



Charoen Pokphand Group

# Sustainability Performance Report 2024

**FORWARD  
FASTER**   
FOR A BETTER TOMORROW





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# 1. INTRODUCTION

Charoen Pokphand Group continues to lead in sustainable innovation, creating positive environmental, social, and economic impact across our global operations. In 2024, we deepened our commitment to responsible business practices, embedding sustainability into every stage of our value chain. This Sustainability Performance Report showcases our key achievements, challenges, and progress, reinforcing our dedication to long-term stakeholder value while addressing global sustainability challenges.

This year, our sustainability efforts focused on three core areas: reducing greenhouse gas emissions, advancing circular economy initiatives, and promoting social equity. At the same time, we remain committed to our 15 Sustainable Development Goals, ensuring alignment with our corporate growth ambitions. Through data-driven strategies and transparent reporting, we continue to build trust, enhance accountability, and drive measurable progress. Recognizing that sustainability is a shared responsibility, we actively collaborate with industry partners, suppliers, consumers, and communities to create meaningful, lasting change. Our 2024 journey reaffirms our vision of building a more resilient, inclusive, and sustainable future for all.



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# 2. SUSTAINABILITY PERFORMANCE DATA

C.P. Group aligns its sustainability reporting with the Global Reporting Initiative (GRI) Standards 2021, reinforcing our commitment to transparency, accountability, and responsible business practices. By adopting this internationally recognized standards, we ensure that our sustainability disclosures are comprehensive, credible, and aligned with global best practices. This also enables us to track and measure our environmental, social, and governance performance effectively, identify areas for improvement, and engage stakeholders with clear, data-driven insights.



**2.1 Financial Capital**

Direct Economic Value Generated

Economic Value Distributed

**2.2 Manufacturing Capital**

**2.3 Intellectual Capital**

**2.4 Human Capital**

Total Employee

Annual Compensation Ration by Employee Level

Freedom of Association / Collective Bargaining Agreement

New Employee Hired

Internal Hiring

Average Employee Tenure

Employee Turnover

Employee Termination

Parental Leave

Hours of Training

Training for Upskilling/Reskilling

Amount Spent in Training

Employee Performance Appraisal

Work-related Injuries (Employees)

Work-related Ill Health (Employees)

Work-related Injuries (Contractors)

Work-related Ill Health (Contractors)

Communication about Anti-corruption Policies and Procedures

Training in Anti-corruption Policies and Procedures

**2.5 Relationship Capital**

Multi-stakeholder Engagement

Employee Engagement

Quality Education for All

Beneficiary Stakeholders

Supplier Screening

Supplier Assessment

**2.6 Natural Capital**

Energy Consumption within Organization

Water Withdrawal

Water Discharge

Water Consumption

Emissions

Scope 3 Emissions

Other Emissions

Waste Generated

Food Loss and Food Waste

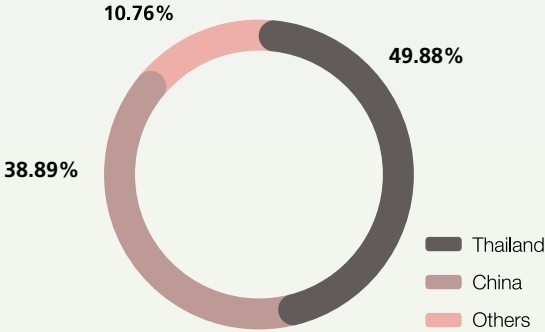
Plastic Packaging Volume



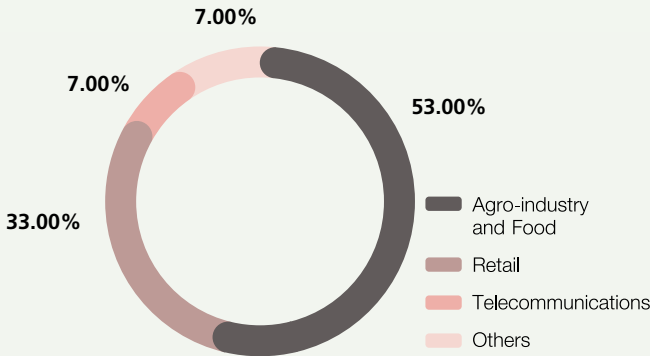
## 2.1 FINANCIAL CAPITAL

Unit		2021	2022	2023	2024
Direct Economic Value Generated					
Revenues	Million THB	2,333,506	2,901,742	3,320,897	3,221,424
Revenues from Goods & Services	million THB	1,731,015	2,467,590	2,785,820	2,796,688
Economic Value Distributed					
Capital Expenditures	million THB		150,484	114,599	99,773
Operating Cost	million THB	160,129	193,334	226,805	261,120
Total Expenses	million THB	1,173,994	1,974,548	2,281,772	2,791,095
Employee Wages and Benefits	million THB	206,750	223,207	237,251	213,233
Payments to Government: Income Taxes	million THB	18,332	19,186	15,356	22,322

Proportion of Revenues by Country



Proportion of Revenues by Country

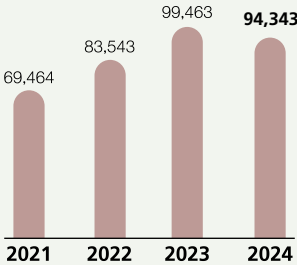


## 2.2 MANUFACTURING CAPITAL

Unit		2021	2022	2023	2024
Operating Sites					
Production Plants	Plant	370	363	330	298
Livestock / Aquaculture Farms	Farm	989	989	1,075	1,007
7-Eleven Stores	Branch	13,141	13,838	14,630	15,367
Makro Stores	Branch	149	162	168	175
Lotus's and Lotus Supercenter's Hypermarket / Supermarket / Mini-supermarket	Branch	2,791	2,736	2,605	2,636

C.P. Group Revenues

(million US Dollar)



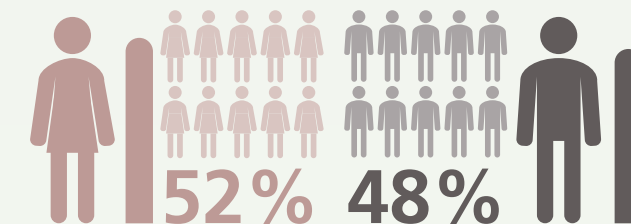
## 2.3 INTELLECTUAL CAPITAL

	Unit	2021	2022	2023	2024
<b>Research &amp; Development</b>					
R&D Centers / Research Centers	Center	95	91	91	91
R&D Expenditure	million THB	22,689	28,753	28,264	33,607
R&D Personnel	Person	6,242	9,674	8,968	9,688
Patents and Petty Patents	Patent	3,658	3,658	4,068	4,592

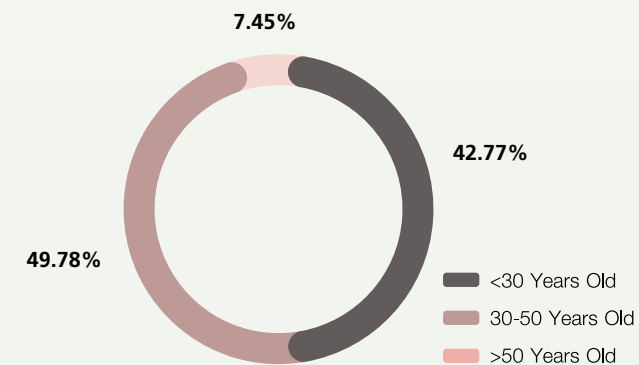
## 2.4 HUMAN CAPITAL

	Unit	2021			2022			2023			2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total Employee													
Employee	Person	428,576	212,052	216,524	441,606	215,340	226,266	452,794	222,783	230,011	456,252	220,133	236,119
Total Employee by Region													
Thailand	Person	268,977	112,027	156,950	284,860	117,138	167,722	287,179	118,393	168,786	236,232	94,851	141,381
China	Person				88,798	55,093	33,705	86,762	54,615	32,147	88,477	55,311	33,166
Others	Person				67,948	43,205	24,743	78,863	49,775	29,078	131,543	69,971	61,572
Total Employees by Contract Type													
Permanent Employees	Person				357,523	166,663	190,860	436,049	214,471	221,578	428,868	206,777	222,091
Thailand	Person				263,506	107,109	156,397	270,770	110,327	160,443	275,086	109,756	165,330
China	Person				26,222	16,462	9,760	86,743	54,605	32,138	88,717	55,477	33,240
Others	Person				67,754	43,092	24,703	78,536	49,539	28,997	65,065	41,544	23,521
Temporary Employees	Person				84,083	48,757	35,274	16,745	8,312	8,433	27,384	13,356	14,028

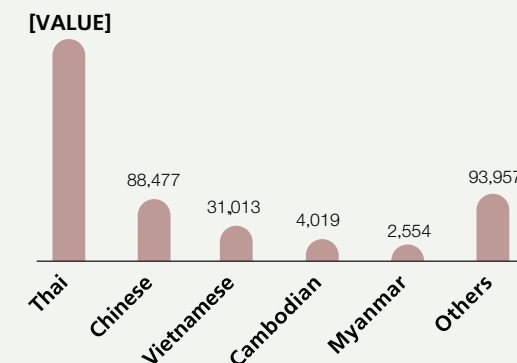
### Employee Gender Diversity



### Employees by Age Group



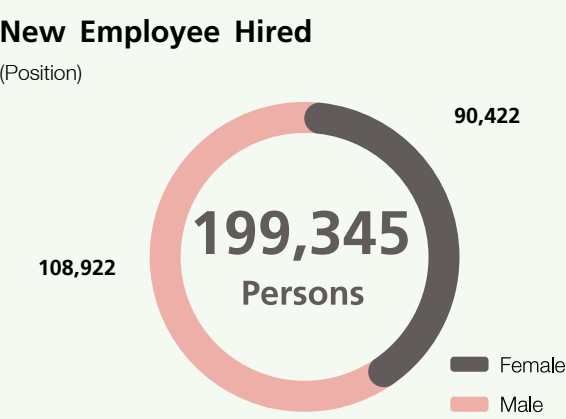
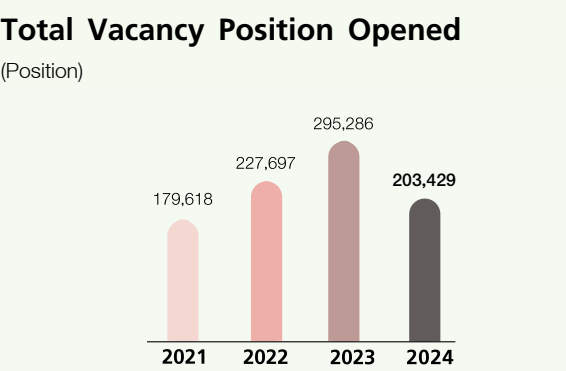
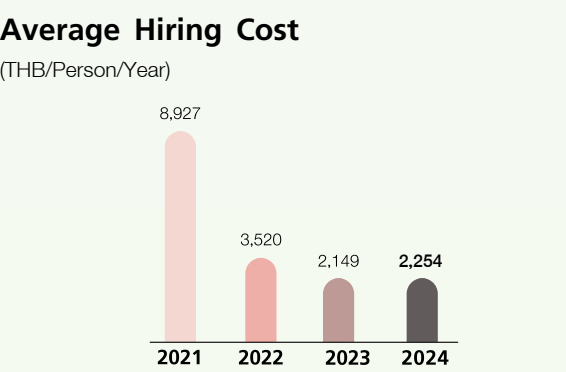
### Employees by Nationality





