

# C.P. GROUP CHINA

## Sustainability Report 2023

### Executive Summary



For a Better  
Tomorrow



正大集团  
CP GROUP



# Table of Contents

## 目录

### Introduction

Message from the CEO	02
Performance Highlights	03
About this Report	04
Our Business	05

### Sustainability Governance

Sustainability Governance	07
Stakeholder Engagement	08
Materiality Assessment	09
Sustainability Strategy and Goals	10
Value Creation Process	11
Supporting the UN SDGs	12

### Heart: Living Rights

Corporate Governance	14
Human Rights and Labor Practices	17
Education and Inequality Reduction	21
Leadership and Human Capital Development	23
Cybersecurity & Data Protection	25

### Health: Living Well

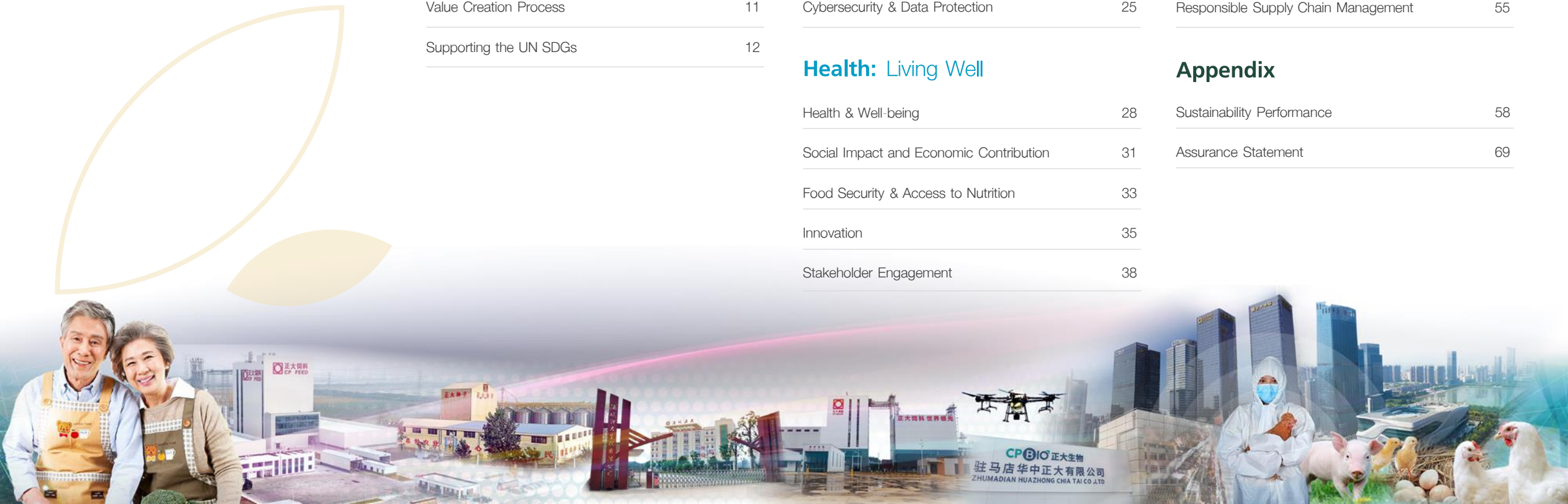
Health & Well-being	28
Social Impact and Economic Contribution	31
Food Security & Access to Nutrition	33
Innovation	35
Stakeholder Engagement	38

### Home: Living Together

Climate Resilience	41
Circular Economy	45
Water Stewardship	48
Ecosystem & Biodiversity Protection	52
Responsible Supply Chain Management	55

### Appendix

Sustainability Performance	58
Assurance Statement	69







# Message from The CEO

## 首席执行官寄语

As a century-old enterprise, C.P. Group China adheres to the Three Benefits Principle (benefiting the country, the people and the enterprise) and integrates it into all of our business practices. Guided by the UN 2030 Sustainable Development Goals (UN SDGs) and sustainable development strategy of C.P. Group China, we are committed to enhancing corporate social responsibility through the implementation of ESG (Environmental, Social, and Corporate Governance) standards, and contributing to the benefit of all humanity.

### Mr. Yang Xiaoping

C.P. Group China CEO





# Table of Contents

## 突出成就

### Heart: Living Right

100%

of Employees Passed the Codes of Conduct Training and Test

100%

of Businesses Received Human Rights Risks Assessment

36.56%

Ratio of Female Employees

#### Lost Time Injury Rate

##### Employee

1.84

Case/1,00,000 Hours Worked

##### Contractor

0.47

Case/1,000,000 Hours Worked

3,034

**Persons**  
Received Scholarship

22.92

**Hour/Person/Year**  
Average Training Hours for Employee

### Health: Living Well

29.77%

The Proportion of total Sales from Health and Well-being Products and Services

856,301

#### People

Number of Farmers, SMEs, Vulnerable Groups, and other Groups Received Supports

276,573

#### Number of Meals Donated

to Unfortunate People, Especially Children, Youth, the Poor, and People in Risky Situations

4,794.33

**million CNY**  
R&D Spending

304.67

**million CNY**  
Monetary Amount of Social and Community Development Investment

92%

Stakeholder Satisfaction

### Home: Living Together

30.88%

Decrease in GHG Emissions Scope 1 and 2 by 0.54 Million Tons CO<sub>2</sub>e as Compared to 2021

6.11%

Increased the Proportion of Renewable Energy Usage

94.49%

Plastic Packaging that are Recyclable, Reusable or Compostable

18.50%

Reduction of Water Withdrawal per unit of Revenue Compared to based Year 2020

5.43%

Percentage of Water Recycled/Reused

1,991

**Operating Sites**  
Assessed Biodiversity Risks by using IBAT

87.4%

New Suppliers Selected based on Social and Environmental Criteria





# About this Report

## 关于本报告

C.P. Group China prepared the Sustainability Report 2023 for the first year. This report serves as a dedicated sub-report that summarizes the sustainability performances of C.P. Group China's operations. As part of a series of sustainability reports for other business units under C.P. Group, this report provides a detail of the management approach and performances of our operations. This sustainability reports, it complement the C.P. Group Sustainability Report 2023 by offering specific perspectives on our sustainability efforts.

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



GRI Standards  
2021



International Financial  
Reporting Standards:  
S1 and S2



SASB  
STANDARDS  
Now part of IFRS Foundation  
  
Sustainability  
Accounting Standards  
Board



United Nations  
Global Compact



Sustainable  
Development Goals



United Nations Guiding  
Principles on Business  
and Human Rights

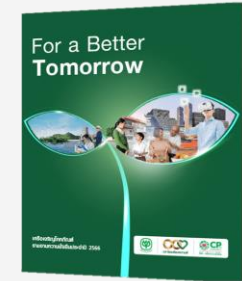


### C.P. GROUP CHINA Sustainability Report 2023 Executive Summary



This Report can be  
Downloaded here

<https://www.cpgroupglobal.com/storage/document/business-unit-sustainability-reports/2023/cp-group-China-en.pdf>



### Charoen Pokphand Group Sustainability Reports 2023



More Information  
Available in

<https://www.cpgroupglobal.com/en/document/sustainability-reports>



## Links to Other Reports



Double & Dynamic Materiality  
Assessment Report 2023



Stakeholder Engagement  
Report 2023



Sustainability Performance  
Report 2023



Corporate Governance  
Report 2023



Sustainable  
Development Goals  
Report 2023



Task Force on Climate-related  
Financial Disclosure (TCFD)  
Report 2023



Biodiversity (TNFD)  
Report 2023



Human Rights  
Report 2023



# Our Business

## 我们的业务

C.P. Group China is a subsidiary company of Charoen Pokphand Group, which is the leading conglomerate. Businesses of C.P. Group China cover multiple sectors, including agriculture, food production, and retail. With the diversity of businesses, we are committed to driving innovation, sustainability, and growth across our operations to ensure that we contribute positively to the economic and social development of the communities where we operate, while maintaining a strong commitment to environmental stewardship.

