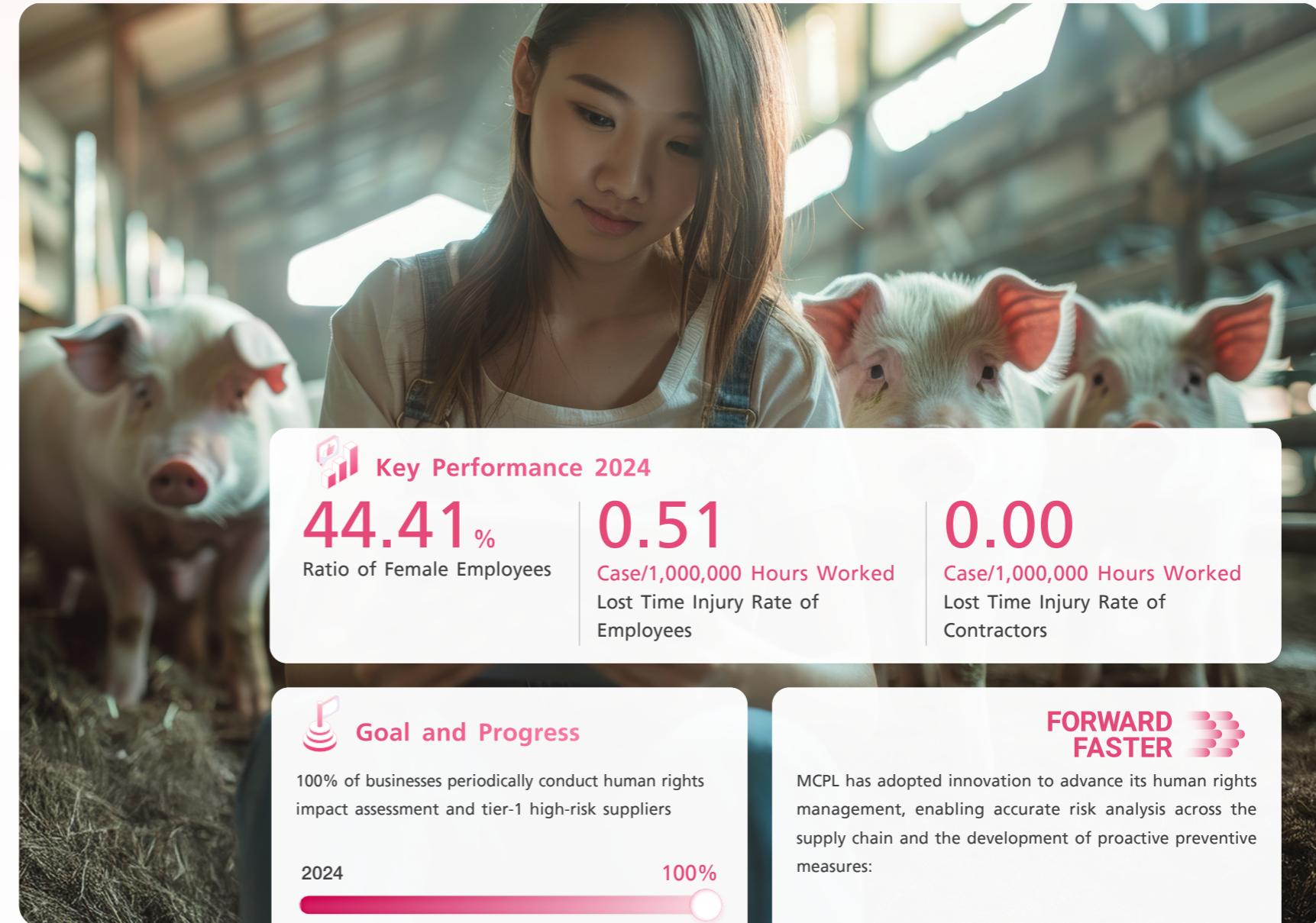
## Compliance Framework



# HUMAN RIGHTS AND LABOR PRACTICES

At Myanmar C.P. Livestock Co., Ltd., we believe that respect for human rights and fair labor practices must be deeply rooted in the way we operate every day. As a company working across diverse regions of Myanmar, we understand the realities of the local labor landscape, where evolving regulations, rural employment patterns, and limited enforcement mechanisms often present complex challenges. These conditions can increase the risk of labor rights violations, especially within farming communities and across our supply chains. To respond effectively, we have taken a proactive and flexible approach to strengthen our commitment to human rights. Our teams conduct regular risk assessments tailored to local contexts, working closely with site managers and partners to identify issues early and respond with care. We have improved access to grievance mechanisms, ensuring all employees have safe ways to raise concerns. At the same time, we promote fair and non-discriminatory recruitment and place strong emphasis on providing safe, respectful, and decent working conditions for everyone involved in our operations.

## Supporting the SDGs



# Human Rights Due Diligence

Myanmar C.P. Livestock Co., Ltd., respects the rights of all stakeholders, including employees, customers, and our business partners. All of our businesses comply stringently with the laws of the countries in which they operate as well as adhere to the Group's ethical standards and guidelines.

## Countries of Operation and Related International Laws

At Myanmar C.P. Livestock Co., Ltd., we view respect for human rights and fair labor practices as essential to sustainable business. Operating across diverse regions, we understand the risks linked to labor conditions, particularly in rural areas and supply chains. We are committed to international standards, including the Universal Declaration of Human Rights, the UN Global Compact, and the UN Guiding Principles on Business and Human Rights. Our internal processes, guided by the Sustainability and Good Governance Steering Committee, also reflect ILO resolutions. To uphold these commitments, we conduct local human rights risk assessments, strengthen grievance mechanisms, ensure non-discriminatory hiring, and promote safe, decent working conditions.

## Human Rights Due Diligence

### 1. Policy Commitment

Publicly affirming our commitment to human rights and publishing relevant policies.



### 3. Assessing Impact

Identifying and monitoring actual and potential human rights impacts across the entire supply chain.



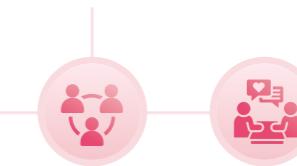
### 5. Tracking Performance

Monitoring the implementation of human rights actions, using KPIs, statistics, and data to improve the system's overall performance.



### 7. Stakeholder Engagement

Actively listening to all parties, including affected stakeholders, human rights experts, and civil society organizations.



### 2. Embedding

Educating employees and business partners to enhance understanding and capacity in respecting human rights in all business practices.



### 4. Integrating and Acting

Integrating mitigation and remediation measures into all stages of business operations.



### 6. Communication

Disclosing performance to internal and external stakeholders, particularly affected groups, through mechanisms such as human rights reports.



### 8. Remediation and Grievance Mechanism

Establishing channels for human rights complaints and ensuring fair and appropriate remedies for affected individuals.

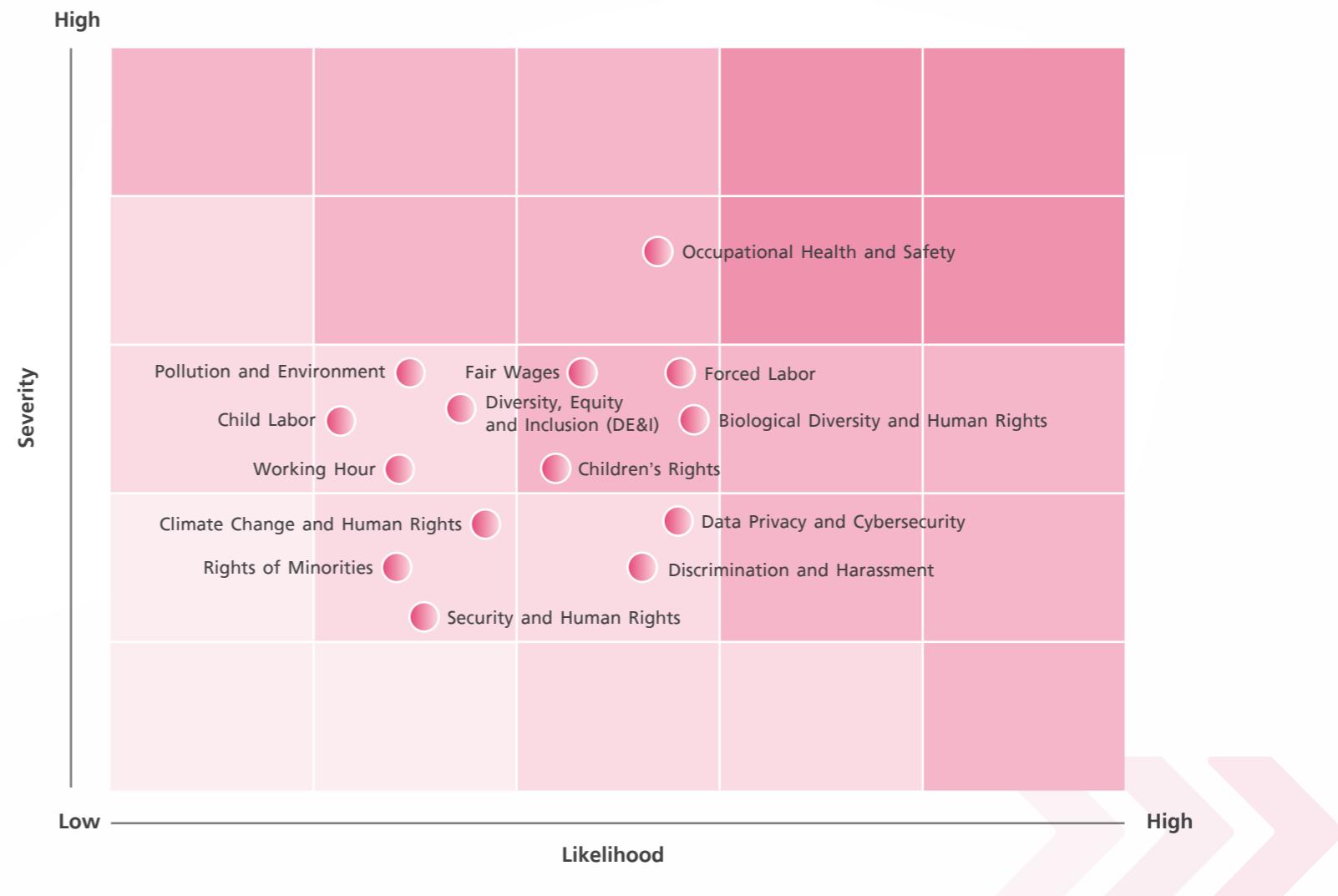


# Human Rights Risk Impact Assessment 2024

In 2024, Myanmar C.P. Livestock Co., Ltd., continued to monitor and assess recurring human rights risks. From the latest human rights impact assessment, changes were observed in the significance of some salient issues, particularly those showing increasing risk levels. These changes are attributed to heightened political instability, conflicts involving ethnic minorities, and rising crime rates, which have exacerbated the overall vulnerability of the country and impacted the broader economy.

The 2024 impact assessment maintained a rights-holder-based approach, enabling more precise and targeted evaluations of the likelihood and severity of potential human rights impacts. The assessment highlighted that occupational health and safety remain a key salient human rights issue, especially among contractors, suppliers, and workers.

Particular attention is being paid to certain raw materials potentially sourced from regions associated with forced labor or child labor violations. Additionally, air pollution caused by agricultural burning has emerged as a significant concern in the Southeast Asia region.



# Human Rights Impact Assessment

Myanmar C.P. Livestock Co., Ltd. conducts a human rights impact assessment to identify potential human rights issues arising from business operations and to determine the relevant right holders affected by each issue. The assessment also included the development of preventive and mitigation measures to address and reduce human rights risks throughout the Company's value chain. The Company was able to categorize the levels of impact across different groups of right holders as follows:

Human Rights Issues	Impacted Groups				
	Employee	Worker Contractor	Supplier	Community	Consumer
1. Forced Labor	N/A	N/A	●	N/A	N/A
2. Child Rights	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	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	N/A	N/A	N/A	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
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
14. Rights of Vulnerable Groups	N/A	N/A	N/A	N/A	N/A
15. Data Privacy	●	●	●	N/A	●
16. Right to Fair Wages	●	●	●	N/A	N/A
17. Working Hours	N/A	●	●	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
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

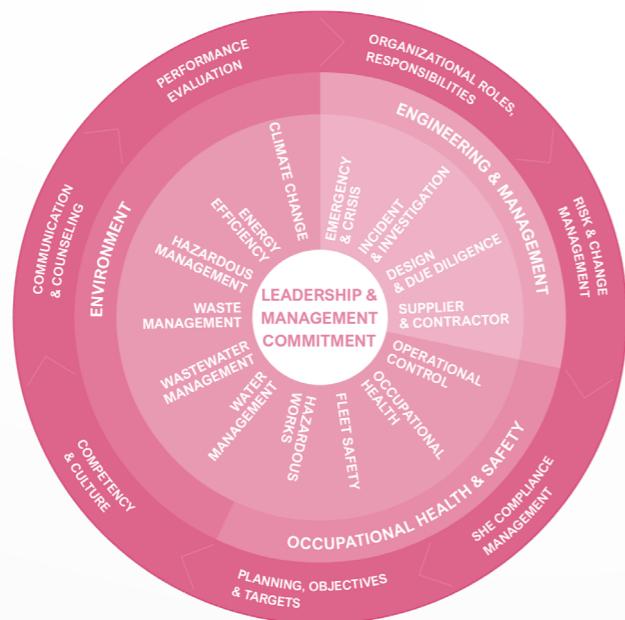
Connection Level: ● Very High ● High ● Medium ● Low ● Very Low

# Occupational Health, Safety and Working Environment

At Myanmar C.P. Livestock Co., Ltd., we place the highest priority on the safety of our employees, contractors, business partners, and neighboring communities. We are committed to ensuring that all operational activities are conducted in a manner that safeguards human health and the environment. To uphold this commitment, MCPL has established a comprehensive Occupational Health, Safety, and Environmental (OHS) policy, with a clear target

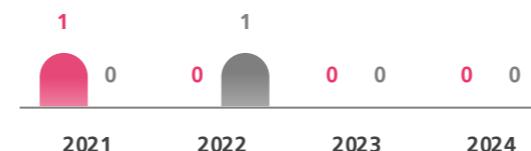
of achieving zero lost-time injuries. We conduct hazard identification and risk assessments across all work activities, using the findings to implement practical preventive and corrective measures. Employees are encouraged to report incidents, near-misses, or high-risk situations through accessible channels. This open reporting culture supports effective risk management and contributes to building a safe, responsible, and resilient workplace for all.

## Safety, Occupational Health and Working Environment Management Framework



Occupational Fatality  
(Case)

● Employee ● Contractor



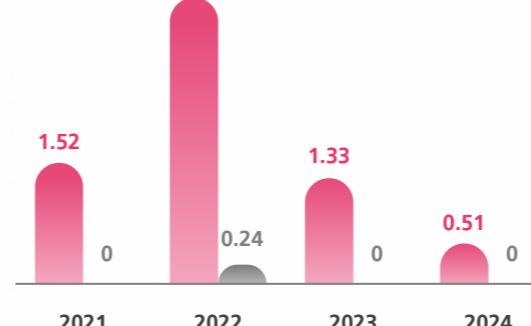
High-consequence Injury Rate  
(case/1,000,000 hours worked)

● Employee ● Contractor



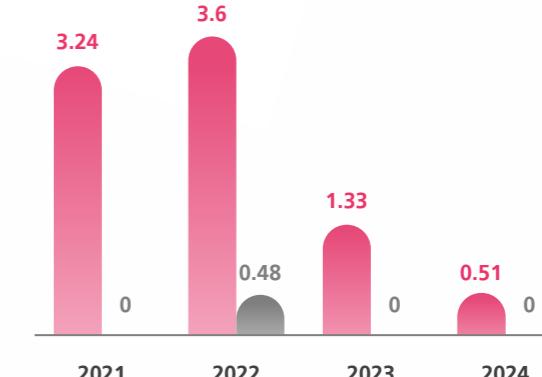
Lost Time Injury Rate  
(case/1,000,000 hours worked)

● Employee ● Contractor



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

● Employee ● Contractor



# EDUCATION AND INEQUALITY REDUCTION

At Myanmar C.P. Livestock Co., Ltd., we recognize that access to quality education and skills training is essential to building an inclusive society and supporting sustainable development. In Myanmar, as in other parts of Southeast Asia, challenges such as educational inequality, limited digital access, and underdeveloped vocational training continue to hinder opportunities, particularly for youth and underserved rural communities. These gaps not only affect social mobility but also present long-term risks to workforce readiness and supply chain resilience—issues closely tied to our business in agriculture and livestock. As such, we see investment in education as both a social responsibility and a strategic priority. MCPL is committed to supporting the development of digital literacy, practical life skills, and vocational training. Our initiatives aim to bridge the gap in access to technology while empowering individuals with the skills they need to thrive in a fast-changing economic landscape.