	Unit	2021			2022			2023			2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Thailand	Person				21,353	10,029	11,324	16,409	8,066	8,343	27,384	13,356	14,028
China	Person				62,577	38,632	23,945	19	10	9	0	0	0
Others	Person				153	153	153	317	236	81	0	0	0
Full-time Employees	Person				440,276	215,000	225,276	433,795	213,808	219,987	449,920	216,661	233,259
Thailand	Person				283,543	116,707	166,836	269,644	109,932	159,712	298,470	120,840	177,630
China	Person				88,785	55,088	33,697	85,694	54,368	31,326	86,385	54,277	32,108
Others	Person				67,948	43,205	24,743	78,457	49,508	28,949	65,065	41,544	23,521
Part-time Employees	Person				1,330	437	893	2,254	663	1,591	6,332	3,472	2,860
Thailand	Person				1,316	431	885	1,126	395	731	4,000	2,272	1,728
China	Person				14	6	8	1,049	237	812	2,332	1,200	1,132
Others	Person				-	-	-	79	31	48	0	0	0
Total Employee by Nationality													
Thai	Person	258,669	107,354	151,315	268,912	159,447	109,465	308,283	166,473	141,810	236,232	94,851	141,381
Burmese	Person	12,400	6,313	6,087	13,867	6,560	7,307	9,039	4,068	4,971	2,554	1,241	1,313
Cambodia	Person	6,794	3,958	2,836	10,526	4,791	5,735	10,499	4,360	6,139	4,019	2,479	1,540
Chinese	Person	92,415	57,500	34,915	88,664	33,678	54,986	75,774	29,552	46,222	88,477	55,311	33,166
Vietnamese	Person	28,824	17,434	11,390	32,046	11,755	20,291	28,892	10,690	18,202	31,013	18,701	12,312
Others	Person	29,474	19,493	9,981	27,591	9,939	17,651	20,307	7,640	12,667	93,957	47,550	46,407
Total Employee by Age Group													
Under 30 Years Old	Person	187,663	90,270	97,393	186,596	86,301	100,295	220,695	105,458	115,237	195,147	89,842	105,305
30-50 Years Old	Person	215,066	106,415	108,651	227,776	112,626	115,150	206,988	102,459	104,529	227,109	110,750	116,359
Over 50 Years Old	Person	25,847	15,367	10,480	27,234	16,510	10,724	25,111	14,866	10,245	33,996	19,542	14,454

		2021			2022			2023			2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total Employee by Level													
Top Management	Person	1,048	853	195	1,159	951	208	1,632	1,206	426	494	393	101
Middle Management	Person	4,472	3,000	1,472	5,145	3,511	1,634	13,177	8,175	5,002	1,886	1,299	587
Management	Person	78,223	41,979	36,244	74,586	38,408	36,178	94,282	53,607	40,675	27,363	15,374	11,989
Staff/Officer	Person	192,871	91,606	101,265	249,731	115,234	134,497	248,785	110,395	138,390	130,165	72,884	57,281
Worker	Person	151,962	74,614	77,348	110,985	57,333	53,652	94,918	49,400	45,518	296,344	130,184	166,160
Total Annual Compensation Ratio by Employee Level													
Executive Level (Base Salary)	Ratio		1	0.90		1	0.97		1	0.97		1	0.97
Executive Level (Base Salary + Cash Incentives)	Ratio		1	0.94		1	0.90		1	0.91		1	0.91
Management Level (Base Salary)	Ratio		1	0.89		1	0.97		1	0.97		1	0.97
Management Level (Base Salary + Cash Incentives)	Ratio		1	0.90		1	0.96		1	0.96		1	0.96
Officer	Ratio		1	0.92		1	0.98		1	0.98		1	0.98
Freedom of Association/Collective Bargaining Agreements													
Employee covered by collective bargaining agreements	Percent		100	100		100	100		100	100		100	100
Total New Employee Hired													
Total New Employee Hired	Person	234,669	106,367	128,302	244,944	105,708	139,236	292,275	123,879	168,396	199,345	90,423	108,922
New Employee Hired by Age Group													
Under 30 Years Old	Person	144,370	66,109	78,261	169,568	71,918	97,650	214,422	86,369	128,053	144,830	65,679	79,151
30-50 Years Old	Person	85,972	37,990	47,982	72,435	32,040	40,395	75,029	35,812	39,217	50,750	22,782	27,968
Over 50 Years Old	Person	4,327	2,269	2,058	2,941	1,750	1,191	2,824	1,698	1,126	3,765	1,962	1,803

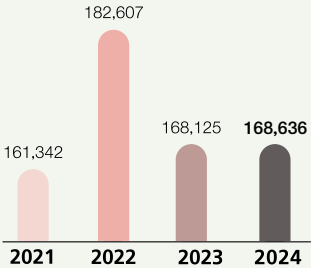




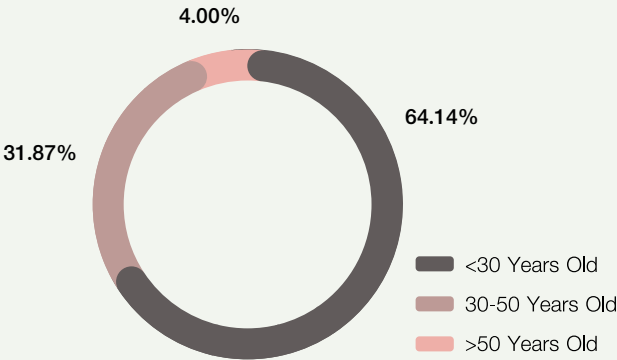
	Unit	2021			2022			2023			2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
New Employee Hired by Level													
Top Management	Person	129	98	31	98	35	63	165	120	45	124	75	49
Middle Management	Person	746	495	251	851	413	438	1,982	892	1,090	107	54	53
Management	Person	25,707	11,902	13,805	20,584	11,331	9,253	39,180	17,195	21,985	1,535	809	726
Staff/Officer	Person	99,117	44,861	54,256	168,609	76,959	91,650	214,115	87,063	127,052	20,789	12,684	8,105
Worker	Person	108,970	49,011	59,959	54,802	29,468	25,334	36,833	18,609	18,224	176,790	76,801	99,989
Internal Hiring													
Total Internal Hiring	Person	49,980	20,906	28,074	52,544	20,023	32,521	72,013	27,452	44,561	59,544	22,894	36,650
Rate of Internal Hiring	Person		27.27			21.45			24.64			29.87	
Internal Hiring by Age Group													
Under 30 Years Old	Person	25,704	10,738	14,966	31,067	11,450	19,617	41,854	15,448	26,406	37,393	14,469	22,924
30-50 Years Old	Person	22,023	9,465	12,558	20,688	8,126	12,562	29,115	11,724	17,391	21,282	7,995	13,287
Over 50 Years Old	Person	1,253	703	550	789	447	342	1,044	609	435	869	430	439
Internal Hiring by Level													
Top Management	Person	62	51	11	72	13	59	90	76	14	37	24	13
Middle Management	Person	404	282	122	533	211	322	338	194	144	257	177	80
Management	Person	9,820	4,911	4,909	13,897	7,946	5,951	12,067	4,607	7,460	4,678	1,922	2,756
Staff/Officer	Person	20,911	8,134	12,777	37,215	23,980	13,235	59,509	22,569	36,940	6,005	3,588	2,417
Worker	Person	17,783	7,528	10,255	827	371	456	9	6	3	48,567	17,183	31,384
Average Employee Tenure													
Average Employee Tenure	Year										5.61		

	Unit	2021			2022			2023			2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Employee Turnover													
Total Employee Turnover	Person	161,342	73,260	88,082	182,607	83,893	98,714	168,125	78,653	89,472	168,636	76,135	92,501
Employee Turnover Rate (All Employees)	Percent		37.65			41.43			37.13			36.96	
Employee Turnover Rate (Excluded Worker Level)	Percent		26.89			29.44			34.62			28.57	
Employee Turnover by Age Group													
Under 30 Years Old	Person	107,856	48,357	59,499	119,414	54,127	65,287	111,100	51,042	60,058	108,155	48,748	59,407
30-50 Years Old	Person	49,692	22,812	26,880	57,580	26,913	30,667	52,098	25,153	26,945	53,738	24,192	29,546
Over 50 Years Old	Person	3,794	2,091	1,703	5,613	2,853	2,760	4,927	2,458	2,489	6,743	3,195	3,548
Employee Turnover by Level													
Top Management	Person	50	36	14	104	78	26	208	152	56	61	40	21
Middle Management	Person	360	230	130	501	325	176	1,984	1,069	915	339	231	108
Management	Person	8,171	4,371	3,800	9,833	5,175	4,658	6,623	4,054	2,569	3,072	1,577	1,495
Staff/Officer	Person	65,814	28,828	36,986	119,586	50,755	68,831	115,096	50,231	64,865	26,218	16,739	9,479
Worker	Person	86,947	39,795	47,152	52,583	27,560	25,023	44,214	23,147	21,067	138,946	57,548	81,398
Voluntary Employee Turnover													
Total Voluntary Employee Turnover	Person	132,924	60,228	72,696	152,196	69,675	82,521	127,858	59,418	68,440	123,261	57,205	66,056
Voluntary Employee Turnover Rate (All Employees)	Percent		31.02			34.46			28.24			27.02	
Voluntary Employee Turnover Rate (Excluded Worker Level)	Percent		24.87			25.22			26.85			10.76	

Total Employee Turnover  
(Person)



Employee Turnover by Age Group



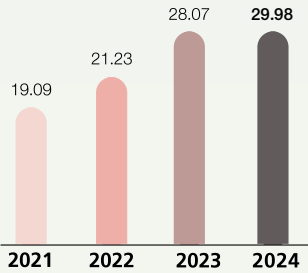


Unit		2021			2022			2023			2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Voluntary Employee Turnover by Age Group													
Under 30 Years Old	Person	88,327	39,403	48,924	101,139	45,463	55,676	82,916	37,411	45,505	80,029	36,483	43,546
30-50 Years Old	Person	41,720	19,219	22,501	47,485	22,357	25,128	41,094	18,879	22,215	38,808	18,482	20,326
Over 50 Years Old	Person	2,877	1,606	1,271	3,572	1,855	1,717	3,848	1,927	1,921	4,424	2,240	2,184
Voluntary Employee Turnover by Employee Level													
Top Management	Person	46	33	13	70	47	23	144	108	36	53	32	21
Middle Management	Person	301	187	114	361	223	138	1,349	713	636	174	107	67
Management	Person	7,265	3,864	3,401	8,050	4,127	3,923	4,925	2,969	1,956	2,055	1,053	1,002
Staff/Officer	Person	61,178	26,361	34,817	102,872	43,005	59,867	89,682	38,069	51,613	14,930	10,180	4,750
Worker	Person	64,134	29,783	34,351	40,843	22,273	18,570	31,758	17,559	14,199	106,049	45,833	60,216
Parental Leave													
Number of Employees Entitled to Parental Leave	Person	428,576	212,052	216,524	441,606	215,340	226,266	452,794	222,783	230,011	456,252	220,133	236,119
Number of Employees Taking Parental Leave	Person	10,389	1,753	8,636	8,768	1,851	6,917	10,245	2,066	8,179	6,409	1,284	5,125
Number of Employee Returned to Work after Taking the Parental Leave	Person	9,202	1,669	7,533	7,752	1,766	5,844	9,502	2,355	7,147	6,263	1,274	4,989
Employees Returning to Work Retention Rate	Percent		88.57			88.41			92.75			97.72	
Hours of Training													
Average Training Hours for all Employees	Hour/ Employee/ Year	19.09	17.54	20.60	21.23	18.71	23.58	28.07	25.88	30.10	29.98	29.69	30.21