### Overview of C.P. Group China

**178B** CNY

Revenues

**85,694**

Employees

**104** plants

Production Plants

**211** farms

Livestock/Aquaculture Farms

**83** branches

Retail Stores

**42** centers

Research/Development Centers







## VISION

“Kitchen of the World  
and Energy  
for Human Beings”



### Feed Business

C.P. Feed focuses on various animal feeds, including those for pigs, poultry, ruminants and aquaculture.



### Agro Business

CP Group's livestock business in China produces safe meat and egg products by using quality breeds, produced high-quality feed, and strict biosecurity standards. The operation spans various livestock, including pigs, chickens, ducks, and seafood.



### Food Business

Agriculture and Food: with the vision of being the "world's kitchen and a provider of human energy," the company offers a full supply chain of products and services, covering everything "from farm to table."



### Seed & Plants Business

C.P. Seed Industry has excelled in crop seed R&D, production, processing, and promotion services.



### Biotechnology Business

CP BIO has extensively and deeply participated in the health cause of animals, the earth and human beings with the thinking of the whole industry chain.



### Mechanical Business

To be the intelligent equipment supplier and digital intelligence service provider for the whole meat industry chain.



中國生物製藥有限公司  
SINO BIOPHARMACEUTICAL LIMITED



### Pharmaceuticals Business

Sino Biopharmaceutical Ltd. covers the full pharmaceutical value chain with strengths in R&D, intelligent manufacturing, and a robust sales network.



### Retail Business

C.P. Group operates a diverse retail portfolio in China, including Lotus Supermarket, CP Fresh, CP Restaurants, and CP E-commerce.



### Property Development Business

Commercial Real Estate focuses on retail and real estate development.



### Financial Business

Zheng Xin Bank has demonstrated steady growth, focusing on fintech to drive its transformation.



# Sustainability Governance

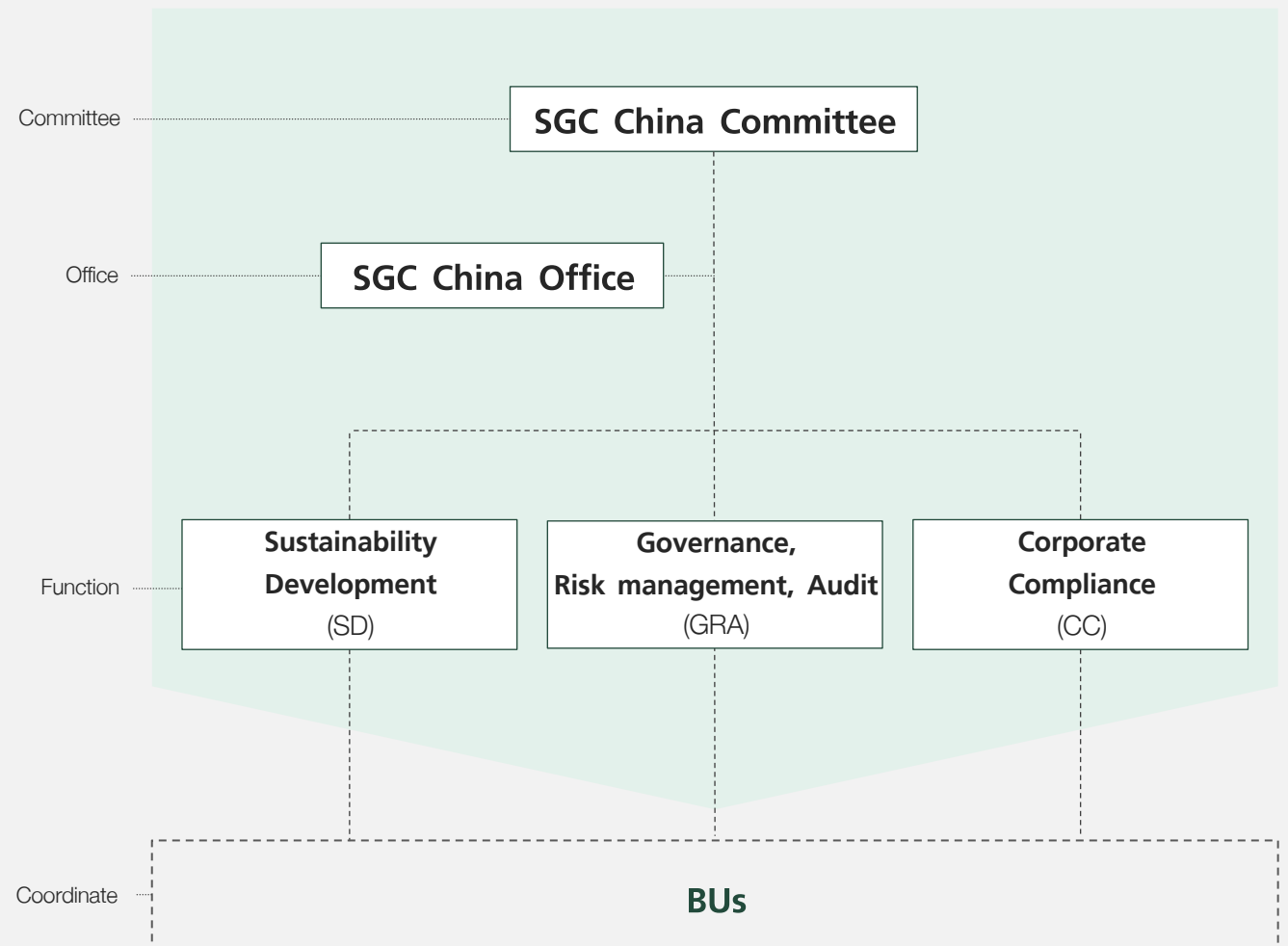
可持续发展治理



Charoen Pokphand Group, a mother company to C.P. Group China, has a Sustainability Committee to oversee and ensure that the sustainability strategy is implemented effectively at the Group level. In addition to the Group's level Sustainability Committee, C.P. Group's Board of Directors approved the establishment of a business-level sustainability committee.

The business-level committee is tasked to oversee and manage the implementation of the sustainability strategy at the business level. Moreover, the business-level sustainability committee must report the progress of the performances and challenges encountered to the Group-level Sustainability Committee for decision.

## Sustainability, Good Governance, Corporate Communications (SGC)





# Stakeholder Engagement

## 利益相关方参与

Effective stakeholder engagement is vital for sustainable business operations. With this in mind, C.P. Group China has identified several communication methods to ensure continuous and effective stakeholder engagement. We have identified 10 groups of stakeholders in 2023 along with their issues of interest as follows:

	Issues of Interest	Response Actions	Value Created
<div>Farmers</div>	<ul style="list-style-type: none"> <li>Capacity building</li> <li>Access to resources</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 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>
<div>Communities and Societies</div>	<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> </ul>	<ul style="list-style-type: none"> <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>
<div>Suppliers</div>	<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>
<div>Creditors</div>	<ul style="list-style-type: none"> <li>Good corporate governance</li> <li>Information disclosure</li> <li>Business competitiveness</li> <li>Responsible business</li> </ul>	<ul style="list-style-type: none"> <li>Conducting business ethically</li> <li>Complying with creditors' terms and conditions</li> <li>Improve operational efficiency</li> </ul>	<ul style="list-style-type: none"> <li>Financial and economic stability of the country</li> <li>Ethical business operations</li> <li>Long-term partnership</li> </ul>
<div>Employees and Families</div>	<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>