## Supporting the SDGs



### Key Performance 2024

**916** persons

Number of Children, Youth, and Adults with Access to Quality Education and Necessary Skill Development (Cumulative Data)

**5.46** million THB

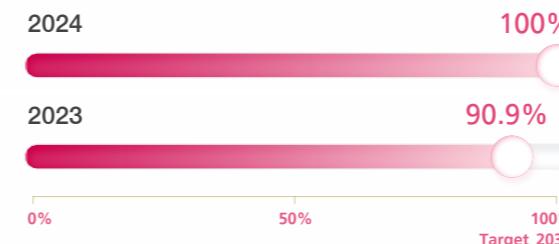
Total Donation Value from Volunteering Activities and Monetary Value to Improve Educational Foundation

**314,314** THB

Scholarships Granted in 2023

### Goal and Progress

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



### FORWARD FASTER

MCPL 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.

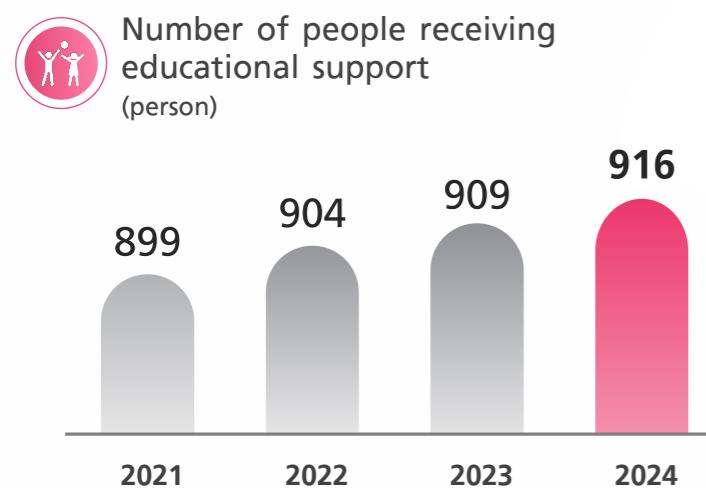
Micro-Learning System

ConnnectED Platform

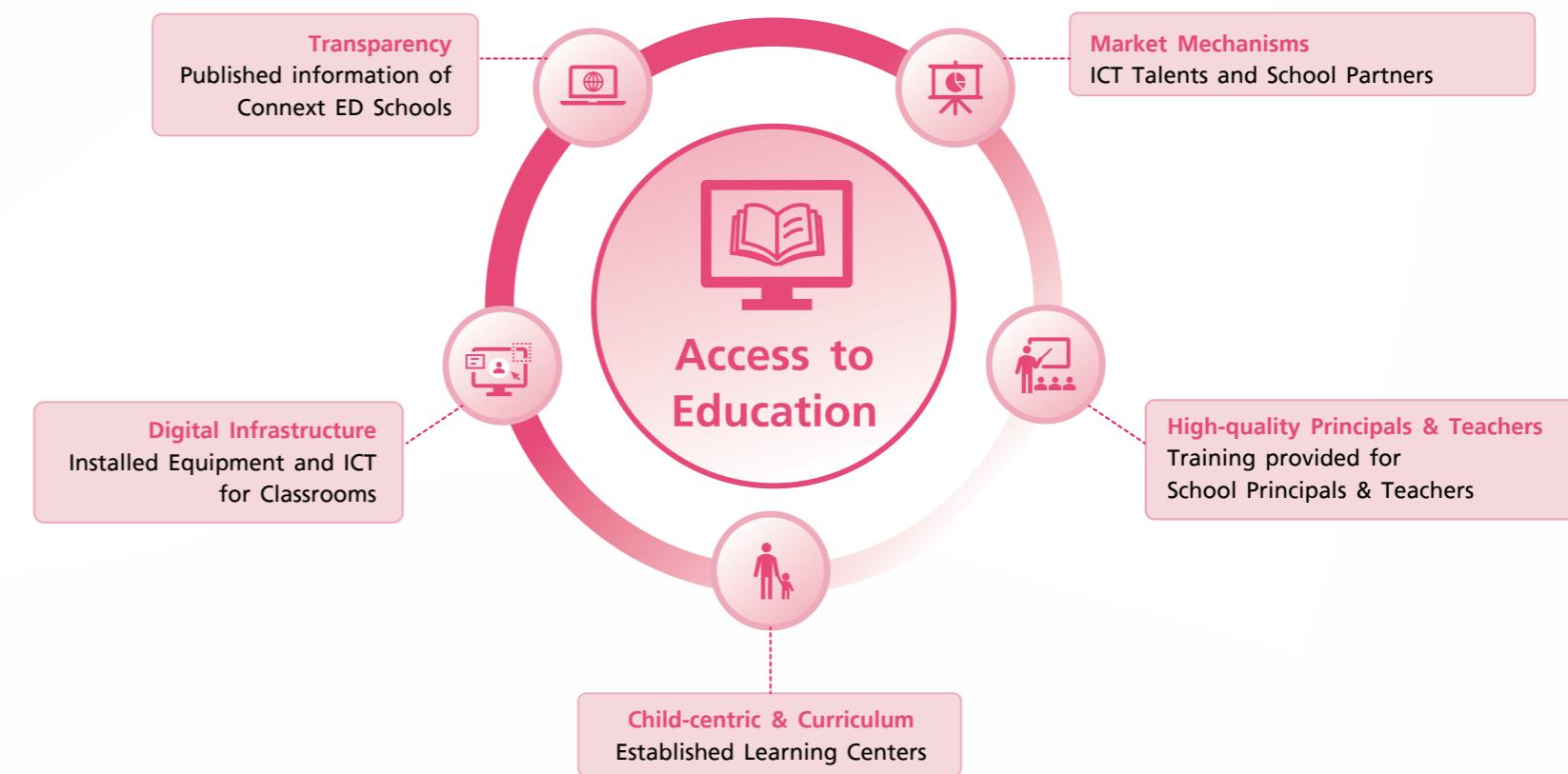
Smart Classroom System

# Promoting Education and Lifelong Learning

In 2024, Myanmar C.P. Livestock Co., Ltd. continues to affirm that education remains a cornerstone for improving quality of life and closing social and economic gaps. Access to education and skills not only empowers individuals to reach their full potential but also plays a critical role in building more inclusive, resilient communities. Throughout the year, MCPL strengthened its collaboration with educational institutions, local authorities, and government agencies to expand learning opportunities. This included support for scholarship programs, vocational and life skills training, and initiatives that promote lifelong learning, especially for youth and underserved communities. As Myanmar faces accelerating social and technological change, we believe that equal access to education and skill-building is vital to achieving long-term sustainability. Our commitment in 2024 focused on enabling people from all backgrounds to adapt, grow, and contribute to a more equitable and sustainable future.



## Education Management Framework



# LEADERSHIP AND HUMAN CAPITAL DEVELOPMENT

Myanmar C.P. Livestock Co., Ltd. recognizes that human capital is a vital pillar of both operational excellence and long-term sustainability. As global trends, from digital transformation to evolving customer expectations, continue to reshape industries, companies must invest in workforce development to remain adaptive and resilient. For MCPL, operating in a diversified agro-industrial and food production environment, these shifts create both challenges and opportunities. Rural talent gaps, unequal access to training, and generational divides in digital skills can hinder productivity and future leadership readiness. In 2024, we reaffirmed our commitment to empowering people across all levels of the organization. Our efforts focus on targeted upskilling, leadership pipeline development, and cultivating a culture of continuous learning. By investing in our workforce, we aim to strengthen our operational resilience and ensure we are well-prepared for a sustainable and inclusive future.

## Supporting the SDGs



### Key Performance 2024

9.61	100 %	5,744 persons
hour/person/year	of Employees Who Received Annual Performance Evaluations	Number Training of Sustainability in 2024
Average Training Hours		

### Goal and Progress

All employees receive annual sustainability training

2024: 100% (Target 2030: 100%)

2023: 95.06% (Target 2030: 100%)

0% 50% 100% Target 2030

### FORWARD FASTER

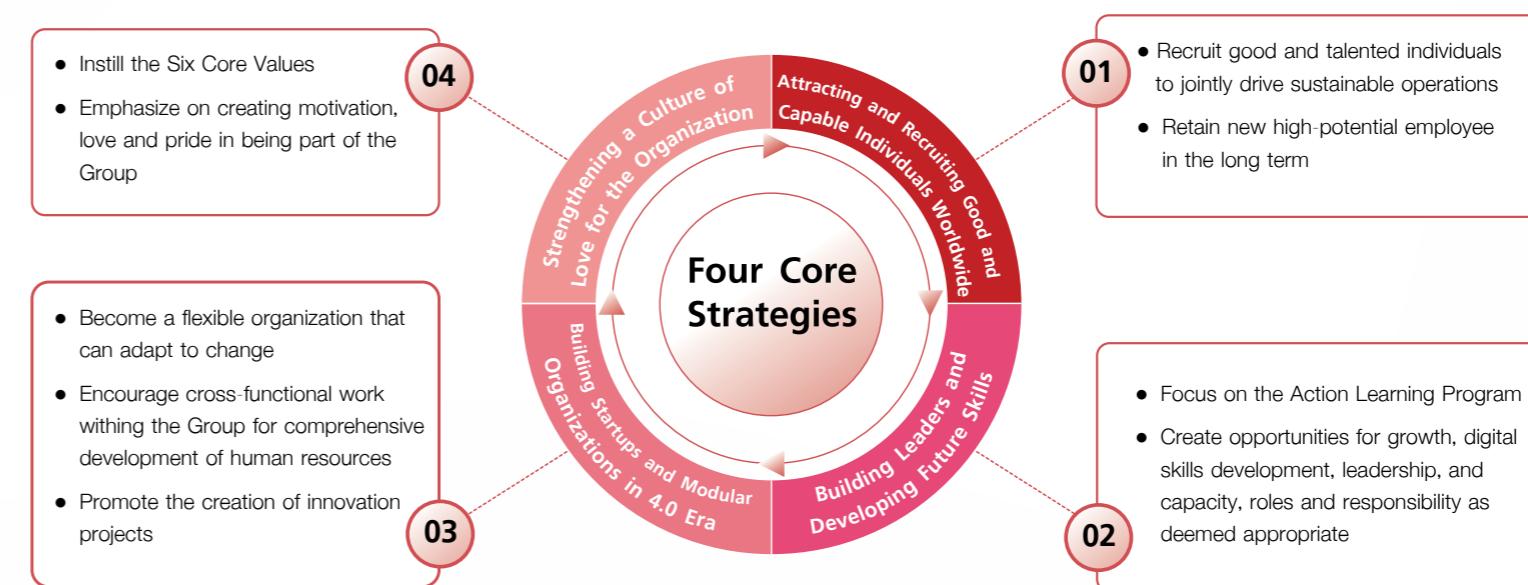
MCPL has adopted innovation to advance its human rights management, enabling accurate risk analysis across the supply chain and the development of proactive preventive measures:

- Targeted and Efficient Talent Development
- Online Learning via Digital Platform
- Action Learning Platform

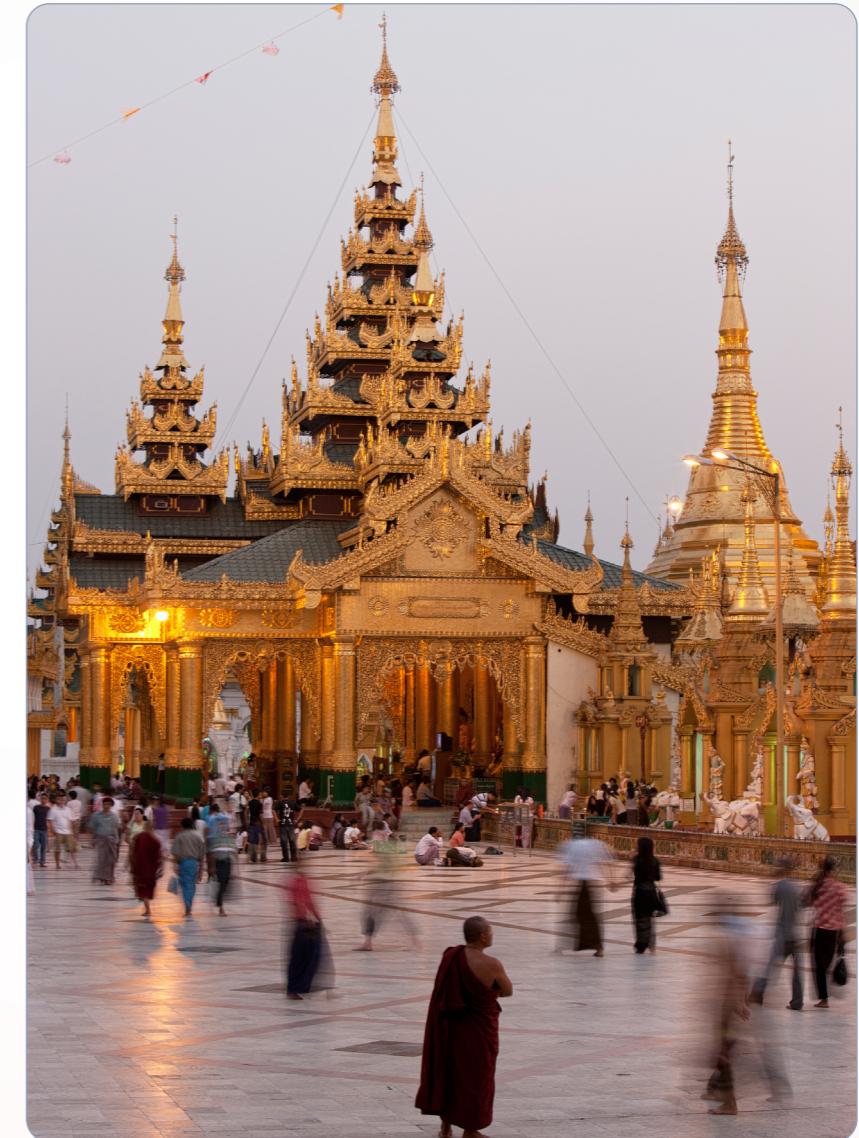
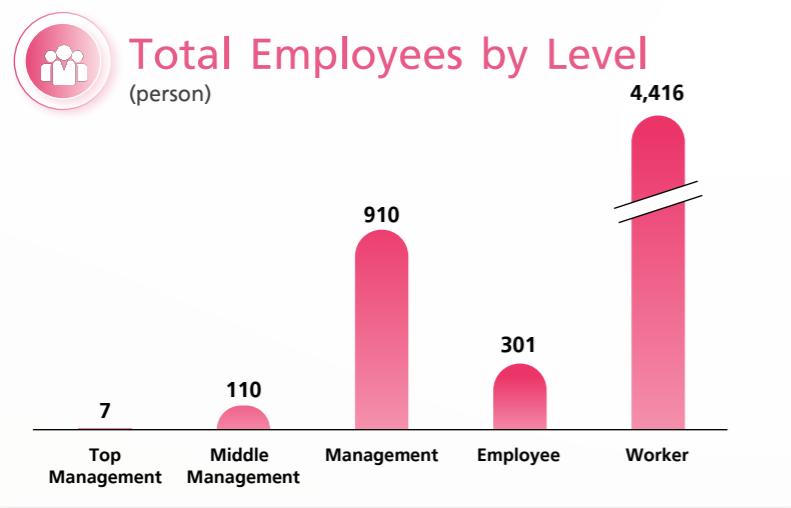
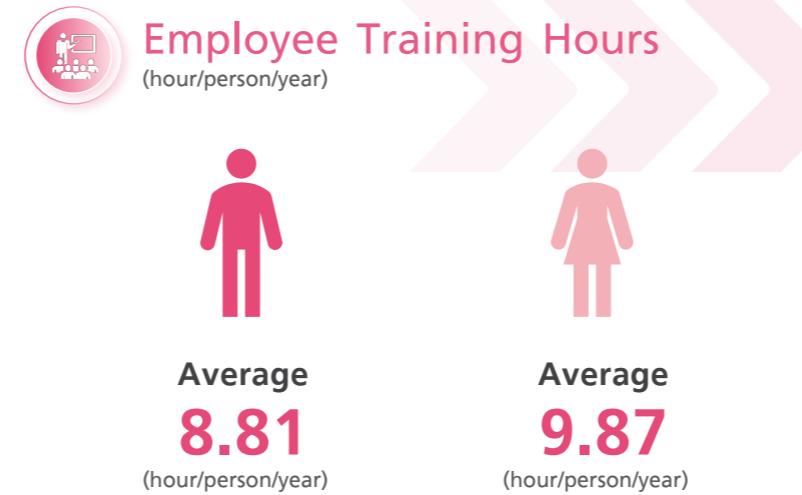
# Leadership and Human Capital Development

At Myanmar C.P. Livestock Co., Ltd., we recognize that employees are the foundation of our long-term success. Guided by the belief that “People are the root of achievement,” we place strong emphasis on developing human capital as a key driver of sustainable value for all stakeholders. In response to ongoing digital and technological transformation, we have adopted a comprehensive and flexible human resource development strategy. This includes building relevant digital competencies, upgrading workforce skills, and fostering a culture of continuous learning and innovation. These efforts help employees adapt to change and seize new opportunities in the evolving world of work. We also prioritize fair and inclusive career development by ensuring that all employees, regardless of background, have access to opportunities for growth and advancement. By attracting, developing, and retaining skilled talent, MCPL is strengthening its organizational capabilities and contributing to a more resilient, future-ready workforce.