	Unit	2021			2022			2023			2024			
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	
Hours of Training by Employee Level														
Top Management	Hour/ Employee/ Year	15.93	13.80	25.21	28.19	27.01	32.81	31.31	34.27	26.29	36.69	33.63	48.61	
Middle Management	Hour/ Employee/ Year	30.87	29.28	34.12	29.49	23.73	37.02	33.07	31.61	35.08	37.66	33.51	46.86	
Management	Hour/ Employee/ Year	25.54	23.06	28.40	40.92	34.51	47.42	40.19	35.39	44.61	32.07	28.81	36.24	
Staff/Officer	Hour/ Employee/ Year	22.89	21.07	24.52	19.96	17.20	22.25	27.79	26.23	29.12	36.93	31.59	43.73	
Worker	Hour/ Employee/ Year	10.59	9.67	11.47	6.12	5.53	6.75	5.02	4.53	5.74	20.83	18.46	22.70	
Hours of Training by Age Group														
Under 30 Years Old	Person	18.85	16.72	20.83	20.03	16.76	22.77	34.04	29.74	37.17	27.88	27.27	28.35	
30-50 Years Old	Person	19.38	18.37	20.38	17.47	15.32	19.54	19.78	20.13	19.51	30.09	29.40	30.66	
Over 50 Years Old	Person	18.33	16.62	20.84	22.77	19.54	16.76	18.73	16.48	21.13	35.41	34.10	36.76	
Amount Spent in Training														
Average Amount Spent in Training for all Employees	THB/ Employee/ Year	2,002.30	1,912.47	2,090.17	2,090.84	1,858.51	2,307.09	1,201.34	970.16	1,416.25	1,426.17	1509.55	1197.38	

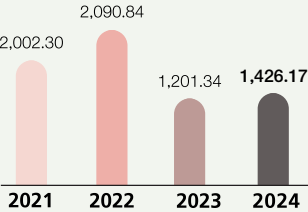
Average Hour of Training

(Hour/Employee/Year)



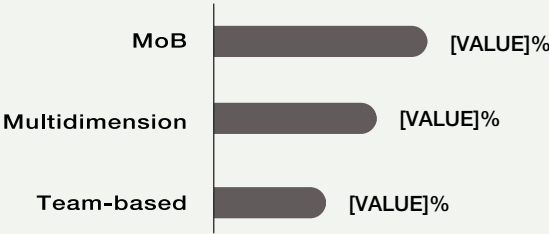
Average Amount Spent in Training

(THB/Employee/Year)



Employee Performance Appraisal

(Percent)

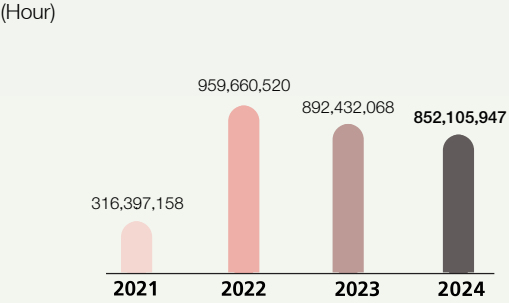




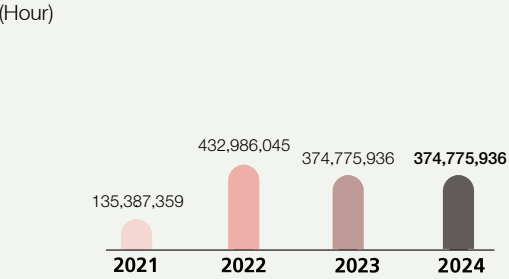
Unit		2021			2022			2023			2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Employee Performance Appraisal													
Management by Objective	Percent				100	100	100	100	100	100	100	100	100
	Person					330,621			357,876		456,252		
Multidimensional Performance Appraisal	Percent				11.63	10.37	12.36	32.17	21.38	42.34	42.91	38.83	51.37
	Person					38,447			115,129		195,771		
Team-based Performance Appraisal	Percent				48.61	38.75	57.48	23.90	24.13	23.69	26.45	27.80	25.20
	Person					160,721			85,542		120,699		
Number of Hours Worked (Employees)													
Number of Hours Worked	Hour	316,397,158	128,449,065	187,948,093	959,660,520	591,556,806	368,103,714	892,432,068	421,877,766	470,554,302	852,105,947	499,076,053	353,029,894
Work-related Injuries (Employees)													
Fatality as a Result of Work-related Injury	Case	14	11	3	11	11	0	6	5	1	12	10	2
	Case/ 1,000,000 Hours Worked	0.014	0.019	0.007	0.011	0.019	0	0.007	0.012	0.002	0.014	0.020	0.006
Vehicle	Case		7			1			3			5	
Machine	Case		1			2			3			3	
Electrocute	Case		3			5			-			1	
Confined Space	Case		1			1			-			2	
Others	Case		2			2			-			1	
Work-related Injuries (Employees)													
High-consequence Work-related Injury (Excluded Fatality)	Case	46	38	8	39	30	9	79	62	17	58	55	3
	Case/ 1,000,000 Hours Worked	0.05	0.07	0.02	0.041	0.051	0.024	0.089	0.147	0.036	0.068	0.110	0.008

		2021			2022			2023			2024		
		Total	Male	Female	Total	Male	Female	Total	Male		Total	Male	Female
Vehicle	Case		18			16			14			3	
Machine	Case		14			9			16			30	
Electrocute	Case		3			2			5			9	
Fall from Height	Case		7			7			6			9	
Others	Case		4			5			38			7	
	Case	2,488	1,949	539	2,568	1958	610	2,385	1,745		2,929	2,309	620
Recordable Work-related Injury	Case/1,000,000 Hours Worked	2.45	3.78	1.08	2.676	3.310	1.657	2.676	4.136		3.437	4.627	1.756
Lost-time Injury Frequency Rate (LTIFR)	Case/1,000,000 Hours Worked	1.41	1.97	0.84	1.386	1.511	1.184	1.629	2.145		2.488	3.168	1.527
Lost Day Rate (LDR)	Case/1,000,000 Hours Worked	19.09	24.61	13.41	13.253	11.946	15.404	23.984	31.188		24.470	29.075	17.960
Work-related Ill Health (Employees)													
Fatality as a Result of Work-related Ill Health	Case	0	0	0	0	0	0	0	0	0	0	0	0
Recordable Work-related Ill Health	Case	33	19	14	0	0	0	0	0	0	0	0	0
Occupational Illness Frequency Rate (OIFR)	Lost Day/1,000,000 Hrs. Worked	0.03	0.04	0.03	0	0	0	0	0	0	0	0	0

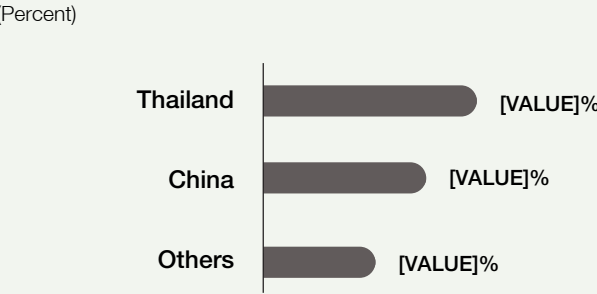
Number of Hours Worked (Employee)



Number of Hours Worked (Contractor)



Social Protection Coverage

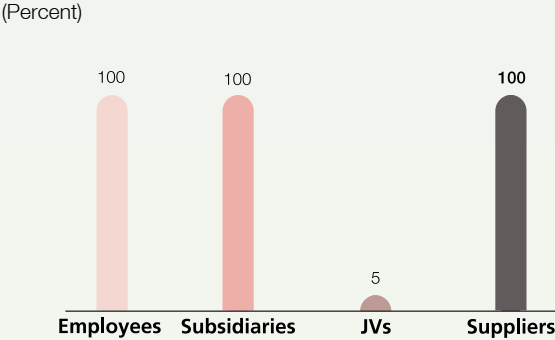




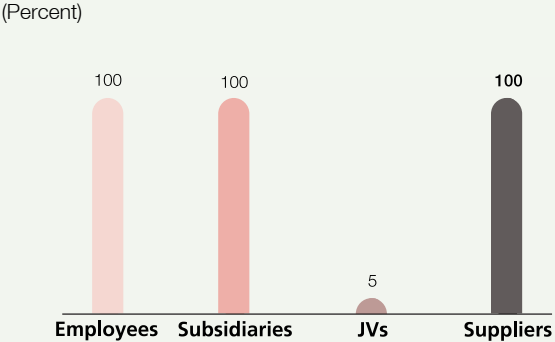
	Unit	2021			2022			2023			2024			
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	
Number of Hours Worked (Contractors)														
Number of Hours Worked	Hour	135,388,359	108,395,810	26,991,549	342,986,045	173,449,831	169,536,214	374,775,936	183,790,769	190,985,167	420,847,119	213,339,340	207,507,779	
Work-related Injuries (Contractors)														
Fatality as a Result of Work-related Injury	Case	13	12	1	18	13	6	11	6	5	10	8	2	
	Case/ 1,000,000 Hours Worked	0.035	0.053	0.006	0.052	0.075	0.029	0.029	0.033	0.026	0.024	0.034	0.010	
Vehicle	Case		7			13			8			9		
Confined space	Case		1			-			-			1		
Electrocute	Case		1			2			1			0		
Fall from Height	Case		3			2			1			0		
Others	Case		1			1			1			0		
	Case	6	4	2	2	1	1	4	4	0	12	12	0	
High-consequence Work-related Injury (Excluded Fatality)	Case/ 1,000,000 Hours Worked	0.02	0.02	0.01	0.006	0.006	0.006	0.011	0.022	0	0.029	0.050	0	
Vehicle	Case		3			2			-			1		
Machine	Case		1			-			1			8		
Electrocute	Case		-			-			-			1		
Fall from Height	Case		1			-			1			1		
Others	Case		1			-			2			1		

	Unit	2021			2022			2023			2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Work-related Injuries (Contractors)													
	Case	275	174	101	372	211	161	514	354	160	928	646	282
Recordable Work-related Injury	Case/ 1,000,000 Hours Worked	0.73	0.81	0.63	1.085	1.216	0.950	1.371	1.926	0.838	2.205	2.708	1.347
Lost-time Injury Frequency Rate (LTIFR)	Case/ 1,000,000 Hours Worked	0.53	0.50	0.57	0.717	0.813	0.619	1.113	1.540	0.702	1.97	2.431	1.189
Lost Day Rate (LDR)	Lost Day/ 1,000,000 Hours Worked	6.39	5.32	7.81	6.355	7.374	5.485	15.342	22.612	7.278	16.69	22.615	7.8
Work-related Ill Health (Contractors)													
Fatality as a Result of Work-related Ill Health	Case	0	0	0	0	0	0	0	0	0	0	0	0
Recordable Work-related Ill Health	Case	0	0	0	0	0	0	0	0	0	0	0	0