	Issues of Interest	Response Actions	Value Created
<div>Governments</div>	<ul style="list-style-type: none"> <li>Compliance with relevant laws and regulations</li> <li>Being a model in social and environmental responsible business operations</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring and strictly obeying relevant laws and regulations</li> <li>Collaborating in the development of projects that create benefit for the country and communities</li> </ul>	<ul style="list-style-type: none"> <li>Financial and economic stability of the country</li> <li>Development of the country's infrastructure</li> <li>Ethical business operations</li> </ul>
<div>Competitors</div>	<ul style="list-style-type: none"> <li>Compliance with competition ethics, laws and trade regulations</li> <li>Giving back to society</li> </ul>	<ul style="list-style-type: none"> <li>Following rules/ethics of good competition</li> <li>Refrain from action to obtain trade secrets from competitors</li> <li>Not damaging competitor's reputation through slander without truth</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>Partnership for social and environmental development</li> </ul>
<div>Media</div>	<ul style="list-style-type: none"> <li>Corporate governance</li> <li>Full and transparent disclosure of information</li> <li>Social, community and environmental impacts from operations</li> </ul>	<ul style="list-style-type: none"> <li>Developing good relations with the media</li> <li>Providing useful information based on facts and keeping up-to-date with circumstances</li> </ul>	<ul style="list-style-type: none"> <li>Ethical business operations</li> <li>Transparent and rapid disclosure of information</li> </ul>
<div>Shareholders/Investors</div>	<ul style="list-style-type: none"> <li>Corporate governance</li> <li>Risk management</li> <li>Transparent disclosure of information</li> <li>Enhancement of business competitiveness</li> </ul>	<ul style="list-style-type: none"> <li>Conducting business according to good governance principles and company regulations</li> <li>Disclosing performance with transparency</li> </ul>	<ul style="list-style-type: none"> <li>Financial and economic stability of the country</li> <li>Ethical business operations</li> </ul>
<div>Customers and Consumers</div>	<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

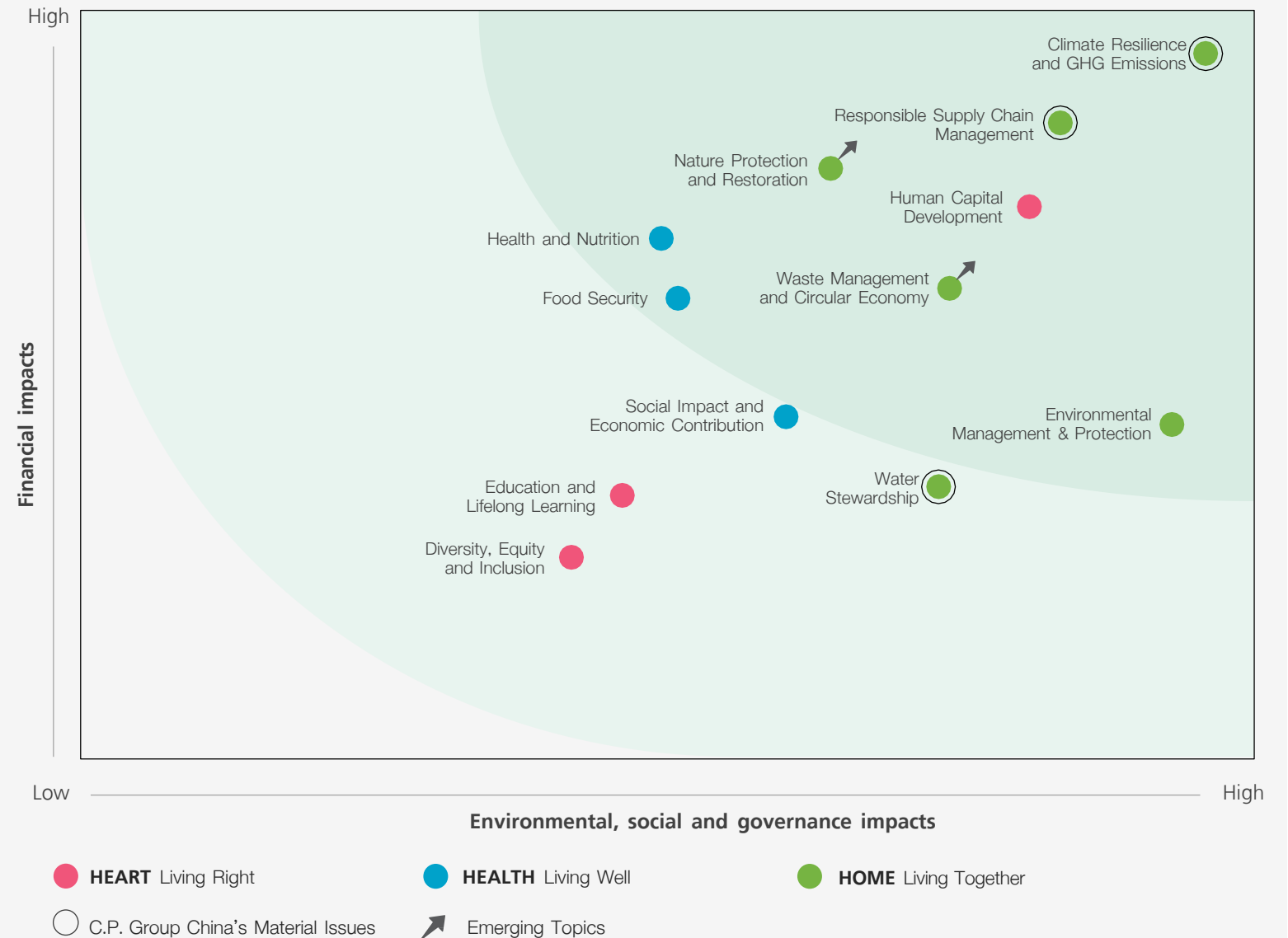
## 利益相关方参与

An assessment of sustainable material issues is one of the crucial processes for sustainability management at C.P. Group China. 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 materiality assessment allows us to appropriately allocate resources for sustainable business operations, and efficiently minimize societal and environmental impacts.

C.P. Group China 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 relevance and integrity of the information.

## Prioritization of Significant Material Issues







# Sustainability Strategy and Goals

## 利益相关方参与

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

### 3 Key Sustainability Strategies



#### Net Zero Organization

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



#### Zero Waste Organization

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



#### Organization that Reduces Social Inequality

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



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 Approach

The 10 UNGC Principles  
17 UN SDGs & UNGP

Regulations  
and Standards

#### HEART: Living Right



Corporate Governance



Human Rights & Labor Practices



Education and Inequality Reduction



Leadership and Human Capital Development



Cybersecurity and Data Protection

#### HEALTH: Living Well



Health and Well-being



Social Impact and Economic Contribution



Food Security and Access to Nutrition



Innovation



Stakeholder Engagement

#### HOME: Living Together



Climate Resilience



Circular Economy



Water Stewardship



Ecosystem & Biodiversity Protection



Responsible Supply Chain Management

Enabled by Partnerships, Capability, and Culture of Sustainability

Charoen Pokphand Group's Sustainability Strategies and Goals for 2030



# Value Creation Process

## 价值创造过程

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



### Financial Capital

- 190 billion CNY total expenses



### Manufacturing Capital

- 104 production plants
- 211 animal farms and horticultural/crop farms
- 52 branches CP Fresh Mart
- 83 branches Lotus superstores



### Intellectual Capital

- 42 R&D centers
- 3,390 million CNY R&D expenses



### Human Capital

- 85,694 employees
- 425,960 CNY training expenses
- 25,079 million CNY employee-related expenses



### Relationship Capital

- Relationship with stakeholders
- Membership in organizations



### Natural Capital

- 11.29 million GJ energy use
- 0.58 million GJ renewable resources (biomass) used
- 122.28 million m<sup>3</sup> water withdrawal



### Vision

To be a leading tech and innovative conglomerate, providing food for both the body and mind, that creates shared values and brings health and well-being for all.