## Leadership and Human Capital Development Framework



## Data on Employee Diversity



# CYBERSECURITY AND DATA PROTECTION

At Myanmar C.P. Livestock Co., Ltd. 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, MCPL 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



In 2024, Myanmar C.P. Livestock Co., Ltd. continued to strengthen its digital risk management practices by implementing the Charoen Pokphand Group Cybersecurity and Data Protection Risk Management Framework. This framework serves as a comprehensive guideline for safeguarding operational data, employee and customer information, and the data integrity of our business partners and stakeholders across the supply chain. The framework integrates strategic planning, governance, risk identification, impact analysis, and response development, ensuring a proactive and structured approach to managing cyber risks. It is designed to enhance resilience not only within our internal systems but also across our partner networks. By embedding this risk management approach throughout our operations, MCPL is reinforcing stakeholder trust and business continuity while contributing to responsible digital governance across the agro-industrial sector.

## Cyber Risk Management



# HEALTH

## Living Well

Myanmar C.P. Livestock Co., Ltd. remains committed to developing innovative solutions that respond to the growing market demand for healthier, more sustainable products and services. In 2024, we continued our focus on advancing food security and ensuring access to nutritious offerings through dedicated research and development efforts. Our innovation approach extends beyond internal capabilities. We actively collaborate with suppliers, government agencies, and private sector partners to explore new technologies, improve operational practices, and co-create value across the food value chain. These partnerships enable us to scale sustainable innovations and ensure our products align with the evolving expectations of customers, communities, and stakeholders. By fostering a culture of continuous improvement and shared progress, MCPL is driving both societal benefit and long-term economic value through sustainable agri-food solutions.

<b>Health &amp; Well-being</b>	32
<b>Social Impact and Economic Contribution</b>	34
<b>Food Security &amp; Access to Nutrition</b>	36
<b>Innovation</b>	38
<b>Stakeholder Engagement</b>	40



# HEALTH AND WELL-BEING

At Myanmar C.P. Livestock Co., Ltd., we understand that promoting health and well-being starts with the quality and safety of the products we deliver. In 2024, in response to increasing consumer awareness around nutrition, lifestyle-related health risks, and food safety, we continued to prioritize the development of healthier and more nutritious food options across our portfolio. This focus not only supports the well-being of our consumers but also aligns with national objectives around improving public health and strengthening food security. Yet, we recognize that challenges remain, ranging from evolving dietary preferences and limited access to nutritional knowledge, to sourcing premium ingredients at scale and cost efficiency. To meet these challenges, MCPL has invested in research and development aimed at enhancing the nutritional profile of our products. Our efforts include reducing potentially harmful ingredients such as excess sodium and trans fats, while increasing the availability of value-added, nutrient-rich options. These initiatives reflect our long-term commitment to consumer health, sustainable diets, and shared value creation.

## Supporting the SDGs

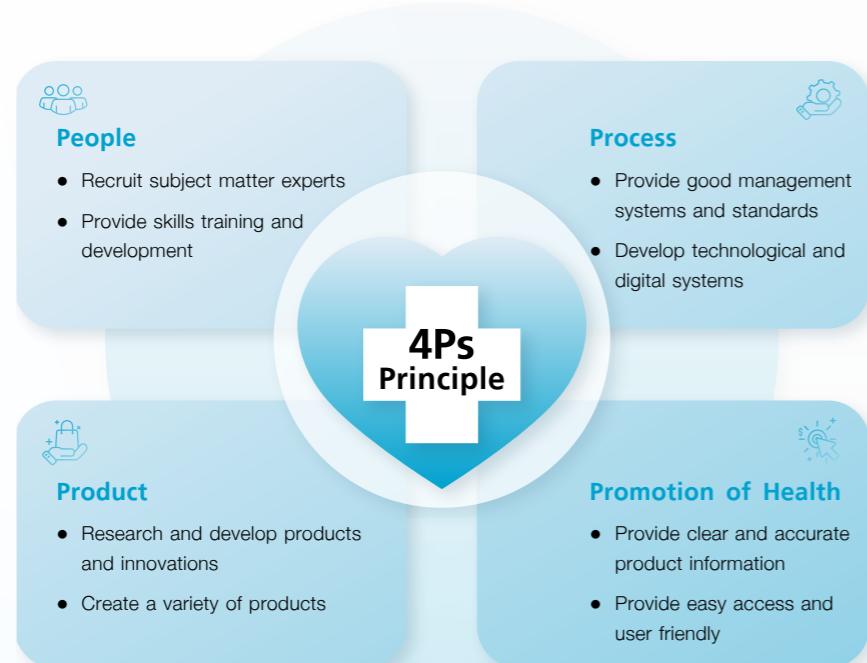


# Promoting Access to Healthcare and Well-Being for All

At Myanmar C.P. Livestock Co., Ltd., we prioritize the health and well-being of our customers as a core commitment. Our focus is on delivering safe, trustworthy, and nutritionally valuable products and services that inspire consumer confidence and satisfaction. As modern consumers face growing concerns around product transparency, safety, and access to reliable health information, MCPL has adopted

strict quality standards, provided clear product labeling, and supported digital tools that encourage healthy living. By focusing on enhancing well-being, we aim to foster trust and long-term relationships with our customers. Health and satisfaction are not only business priorities—they are central to our long-term sustainable growth.

## Health and Well-being Management Framework



**Blood for Lives**




**Objective**

- Enhance benefits of people in the country by cooperating with National Blood Center.
- Promote employees' moral and good citizenship by volunteering.



3,727 Blood Bags  
1,557,350 CC

**Value Creation**



Human Capital

# SOCIAL IMPACT AND ECONOMIC CONTRIBUTION

In 2024, Myanmar C.P. Livestock Co., Ltd. reaffirmed its commitment to improving public health and well-being by prioritizing the development of safer, healthier, and more nutritious products. As consumer awareness continues to grow around food safety, nutrition, and lifestyle-related health risks, we have made it a strategic focus to deliver offerings that meet these evolving expectations. Our efforts align closely with national health goals and food security priorities. At the same time, we recognize ongoing challenges, such as shifting dietary habits, limited public access to nutritional education, and the rising cost of high-quality raw materials. To address these issues, MCPL continues to invest in research and development to create value-added products with enhanced nutritional profiles. This includes reducing harmful ingredients such as excessive sodium and trans fats, while incorporating nutrient-rich alternatives. Through these actions, we aim to support healthier communities and contribute to sustainable dietary patterns across Myanmar.

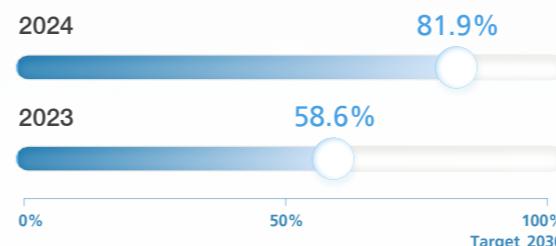


## Supporting the SDGs



## Goal and Progress

6.5 thousand people receive job promotion to generate income for people in need, e.g., farmers, SMEs, and vulnerable groups, across the value chain



# FORWARD FASTER

MPCL drives tangible social impact by reducing inequality and empowering local economies through the use of innovation, technology, and digital platforms to create new opportunities, such as



Smart Farm Project



Agricultural Water Management Project

# Social Value Creation Strategy



In 2024, Myanmar C.P. Livestock Co., Ltd. continued to embrace its role as a catalyst for social and economic development in the communities where we operate. As a company deeply rooted in Myanmar's agri-food sector, we recognize that our long-term success is closely tied to the well-being and resilience of local communities. Our community value creation strategy focuses on building strong relationships, enhancing local capacity, and fostering inclusive growth. This includes investing in skills training, promoting job creation, and supporting economic participation, particularly in rural areas where we have a strong presence. Throughout the year, MCPL also contributed to community resilience through targeted social initiatives and disaster relief efforts, including financial support to aid groups affected by emergencies. These actions reflect our commitment to advancing local livelihoods while creating a meaningful, lasting impact. By aligning our business operations with community needs, we are not only fulfilling our social responsibility but also reinforcing a foundation for sustainable development across Myanmar.

## Social Value Creation Framework



# FOOD SECURITY AND ACCESS TO NUTRITION

Ensuring food security remains a core mission of Myanmar C.P. Livestock Co., Ltd., as a leading player in the country's agro-industrial and food sector. In Myanmar, challenges such as climate variability, agricultural vulnerabilities, supply chain disruptions, and rising input costs continue to impact the availability, accessibility, and affordability of safe and nutritious food. In response, MCPL leverages its vertically integrated business model—from animal feed production and farming to food processing—to strengthen supply chain resilience, enhance operational efficiency, and maintain consistent quality across all products. This integrated approach allows us to adapt to shifting conditions while ensuring a steady food supply for communities across the country. We also invest in agricultural research, promote responsible farming practices, and collaborate with smallholder farmers to create more inclusive and sustainable food systems. These efforts support not only national food security but also local livelihoods, particularly in rural areas. By focusing on innovation, sustainability, and collaboration, MCPL is helping to shape a more secure, equitable, and nutrition-focused food future for Myanmar.

## Supporting the SDGs



# Access to Nutritious Food Strategy

In 2024, Myanmar C.P. Livestock Co., Ltd. reaffirmed its commitment to food security as a foundation for sustainable development in Myanmar. With deep expertise in livestock farming and food production, the Company continues to ensure the availability of safe, nutritious, and affordable protein sources for communities across the country. Throughout the year, MCPL collaborated with supply chain partners to strengthen food safety standards and improve product quality across all stages of production. A key priority was expanding access to high-

quality nutrition by leveraging an inclusive distribution network that serves both urban centers and remote rural areas. By offering a diverse range of protein-rich food products, MCPL addresses the evolving dietary needs of Myanmar's population while helping to close nutritional gaps. At the same time, the Company continues to advance sustainable agriculture by promoting responsible farming practices and investing in technologies that enhance efficiency, productivity, and climate resilience.

## Food Security Management

### Food Stability

- Develop domestic raw material sources, e.g., Dry-season Feed Corn Program
- Reduce dependence on overseas raw materials, to create stability in the supply chain
- Formulate a plan to mitigate food risks resulting from natural disasters and crises



### Food Utilization

- Promote the production of safe, high-quality and nutritious food
- Develop functional food innovations, e.g., plant-based proteins and healthy food
- Promote resource efficiency, reduce food loss and food waste across the value chain

### Food Availability

- Develop an integrated production system from upstream to downstream
- Upgrade agricultural and food technology with Food Tech & Agri Tech
- Support farmer suppliers in generating a stable quantity of quality produce

### Food Access

- Expand distribution networks nationwide
- Promote accessible food products at reasonable prices
- Collaborate with network partners to provide food support to remote areas and vulnerable groups



### Milk for Kids: Nurturing Health and Opportunity through Nutrition



#### Milk for Kids (Myanmar C.P. Livestock Co., Ltd. Republic of the Union of Myanmar)

This project aims to promote the consumption of fresh milk among children and youth in accordance with the Company's policy to develop dairy farming as a source of high-quality protein and to create a sustainable livelihood for local farmers.

#### DEVELOP CHILDREN & GIVE CHANCE to ORPHANAGES

“Nutrition for kids especially those rely and stay at Monastery, Orphanage Center and Urban Primary School (Near our Operation)

#### EDUCATE CHILDREN

Awareness of Physical Growth and Brain Function Development

#### PROMOTE DAIRY EXPERIMENTAL FARM

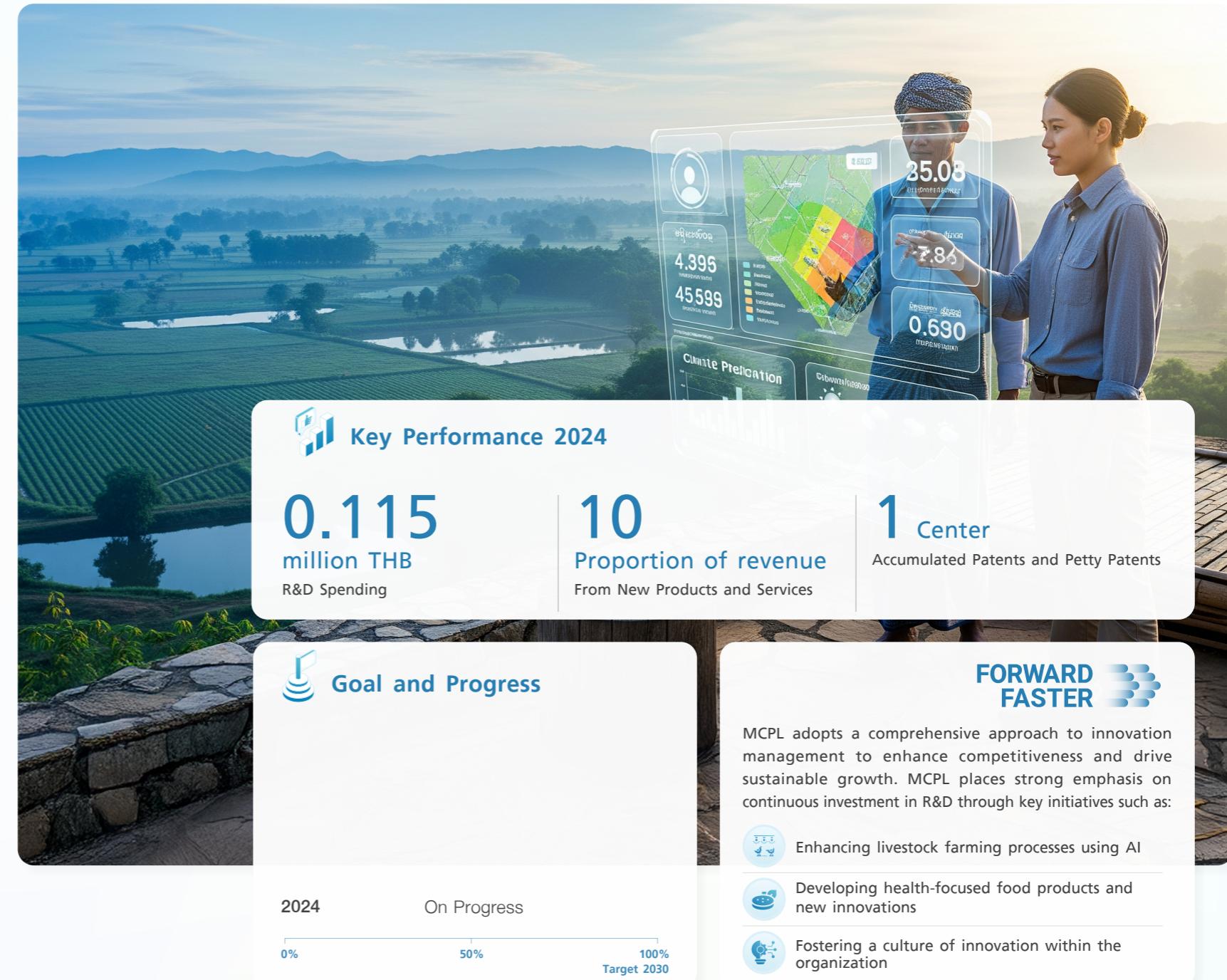
“Milk is the cheapest protein source that anyone can drink”

**Value Creation** **Relationship Capital**

# INNOVATION

At Myanmar C.P. Livestock Co., Ltd., innovation is central to our ability to stay competitive, resilient, and sustainable in today's fast-changing agro-industrial and food landscape. As technology evolves and consumer demands become more dynamic, we face increasing pressure to respond swiftly to market shifts, elevate product value, and manage operational risks with precision. Simultaneously, we must navigate challenges such as supply chain disruptions, limited natural resources, and climate-related constraints. In response, MCPL is cultivating a culture of innovation that emphasizes agility, cross-functional collaboration, and continuous improvement across all areas of our business. In 2024, we advanced the integration of emerging technologies—including automation, data analytics, and artificial intelligence—into key operations. These tools are helping us enhance production efficiency, reduce waste, and improve traceability and food safety. By embedding innovation into our processes and mindset, MCPL is building a stronger foundation for long-term sustainability and shared value creation across the entire agri-food chain.