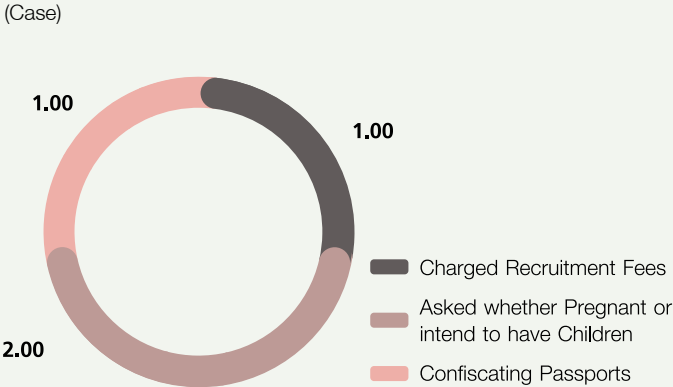
Communication on Anti-corruption Policies



Training on Anti-corruption Policies



Recruitment Incident



Unit		2021			2022			2023			2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Communication about anti-corruption policies and procedures by Level													
Board of Director	Person	11	11	0	11	11	0	11	11	0	11	11	0
	Percent	100	100	0	100	100	0	100	100	0	100	100	0
Top Management	Person	1,048	853	195	1,159	951	208	1,632	1,206	426	494	393	101
	Percent	100	81	19	100	82	18	100	74	26	100	80	20
Middle Management	Person	4,472	3,000	1,472	5,145	3,511	1,634	13,177	8,175	5,002	1,886	1,299	587
	Percent	100	67	33	100	68	32	100	62	38	100	69	31
Management	Person	78,223	41,979	36,244	74,586	38,408	36,178	94,282	53,607	40,675	27,363	15,374	11,989
	Percent	100	54	46	100	51	49	100	57	43	100	56	44
Officer	Person	344,833	166,220	178,613	360,716	172,567	188,149	343,703	159,795	183,908	426,509	203,068	223,441
	Percent	100	48	52	100	48	52	100	47	53	100	48	52
Communication about anti-corruption policies and procedures by Business Relationship													
Suppliers	Percent		100			100			100			100	
Subsidiaries	Percent		100			100			100			100	
JVs	Percent		5			5			5			5	
Training in anti-corruption policies and procedures by Level													
Board of Director	Person	11	11	0	11	11	0	11	11	0	11	11	0
	Percent	100	100	0	100	100	0	100	100	0	100	100	0
Top Management	Person	1048	853	195	1159	951	208	1632	1,206	426	494	393	101
	Percent	100	81	19	100	82	18	100	74	26	100	80	20



Unit		2021			2022			2023			2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Middle Management	Person	4472	3,000	1,472	5145	3,511	1,634	13,177	8,175	5,002	1,886	1,299	587
	Percent	100	67	33	100	68	32	100	62	38	100	69	31
Management	Person	78,223	41,979	36,244	74,586	38,408	36,178	94,282	53,607	40,675	27,363	15,374	11,989
	Percent	100	54	46	100	51	49	100	57	43	100	56	44
Officer	Person	344,833	166,220	178,613	360,716	172,567	188,149	343,703	159,795	183,908	426,509	203,068	223,441
	Percent	100	48	52	100	48	52	100	47	53	100	48	52
Training about anti-corruption policies and procedures by Business Relationship													
Suppliers	Percent	100			100			100			100		
Subsidiaries	Percent	100			100			100			100		
JVs	Percent	5			5			5			5		

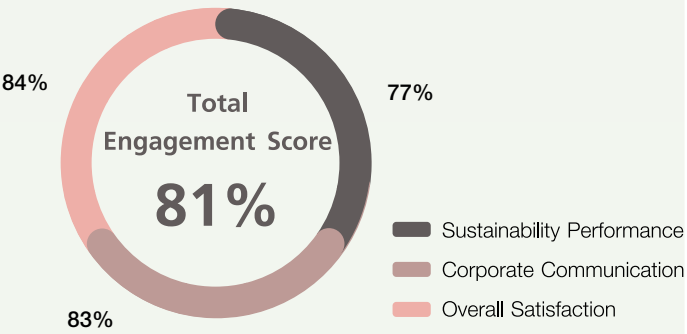


## 2.5 RELATIONSHIP CAPITAL

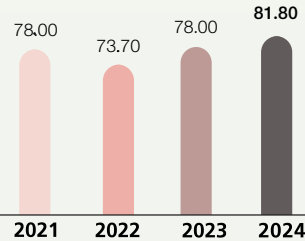
	Unit	2021			2022			2023			2024		
		Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Multi-stakeholder Engagement													
Multi-stakeholder Engagement Score	Percent	82	81	82	80	80	76	81	83	80	81	81	82
Target for Multi-stakeholder Engagement	Percent	80			80			80			80		
Employee Engagement													
Employee Engagement Score	Percent	78	78	80	73.7	74.24	73.49	78	82	80	81.8	82.2	81.4
Target for Employee Engagement	Percent	77			78			78			82		
	Unit	2021			2022			2023			2024		
Quality Education for All													
Number of Children, Youth, and Adults with Access with Quality Education	Person	7,262,490			43,998,833			48,361,902			33,862,796 <sup>1</sup>		
Number of Scholarship Granted	Scholarship	103,480			139,442			193,029			240,805		
Beneficiary Stakeholders													
Farmer Receiving Support	Person	704,329			1,061,524			1,220,961			1,338,294		
SMEs Receiving Support	Person	909,615			892,715			1,265,800			1,223,544		
Individual from Vulnerable Group Receiving Support	Person	135,728			192,525			232,647			622,821		
Others	Person	54,021			168,244			209,821			298,544		

Remark:<sup>1</sup> In preparation for the new target to be established in 2025, data collected in 2024 was recalculated to count users through unique IPs to ensure no duplication of users.

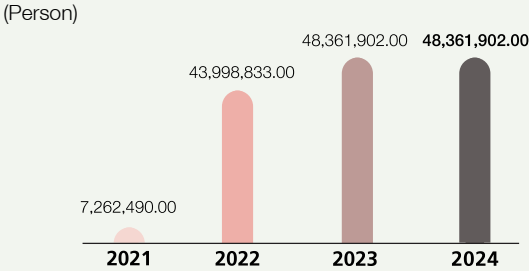
### Multi-stakeholder Engagement Score



### Employee Engagement Score



### Number of Children, Youth, and Adults with Access with Quality Education



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## 2.6 NATURAL CAPITAL

	Unit	2021	2022	2023	2024
<b>Energy Consumption within Organization</b>					
Total Energy Consumption	million GJ	53.31	58.09	56.64	57.42
	MWh	14,808,335.58	16,137,358.49	15,733,674.64	15,948,683.59
Non-renewable Energy Consumption	million GJ	12.56	12.50	12.65	11.97
	MWh	3,489,809.88	3,471,608.07	3,513,355.22	3,326,191.98
Renewable Energy Consumption	million GJ	6.96	8.60	9.55	9.30
	MWh	1,932,166.05	2,388,388.64	2,653,720.19	2,582,089.84
Electricity Purchased	million GJ	34.82	39.02	36.60	38.04
	MWh	9,570,835.20	10,003,731.34	10,002,142.60	10,432,435.42
Electricity Sold	million GJ	0.01	0.01	0.00	0.00
Energy Intensity	Gigajoule/ million THB of Revenue	22.35	20.02	17.05	17.82

\*Remark:

The calculation method under this Sustainability report is in accordance with GRI Standards (GRI 302-1)

- Total fuel consumption = the sum of all types of fuel resource consumption x its heating value (in each) (Unit in GJ per year) (Note that all conversion factors are referred from to the Annual Thailand Energy Report, Department of Alternative Energy Development and Efficiency)
- Electricity consumption = The sum of electricity used (in kWh) x 3.6 - Unit in GJ per month)
- Total energy consumption = non-renewable energy consumption + renewable energy consumption + electricity consumption (Unit in GJ per year)

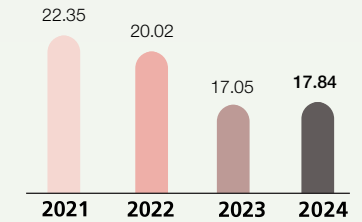
Energy types included in the calculation of intensity per revenue are non-renewable energy including coal, fuel oil, diesel, gasoline, bunker oil, LPG, and natural gas as well as renewables including biogas, biomass (such as rice husk, charcoal, cashew nutshell, firewood/ scrap wood/woodchips, corn cob, pal kernel shells, and sawdust) and biodiesel, and electricity consumed within the organization only (GRI 302-3)

### Water Withdrawal

Total Water Withdrawal from all Areas	million M <sup>3</sup>	395.70	393.37	402.55	414.80
Freshwater Withdrawal	million M <sup>3</sup>	229.32	229.69	226.61	262.66
Surface Water	million M <sup>3</sup>	119.32	117.38	104.60	105.01
Groundwater	million M <sup>3</sup>	61.73	60.56	63.20	86.83
Third-party Water	million M <sup>3</sup>	40.93	43.23	48.95	50.02
Rainwater	million M <sup>3</sup>	7.34	8.52	9.87	20.80

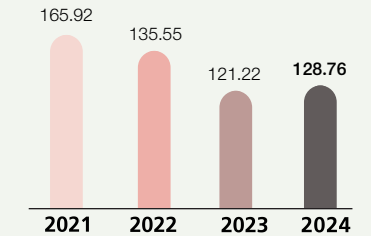
### Energy Intensity

(Gigajoule/million THB of Revenue)



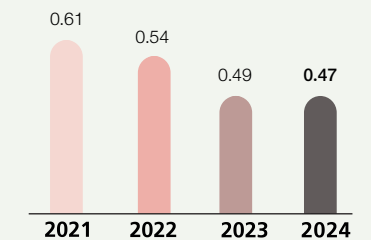
### Water Intensity

(M3/ million THB of Revenue)



### Waste Intensity

(Ton/million THB of Revenue)



	Unit	2021	2022	2023	2024
Other Water Withdrawal	million M <sup>3</sup>	166.38	163.68	175.93	152.14
Seawater	million M <sup>3</sup>	110.61	111.46	116.51	109.07
Surface Water	million M <sup>3</sup>	49.57	45.60	53.25	38.57
Groundwater	million M <sup>3</sup>	4.60	5.32	5.04	2.58
Third-party Water	million M <sup>3</sup>	1.60	1.28	1.13	1.92
Total Water Withdrawal from All Areas with Water Stress	million M <sup>3</sup>	77.49	78.36	113.79	132.32
Freshwater Withdrawal	million M <sup>3</sup>	72.78	71.76	82.64	114.23
Surface Water	million M <sup>3</sup>	27.67	23.93	20.34	20.52
Groundwater	million M <sup>3</sup>	22.07	27.18	32.57	50.78
Third-party Water by the Withdrawal Sources	million M <sup>3</sup>	19.00	16.31	23.97	23.52
Surface Water	million M <sup>3</sup>		15.98	23.49	22.42
Groundwater	million M <sup>3</sup>		0.33	0.48	1.09
Rainwater	million M <sup>3</sup>	4.04	4.35	5.76	19.40
Other Water Withdrawal	million M <sup>3</sup>	4.70	6.60	31.15	18.09
Seawater	million M <sup>3</sup>	2.12	2.01	14.17	7.23
Surface Water	million M <sup>3</sup>	1.65	2.79	13.83	9.46
Groundwater	million M <sup>3</sup>	0.77	1.54	1.93	1.31
Third-party Water by the Withdrawal Sources	million M <sup>3</sup>	0.16	0.26	1.21	0.09
Surface Water	million M <sup>3</sup>		0.23	1.19	0.03
Seawater	million M <sup>3</sup>		0.03	0.02	0.00
Groundwater	million M <sup>3</sup>		0.00	0.00	0.06
Water Intensity	M3/ million THB of Revenue	165.92	135.55	121.22	128.76