### C.P. Group China Value Chain



### Corporate Strategies

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

### Sustainability Goals

**Heart:** Living Rights  
**Health:** Living Well  
**Home:** Living Together



### Stakeholders



### Impact and External Risk Analysis

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



- 273,938.15 million CNY total revenue



- 104 production plants certified with international standards
- 89.1% of businesses certified for data security



- 5,378 researchers and innovators
- 360 patents and petty patents in 2023
- 1,280 innovative products and services



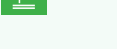
- 100% of businesses assessed for human rights risks
- 100% of employees received training
- 36.56% of female employees
- 22.92 average training hours per employee per year
- 2 employee and contractor fatalities
- 23,006 employee resignations



- 92% stakeholder engagement score
- Establishment of a global sustainability network
- Job creation for 856,301 people
- Impact on corporate reputation



- 1.22 million tCO<sub>2</sub>e GHG emissions (Scope 1 & 2)
- 0.69 million GJ renewable energy consumption
- 6.64 million cubic meters water recycled/reused
- 0.50 million tons divert waste disposal



















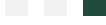








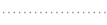
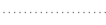
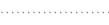

















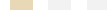


































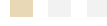




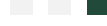



# Supporting the UN SDGs

## 支持联合国可持续发展目标

At C.P. Group China, 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 strategically focus on areas where we can make the most significant impact, leveraging our business strengths and resources to drive positive change.

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

Based on the processes, C.P. Group China identified specific SDGs that are most relevant to our operations in China, ensuring that our initiatives support both global priorities and local needs.

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

Connection:

Low

Medium

High

Strategically Important Goals

Important Goals

Other Goals



# HEART

## Living Right



At C.P. Group China, sustainability is at the forefront of our business operations. We have robust corporate governance practices, which are overseen by our Board of Directors and Executives. Not only that they oversee performance, but also provide strategic guidance to drive business toward operational excellence. In the fast-evolving environment, where digital and technology play crucial roles in business operations, we equip our employees with essential skills and support educational initiatives to foster equality within our organization and society. Furthermore, we emphasize cybersecurity and data protection to build trust with our customers and safeguard information integrity.

### Corporate Governance

### Human Rights and Labor Practices

### Education and Inequality Reduction

### Leadership and Human Capital Development

### Cybersecurity & Data Protection





# Corporate Governance

## 公司治理

Maintaining robust corporate governance is fundamental to our commitment to sustainability. Especially in today's world where good governance and transparency pose challenges to corporates, such as regulatory compliance in a rapidly evolving market and the need for enhanced transparency to meet stakeholder expectations. These challenges are critical as they impact our ability to build trust with our customers, investors, and partners. Effective corporate governance ensures we navigate these complexities while upholding our values of integrity and accountability.

### Supporting the SDGs



### Key Performance 2023

# 84%

#### Result from Executive Board Evaluation

Executive Board Performance Full Board Evaluation

# 86%

#### Result from Executive Board Evaluation

Executive Board Performance Individual Evaluation

# 100%

#### Of Employee

Passed the Codes of Conduct Training and Test

### Goal and Progress

89%

Corporate Governance performance

### Future Workplans



Develop Group-level policies and guidelines covering all three dimensions of sustainability.



Enhance efficiency of digital platforms for corporate governance, risk management and compliance.

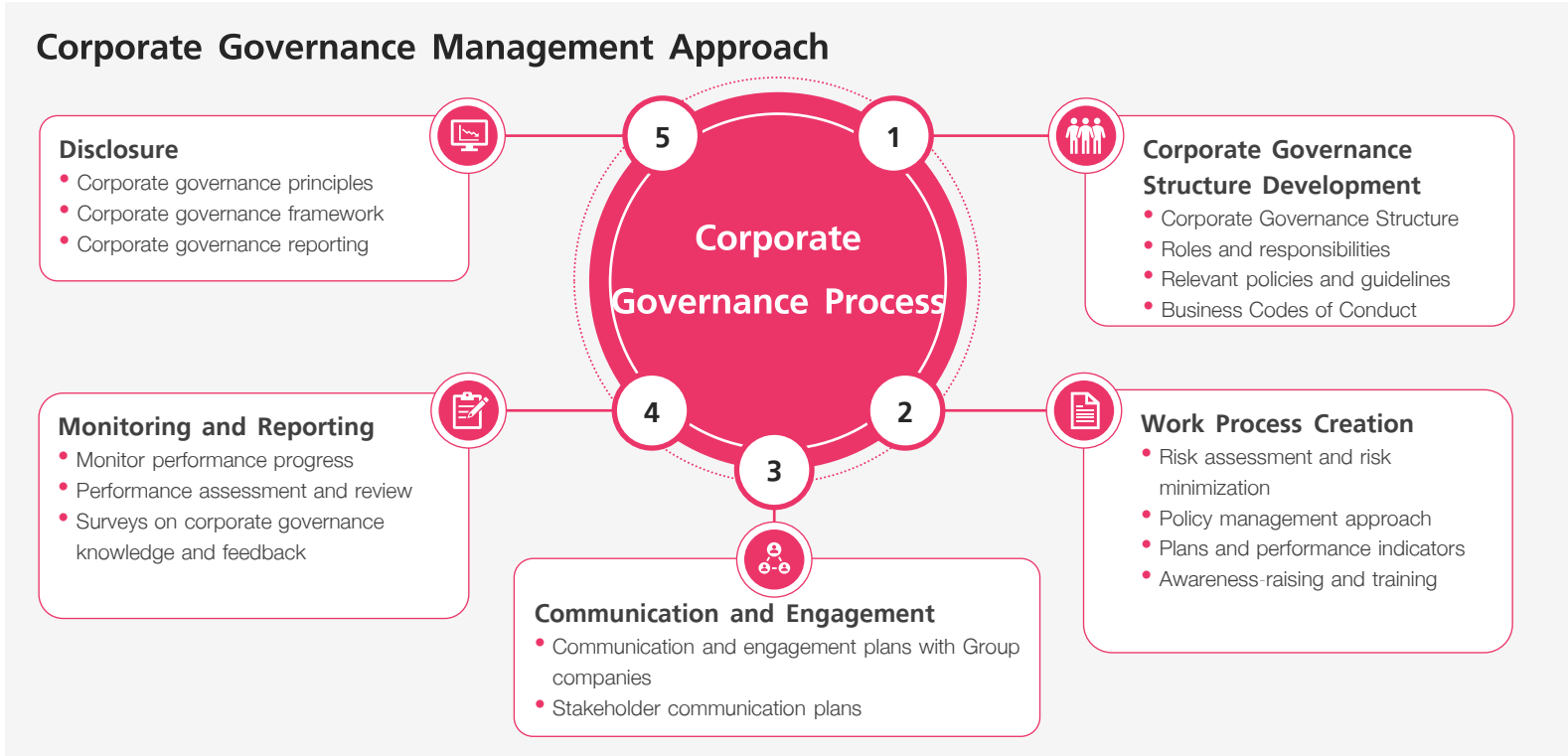


# Corporate Governance

## 公司治理

C.P. Group China recognizes that ethical and transparent corporate governance not only enhances the company's image but also builds stakeholder trust and reinforces its commitment to becoming a sustainable organization. In line with this commitment, C.P. Group China has adopted the Charoen Pokphand Group's governance framework to establish a unified standard across the Group. We have developed a Corporate Governance (CG) system to guide the company's governance practices, enabling competitive performance and sound results while prioritizing long-term impacts. This approach ensures adaptability amidst changing factors, responsible business practices, and sustainable value creation.