## Supporting the SDGs

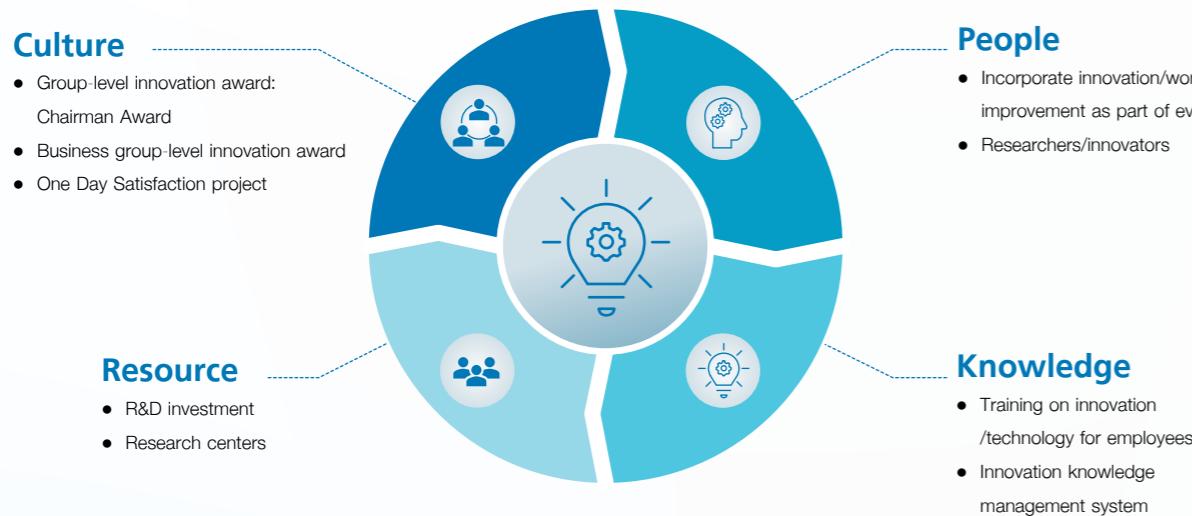


# Innovation Management

One of the core strategies of Myanmar C.P. Livestock Co., Ltd. is to modernize and future-proof the organization through the adoption of digital technologies across its operations. MCPL focuses on securing the right talent and resources, cultivating an environment that supports creativity, and encouraging continuous knowledge development and internal collaboration. We also closely

monitor innovation progress, with a strong commitment to investing in research and development. This includes generating revenue from innovative products and reducing operational costs through process optimization. By embedding innovation into the organization's core, MCPL aims to drive sustainable growth and long-term operational excellence.

## Innovation Management Framework



MCPL Innovation Exposition 2020-2023

Total Projects – 29 Projects

Award Budgets - 300,000 THB

Over the past four years, MCPL has placed strong emphasis on and provided support for our innovation achievements. In total, we delivered 29 innovation projects, receiving prize awards of nearly 300,000 THB. These projects have contributed to advancing the organization's knowledge and technology, while also creating value for the surrounding communities. We will continue to further increase the number of innovation initiatives in the coming year.

Value Creation

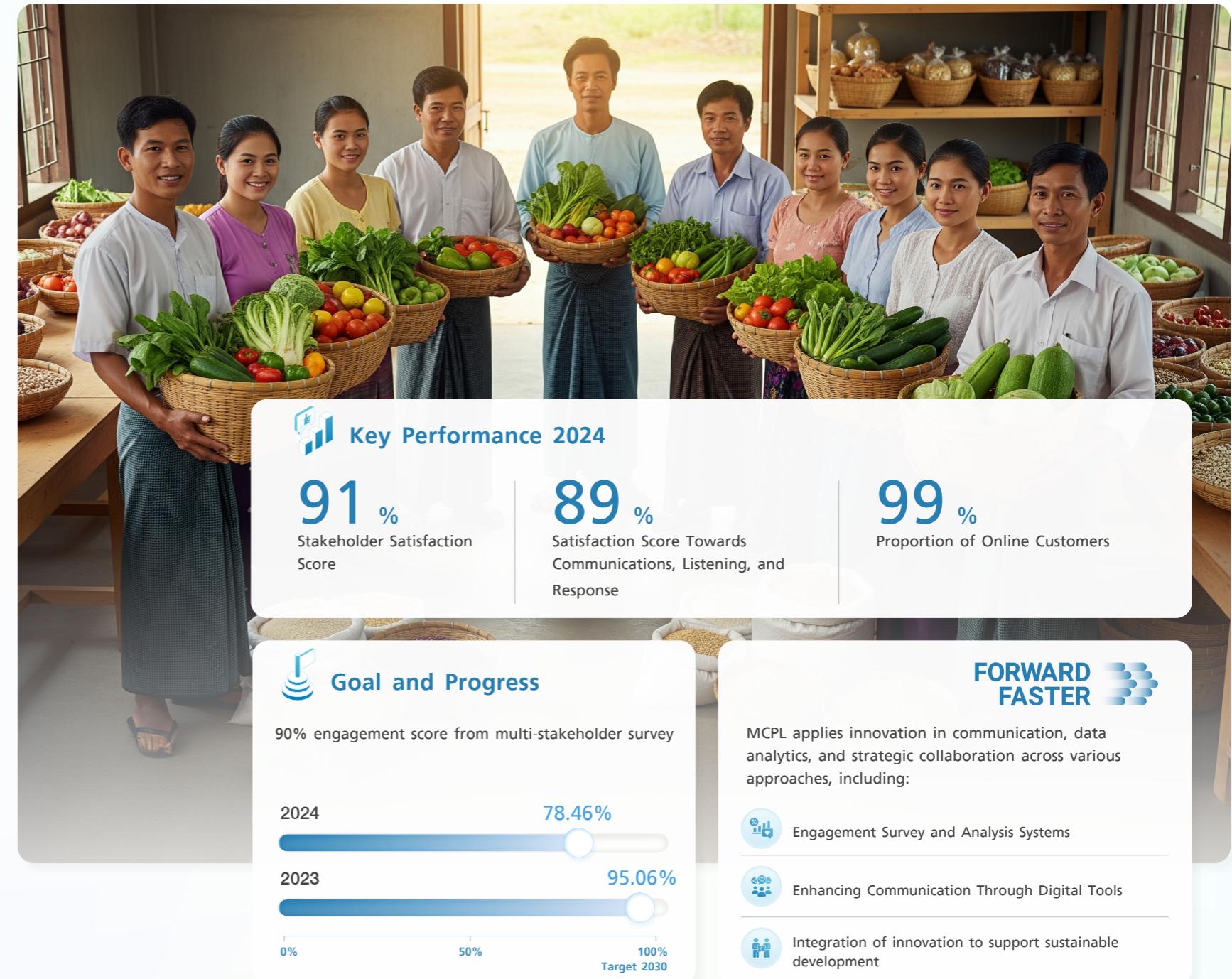
Manufacturing Capital

Relationship Capital

# STAKEHOLDER ENGAGEMENT

At Myanmar C.P. Livestock Co., Ltd., meaningful stakeholder engagement is essential to building trust, creating shared value, and ensuring the long-term resilience of our business. Our stakeholders, including employees, customers, suppliers, government regulators, and local communities, play a central role in shaping our priorities and guiding our sustainability journey. As stakeholder expectations continue to evolve in today's dynamic and interconnected environment, open and transparent communication has become both a responsibility and a strategic opportunity. Key challenges include misaligned expectations, reputational risks, and inconsistent feedback mechanisms across operational areas. To address these risks, MCPL has adopted a structured and inclusive engagement approach based on materiality assessments. This helps us identify and prioritize the issues that matter most to both our stakeholders and our business. In 2024, we strengthened our stakeholder dialogue through various channels, including surveys, consultations, focus groups, and digital platforms, to ensure ongoing, two-way communication tailored to each group's needs. Through this approach, we aim to deepen trust, promote mutual understanding, and strengthen our role as a responsive and responsible partner in Myanmar's development.

## Supporting the SDGs

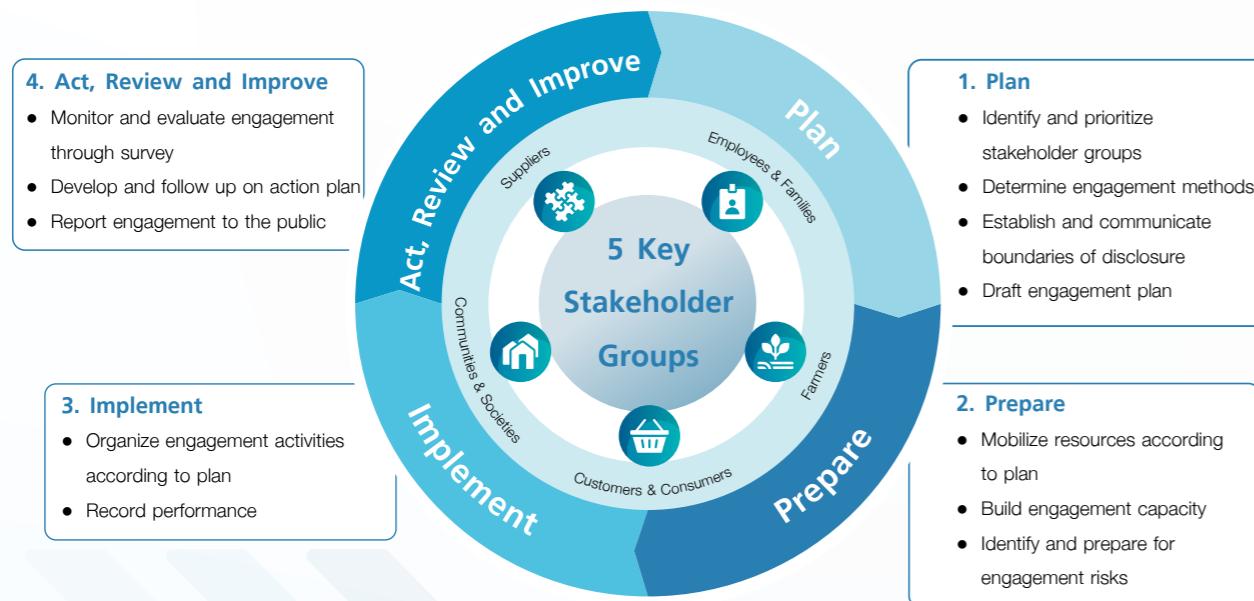


# Stakeholder Engagement Processes

Myanmar C.P. Livestock Co., Ltd. adopts the stakeholder engagement framework of the Charoen Pokphand Group, which is aligned with the internationally recognized AA1000 Stakeholder Engagement Standard. This framework provides a strategic foundation for building effective, inclusive, and long-term relationships across our value chain. The approach ensures continuous dialogue and collaboration with key stakeholders—including customers, employees, suppliers, communities, and government entities—to foster

shared understanding and positive impact. It guides how we listen, respond, and align business practices with stakeholder expectations. To strengthen this process, the Governance, Risk, and Audit Committee conducted a review of stakeholder groups and engagement priorities. Based on their recommendations, MCPL refined its stakeholder classification while maintaining the same number of stakeholder groups.

## Stakeholder Engagement Process



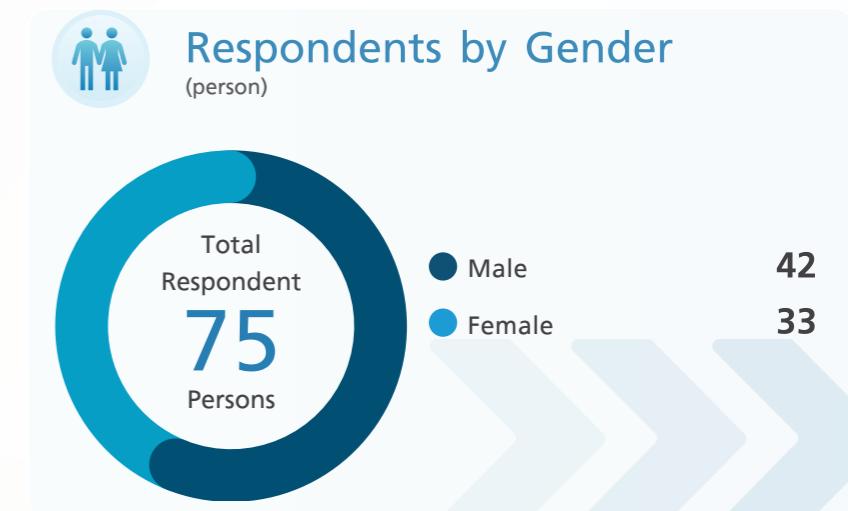
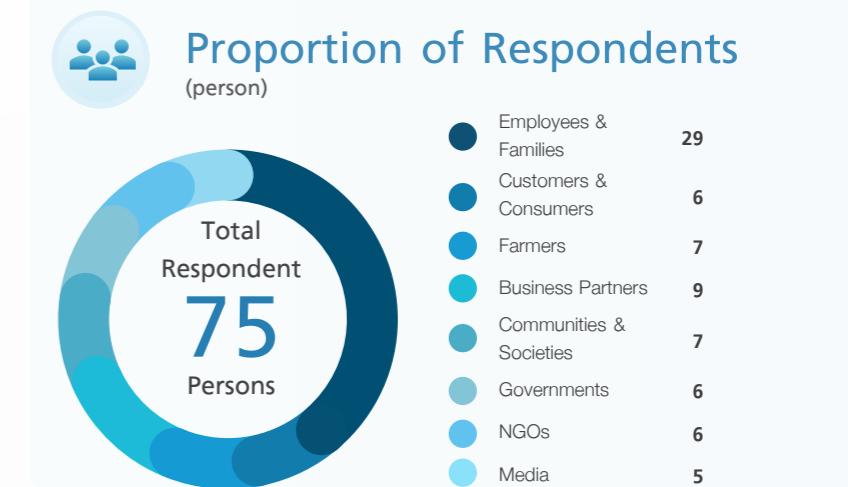
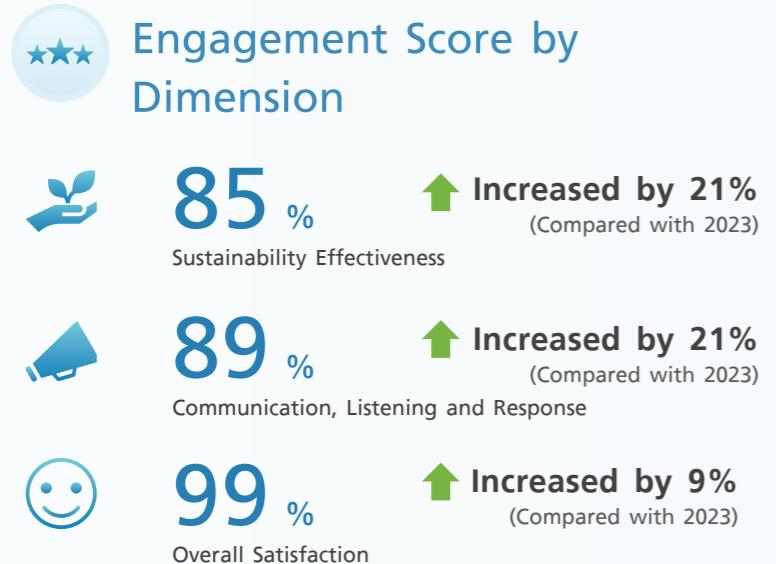
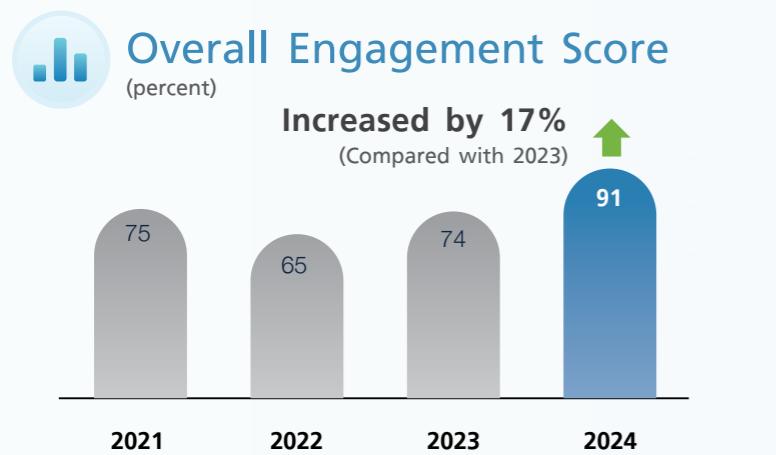
### Sustainable Livelihood through Learning Promotion, Microfinance, Revolving Funds, and Impact Investment



This initiative focuses on fostering sustainable livelihoods by promoting education, creating income opportunities through microloans, revolving funds, and impact investments that make a meaningful difference in local communities. MCPL Group companies actively contribute to these efforts to strengthen sustainability within the community.