	Unit	2021	2022	2023	2024
Water Discharge					
Total Water Discharge to all Areas by destination	million M <sup>3</sup>	178.20	170.99	180.19	161.77
Seawater	million M <sup>3</sup>	74.36	84.48	44.03	83.12
Surface Water	million M <sup>3</sup>	78.76	68.87	116.93	62.96
Third-party Water	million M <sup>3</sup>	25.08	17.64	19.23	15.69
Total Water Discharge to all Areas by categories	million M <sup>3</sup>	178.20	170.99	180.19	161.77
Freshwater	million M <sup>3</sup>	98.69	80.07	100.50	98.09
Other Water	million M <sup>3</sup>	79.51	90.92	79.69	63.68
Total Water Discharge to all Areas with Water Stress	million M <sup>3</sup>	25.92	26.19	46.95	37.17
Freshwater	million M <sup>3</sup>	20.73	21.75	29.30	26.25
Other Water	million M <sup>3</sup>	5.18	4.43	17.65	10.93
Quality of Treated Wastewater					
BOD (Biological Oxygen Demand)	Mg./L	33.88	17.87	16.86	18.69
COD (Chemical Oxygen Demand)	Mg./L	99.36	74.29	52.01	66.63
Number of incidents of non-compliance with discharge limits	Times	NA	NA	NA	NA
Water Consumption					
Total Water Consumption from all Areas	million M <sup>3</sup>	217.50	222.38	222.35	253.03
Total Water Consumption from all Areas with Water Stress	million M <sup>3</sup>	51.57	52.17	66.83	95.14

- Remark:
- Freshwater constitutes any water with concentration of total dissolved solids (TDS) equal to or below 1,000 mg/L.
  - Other water constitutes any water that has a concentration of total dissolved solids (TDS) higher than 1,000 mg/L.
  - Water stress refers to water in an area where the ratio of total annual water withdrawal to total available annual renewable water supply (i.e., baseline water stress) is high (40-80%) or extremely high (>80%), as defined by the World Resources Institute, Aqueduct Water Risk Atlas.
  - BOD and COD values are derived from the average of each site in all businesses worldwide where the group operates.
  - The change in water storage has not been identified as having a significant water-related impact because the water storage capacity of the group is small and has a relatively minor influence on overall water-related issues.
  - There is no data for third-party water by withdrawal sources for 2021.

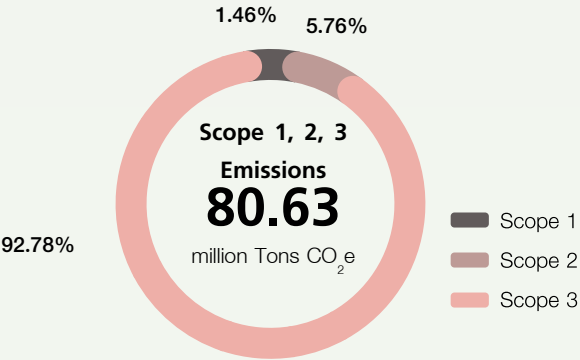




	Unit	2021	2022	2023	2024
Emissions					
Direct (Scope 1) GHG Emissions	million tCO <sub>2</sub> e	1.16	1.24	1.28	1.19
Biogenic CO2 Emissions	million tCO <sub>2</sub> e	0.55	0.61	0.66	0.61
Indirect (Scope 2) GHG Emissions (Location Base)	million tCO <sub>2</sub> e	5.39	5.00	4.83	4.85
Indirect (Scope 2) GHG Emissions (Market Base)	million tCO <sub>2</sub> e	5.25	4.76	4.55	4.62
Purchased Heating	million tCO <sub>2</sub> e	0.0277	0.0011	0.0022	0.0010
Purchased Cooling	million tCO <sub>2</sub> e	0.0000	0.0000	0.0000	0.0001
Purchased Steam	million tCO <sub>2</sub> e	0.0071	0.1892	0.0138	0.0123
Other indirect (Scope 3) GHG emissions	million tCO <sub>2</sub> e	72.64	73.20	73.52	74.80
GHG emissions intensity (GHG Scope 1 and Scope 2)	million tCO <sub>2</sub> e /million THB of Revenue	2.70	2.13	1.80	1.80
Scope 3 Emissions					
Total Scope 3 Emission		72.64	73.20	73.52	74.8
1. Purchased goods and services	million tCO <sub>2</sub> e	58.80	60.79	60.12	59.99
2. Capital goods	million tCO <sub>2</sub> e	0.30	0.22	0.10	0.08
3. Fuel-and-energy-related activities (not included in Scope 1 or 2)	million tCO <sub>2</sub> e	1.46	1.31	1.39	1.54
4. Upstream transportation and distribution	million tCO <sub>2</sub> e	2.57	1.99	2.27	2.21

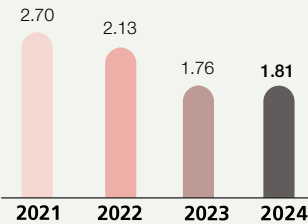
GHG Emissions

(million Tons CO<sub>2</sub>e)



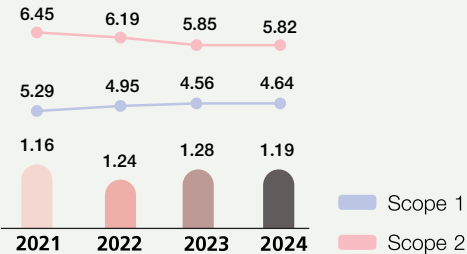
GHG Emissions Intensity

(million Ton CO<sub>2</sub>e/million THB of Revenue)



Scope 1 and 2 Emissions

(million Ton CO<sub>2</sub>e)





	Unit	2021	2022	2023	2024
5. Waste generated in operations	million tCO <sub>2</sub> e	0.30	0.28	0.25	0.34
6. Business travel	million tCO <sub>2</sub> e	0.24	0.25	0.25	0.27
7. Employee commuting	million tCO <sub>2</sub> e	1.11	0.94	1.20	1.13
8. Upstream leased assets	million tCO <sub>2</sub> e	NA	NA	NA	NA
9. Downstream transportation and distribution	million tCO <sub>2</sub> e	0.32	0.22	0.44	0.16
10. Processing of sold products	million tCO <sub>2</sub> e	0.54	0.62	0.86	0.50
11. Use of sold products	million tCO <sub>2</sub> e	0.30	0.29	0.15	0.48
12. End of life treatment of sold products	million tCO <sub>2</sub> e	1.14	1.04	1.07	1.10
13. Downstream leased assets	million tCO <sub>2</sub> e	0.09	0.10	0.08	0.26
14. Franchises	million tCO <sub>2</sub> e	NA	NA	NA	NA
15. Investments	million tCO <sub>2</sub> e	5.46	5.13	5.33	6.74
<b>Other Emissions</b>					
Reduction of GHG emissions	million tCO <sub>2</sub> e	1.07	1.32	1.74	1.76
Volatile organic compounds	Ton	65.33	1,369.98	1,450.10	1,254.18



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

- The identification of data collection scope for GHG emissions is only for Operational Control (GRI 305-1 and GRI 305-2)
- C.P. Group's GHG emission data cover only CO<sub>2</sub>, CH<sub>4</sub>, SF<sub>6</sub>, N<sub>2</sub>O, refrigerant leak, flaring, fire extinguishing agents, CH<sub>4</sub> from wastewater treatment, and landfill waste within operating areas of business groups of C.P. Group. The reporting data excluded GHG emissions from septic tank and industrial welding. By calculating and presenting the results in terms of carbon dioxide equivalent for global warming potential (GWP) as defined by the Intergovernmental Panel on Climate Change 2006 (IPCC), while the GHG emission factors (Emission Factor) reference data from IPCC, the Thailand Greenhouse Gas Management Organization (Public Organization), and the Energy Policy and Planning Office, Ministry of Energy (GRI 303-1, GRI 305-2, GRI 305-4). This calculation excludes all kinds of fugitives and leaks, as well as combustion at flare stacks originating from CPF.
- GHG Scope 2 refers to energy indirect emissions from purchased electricity, and purchased heating, cooling and steam. The emission factor for greenhouse gases (Emission Factor) is based on data from the Energy Policy and Planning Office, Ministry of Energy for Thailand, and the Institute for Global Environmental Strategies (IGES) for CPG businesses abroad.
- GHG intensity per revenue covers GHG scope 1 and scope 2 (GRI 305-4)

Scope 3 GHG emissions are calculated in alignment with the GHG Protocol Corporate Standard. The global warming potential (GWP) rates used are referred to by the IPCC, while the greenhouse gas emission factors are sourced from the Thailand Greenhouse Gas Management Organization (Public Organization), the Energy Policy and Planning Office, Agrifootprint and DEFRA. refers to indirect emissions from other sources, including

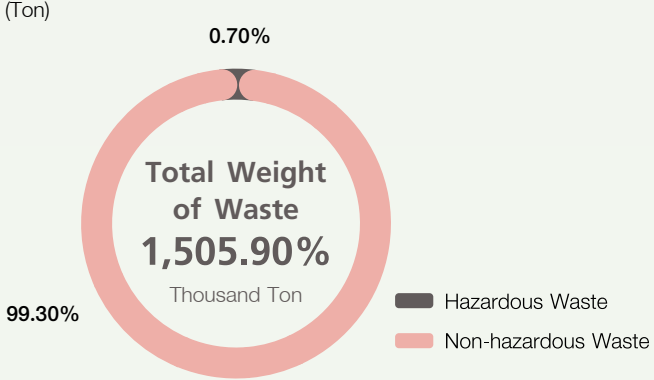
- 1: Purchased goods and services from external parties for use by the organization; Purchased raw agricultural materials including corn, wheat, soybean meal, fish meal, paddy and others; water usage; plastic and other materials packaging usage and purchased goods for selling in retail and telecommunication business.
- 2: Capital goods – Building materials used in construction and purchased fixed assets; equipment and machinery.
- 3: Fuel- and energy-related emissions not included in scope 1 or scope 2 – Electricity generation from source to power stations, T&D; and Well-to-tank (WTT) associated with extraction, refining and transportation of the raw fuel sources to organization's sites, prior to combustion.
- 4: Upstream transportation and distribution – The third-party transportation of raw agricultural materials and purchased goods for selling in retail and telecommunication business from suppliers to our operations.
- 5: Waste generated in operations – The third-party disposal and treatment of total waste generated in 2023 including food loss and food waste.
- 6: Business travel – Off-site domestic and international employee travel via air and land travels.
- 7: Employee commuting – Commuting, through various modes of transportation, by employees in 2023
- 8: Upstream Leased Assets – Not relevant; already consolidated and reported in the group's scope1 and scope 2 emissions.
- 9: Downstream transportation and distribution – The third-party transportation of sold products in agro-industry and food business; retail business.
- 10: Processing of sold products – Manufacturing processes of sold intermediate products by third parties; truck tires production from CPP's block rubber products and, ready-to-eat food production from CPF's fresh meat products.
- 11: Use of sold products – The direct use-phase from sold products that directly consume energy in retail, telecommunication and property business.
- 12: End-of-life treatment of sold products – Disposal and treatment of the total plastic packaging and other materials packaging usage in 2023 after use by consumers.
- 13: Downstream leased assets – Total electricity consumed by tenants in CP Land, Ascend and CP China's real estate properties and True's electrical devices rental.
- 14: Franchises – Not relevant
- 15: Investments – Quantities of shares held by the Group in automotive, pharmaceuticals and finance business.