In addition to establishing governance processes organization-wide, C.P. Group China communicates operational guidelines, including the code of conduct, policies, and related practices, to all employees to ensure consistent and strict adherence.



## Case Study



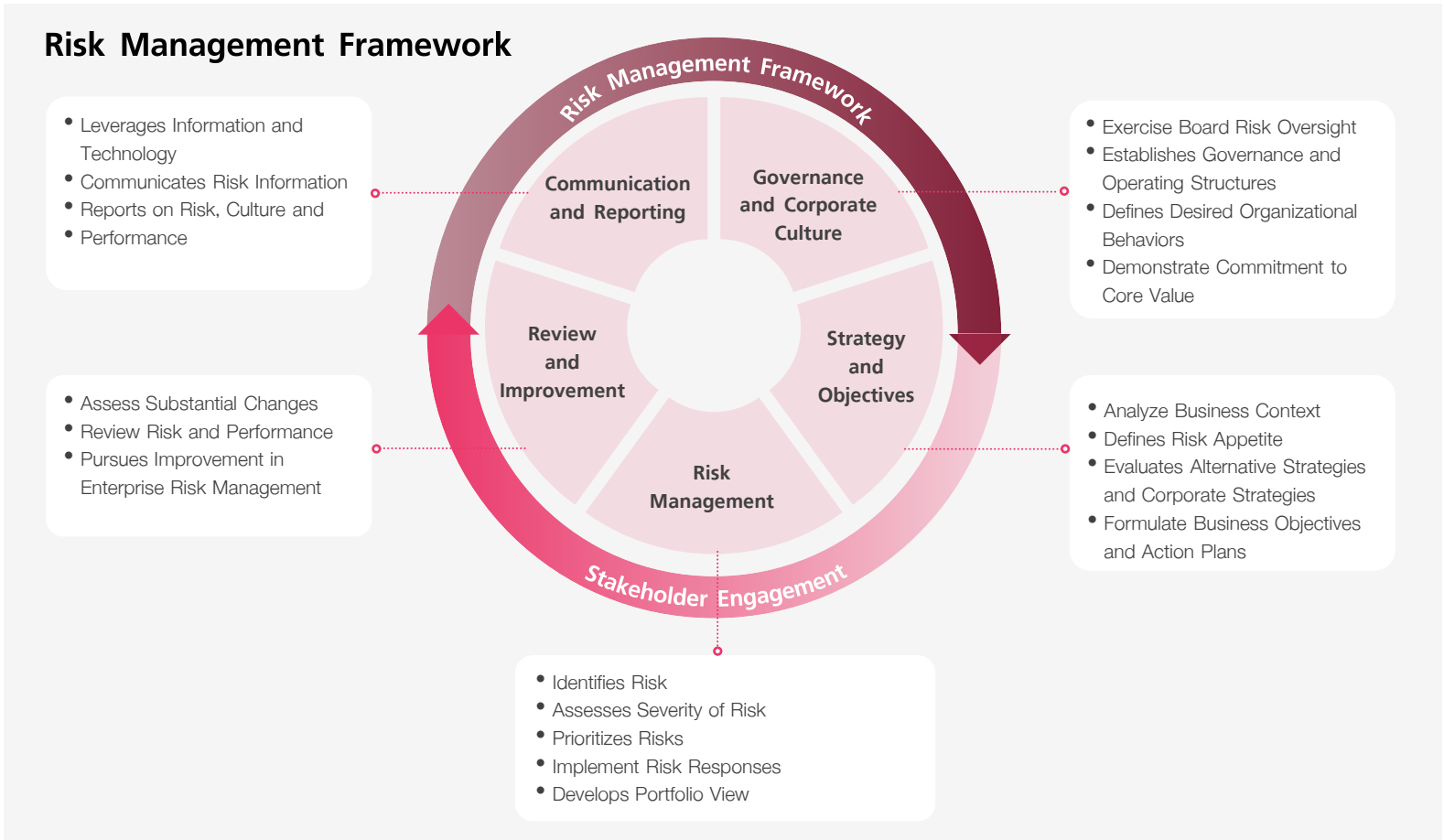
### CG Network Recognition Awards 2023

Charoen Pokphand Group's corporate governance is implemented in accordance with the sustainability goal strategy with cooperation from business group representatives, or CG Network, who have been appointed by the CEO of each business group. This has contributed to continuous progress in corporate governance according to goals and plans. In order to incentivize executives and employees to participate in driving good governance operations and strengthening the CG Network, the Group hosts the "CG Network Recognition Awards" on an annual basis. The award presentation supports the implementation of a common corporate governance standard for business groups and allows the Group to regularly follow up on their corporate governance performance. It also enables knowledge and experience sharing among the CG Network, resulting in enhanced operational standards and employee awareness of ethical work performance.

# Enterprise Risk Management

## 企业风险管理

Enterprise risk assessment and management are core processes that enable C.P. Group China to achieve its vision and organizational goals effectively. C.P. Group China has adopted the COSO risk management framework to guide its risk management efforts, ensuring a structured approach to identifying and addressing risks. Additionally, we communicate these operational guidelines to employees at all levels, ensuring awareness and readiness to implement them. This proactive approach minimizes potential risks to the organization and its operations.



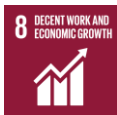


# Human Rights and Labor Practices

## 人权与劳工惯例

Employees are the main driving forces that propel C.P. Group China towards the vision of becoming a sustainable organization that creates shared values and brings health and well-being for all. However, it is a great challenge for us as well as our suppliers to ensure compliance with international labor standards across our diverse operations and addressing the rights and welfare of our workforce in a rapidly changing economic landscape. Hence, it is important to foster a positive and inclusive work environment to retain valuable employees and attract talents.

### Supporting the SDGs



### Key Performance 2023

# 100%

#### of Businesses

Received Human Rights Risks Assessment

# 37.05%

#### Ratio of Female Employees

#### Lost Time Injury Rate

#### Employees

# 1.84

Case/1,000,000  
Hours Worked

#### Contractors

# 0.47

Case/1,000,000  
Hours Worked

### Goal and Progress

**100%**

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

### Future Workplans



Enhance human rights governance in the value chain, especially in areas with rising trends of human rights risks, and develop ready-to-use tools for suppliers.



Establish cooperation in assessing human rights risk impacts of business groups and Group-level business units to facilitate understanding and build personnel capacity. Also, develop tangible operational guidelines and remedial measures.