Value Creation  Relationship Capital

# Stakeholder Engagement Survey 2024



# HOME

## Living Together

At Myanmar C.P. Livestock Co., Ltd., we are deeply committed to protecting the environment for the well-being of current and future generations. Environmental stewardship remains a foundational pillar of our sustainability strategy, guiding us to embed eco-conscious practices across every aspect of our operations. In 2024, MCPL continued advancing initiatives that promote sustainable sourcing of raw materials, reduce energy use and greenhouse gas emissions, conserve water, and ensure effective waste management. These efforts are integrated not only into our production processes but also into our daily decision-making across the value chain. We also place strong emphasis on responsible supply chain management to extend environmental accountability beyond our direct operations. This includes working collaboratively with partners to uphold environmental standards and drive collective progress toward sustainability.

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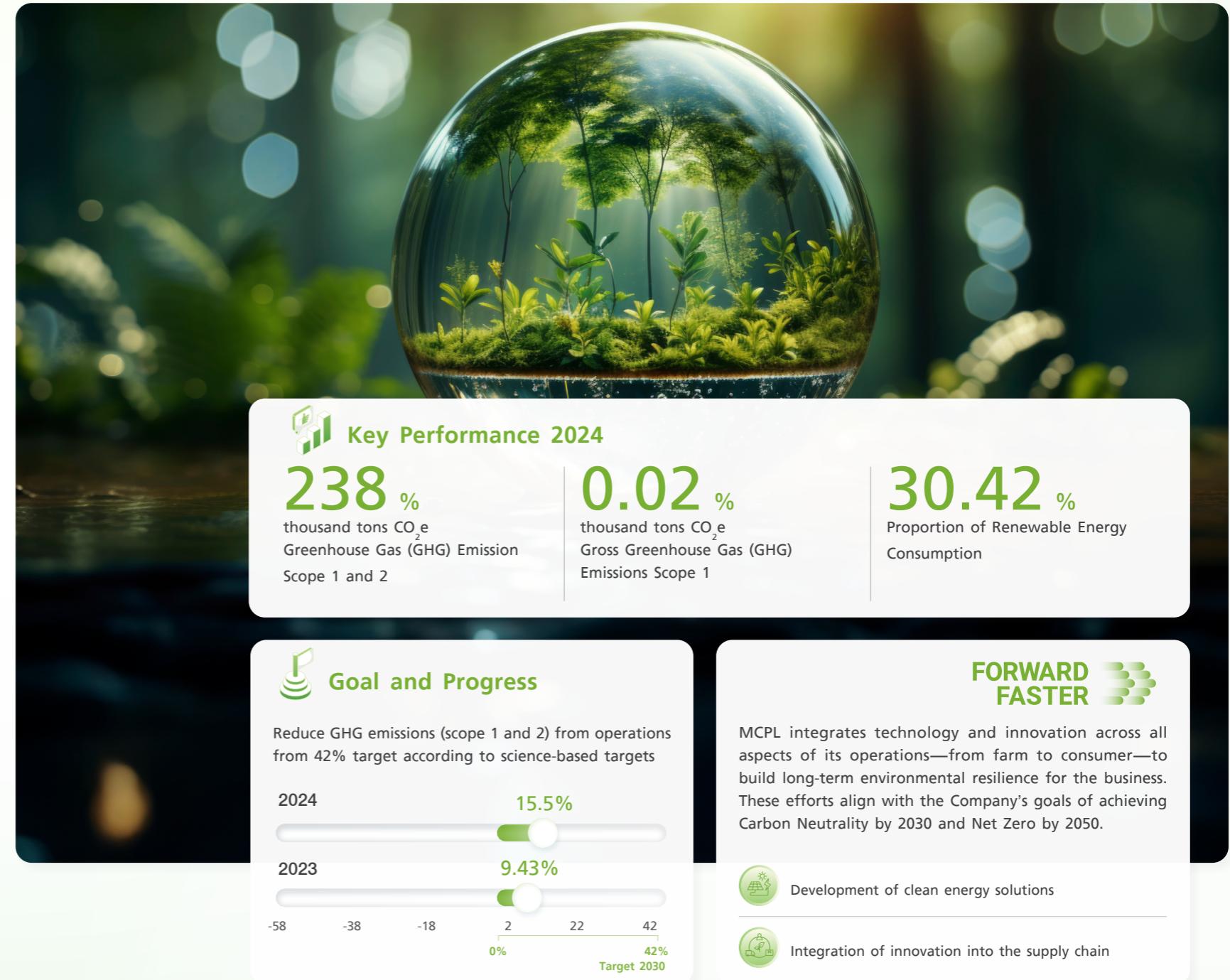
Climate Resilience	44
Circular Economy	48
Water Stewardship	51
Ecosystem & Biodiversity Protection	54
Responsible Supply Chain Management	56



# CLIMATE RESILIENCE

Myanmar C.P. Livestock Co., Ltd. recognizes that climate change presents growing risks to food systems, supply chain continuity, and long-term business resilience. As an integrated agro-industrial and food enterprise, MCPL is particularly exposed to the impacts of extreme weather events, shifting agricultural patterns, and tightening environmental regulations, factors that directly influence raw material availability, operational stability, and production costs. In response, MCPL has adopted a structured approach to climate risk management. We integrate climate-related risk and opportunity assessments into our strategic planning and operational decision-making to build resilience across the entire organization. Our climate action efforts in 2024 focused on aligning with internationally recognized frameworks, including the Science-Based Targets initiative (SBTi), to guide our greenhouse gas (GHG) reduction roadmap. We continue to lower emissions through investments in energy efficiency, process optimization, and the progressive adoption of renewable energy technologies where feasible.

## Supporting the SDGs

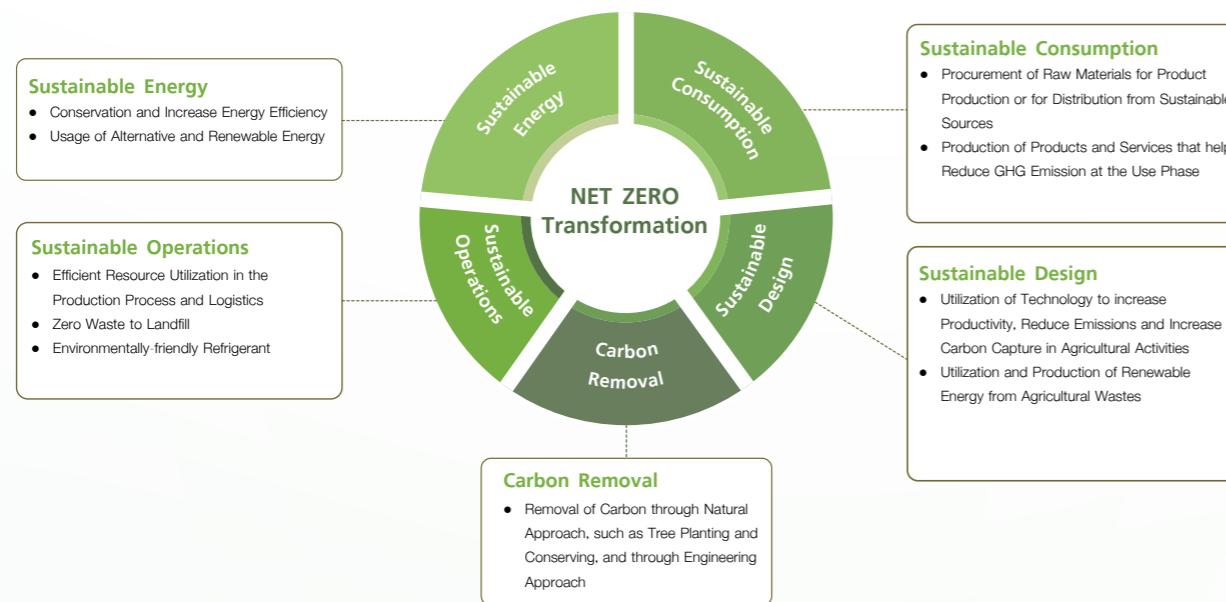


# Climate Change Adaptation

The growing urgency of global warming and climate change demands immediate and coordinated action from all sectors. Myanmar C.P. Livestock Co., Ltd. recognizes that human activities—particularly the use of fossil fuels—are a major contributor to greenhouse gas (GHG) emissions, which in turn pose widespread risks to ecosystems, the economy, and the well-being of communities. In response, MCPL is firmly committed to sustainable development built on environmental, economic, and social responsibility.

The Company has set an ambitious target to achieve Carbon Neutrality by 2030, with a long-term goal of reaching Net Zero GHG Emissions by 2050. To meet these targets, MCPL is investing in clean energy, improving production efficiency, and adopting environmentally friendly technologies. These actions are designed to maximize energy efficiency, reduce carbon intensity, and ensure a resilient transition toward low-carbon operations.

## Climate Change Management Approach



### Empowering Farmers for Climate Action: Net Zero Carbon 2050 Training Program

The Milk for Kids project by Myanmar C.P. Livestock Co., Ltd. reflects the Company's dual commitment to child nutrition and sustainable dairy development. Rooted in the belief that access to quality protein is essential for physical and cognitive development, this initiative aims to promote the regular consumption of fresh, nutritious milk among children and youth across Myanmar. Aligned with Charoen Pokphand Group's broader policy on dairy development, the program not only enhances child health outcomes but also supports local livelihoods by strengthening the domestic dairy value chain. By building awareness about the nutritional benefits of milk, MCPL seeks to cultivate healthy habits from a young age, helping to combat undernutrition in vulnerable communities.

Value Creation

Relationship Capital

Natural Capital

## GHG Emissions Management Data



### Total Greenhouse Gas Emission (tons CO<sub>2</sub>e)

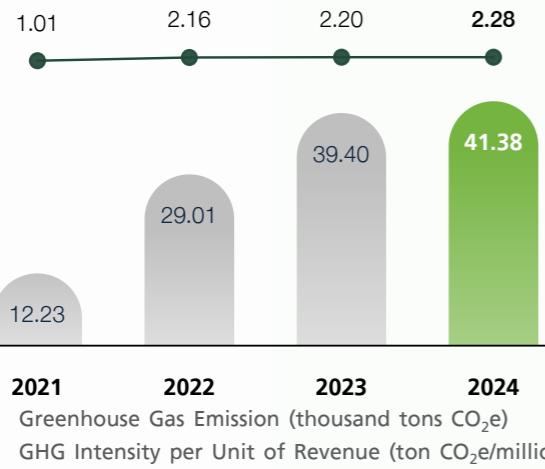
**41.38**

Increased by 5.02%  
(Compared with 2023)



### GHG Intensity per Unit of Revenue (ton CO<sub>2</sub>e/million THB)

Increased by 3.46%  
(Compared with 2023)



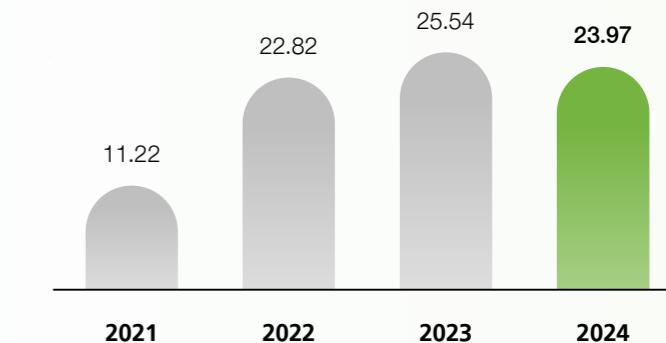
### GHG Emissions (Scope 1 & 2) (tons CO<sub>2</sub>e)



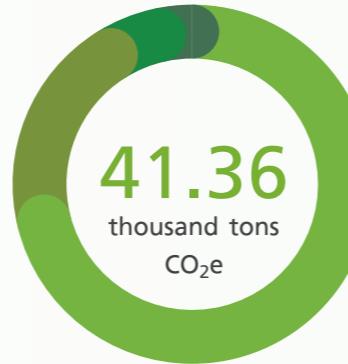
Scope 1 83.35%  
Scope 2 16.65%



### GHG Emissions Reduction from Projects (ton CO<sub>2</sub>e)



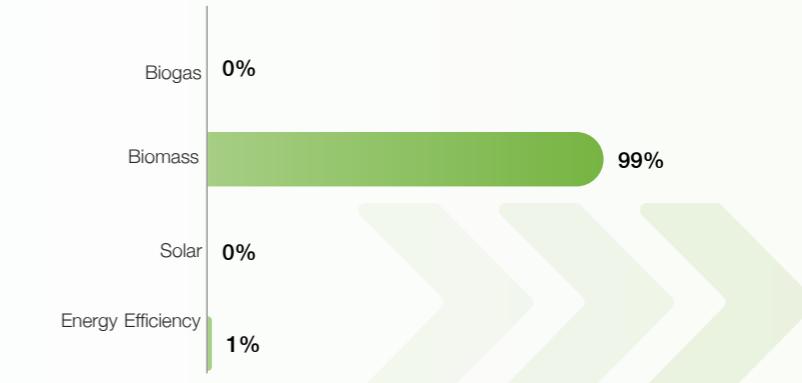
### GHG Emissions by Source (tons CO<sub>2</sub>e)



Stationary Combustion 70.03%  
Electricity 16.65%  
Mobile Combustion 4.95%  
Fugitive Emissions 4.37%



### Type of GHG Emissions Reduction from Projects (percent)



## Energy Management Data



### Total Energy Consumption (thousand GJ)

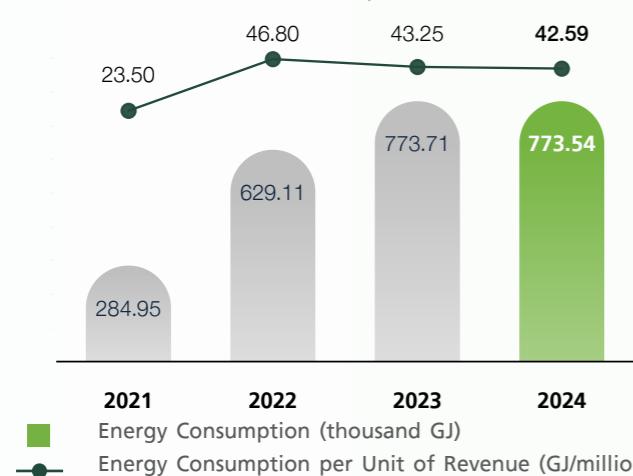
**773.54**

Decreased by 0.02%  
(Compared with 2023)



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

Decreased by 1.51%  
(Compared with 2023)



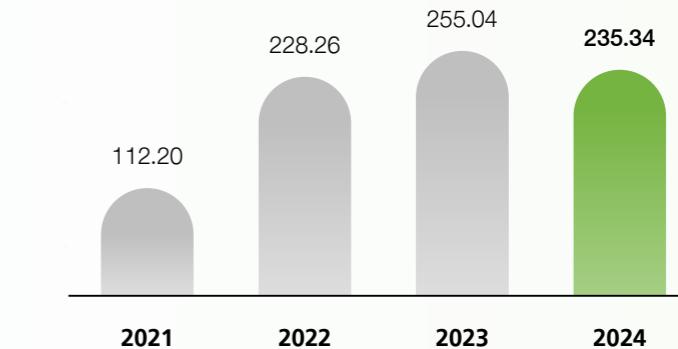
### Energy Consumption by Energy Source (thousand GJ)



Fossil Fuel	56.21%
Renewable Energy	30.42%
Electricity	13.36%



### Renewable Energy Consumption (thousand GJ)



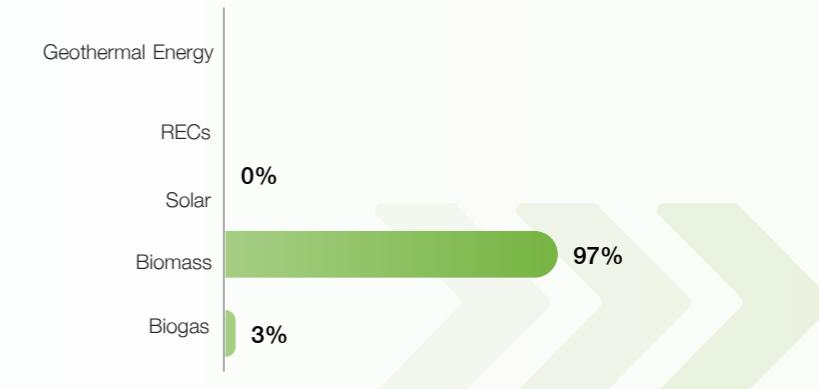
### Energy Consumption by Type (thousand GJ)



Diesel	54.79%
Renewable Energy	30.42%
Electricity	13.36%
LPG	1.31%
Gasoline	0.11%