The calculation of greenhouse gas emission reductions is collected from all business groups' data, reflecting the implementation of energy-saving projects, including projects related to heat, electricity, renewable energy, packaging reduction, and waste reduction within the group. The savings from each project are multiplied by the relevant emission factor for each aspect, based on data from the Thailand Greenhouse Gas Management Organization (Public Organization) and the Energy Policy and Planning Office, Ministry of Energy.

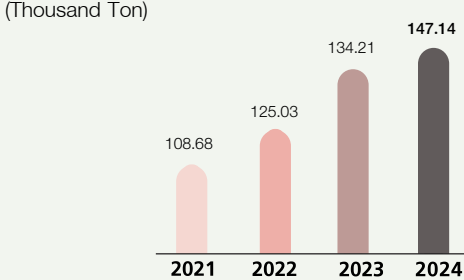
Volatile organic compounds are collected from businesses related to the release of volatile substances into the atmosphere. The measured values are in PPM units and converted from PPM to kg units, calculated based on speed, cross-sectional area, working hours, and the molecular weight of each volatile substance.

	Unit	2021	2022	2023	2024
Waste Generated <sup>(1)</sup>					
Total Weights of Waste	Thousand Ton	1,448.71	1,556.46	1,633.31	1,505.90
Hazardous Waste	Thousand Ton	6.42	8.31	5.17	10.54
Non-Hazardous Waste	Thousand Ton	1,442.29	1,548.15	1,628.14	1,495.36
Total Weights of Waste Diverted from Disposal: Hazardous	Thousand Ton	4.57	4.35	2.07	2.36
Reused	Thousand Ton	0.31	0.72	0.78	1.11
Recycled	Thousand Ton	4.26	3.64	1.29	1.24
Total Weights of Waste Diverted from Disposal: Non-hazardous	Thousand Ton	1,275.82	1,366.87	1,425.06	1,305.98
Reused	Thousand Ton	798.27	906.49	973.78	945.58
Recycled	Thousand Ton	477.56	460.39	451.28	360.40
Total Weights of Waste Directed to Disposal: Hazardous	Thousand Ton	1.85	3.96	3.10	8.19
Incineration	Thousand Ton	0.82	3.30	2.01	6.81
Incineration with Energy Recovery	Thousand Ton	0.46	0.42	1.48	0.80
Incineration without Energy Recovery	Thousand Ton	0.36	2.88	0.53	6.02

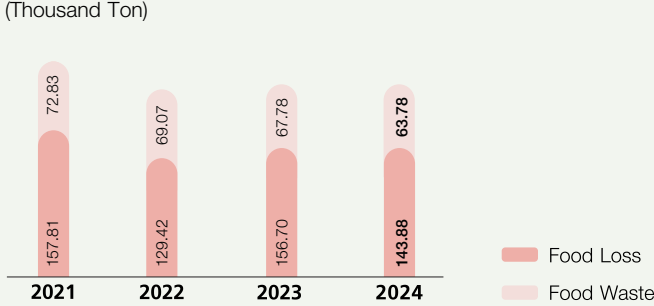
Total Weight of Waste



Plastic Packaging



Food Loss and Food Waste



	Unit	2021	2022	2023	2024
Landfilled	Thousand Ton	1.03	0.65	1.09	1.37
Other Methods	Thousand Ton	0.00	0.00	0.00	0.00
Total Weights of Waste Directed to Disposal: Non-hazardous	Thousand Ton	166.47	181.28	203.08	189.38
Incineration	Thousand Ton	54.90	75.60	87.47	71.94
Incineration with Energy Recovery	Thousand Ton	50.24	69.57	72.95	56.49
Incineration without Energy Recovery	Thousand Ton	4.66	6.02	14.52	15.45
Landfilled	Thousand Ton	111.57	105.68	115.61	117.44
Other Methods	Thousand Ton	0.00	0.00	0.00	0.00
Waste Intensity	Ton/million THB of Revenue	0.61	0.54	0.49	0.47
Food Loss and Food Waste					
Food Loss	Thousand Ton	157.81	129.42	156.70	143.88
Food Waste	Thousand Ton	72.83	69.07	67.78	63.78

\*Remark :

Total hazardous and non-hazardous waste stored within the organization is an accumulated figure from the previous year (GRI 306-2).

Total waste generated is a figure of non-hazardous waste and hazardous waste generated each year. For the amount of waste stored within the organization, the calculation is from an accumulated figure of waste in the present year - an accumulated figure from the previous year (GRI 306-2).

All information about waste disposal methods has already been approved by waste disposers or waste disposal manifests from waste disposers (GRI 306-2).





Unit		2021	2022	2023	2024
Plastic Packaging Volume					
Total Plastic Packaging	Thousand Ton	108.68	125.03	134.21	147.14
Reusable – Recyclable Plastic Packaging	Percentage	85.36	94.34	94.10	93.61
Overview Recycled Input Materials for Plastic & Non-Plastic Food Packaging					
Plastic	Ton				
(Recycled Input Materials of Plastic)	Percentage				
Paper and Wood	Ton	25,261.00	31,768.67	76,080.14	98,579.58
(Recycled Input Materials of Paper & Wood)	Percentage	0.00	82.43	42.72	67.35
Metal (Steel and Aluminum)	Ton	71.00	83.81	383.55	1,315.02
(Recycled Input Materials of Metal)	Percentage	0.00	100.00	21.77	44.31
Glass	Ton	860.00	1,173.25	1,424.29	1,633.09
(Recycled Input Materials of Glass)	Percentage	0.00	70.99	55.15	77.49

Remark

- \* <sup>(1)</sup> Waste data from ALLNOW Group only included data from ALLNOW Complex
- \* Environmental Performance Data during 2020-2023 covering 11 countries; Thailand, China, Vietnam, Cambodia, India, Philippines, Trkiye, Malaysia, Laos, Myanmar, and Bangladesh.
- \* Total amount of waste generated does not include activities from vehicle maintenance services by 3<sup>rd</sup> party.



### 3. SUSTAINABILITY ACCOUNTING STANDARDS BOARD

To enhance transparency in sustainability data disclosure and strengthen risk management, C.P. Group has adopted the Sustainability Accounting Standards Board (SASB) framework as one of its key reporting standards. In alignment with this commitment, the Group has prepared its 2024 Sustainability Report in accordance with SASB guidelines for the Food and Beverage sector, specifically within the Agricultural Products industry. By integrating these globally recognized standards, C.P. Group aims to provide stakeholders with clearer, more comparable, and decision-useful sustainability information, reinforcing its dedication to responsible business practices and long-term value creation.



- 3.1 GHG Emissions
- 3.2 Energy Management
- 3.3 Water Management
- 3.4 Food Safety
- 3.5 Workforce Health & Safety
- 3.6 Environmental & Social Impacts of Ingredient Supply Chain
- 3.7 GMO Management
- 3.8 Ingredient Sourcing



## 3.1 GREENHOUSE GAS EMISSIONS

Sustainability Disclosure Topics & Accounting Metrics	Location Reference	C.P. Group’s Response					
Gross Global Scope 1 Emissions	See 1.6 Natural Capital, Page 24 in this document						
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	C.P. Group SR 2024, Page 188-211 C.P. Group website: <a href="#">Climate Resilience</a>						
Fleet fuel consumed, percentage renewable.		Total Fleet Fuel	Unit	2021	2022	2023	2024
		Consumed	million GJ	1.49	1.54	1.45	1.35
		Non-renewable	million GJ	1.34	1.33	1.28	1.16
			Percent	89.93	86.36	88.27	85.92
		Renewable	million GJ	0.15	0.21	0.17	0.19
			Percent	10.06	13.63	11.72	14.07

## 3.2 ENERGY MANAGEMENT

Sustainability Disclosure Topics & Accounting Metrics		Location Reference		C.P. Group’s Response			
Operational Energy Consumed	See 1.6 Natural Capital, Page 21 in this document						
Percentage Grid Energy							
Percentage Renewable	See 1.6 Natural Capital, Page 21 in this document	Total Grid	Unit	2021	2022	2023	2024
		Energy	million GJ	33.42	33.99	33.83	35.72
	In 2024, C.P. Group consumed 9.30 million GJ of renewable energy, or equivalent to 16 percent	Consume	Percent	96	87	92	94

# 3.3 WATER MANAGEMENT

Sustainability Disclosure Topics & Accounting Metrics	Location Reference	C.P. Group’s Response
Total Water Withdrawn	See 1.6 Natural Capital, Page 21 in this document	
Total Water Consumed, and Percentage of each in Region with High or Extremely High Baseline Water Stress	See 1.6 Natural Capital, Page 21-22 in this document C.P. Group SR 2024, Page 232-233 C.P. Group website: <a href="#">Water Stewardship</a>	
Description of water management risks and discussion of strategies and practices to mitigate those risks	C.P. Group SR 2024, Page 226-237 C.P. Group website: <a href="#">Water Stewardship</a>	
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	C.P. Group SR 2024, Page 226-237 C.P. Group website: <a href="#">Corporate Governance</a>	

# 3.4 FOOD SAFETY

Sustainability Disclosure Topics & Accounting Metrics	Location Reference	C.P. Group’s Response
Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformance	Omitted	
Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Omitted	
Number of recalls issued	129 cases	
Total amount of food product recalled	Omitted	



## 3.5 WORKFORCE HEALTH & SAFETY

Sustainability Disclosure Topics & Accounting Metrics	Location Reference	C.P. Group's Response
Total Recordable Incident Rate of Employee	See 1.4 Human Capital, Page 13-14 in this document	
Fatality Rate of Employee	See 1.4 Human Capital, Page 13 in this document	
Near Miss Frequency Rate of Employee	1.731 cases	
Total Recordable Incident Rate of Contractors or Migrant Employees	See 1.4 Human Capital, Page 13-14 in this document	
Fatality Rate of Contractors or Migrant Employees	See 1.4 Human Capital, Page 15 in this document	
Near Miss Frequency Rate of Contractors or Migrant Employees	0.326 cases	

## 3.6 ENVIRONMENTAL & SOCIAL IMPACTS OF INGREDIENT SUPPLY CHAIN

Sustainability Disclosure Topics & Accounting Metrics	Location Reference	C.P. Group's Response				
Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard		Unit	2021	2022	2023	2024
	Sugar*	Percent	42.19	36.54	37.05	14.82
	Cacao*	Percent	100	4.81	8.16	38.46
	Remark: * Data of sustainable products from CPALL only.					
Suppliers' social and environmental responsibility audit	See 1.5 Relationship Capital, Page 20 in this document					
Non-conformance rate	16.82%					
Associated corrective action rate for major and minor non-conformances	100%					
Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	C.P. Group SR 2024, Page 254-263 C.P. Group website: <a href="#">Responsible Supply Chain Management</a> <a href="#">Responsible Supply Chain Management Technical Guidelines</a>					



## 3.7 GMO MANAGEMENT

Sustainability Disclosure Topics & Accounting Metrics	Location Reference	C.P. Group’s Response
Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Omitted	

## 3.8 INGREDIENT SOURCING

Sustainability Disclosure Topics & Accounting Metrics	Location Reference	C.P. Group’s Response
Identification of principal crops and description of risks and opportunities presented by climate change	C.P. Group website: Ecosystem and Biodiversity Protection	
Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Omitted	

Activity Metric	Location Reference	C.P. Group’s Response
Production by Principal Crop	14,077,245.55 Tons	
Number of Processing Facilities	C.P. Group SR 2024, Page 20-21	
Total Land Area Under Active Production	Omitted	
Cost of Agricultural Products Sourced Externally	88,586,045,880 THB	

## 4. WEF STAKEHOLDER CAPITALISM METRICS (WEF IBC INDEX)

C.P. Group is dedicated to enhancing the transparency and impact of its sustainability disclosures, ensuring stakeholders have access to meaningful and actionable information. As part of this commitment, in 2024, the Group reported against the World Economic Forum's (WEF) International Business Council (IBC) Stakeholder Capitalism Metrics at the "Core" level. This framework encompasses four key themes: People, Planet, Prosperity, and Principles of Governance. By aligning with these globally recognized standards, C.P. Group aims to drive positive environmental and social change while reinforcing its commitment to responsible and ethical business practices.