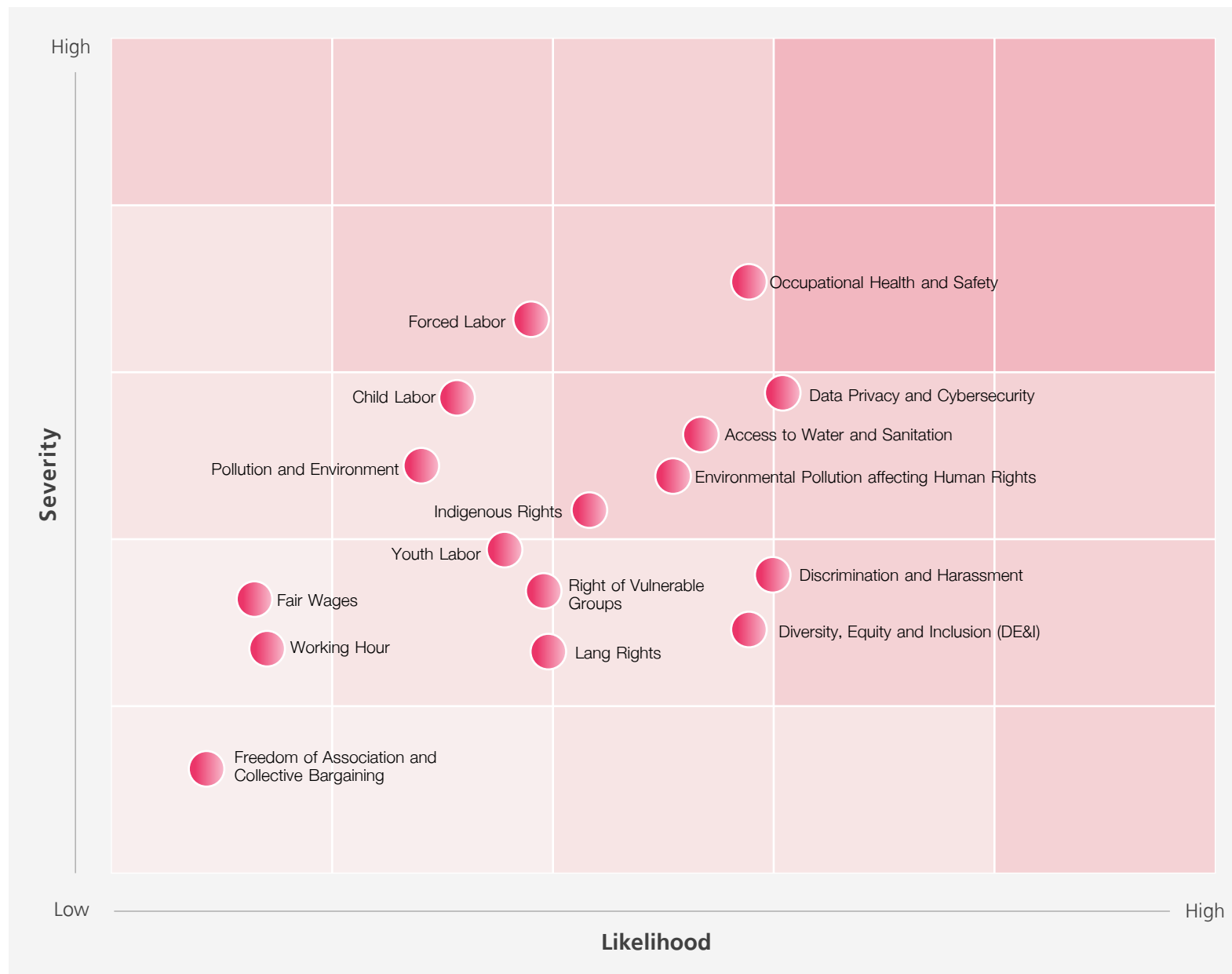




## Human Rights Risk Impact Assessment 2023

### 人权风险影响力评估



























C.P. Group China conducts human rights risk impact assessment on an annual basis by monitoring the progress on improvement measures to mitigate human rights risks and analyzing annual data to reflect the evolving context. The methodology for the 2023 assessment was improved from suggestions received from consultants, who were external experts, as well as the assessment was categorized according to the right holders. These methods allow us to have more accurate and precise assessment results, both in the view of severity and impact. The 2023 human rights risk review highlighted several issues needing close monitoring, including forced and migrant labor, occupational health and safety, and climate-related problems affecting livelihoods and production. Additionally, the rise in online transactions poses risks to customers' sensitive personal information. C.P. Group China is particularly concerned about contractors and suppliers in the consumer goods sector and the ongoing occurrence of serious accidents.

















# Human Rights Impact Assessment

## 人权影响评估

C.P. Group China conducts human rights impact assessments to identify potential human rights issues arising from its business operations and the affected rights holders. This process includes implementing preventive and mitigating measures to address human rights risks throughout the company’s operations and across the value chain.

Human Rights Issues	Impacted Groups				
	Employee	Worker Contractor	Supplier	Community	Consumer
1. Force Labor	N/A			N/A	N/A
2. Child Rights	N/A	N/A	N/A	N/A	N/A
3. Minor Labor				N/A	N/A
4. Child Labor	N/A			N/A	N/A
5. Occupational Health and Safety				N/A	N/A
6. Pollution and Environment	N/A	N/A	N/A		N/A
7. Discrimination and Harassment				N/A	
8. Diversity and Inclusion				N/A	N/A
9. Freedom of Association and Collective Bargaining				N/A	N/A
10. Right to Access Clean Water and Sanitation					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	N/A	N/A	N/A
14. Rights of Vulnerable Groups	N/A			N/A	N/A
15. Data Privacy				N/A	
16. Right to Fair Wages	N/A			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	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

Connection Level:  Very High  High  Medium  Low  Very Low



# Safety and Occupational Health in the Workplace

## 工作场所安全与职业健康



C.P. Group China places great importance on the safety of our employees, contractors operating within the company premises, suppliers, and communities surrounding the company. Therefore, all working processes must prioritize safety, ensuring no adverse impact on employee health and the environment. C.P. Group China has established a Safety, Occupational Health, and Workplace policy with the goal of achieving zero lost-time accidents. Moreover, we have implemented a work hazard identification and risk assessment process for all work-related activities, including new activities, to identify potential risks and determine corrective and preventive measures. Employees are encouraged to report accidents or high-risk situations through various channels, this is to reduce, control, and prevent potential accidents.

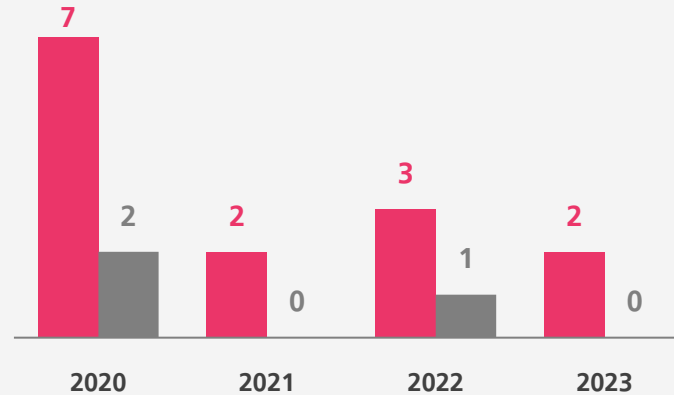


### Occupational Fatality

(case)

● Employee

● Contractor

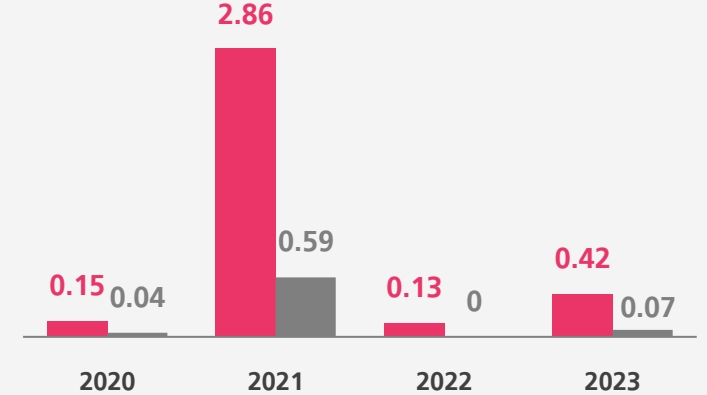


### High-consequence Injury Rate

(case/1,000,000 hours worked)

● Employee

● Contractor

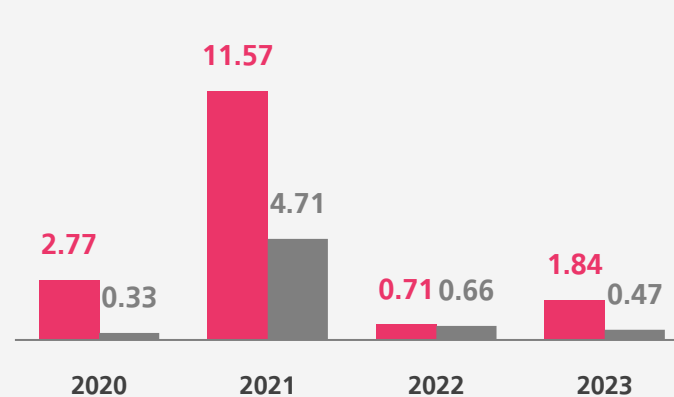


### Lost Time Injury Rate

(case/1,000,000 hours worked)