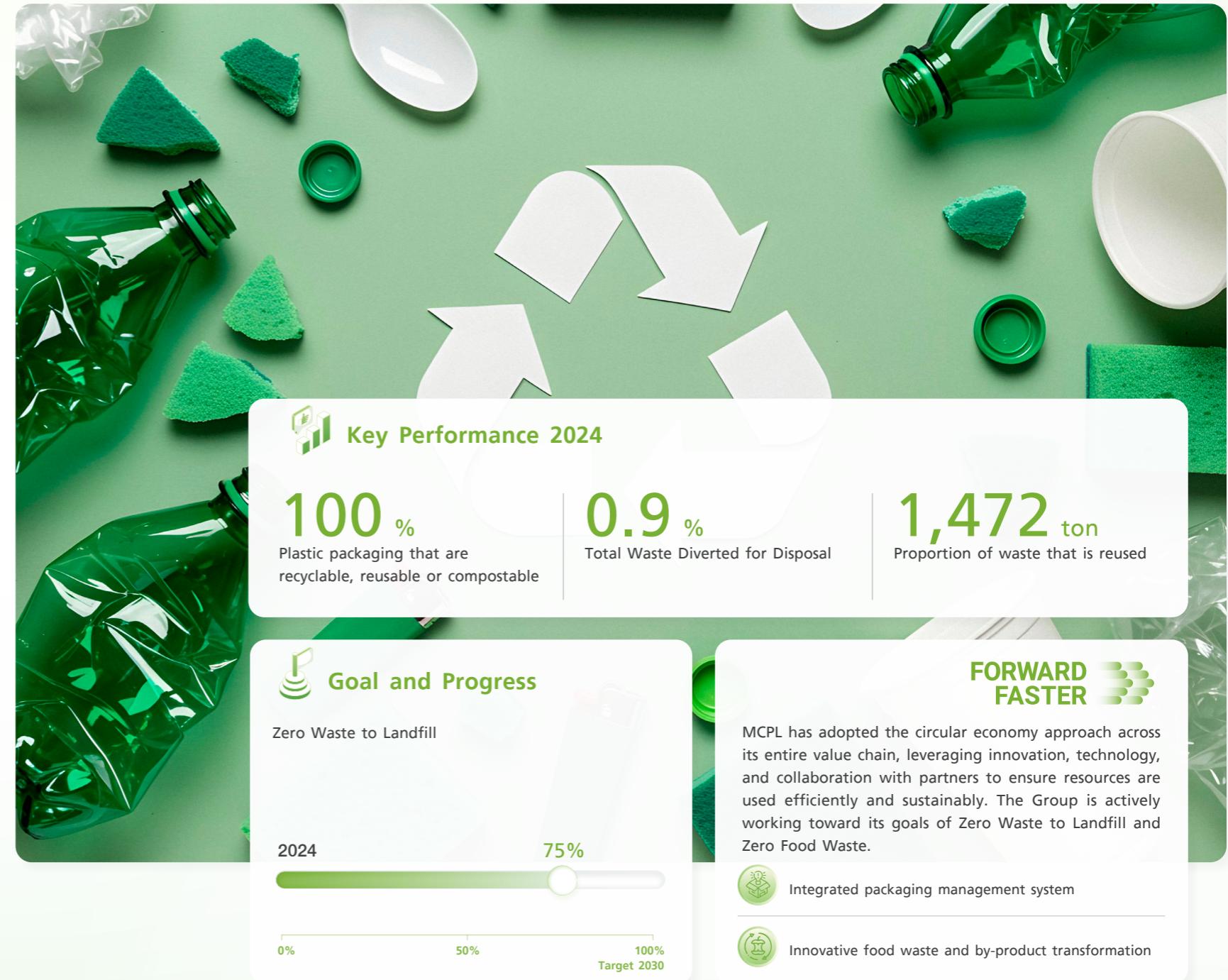
### Renewable Energy Consumption by Type (percent)



# CIRCULAR ECONOMY

Myanmar C.P. Livestock Co., Ltd. recognizes that rising resource consumption, growing volumes of waste, and environmental degradation present increasing risks to both business resilience and ecological integrity. As a vertically integrated agri-food company, we operate in a sector that requires intensive use of natural resources, making efficient resource management a core sustainability priority. In 2024, MCPL advanced its commitment to a circular economy by embedding principles of resource efficiency, waste minimization, and sustainable consumption into everyday operations. These efforts include optimizing the use of raw materials, extending product and packaging lifecycles, and increasing recycling and reuse rates across production sites and logistics. We also apply life cycle assessments and sustainable product design to identify opportunities to reduce environmental impact without compromising product safety or quality. This approach helps us align operational excellence with environmental responsibility. Beyond our facilities, MCPL collaborates with government bodies, academic partners, NGOs, and local communities to co-create circular solutions, raise public awareness, and promote innovation in sustainable materials. Internally, we continue to engage employees, suppliers, and partners in fostering a culture of responsible production and consumption, helping to build a more circular and sustainable agri-food system in Myanmar.

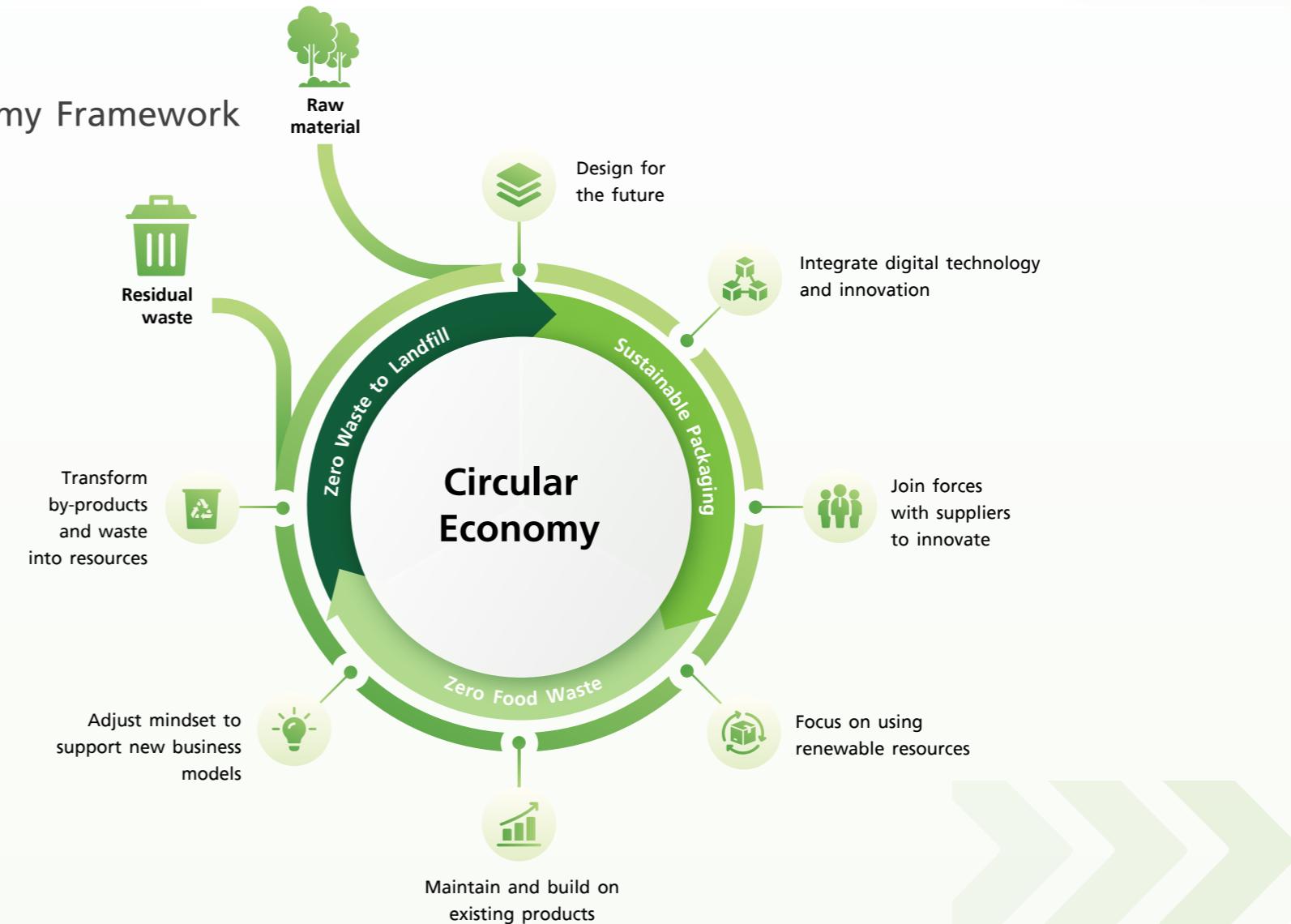
## Supporting the SDGs



## Circular Economy Framework

In 2024, Myanmar C.P. Livestock Co., Ltd. strengthened its commitment to the circular economy as a strategic response to increasing resource constraints and environmental pressures. As a vertically integrated agri-food business operating in a resource-intensive sector, we recognize the limitations and long-term risks of traditional linear production models, such as material waste, rising input costs, and inefficiencies across the supply chain. To address these risks, MCPL has adopted circular economy principles aimed at reducing waste, increasing resource efficiency, and recovering value from materials used in production. Our approach is guided by the 5Rs: Reduce, Reuse, Recycle, Restore, and Recover. These principles are embedded across multiple stages of our operations—including sustainable product design, cleaner production processes, efficient packaging, and comprehensive waste management systems. We continue to innovate in ways that not only reduce our environmental footprint but also create economic value through optimized resource use.

### Circular Economy Framework



## Waste Management Data



### Quantity of Waste (tons)

**8,532**

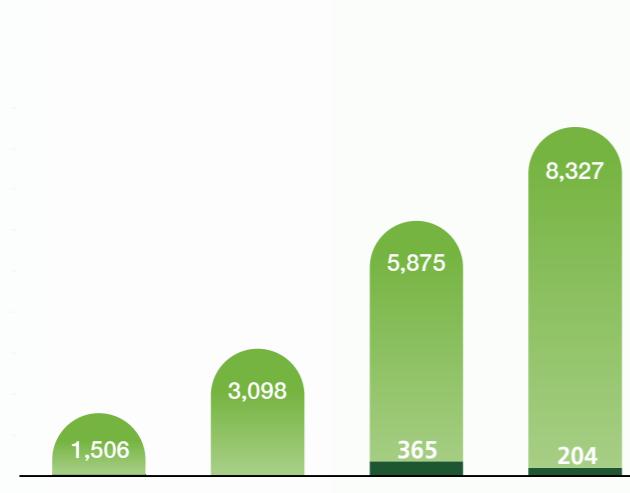
Increased by 36.73%  
(Compared with 2023)

#### By Category

Non-hazardous Waste	97.60%
Hazardous Waste	2.40%



Waste Diverted from Disposal  
**17.25%**



### Quantity of Non-hazardous Waste by Disposal Methods (tons)



Landfill	60.78%
Incineration	15.27%
Composting	13.44%
Reuse	3.07%
Energy Recovery	0.61%



### Quantity of Hazardous Waste by Disposal Methods (tons)

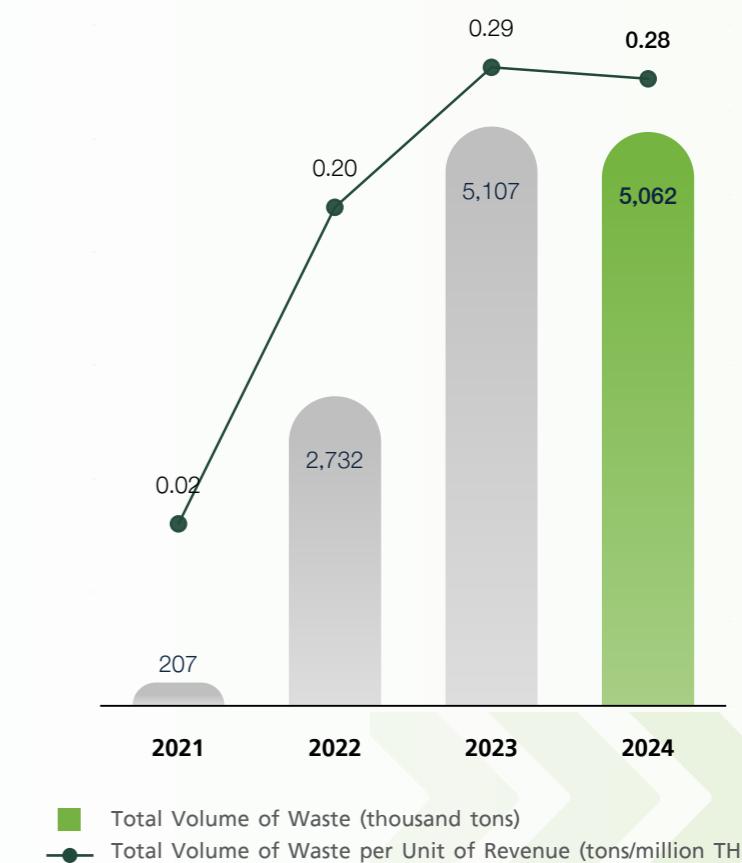


Landfill	78.80%
Reuse	21.20%



### Quantity of Waste Sent to Landfill (tons)

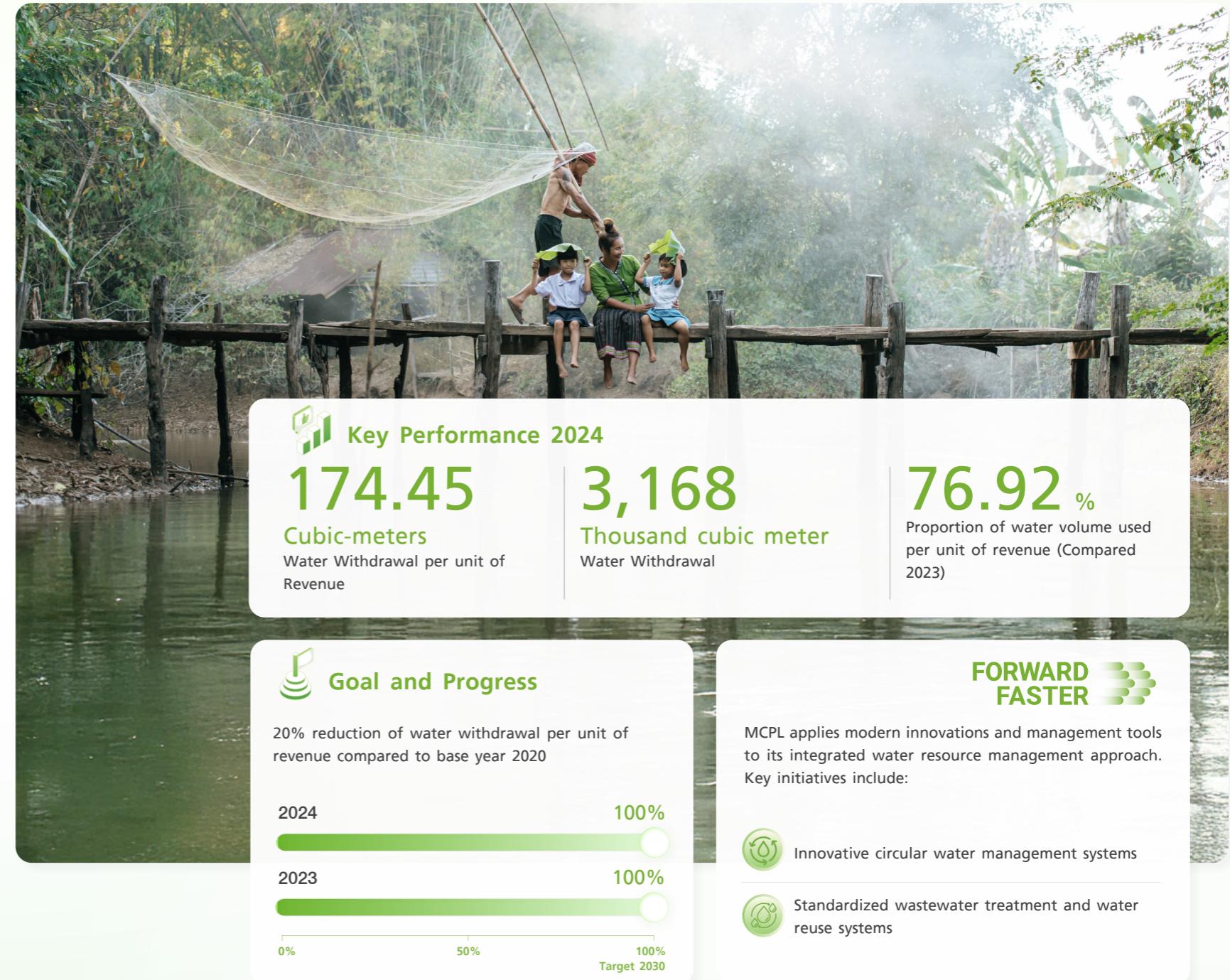
Decreased by 2.37%  
(Compared with 2023)



# WATER STEWARDSHIP

At Myanmar C.P. Livestock Co., Ltd., responsible water management is a top priority—especially as climate variability, population growth, and industrial development intensify pressure on local water resources. As a company operating across water-intensive sectors, including livestock farming and food processing, MCPL acknowledges the critical risks associated with water scarcity, pollution, and shifting regulatory requirements—factors that can disrupt operations and affect supply chain resilience. To address these challenges, MCPL has implemented site-specific water risk assessments to identify operational vulnerabilities and develop tailored water efficiency strategies. In 2024, we expanded the use of water-saving technologies, water recycling systems, and closed-loop processes in our production facilities to minimize freshwater withdrawal and promote efficient resource use. Beyond internal improvements, MCPL actively engages with local communities and stakeholders to promote shared water stewardship. Through partnerships with local authorities and NGOs, we support water conservation campaigns, clean water access initiatives, and education programs aimed at raising awareness on water use and hygiene.