- 4.1 Principles of Governance
- 4.2 Planet
- 4.3 People
- 4.4 Prosperity

## 4.1 PRINCIPLES OF GOVERNANCE

Theme	Metric / Disclosure	C.P. Group Disclosure
<b>Governing Purpose</b>	<b>Setting Purpose</b> The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental, and social issues. Corporate purpose should create value for all stakeholders, including shareholders	<a href="#">Sustainability Report 2024</a> Our Portfolio Page 21-21 Sustainability Strategy and Goals Page 54-55 Value Creation Process Page 56-57
<b>Quality of Governing Body</b>	<b>Governance Body Composition</b> Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation	<a href="#">Sustainability Report 2024</a> Sustainability Governance Page 36-37 Corporate Governance Page 64-75
<b>Stakeholder Engagement</b>	<b>Material Issues Impacting Stakeholders</b> A list of the topics that are material to key stakeholders and the company, how the topics were identified, and how the stakeholders were engaged	<a href="#">Sustainability Report 2024</a> Stakeholder Engagement Page 46-47 Materiality Assessment Page 50-53  <a href="#">Double &amp; Dynamic Materiality Assessment Report 2024</a> <a href="#">Stakeholder Engagement Report 2024</a>
<b>Ethical Behavior</b>	<b>Anti-corruption</b> Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region  (a) Total number and nature of incidents of corruption confirmed during the current year but related to previous years (b) Total number and nature of incidents of corruption confirmed during the current year, related to this year  Protected Ethics Advice and Reporting Mechanisms A description of internal and external mechanisms for 1. Seeking advice about ethical and lawful behavior and organizational integrity; 2. Reporting concerns about unethical or lawful behavior and organizational integrity	<a href="#">Sustainability Report 2024</a> Corporate Governance Page 64-75  <a href="#">Sustainability Performance Data Report 2024</a> See 1.4 Human Capital Page 17-18, in this document <a href="#">Sustainability Report 2024</a> Corporate Governance Page 80-81  <a href="#">Sustainability Report 2024</a> Corporate Governance Page 80-81  <a href="#">C.P. Group Whistleblowing</a>

Theme	Metric / Disclosure	C.P. Group Disclosure
Risk and Opportunity Oversight	<p><b>Integrating Risk and Opportunity into Business Process</b></p> <p>Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental, and social issues, including climate change and data stewardship</p>	<p><a href="#">Sustainability Report 2024</a></p> <p>Operating Context Page 26-29</p> <p>External Impact Analysis Page 38-41</p> <p>Materiality Assessment Page 50-53</p> <p>Corporate Governance Page 64-77</p> <p><a href="#">Double &amp; Dynamic Materiality Assessment Report 2024</a></p>



## 4.2 PLANET

Theme	Metric / Disclosure	C.P. Group Disclosure
Climate Change	<b>Greenhouse Gas (GHG Emissions)</b> For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO <sub>2</sub> e) GHG Protocol Scope 1 and Scope 2 emissions.  Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	<a href="#">Sustainability Report 2024</a> Climate Strategy Page 202-203  <a href="#">Sustainability Performance Data Report 2024</a> See 1.6 Natural Capital Page 24, in this document
	<b>TCFD Implementation</b> Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well-below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050	<a href="#">Sustainability Report 2024</a> Climate Strategy Page 194-197  <a href="#">Climate &amp; Nature Resilience (IFRS S2 &amp; TNFD) Report 2024</a>
Nature Loss	<b>Land Use and Ecological Sensitivity</b> Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	<a href="#">Sustainability Report 2024</a> Ecosystem & Biodiversity Protection Page 238-243  <a href="#">Climate &amp; Nature Resilience (IFRS S2 &amp; TNFD) Report 2024</a>
Fresh Water Availability	<b>Water Consumption and Withdrawal in Water-stressed Areas</b> Report for operations where material, mega litres of water withdrawn, mega litres of water consumed and the percentage of each in regions with high or extremely high baseline water stress according to WRI Aqueduct water risk atlas tool.  Estimate and report the same information for the full value chain (upstream and downstream) where appropriate	<a href="#">Sustainability Report 2024</a> Water Stewardship Page 232-233  <a href="#">Sustainability Performance Data Report 2024</a> See 1.6 Natural Capital Page 21-23, in this document  Note: C.P. Group uses m <sup>3</sup> as water for water reporting. The conversion factor from m <sup>3</sup> to megaliter is 0.001



## 4.3 PEOPLE

Theme	Metric / Disclosure	C.P. Group Disclosure
Dignity and Equality	<b>Diversity and Inclusion (%)</b> Percentage of employees per employee category, per age group, gender and other indicators of diversity (e.g. ethnicity)	<a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 90-91
	<b>Pay Equality</b> Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men; minor to major ethnic groups; and other relevant equality areas	<a href="#">Sustainability Performance Data Report 2024</a> See 1.4 Human Capital Page 6-7, in this document
	<b>Wage Level (%)</b> Ratios of standard entry-level wage by gender compared to local minimum wage Ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO)	<a href="#">Sustainability Performance Data Report 2024</a> See 1.4 Human Capital Page 8, in this document  Not Disclosed
	<b>Risk for Incidents of Child, Forced or Compulsory Labor</b> An explanation of the operations and suppliers considered to have significant risk for incidents of child labor, forced or compulsory labor. Such risks could emerge in relation to type of operation (such as manufacturing plant) and type of supplier; or countries or geographic areas with operations and suppliers considered at risk.	<a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 84-87
Health & Wellbeing	<b>Health and Safety (%)</b> 1. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries, main types of work-related injury; and the number of hours worked GRI:2018 403 – 6 (a)	<a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 94-95  <a href="#">Sustainability Performance Data Report 2024</a> See 1.4 Human Capital Page 13-16, in this document
	2. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers	<a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 92-95

Theme	Metric / Disclosure	C.P. Group Disclosure
Skills for the Future	<p><b>Training Provided (number)</b></p> <p>1. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees)</p> <p>2. Average training and development expenditure per full time employee</p>	<p><a href="#">Sustainability Report 2024</a> Leadership and Human Capital Development Page 116-117</p> <p><a href="#">Sustainability Performance Data Report 2024</a> See 1.4 Human Capital Page 11-12, in this document</p> <p><a href="#">Sustainability Performance Data Report 2024</a> See 1.4 Human Capital Page 11-12, in this document</p>



## 4.4 PROSPERITY

Theme	Metric / Disclosure	C.P. Group Disclosure
Employment and Wealth Generation	<b>Absolute Number and Rate of Employment</b>	<a href="#">Sustainability Performance Data Report 2024</a>
	1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region	See 1.4 Human Capital Page 9, in this document
	2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region	<a href="#">Sustainability Performance Data Report 2024</a> See 1.4 Human Capital Page 10-11, in this document
	<b>Economic Contribution</b>	<a href="#">Sustainability Report 2024</a>
	Direct economic value generated and distributed (EVG&D) – on an accrual basis, covering the basic components for the organization’s global operations, ideally split out by: EVG&D can provide a valuable snapshot of the direct monetary value added to local economies through generation of products and services, servicing of capital, payment of wages, taxes and community investment, while the significant financial assistance received from government, when compared with separate disclosures on taxes, can be useful for developing a more balanced and transparent snapshot of the balance of transactions between the company and government.	Value Creation Process Page 56-57 Social Impact Contribution Page 142-155
	<ul style="list-style-type: none"> <li>a. Revenue</li> <li>b. Operating Costs</li> <li>c. Employee Wages and Benefits</li> <li>d. Payments to Providers of Capital</li> <li>e. Payments to Government</li> <li>f. Community Investment</li> </ul>	Note: No disclosure for Payments to Providers of Capital
	2. Financial assistance received from the government - Total monetary value of financial assistance received by the organization from any government during the reporting period	C.P. Group does not receive any financial assistance from the government.
Wealth Creation and Employment	<b>Financial Investment Contribution Disclosure</b>	<a href="#">Sustainability Performance Data Report 2024</a>
	1. Total capital expenditures (CapEx) – Depreciation supported by narrative to describe the company’s investment strategy	See 1.1 Financial Capital Page 5, in this document
	2. Share buybacks + Dividend payments supported by narrative to describe the company’s strategy for returns of capital to shareholders	No Disclosure

Theme	Metric / Disclosure	C.P. Group Disclosure
Innovation in Better Products and Services	<b>Total R&amp;D Expenses (USD)</b> Total costs related to research and development	<a href="#">Sustainability Report 2024</a> Value Creation Process Page 56-57 Innovation Page 168-169
Community and Social Vitality	<b>Total Tax Paid</b> The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes	<a href="#">Sustainability Report 2024</a> Value Creation Process Page 56-57  <a href="#">Sustainability Performance Data Report 2024</a> See 1.1 Financial Capital Page 5, in this document





## 5. UN GUIDING PRINCIPLES REPORTING FRAMEWORK (UNGPs)

C.P. Group is committed to upholding human rights across its operations and value chain, particularly given the complexity of its diverse business environment and supply networks. To strengthen transparency and accountability in this area, the Group reports against the United Nations Guiding Principles (UNGPs) Reporting Framework. This approach allows C.P. Group to continuously assess and improve its ability to prevent and address human rights risks, ensuring stronger protections throughout its value chain. By adhering to the UNGPs framework, the Group enhances its reputation and stakeholder trust, fosters meaningful engagement, identifies risks and opportunities, promotes collaboration, and ensures compliance with international human rights standards.