● Employee

● Contractor

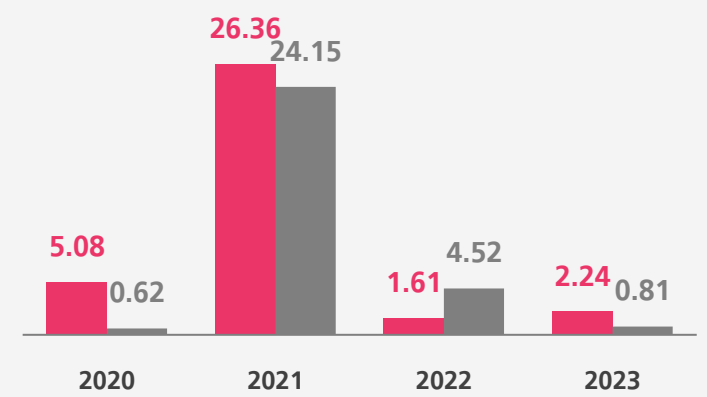


### Total Recordable Injury Rate

(case/1,000,000 hours worked)

● Employee

● Contractor





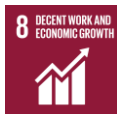


# Education and Inequality Reduction

## 教育与不平等现象的减少

The rapid advancement of digitalization and technology has been increasing the inequality gaps worldwide. This is the challenge faced by countries and organizations, even C.P. Group China. The diverse business across areas make it challenging for us to ensure equitable to quality education. This is crucial for C.P. Group China as it directly impacts our ability to cultivate a skilled and knowledgeable workforce, essential for our long-term growth and competitiveness. By investing in educational initiatives and supporting marginalized communities, we aim to reduce social disparities and foster inclusive growth.

### Supporting the SDGs



### Key Performance 2023

## 302,767 persons

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

## 20,819 persons

**Number of Students**  
Receiving Internships (cumulative data)

## 3,034 persons

**Number of Scholarships**  
Granted in 2023

### Goal and Progress

30%

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

### Future Workplans



Expand opportunities for utilizing digital technology in education.

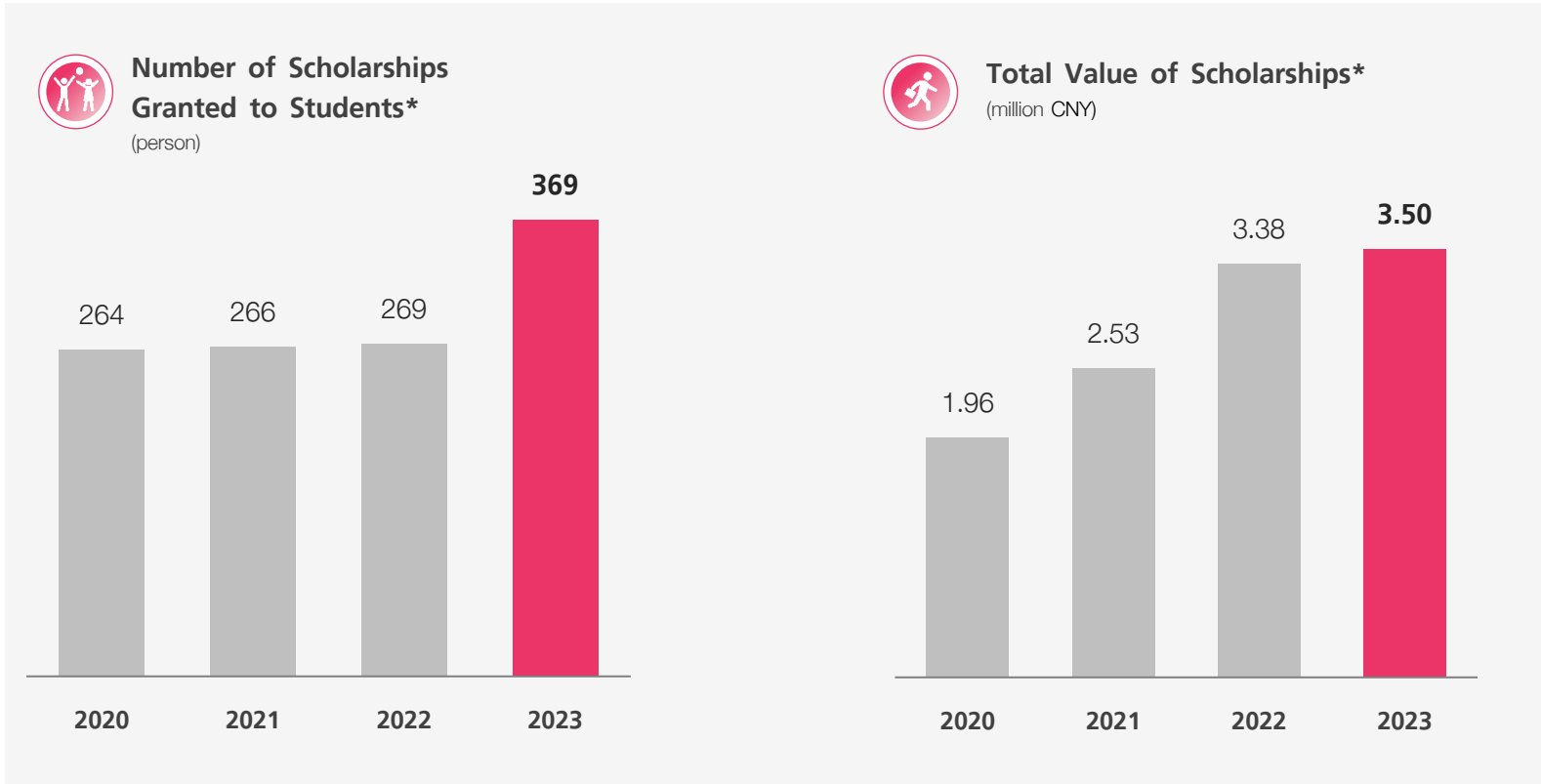


Promote access to and transfer of comprehensive infrastructure technologies to government organizations, private sectors, educational institutions, and the general public.

# Promoting Education and Lifelong Learning

## 教育与不平等现象的减少

C.P. Group China has been dedicating to education promotion and inequality reduction by enhancing access to quality education in underserved areas and providing skills training to economically disadvantaged communities. C.P. Group China actively supports job creation and income generation for rural farmers and small enterprises, promoting self-sufficiency and economic growth. These efforts contribute to broader socio-economic equality and reflect our commitment to sustainable community development.



\*Cumulative data from 2018-2023

### Case Study



### Supporting Education with Dandelion Middle School in Beijing's Daxing District

As a century-old enterprise, Charoen Pokphand Group is committed to its guiding principles of benefiting the nation, people, and business. With a focus on social responsibility and charity, C.P. Group China recently visited Dandelion Middle School, a non-profit school in Beijing's Daxing District dedicated to migrant children's education. The school serves children from 27 provinces across China who face difficult living and learning conditions due to poverty, often starting with grades below passing levels.

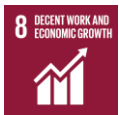


# Leadership and Human Capital Development

## 领导力与人力资本发展

At C.P. Group China, fostering leadership and human capital development is integral to our mission of sustainable growth. A key challenge we encounter is developing a diverse talent pool equipped with the necessary skills to thrive in an evolving market landscape. This focus is essential for C.P. Group China as it ensures we remain competitive and innovative in a dynamic global economy. By prioritizing leadership training and continuous professional development, we empower our employees to reach their full potential and drive organizational success.