## Supporting the SDGs



# Organization Water Management

The growing impacts of climate change are disrupting global water availability, affecting both quality and access, posing risks to human rights, food security, public health, and ecosystem stability. Recognizing this, Myanmar C.P. Livestock Co., Ltd. prioritizes sustainable water resource management by enhancing water-use efficiency across its operations, including the adoption of closed-loop systems and optimized water use in production. These efforts have led to measurable reductions in water withdrawal, in line with conservation targets. MCPL also promotes responsible water practices among business partners and supports community access to clean water and sanitation, reinforcing shared value creation and local resilience.

## Baseline Water Stress



Charoen Pokphand Group conducts assessments of baseline water stress, which measures the ratio of water withdrawal to the total renewable water available annually. These assessments classify water stress levels as high (40-80%) or extremely high (>80%) for all units across the Group's business sectors. The evaluation is carried out using the globally recognized Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI) and reported in accordance with GRI standards.

## Circular Water Management



## Water Resources Data

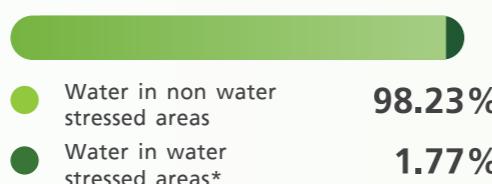


### Water Withdrawal (cubic meters)

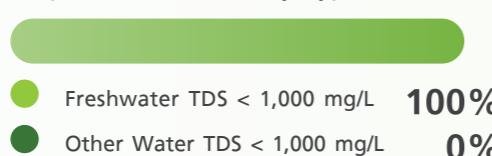
**3,168**

Increased by  
1.30%  
(Compared with 2023)

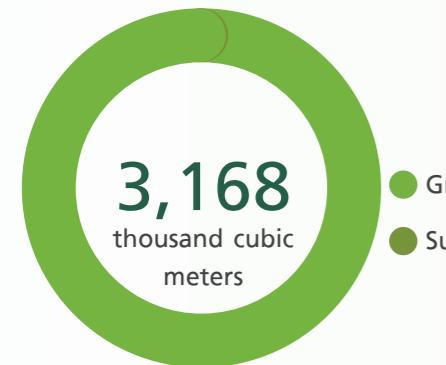
Proportion of Water in Stress Areas



Proportion of Water by Type



### Water Withdrawal by Source (cubic meters)

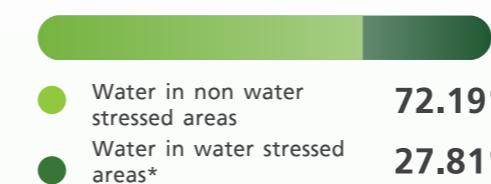


### Water Discharge (cubic meters)

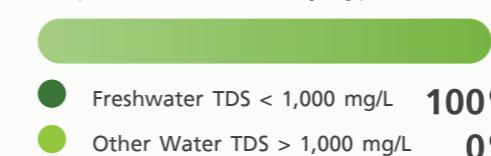
**213.50**

Increased by  
254.53%  
(Compared with 2023)

Proportion of Water in Stress Areas



Proportion of Water by Type



### Water Discharge by Source (cubic meters)

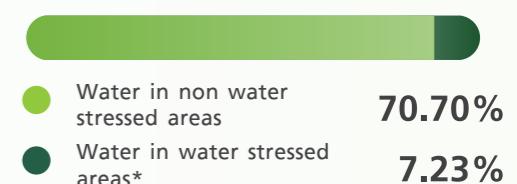


### Water Consumption (cubic meters)

**2,955**

Decreased by 3.67%  
(Compared with 2023)

Proportion of Water in Stress Areas



### Water Withdrawal per Unit of Revenue (cubic meter/million THB)

Decreased by 0.21%  
(Compared with 2023)

104.18  
253.85  
174.82  
174.45

2021 2022 2023 2024

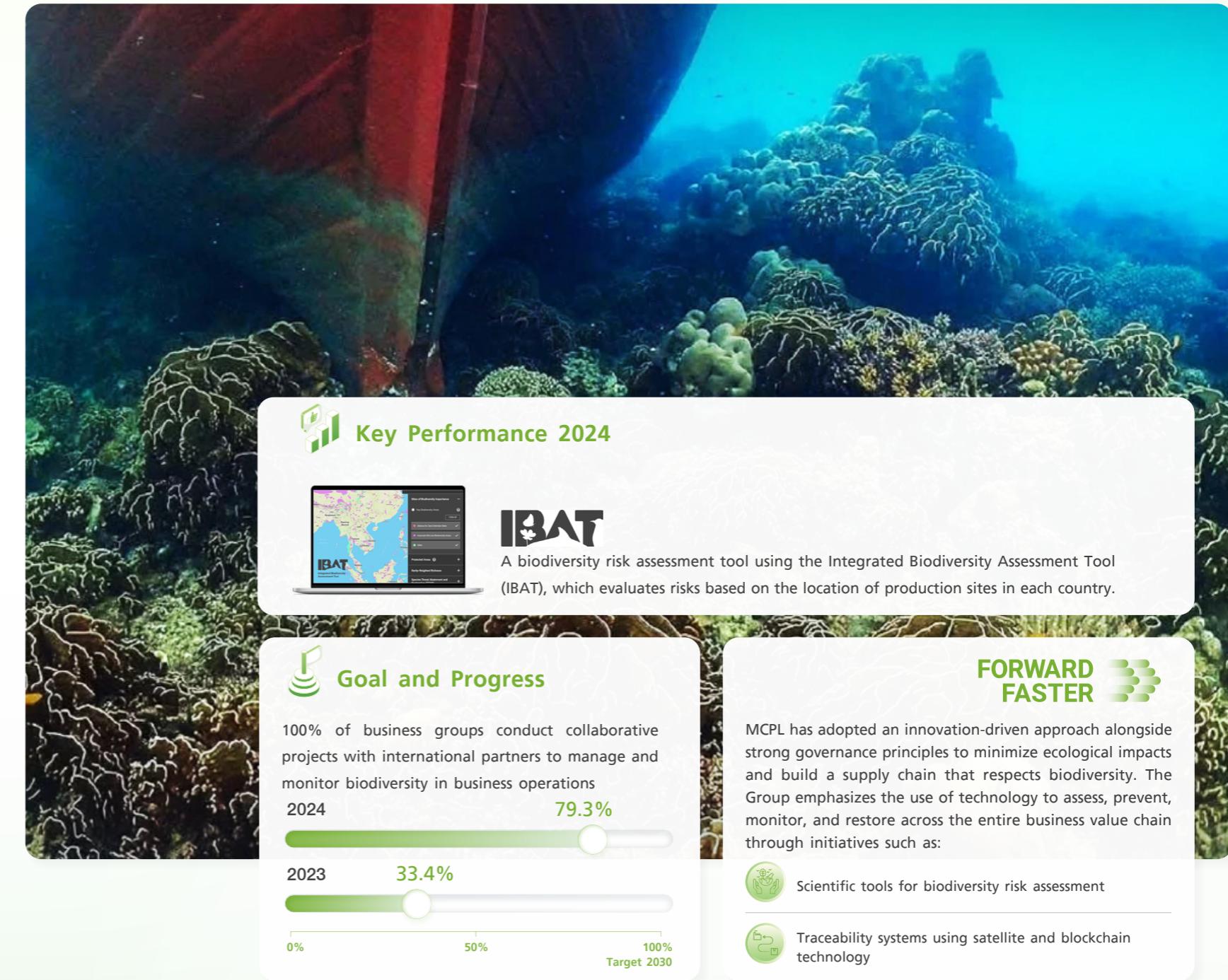
Water Withdrawal (cubic meters)  
Water Withdrawal per Unit of Revenue (million cubic meter/million THB)

1,264  
3,413  
3,128  
3,168

# ECOSYSTEM & BIODIVERSITY PROTECTION

Myanmar C.P. Livestock Co., Ltd. recognizes that the protection of ecosystems and biodiversity is vital to the long-term sustainability of natural resources that support the agri-food sector. As climate change, deforestation, unsustainable land use, and habitat loss continue to pose growing threats globally, MCPL is committed to preserving ecological integrity, especially in areas where our operations intersect with sensitive environments. As a company involved in livestock farming, feed production, and food processing, we understand both the direct and indirect environmental impacts of our activities. These include risks such as soil erosion, water pollution, and biodiversity depletion, which can undermine agricultural productivity and stakeholder trust. To proactively mitigate these risks, MCPL has implemented robust environmental management systems across its operations. These systems include local biodiversity risk assessments, the application of sustainable sourcing standards, and supplier engagement that encourages eco-conscious practices. Furthermore, MCPL actively partners with community groups, academic institutions, and conservation organizations to support biodiversity restoration projects such as forest recovery, watershed protection, and the conservation of natural habitats near our facilities.

## Supporting the SDGs



# Ecosystem and Biodiversity Protection

Within the strategy of Myanmar C.P. Livestock Co., Ltd., education and environmental awareness are considered crucial. As such, we actively participate in various initiatives aimed at empowering employees, business partners, and

communities with access to essential information and resources for protecting ecosystems and preserving biodiversity.

## Ecosystem and Biodiversity Protection Management Framework



# RESPONSIBLE SUPPLY CHAIN MANAGEMENT

In today's increasingly interconnected and transparent business landscape, Myanmar C.P. Livestock Co., Ltd. recognizes that supply chains represent more than logistical systems—they are an extension of our values and responsibility toward ethical, sustainable, and inclusive practices. As a key player in Myanmar's agri-food sector, MCPL faces evolving challenges in managing supply chain risks related to labor rights, fair working conditions, environmental stewardship, and regulatory compliance across local and international contexts. To meet these challenges, MCPL has adopted a responsible sourcing framework that embeds ESG (Environmental, Social, and Governance) criteria into supplier engagement and procurement processes. This includes clear standards on labor practices, animal welfare, biodiversity protection, and anti-corruption measures, which are communicated to and monitored among all vendors. We conduct regular risk assessments and audits to evaluate supplier performance and support continuous improvement. In addition, MCPL works collaboratively with smallholder farmers, transporters, and local producers to build capacity, enhance traceability, and ensure that sustainable and ethical practices are upheld throughout our value chain.

## Supporting the SDGs

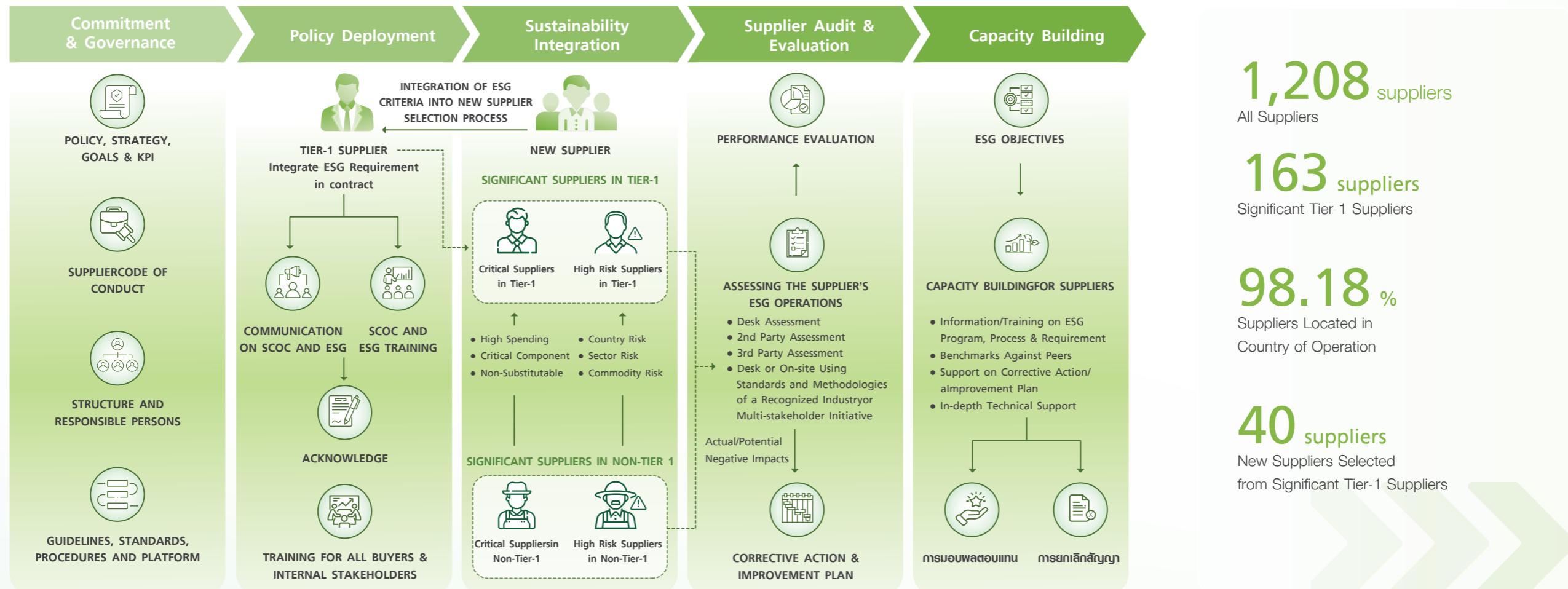


# Responsible Supply Chain Management

Myanmar C.P. Livestock Co., Ltd. has reinforced its supply chain governance to promote transparency, ethical conduct, and long-term sustainability. From sourcing raw materials to selecting suppliers and overseeing production, we apply rigorous criteria to ensure alignment with our environmental, social, and

governance (ESG) standards. Our partner selection process emphasizes quality, compliance, and shared values in areas such as resource efficiency, fair labor practices, and environmental protection. We actively collaborate with responsible partners who are equally committed to reducing ecological footprints and

supporting local livelihoods. Through ongoing monitoring, capacity-building, and engagement efforts, we work to create resilient, inclusive, and transparent supply chains that contribute to sustainable growth and foster trust among customers, partners, and broader stakeholders.



# Responsible Supply Chain Management

## Responsible Supply Chain Management Strategy



### Commitment and Governance

Myanmar C.P. Livestock Co., Ltd. has announced Sustainable Procurement Policy and Guidelines, as well as Supplier Code of Conduct, strategies, targets, and clear key performance indicators. At the same time, the Company has established a dedicated department to oversee responsible supply chain at the corporate level. This department reports the performances to the Board of Directors.



### Policy Implementation

The Company has communicated and provided training on the Supplier ESG Program for relevant employees. The training provided details on the Sustainable Procurement Policy and Guidelines. In addition, the SCoC has been communicated to all suppliers through various channels. At the same time, suppliers were asked to sign the SCoC to demonstrate their tangible compliance.



### Sustainability Integration

The Company has integrated sustainability aspects into supplier selection and evaluation. The Company has attached SCoC to the contract, with specific guidelines for high-risk suppliers. The Company has identified Significant Suppliers according to the business relevance, this is to ensure the effectiveness of the management. The criteria are as follows:

1. Supplier with high spending values
2. Suppliers of products and services that are critical to operations
3. Suppliers of products and services that are irreplaceable or limited in number and availability

In addition to the above criteria, the Company has assessed sustainability-related risks throughout the supply chain. The assessment considered 2 dimensions, namely the severity of the impacts and the likelihood. Furthermore, the assessment is based on trusted sources, such as news, past performances, specific risk – products/industry sectors/country, and future trends. The risk assessment covers all supplier groups, including raw material suppliers, packaging suppliers, and service providers, and will not be limited to direct Tier 1 suppliers with whom the Company conducts business. The scope will also extend to Non-Tier 1 suppliers across the value chain.