### 5.1 Governance of Respect for Human Rights

- Policy Commitment
- Embedding Respect for Human Rights

### 5.2 Defining the Focus of Reporting

- Statement of Salient Issues
- Determination of Salient Issues
- Choice of Focal Geographies
- Additional Severe Impact

### 5.3 Management of Salient Human Rights Issues

- Specific Policies
- Stakeholder Engagement
- Assessing Impacts
- Integrating Findings and Taking Action
- Tracking Performance
- Remediation



## 5.1 PART A: GOVERNANCE OF RESPECT FOR HUMAN RIGHTS

Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
<b>Policy Commitment</b>		
<b>A1 What does the company say publicly about its commitment to respect human rights?</b>	To explain how the reporting company understands its responsibility to respect human rights, and how it articulates its resulting expectations of its workforce, business partners and businesses or other entities directly linked to its operations, products or services.	<a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 84-85  <a href="#">Human Rights and Labor Practices Policy and Guidelines</a>  <a href="#">Human Rights Report 2023</a> Message from CEO Page 4-5
<b>A1.1 How has the public commitment been developed?</b>	To explain the various factors that have informed the content of the reporting company's public commitment, including the internal or external stakeholders and experts who have had a role in its development.	<a href="#">Human Rights Report 2023</a> Human Rights Governance Page 22-23
<b>A1.2 Whose human rights does the public commitment address?</b>	To give more information about the specific groups that the reporting company's public commitment to respect human rights aims to address, in order to place the remainder of the company's reporting in context.	<a href="#">Human Rights Report 2023</a> About This Report Page 6-7 Addressing Salient Issues Page 10-11, 30-31
<b>A1.3 How is the public commitment disseminated?</b>	To explain how the reporting company's public commitment is shared with those for whom it is relevant, whether because they are expected to implement it (for example, the company's contractors and suppliers), because they have a direct interest in its implementation (for example, potentially affected communities, investors, consumers, and civil society organizations), or both (for example employees and contract workers).	<a href="#">Human Rights Report 2023</a> Message from CEO Page 4-5  C.P. Group Website: <a href="#">Human Rights and Labor Practices</a>

Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
<b>Embedding Respect for Human Rights</b>		
<b>A2 How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?</b>	To describe the ways in which the reporting company sees respect for human rights as relevant to its core business and how it is reflected in the ways the company thinks about and carries out its activities and business relationships.	<a href="#">Human Rights Report 2023</a> Stakeholder Engagement Page 8, 10-12, 27  C.P. Group Website: <a href="#">Human Rights and Labor Practices</a>
<b>A2.1 How is day-to-day responsibility for human rights performance organized within the company, and why?</b>	To describe where, within the company, those individuals with daily responsibility for human rights are located and their reporting lines to more senior decision-making levels, and to explain how this structure helps the company make respect for human rights part of how it conducts business.	<a href="#">Human Rights Report 2023</a> Human Rights Governance Page 22-23
<b>A2.2 What kinds of human rights issues are discussed by senior management and by the Board, and why?</b>	To provide the reader with a sense of when, why and in what ways the most senior levels of the company's management and governance structures would become involved in addressing human rights-related issues and, therefore, how those individuals see their role in supporting respect for human rights within the company.	<a href="#">Human Rights Report 2023</a> Human Rights Governance Page 22-23
<b>A2.3 How are employees and contract workers made aware of the ways in which respect for human rights should inform their decisions and actions?</b>	To explain how the reporting company's high-level public commitment is translated into terms that are understandable for those working for the company and how they are equipped and motivated to implement the commitment in their daily work.	<a href="#">Human Rights Report 2023</a> Human Rights Governance Page 22-23
<b>A2.4 How does the company make clear in its business relationships the importance it places on respect for human rights?</b>	To explain how the reporting company conveys to business partners, suppliers, customers and others with which it has business relationships the particular relevance of its public human rights commitment, so as to engage their interest and motivate them to support its implementation through their own decisions and actions.	<a href="#">Human Rights Report 2023</a> Stakeholder Engagement Page 26-27  <a href="#">Human Rights and Labor Practices Policy and Guidelines</a>
<b>A2.5 What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?</b>	To explain whether experiences or other insights that the reporting company has gained during the reporting period have led to improvements in the management of human rights impacts that should help the company better to meet its responsibility to respect human rights over time.	<a href="#">Human Rights Report 2023</a> Way Forward Page 51 Achievements and Improvements Page 54-55

## 5.2 PART B: DEFINING FOCUS OF REPORTING

Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
<b>Statement of Salient Issues</b>		
<b>B1 Statement of salient issues: State the salient human rights issues associated with the company's activities and business relationships during the reporting period.</b>	To set out clearly those human rights issues on which the remainder of the company's reporting under Section C of this Framework will focus. These issues should reflect the human rights at risk of the most severe negative impact through the company's activities or business relationships.	<p><a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 82-87</p> <p>C.P. Group Website: <a href="#">Human Rights and Labor Practices</a></p> <p><a href="#">Human Rights Report 2023</a> Addressing Salient Issues Page 30-31</p>
<b>Determination of Salient Issues</b>		
<b>B2 Describe how the salient human rights issues were determined, including any input from stakeholders.</b>	To enable the reader of the company's reporting to understand the basic processes through which the company identified the salient human rights issues on which it is reporting, and the key factors that informed that process.	<p><a href="#">Human Rights Impact Assessment Guideline</a> Page 8-16</p> <p>C.P. Group Website: <a href="#">Human Rights and Labor Practices</a></p>
<b>Choice of Focal Geographies</b>		
<b>B3 If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.</b>	For those reporting companies that adopt a geographical focus in their reporting, to explain the basis for that decision and the principles underlying the selection of the specific chosen geographies.	<p><a href="#">Human Rights Impact Assessment Guideline</a> Page 3-7</p> <p>C.P. Group Website: <a href="#">Human Rights and Labor Practices</a></p>
<b>Additional Severe Impact</b>		
<b>B4 Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.</b>	To enable companies to report on how they have addressed any severe impacts that are unrelated to their salient human rights issues, and which are therefore distinct from any severe impacts related to the salient human right issues on which it will be reporting under Section C of this Framework.	<p><a href="#">Human Rights Impact Assessment Guideline</a> Page 3-7</p> <p><a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 82-87</p> <p>C.P. Group Website: <a href="#">Human Rights and Labor Practices</a></p>



## 5.3 PART C: MANAGEMENT OF SALIENT HUMAN RIGHTS ISSUES

Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
<b>Specific Policies</b>		
<b>C1 Does the company have any specific policies that address its salient human rights issues and, if so, what are they?</b>	To inform the reader of any specific policies the reporting company has in place – in addition to its overarching public human rights commitment – that are particularly relevant to the salient issues identified. By outlining, or referring the reader to, key elements of the policy, the reporting company can help the reader understand the foundation for how the company approaches the management of each salient issue.	<a href="#">Human Rights Report 2023</a> Human Rights Governance Page 22-23  <a href="#">Human Rights Impact Assessment Guideline</a> Page 5-7  <a href="#">Human Rights and Labor Practices Policy and Guidelines</a> <a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 82-87  <a href="#">Human Rights and Labor Practices Policy and Guidelines</a>
<b>C1.1 How does the company make clear the relevance and significance of such policies to those who need to implement them?</b>	To explain how specific policies aimed at managing the salient human rights issues are communicated to those who need to implement them, such that they understand why their implementation matters, and what they need to do to help put them into practice.	
<b>Stakeholder Engagement</b>		
<b>C2 What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?</b>	To explain to the reader how the reporting company learns about the views of stakeholders who have insight into the salient issues on which it is reporting, and how it takes these perspectives into account in its decisions and actions.	<a href="#">Human Rights Report 2023</a> Addressing Salient Issues Page 30-31
<b>C2.1 How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?</b>	To convey to the reader the principles underlying the company's decisions with regard to stakeholder engagement in relation to each salient issue.	<a href="#">Human Rights Report 2023</a> Stakeholder Engagement Page 26-27
<b>C2.2 During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?</b>	To provide concrete examples of the reporting company's engagement with stakeholders in relation to each salient issue and their reasons for engaging.	<a href="#">Sustainability Report 2024</a> Stakeholder Engagement Page 46-47 Human Rights and Labor Practices Page 82-87
<b>C2.3 During the reporting period, how have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it?</b>	To demonstrate, through concrete examples, the extent to which the reporting company's engagement with stakeholders serves the intended purpose of informing and improving its ability to respect human rights across its activities and business relationships.	<a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 82-87

Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
<b>Assessing Impacts</b>		
<b>C3 How does the company identify any changes in the nature of each salient human rights issue over time?</b>	To provide additional information about how the reporting company keeps each salient issue under review and identifies any changes in the potential severity or likelihood of impacts over time and across its activities and business relationships.	<a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 82-87  <a href="#">Human Right Impact Assessment Guideline</a> Page 6-8
<b>C3.1 During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?</b>	To provide the reader with general evidence, from within the reporting period, of how each salient issue is evolving and to demonstrate its ongoing due diligence.	<a href="#">Sustainability Report 2024</a> About this Report Page 30-33 Human Rights and Labor Practices Page 82-87
<b>C3.2 During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?</b>	To provide specific evidence, from within the reporting period, of how and why each of the human rights issues on which the company is reporting is salient. This can help demonstrate that the company's processes to identify human rights impacts over time are working in practice.	<a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 82-87  <a href="#">Human Rights and Labor Practices Policy and Guidelines</a>
<b>Integrating Findings and Taking Action</b>		
<b>C4 How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?</b>	To explain if and how the reporting company's understanding of its salient human rights issues makes a difference to how it conducts business.	<a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 82-87
<b>C4.1 How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?</b>	To explain the reporting company's efforts and progress in building a coherent approach to addressing the salient issues, including their root causes, across all relevant parts of the business.	<a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 82-87  <a href="#">Human Rights Report 2023</a> Way Forward Page 51
<b>C4.2 When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?</b>	To offer insights into principles, policies or processes that guide the reporting company in handling any conflicts between preventing human rights impacts in the most effective way and meeting other business objectives, whether in general terms or through specific cases that have arisen.	No Disclosure
<b>C4.3 During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?</b>	To demonstrate, through concrete examples, what the reporting company has done during the reporting period to reduce the likelihood of negative impacts related to each salient issue occurring, recurring or continuing, and the results achieved.	<a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 82-87

## Overarching and Supporting Question

## UNGP Reporting Framework

## C.P. Group Disclosure

## Tracking Performance

**C5 How does the company know if its efforts to address each salient human rights issue are effective in practice?**

To explain how the reporting company understands if it is successful in reducing risks to human rights in relation to each salient issue, such that it can continuously improve in its efforts to meet its responsibility to respect human rights.

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**C5.1 What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?**

To provide concrete evidence, from within the reporting period, of how the reporting company's efforts to address each salient issue have progressed in practice, including the extent to which its policies, processes and practices are achieving the intended outcomes in terms of respect for human rights.

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Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
Remediation		
<b>C6 How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?</b>	To explain the processes that apply when the reporting company has caused or contributed to a negative impact and through which it is able to help ensure that the people who were impacted receive an effective remedy.	<a href="#">No Disclosure</a>
<b>C6.1 Through what means can the company receive complaints or concerns related to each salient issue?</b>	To describe any formal or informal means through which the reporting company is able to hear from individuals inside and outside the company who believe the company is involved with human rights impacts related to a salient issue.	<a href="#">Sustainability Report 2024</a> Corporate Governance Page 64-75 <a href="#">C.P. Group Whistleblowing Channel</a>
<b>C6.2 How does the company know if people feel able and empowered to raise complaints or concerns?</b>	To provide evidence that any individuals inside or outside the company are, from their own perspective, able to raise an issue directly with the company so that the company can address it.	<a href="#">C.P. Group Whistleblowing Channel</a>
<b>C6.3 How does the company process complaints and assess the effectiveness of outcomes?</b>	To describe what actions the reporting company takes to address a complaint related to a salient issue, and through what processes it reaches a view on the extent to which the outcomes achieved provide effective remedy for any individuals whose human rights have been harmed.	<a href="#">Sustainability Report 2024</a> Corporate Governance Page 64-75  <a href="#">Whistleblowing Policy</a>
<b>C6.4 During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned?</b>	To describe the insights the reporting company has gained from the complaints or concerns raised and the outcomes reached, as they relate to each salient issue, and to convey whether and how these insights have informed any changes to the company's own policies, processes or practices.	<a href="#">Sustainability Report 2024</a> Corporate Governance Page 64-75 Human Rights and Labor Practices Page 82-87
<b>C6.5 During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical or significant examples?</b>	To describe the forms of remedy provided by the company in relation to the salient issues, whether in specific individual cases or in aggregate across similar types of case.	<a href="#">Sustainability Report 2024</a> Human Rights and Labor Practices Page 82-87





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