### Supplier Assessment

The Company has conducted an assessment of supplier compliance with the SCoC and sustainability requirements for suppliers through appropriate methods, including:

1. Questionnaires/self-assessments
2. On-site assessments conducted by the Company's audit team
3. On-site assessments conducted by third-party auditors
4. Review of operational data provided by trusted service providers

In cases where non-compliance is identified, suppliers are required to submit corrective action plans with clear timeline and methodologies. The Company will evaluate, monitor, and provide suggestions to enhance operations in alignment with the standards.



### Supplier Capacity Development

The Company has various supplier capacity development programs, including knowledge-sharing sessions, distribution of training materials, advisory support to help address non-compliance issues identified during assessments, and collaboration with suppliers on projects aimed at addressing specific constraints. Moreover, the Company offers recognition to suppliers with excellent performance. For suppliers who do not meet the requirements will receive additional training, while those refuse to participate in the Supplier ESG Program, in any form, will be subjected to a fair contract termination.

For more information, please visit

 [Responsible Supply Chain Management](#)

 [Supplier ESG Audit Guidelines](#)



# SUSTAINABILITY PERFORMANCES

## Business Activities

GRI Standards	Disclosure	2021	2022	2023	2024
GRI 2-6	Production Plants (Plant)	0.00	0.00	0.00	0.00
	Stores (Branch)	0.00	0.00	0.00	0.00
	Tier-1 Suppliers (Entity)	0.00	0.00	0.00	N/A

## Financial

Unit: million THB

GRI Standards	Disclosure	2021	2022	2023	2024
GRI 201-1	Revenue	12,128	13,443	17,890	18,161
	Capital Expenses	266	385	803	641
	Operating Costs	11,406	12,312	15,567	17,083
	Total Expenses	11,922	12,698	16,370	17,725
	Employee Wages and Benefits	499	503	597	644
	Payment to Government: Income Taxes	105	143	199	145

## Anti-corruption and Anti-competitive

GRI Standards	Disclosure	2021	2022	2023	2024
<b>Operations Assessed for Risks Related to Corruption</b>					
GRI 205-1	Total Percentage of Operation Assessed for Risks Related to Corruption (Percentage)	100	100	100	100
<b>Communication and training about anti-corruption policies and procedures</b>					
GRI 205-2	Total Percentage of Governance Body Members Received Communication and Training on Anti-corruption Policy (Percentage)	100	100	100	100
	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



## Anti-corruption and Anti-competitive

GRI Standards	Disclosure	2021	2022	2023	2024
<b>GRI 205-3</b>	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
<b>GRI 206-1</b>	Total Number of Legal Actions for Anti-competitive Behavior (Case)	0	0	0	0

## Material

GRI Standards	Disclosure	2021	2022	2023	2024
<b>Plastic Packaging Volume</b>					
<b>GRI 301-1</b>	Total Plastic Packaging (Thousand Ton)	-	-	-	-
	Reusable – Recyclable Plastic Packaging (Percentage)	-	-	-	-
<b>GRI 301-2</b>	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
<b>Energy Consumption within Organization</b>					
<b>GRI 302-1</b>	Total Energy Consumption (GJ)	284.95	629.11	773.71	773.54
	Total Energy Consumption (MWh)	79.15	174.75	214.92	214.87
	Total Non-renewable Energy Consumption (GJ)	74.32	263.33	400.76	434.84
	Total Non-renewable Energy Consumption (MWh)	20.64	73.15	111.32	120.79
	Total Renewable Energy Consumption (GJ)	112.20	228.26	255.04	235.34
	Total Renewable Energy Consumption (MWh)	31.17	63.40	70.84	65.37
	Electricity Purchased (GJ)	98.43	137.52	117.92	103.36
	Electricity Purchased (MWh)	27.34	38.20	32.76	28.71
	Electricity Sold (GJ)	0.00	1.00	2.00	3.00
	Electricity Sold (MWh)	0.00	0.28	0.56	0.83
<b>GRI 302-3</b>	Energy Intensity (Total Energy Consumption/Million THB of Revenue)	23.50	46.80	43.25	42.59
<b>GRI 302-4</b>	Reduction of Energy Consumption (GJ)	112.2	228.26	255.04	235.34
	Reduction of Energy Consumption (MWh)	31.19	63.46	70.90	65.37



## Water and Effluents

Unit: m<sup>3</sup>

GRI Standards	Disclosure	2021	2022	2023	2024
<b>Water Withdrawal</b>					
<b>GRI 303-3</b>	Total Water Withdrawal from all Areas	1,264	3,413	3,128	3,168
● Freshwater Withdrawal		1,264	3,409	3,109	3,168
- Surface water		-	-	-	-
- Groundwater		1,264	3,409	3,101	3,155
- Third-party Water		-	-	7.83	13.16
- Rainwater		-	-	-	-
● Other Water Withdrawal		-	3.31	18.86	-
- Surface water		-	-	-	-
- Groundwater		-	3.31	18.86	-
- Third-party Water		-	-	-	-
- Rainwater		-	-	-	-
<b>GRI 303-3</b>	Total Water Withdrawal from all Areas with Water stress	-	-	58.09	56.19
● Freshwater Withdrawal		-	-	58.09	56.19
- Surface water		-	-	-	-
- Groundwater		-	-	58.09	56.19
- Third-party Water		-	-	-	-

## Water and Effluents

Unit: m<sup>3</sup>

GRI Standards	Disclosure	2021	2022	2023	2024
<b>Water Withdrawal</b>					
<b>GRI 303-3</b>	● Other Water Withdrawal	-	-	-	-
	- Seawater	-	-	-	-
	- Surface water	-	-	-	-
	- Groundwater	-	-	-	-
	- Third-party Water by the Withdrawal Sources	-	-	-	-
<b>GRI 303-3</b>	Water Intensity (m <sup>3</sup> /Million THB of Revenue)	104.18	253.85	174.82	174.45
<b>Water Discharge</b>					
<b>GRI 303-4</b>	Total Water Discharge to all Areas of Destination	14.73	-	60.27	213.50
● Seawater		-	-	-	-
● Surface water		14.73	-	60.27	213.50
● Third-party Water		-	-	-	-
Total Water Discharge to all Areas by Categories	14.73	-	60.27	213.50	
● Freshwater	14.73	-	60.27	213.50	
● Other Water	-	-	-	-	

**Remark:** \* In 2024, 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: m<sup>3</sup>

GRI Standards	Disclosure	2021	2022	2023	2024
<b>Water Discharge</b>					
<b>GRI 303-4</b>	Total Water Discharge to all Areas with Water Stress	-	-	-	-
	• Freshwater	-	-	-	-
	• Other Water	-	-	-	-
<b>Quality of Treated Water</b>					
<b>GRI 303-4</b>	Biological Oxygen Demand (BOD) (Mg./L)	22.56	23.00	13.35	-
	Chemical Oxygen Demand (COD) (Mg./L)	237.12	237.00	76.80	-
<b>Water Consumption</b>					
<b>GRI 303-5</b>	Total Water Consumption from all Areas	1,249	3,413	3,067	2,955
	Total Water Consumption from all Areas with Water Stress	-	-	58.09	56.19

## Emissions

Unit: tCO<sub>2</sub>e

GRI Standards	Disclosure	2021	2022	2023	2024
<b>Direct (Scope 1) GHG Emissions</b>					
<b>GRI 305-1</b>	Direct (Scope 1) GHG Emissions	5.67	19.84	31.54	34.48
	Biogenic CO <sub>2</sub> Emissions	12.44	25.16	27.65	25.63
<b>Indirect (Scope 2) GHG Emissions</b>					
<b>GRI 305-2</b>	Indirect (Scope 2) GHG Emissions (Location Based)	6.56	9.17	7.86	6.89
	Indirect (Scope 2) GHG Emissions (Market Based)	6.56	9.17	7.86	6.89
	Purchased Heating	-	-	-	-
	Purchased Cooling	-	-	-	-
<b>GRI 305-5</b>	Reduction of GHG Emissions	11.22	22.82	25.54	23.97
<b>GHG Emissions Intensity</b>					
<b>GRI 305-4</b>	GHG Emissions Intensity (Scope 1 & 2) (tCO <sub>2</sub> e/Million THB of Revenue)	1.01	2.16	2.20	2.28
<b>Other Significant Emissions</b>					
<b>GRI 305-7</b>	Volatile Organic Compounds (Ton)	-	-	-	-
<b>Other Indirect (Scope 3) GHG Emissions</b>					
<b>GRI 305-3</b>	Total Scope 3 GHG Emissions	-	-	-	-



## Waste

Unit: Ton

GRI Standards	Disclosure	2021	2022	2023	2024
<b>Waste Generated</b>					
<b>GRI 306-3</b>	Total Weights of Waste	1,537	3,113	6,240	8,533
	• Hazardous Waste	30	15	365	204
	• Non-hazardous Waste	1,506	3,098	5,875	8,328
	Waste Intensity (Ton/million THB of Revenue)	0.13	0.25	0.36	0.47
<b>Waste Diverted from Disposal</b>					
<b>GRI 306-4</b>	Total Weights of Waste Diverted from Disposal:	-	-	61.49	43.34
	Hazardous Waste	-	-	61.49	43.34
	• Reused	-	-	61.49	43.34
	• Recycled	-	-	-	-
	Total Weights of Waste Diverted from Disposal:	1,299	343.04	157.65	1,428.53
	Non-hazardous Waste	-	-	18.14	1,173.16
	• Reused	-	-	-	-
	• Recycled	1,299	343.04	139.51	255.37
<b>Waste Diverted from Disposal</b>					
<b>GRI 306-5</b>	Total Weights of Waste Diverted to Disposal:	30.46	14.78	303.85	161.11
	hazardous Waste	-	-	0.45	-
	• Incineration	13.85	-	0.45	-
	- Incineration with Energy Recovery	-	-	-	-
	- Incineration without Energy Recovery	13.85	-	0.45	-

## Waste

Unit: Ton

GRI Standards	Disclosure	2021	2022	2023	2024
<b>Waste Directed to Disposal</b>					
<b>GRI 306-5</b>	• Landfilled	16.61	14.78	303.40	161.11
	• Other Methods	-	-	-	-
<b>GRI 306-5</b>	Total Weights of Waste Directed to Disposal:	207	2,755	5,717	6,900
	Non-hazardous Waste	-	-	-	-
	• Incineration	-	23.41	609.70	1,837.15
	- Incineration with Energy Recovery	-	23.41	608.36	565.87
	- Incineration without Energy Recovery	-	-	1.34	1,271.28
	• Landfilled	207	2,732	5,107	5,062
	• Other Methods	-	-	-	-

## Supplier Environmental Assessment

GRI Standards	Disclosure	2021	2022	2023	2024
<b>New suppliers that were Screened using Environmental Criteria</b>					
<b>GRI 308-1</b>	Percentage of New Suppliers that were Screened using Environmental Criteria (Percent)	N/A	N/A	N/A	N/A



## Supplier Environmental Assessment

GRI Standards	Disclosure	2021	2022	2023	2024
<b>New suppliers that were Screened using Environmental Criteria</b>					
<b>GRI 308-2</b>	Number of Suppliers Assessed for Environmental Impacts (Entity)	N/A	N/A	N/A	N/A
	Number of Suppliers Identified as having Significant Actual and Potential Negative Environmental Impacts (Entity)	N/A	N/A	N/A	N/A
	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	N/A
	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	N/A

**Remark:** \* Due to There is no Significant Actual and Potential Negative Environmental Impacts

## Human Capital

GRI Standards	Disclosure	2021		2022		2023		2024	
		Female	Male	Female	Male	Female	Male	Female	Male
<b>Total Workforce</b>									
<b>GRI 2-7</b>	Employee	5,145	-	5,628	5,744				
		2,290	2,855	-	-	2,438	3,190	2,551	3,193

## Human Capital

Unit: Person

GRI Standards	Disclosure	2021		2022		2023		2024		
		Female	Male	Female	Male	Female	Male	Female	Male	
<b>Total Employee by Region</b>										
<b>GRI 2-7</b>										
	Thailand	-	-	-	-	-	-	-	-	
	China	-	-	-	-	-	-	-	-	
	Others	5,145	-	-	-	-	-	-	-	
		2,290	2,855	-	-	-	-	-	-	
<b>Total Employee by Age Group</b>										
<b>GRI 2-7</b>										
	Under 30 Years Old	3,421	-	-	-	-	-	-	-	
		1,504	1,917	-	-	-	-	-	-	
	30-50 Years Old	1,646	-	-	-	-	-	-	-	
		768	878	-	-	-	-	-	-	
	Over 50 Years Old	78	-	-	-	-	-	-	-	
		18	60	-	-	-	-	-	-	
<b>Total Employee by Contract Type</b>										
<b>GRI 2-7</b>										
	Permanent Employees	-	-	-	-	5,628	5,744	-	-	
		-	-	-	-	2,438	3,190	2,551	3,193	

## Human Capital

### Unit: Person

GRI Standards	Disclosure	2021		2022		2023		2024	
		Female	Male	Female	Male	Female	Male	Female	Male
<b>Total Employee by Contract Type</b>									
<b>GRI 2-7</b>				10		12			
Temporary Employees		-	-	2	8	2	10	-	-
Full-time Employees		895		1,028		1,076		-	-
		413	482	490	538	530	546	-	-
<b>Total Employee by Level</b>									
Top Managements		-	-	-	-	4		7	
Middle Managements		122		-	-	117		110	
		40	82	-	-	39	78	35	75
Managements		709		-	-	308		910	
		260	449	-	-	123	185	369	541
Staff/Officers		558		-	-	925		301	
		204	354	-	-	346	579	121	180
Workers		3,756		-	-	4,274		4,416	
		1,786	1,970	-	-	1,930	2,344	2,105	2,311

## Human Capital

### Unit: Person

## Human Capital

Unit: Person

## Occupational Health & Safety

## Occupational Health & Safety

## Occupational Health & Safety



## Training and Education

Unit: Hours/Person/Year

GRI Standards	Disclosure	2021		2022		2023		2024	
		Female	Male	Female	Male	Female	Male	Female	Male
<b>Average Hours of Training</b>									
<b>GRI 404-1</b>		0.60	-	-	-	9.15			
Average Training Hours for all Employees		0.60	0.60	-	-	-	-	9.3	9.0
<b>Hours of Training by Employee Level</b>									
<b>GRI 404-1</b>		-	-	-	-	-	-	-	-
Top Managements		-	-	-	-	-	-	-	-
Middle Managements		0.60	-	-	-	-	-	-	-
Managements		0.60	0.60	-	-	-	-	-	-
Staff/Officers		0.60	-	-	-	-	-	-	-
Workers		-	-	-	-	-	-	-	-
<b>Employee Performance Appraisal</b>									
<b>GRI 404-3</b>	Percentage of employees received a regular performance and career development review (Percent)	100	100	100	100	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

<b>GRI 407-1</b>	Employee Covered by Collective Bargaining Agreements (Percent)	100	100	100	100	100	100	100	100
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## Supplier Social Assessment

GRI Standards	Disclosure	2021		2022		2023		2024	
		2021	2022	2023	2024	2021	2022	2023	2024
<b>New suppliers that were screened using environmental criteria</b>									
<b>GRI 414-1</b>	Percentage of New Suppliers that were Screened using Social Criteria (Percent)	N/A							
<b>GRI 414-2</b>	Number of Suppliers Assessed for Social Impacts (Entity)	N/A							
	Number of Suppliers Identified as having Significant Actual and Potential Negative Social Impacts (Entity)	N/A							
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon (Percent)	N/A							
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated (Percent)	N/A							

Remark: \* Due to there is no significant actual and potential negative environmental impacts

## Assurance Statement



### LRQA Independent Assurance Statement Relating to MYANMAR C.P. LIVESTOCK COMPANY LIMITED's ESG data for the calendar year 2024

This Assurance Statement has been prepared for MYANMAR C.P. LIVESTOCK 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 MYANMAR C.P. LIVESTOCK COMPANY LIMITED (MYANMAR C.P. LIVESTOCK) 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 MYANMAR C.P. LIVESTOCK'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 10 Work-related injuries and ill health.

Our assurance engagement excluded the data and information of MYANMAR C.P. Livestock'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 MYANMAR C.P. Livestock. LRQA disclaims any liability or responsibility to others as explained in the end footnote. MYANMAR C.P. LIVESTOCK'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 MYANMAR C.P. LIVESTOCK.

#### LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that MYANMAR C.P. LIVESTOCK 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. Limited 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 MYANMAR C.P. LIVESTOCK'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 MYANMAR C.P. LIVESTOCK's operations as business representative (Breed Farm and Feed mill, Yangon) 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 MYANMAR C.P. LIVESTOCK and as such does not compromise our independence or impartiality.

Opart Charuratana  
Lead Verifier

Dated: 12 November 2025

On behalf of LRQA (Thailand) Limited  
No. 252/123, Muang Thai - Phatra Complex Tower B, 26<sup>th</sup> Floor,  
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