### Supporting the SDGs



#### Key Performances 2023

**22.92** hour/person/year

##### Average Training Hours

Increased by 32.22% from 2022

**100%**

##### of Employees

Received Annual Performance Evaluation

**7,512** persons

##### Number of Employees

with Knowledge in Science, Technology, Engineering, and Mathematics (STEM)

#### Goal and Progress

100%

All employees receive annual sustainability training

17%

All employees participate in sustainability activities or projects every year

#### Future Workplans



Collaborate with relevant agencies to jointly develop new generation leaders.



Develop Learning Centers in accordance with the 17 goals of the UN Sustainable Development Goals (SDGs).





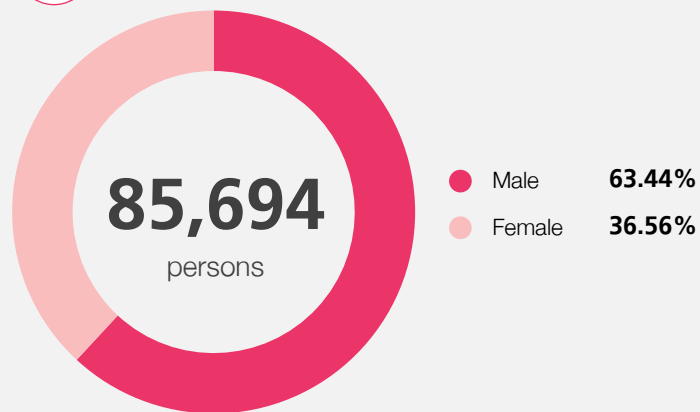
## Data on Employee Diversity

### 员工多样性数据



#### Total Number of Employees

(person)



#### Average Employee Training Hours

(hours/person/year)



AVG.  
21.47

Hours/Person/Year



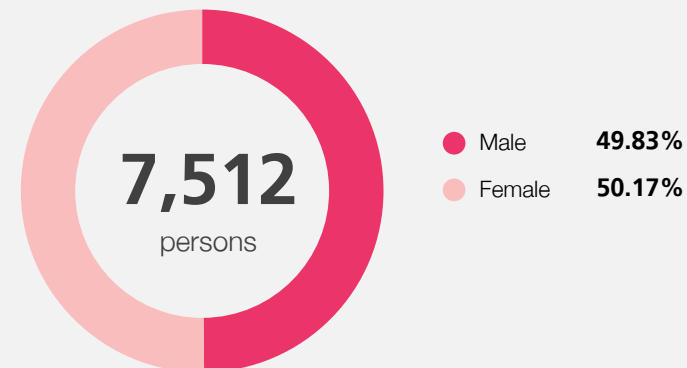
AVG.  
25.90

Hours/Person/Year



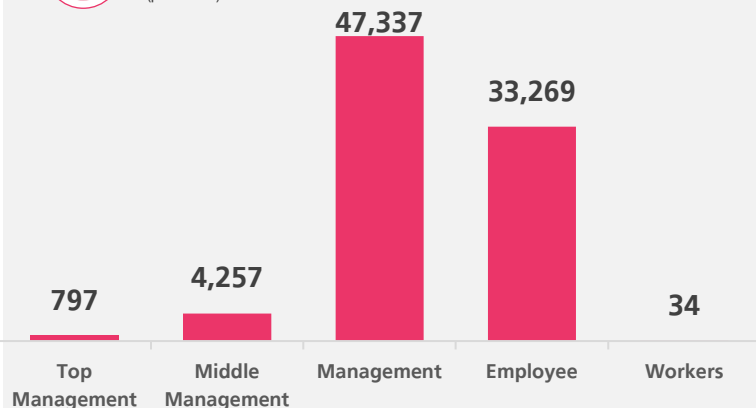
#### Number of Employees Working in STEM-related Functions

(person)



#### Number of Employee by Level

(person)

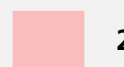


47.2



Top  
Management

20.3

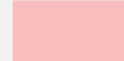


32.4



Middle  
Management

32.9



22.2



Management

29.1

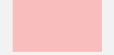


20.9



Employee/Officer

25.4



3.1



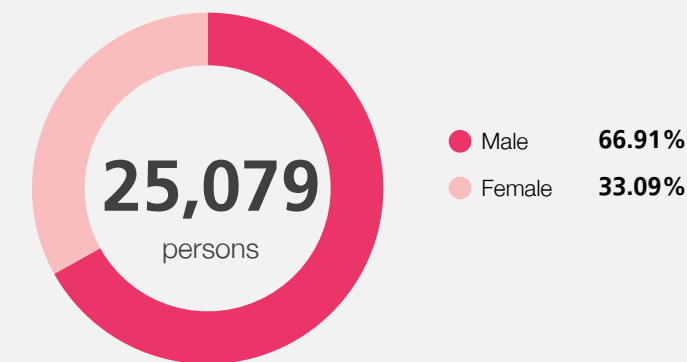
Workers

2.4



#### Number of Employees related to Income Generation Functions

(person)





# Cybersecurity and Data Protection

## 网络安全和数据保护

In the present era, where technology plays significant roles in business operations, as well as every life, it is important for C.P. Group China to ensure robust cybersecurity and data protection. Nevertheless, the more we rely on technology, the more sensitive we are to cyber threats. To protect our information, and data of our stakeholders, we have been investing in advanced cybersecurity measures, fostering a culture of data protection, and ensuring the integrity of our information systems. These efforts are not only vital for operational resilience but also demonstrate our dedication to upholding the highest standards of security and privacy in all our business practices.

### Supporting the SDGs



### Key Performances 2023

# 89.1%

**of IT infrastructure**

Certified with International IT Standards

# 100%

**of Businesses**

Conducted Self-assessment based on NIST

# 25,724 persons

**Number of Employees**

Received Training on Personal Data Security

### Goal and Progress

100%

business groups certified with international standards on data and information security

### Future Workplans



Update policies and guidelines to cover new potential risks, and to be more updated



Foster an Organizational culture of technology innovation



Enhance security program for source code and library



## Cybersecurity and Data Protection

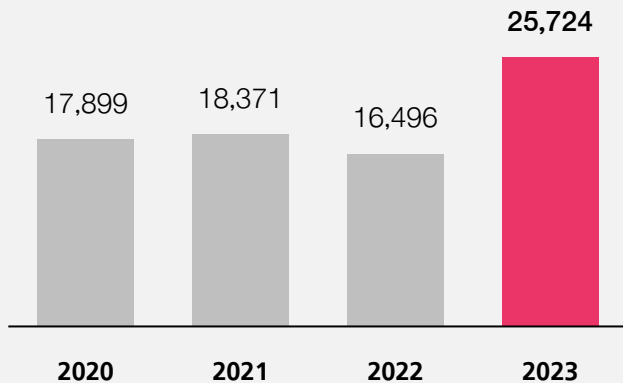
### 网络安全和数据保护

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



### Number of Employee Trained in Mandatory Cybersecurity Skills or Awareness

(person)



## Cyber Risk Management Framework



### Risk Management Program (RMP)

Develop and apply risk management strategy



### Risk Framing

Regulate RMP, set assumptions and restrictions



### Impact-Level Prioritization

Categorize systems and data based on priority



### Risk Identification

Implement RMP to identify risks



### Risk Assessment

Conduct network cybersecurity risk assessment



### Risk Monitoring

Develop enterprise risk monitoring strategy



### Supply Chain Risk Management Program

Develop supply chain risk management plan



### Business Impact Analysis (BIA)

Analyze business impact on application system



### Risk Response

Define risk response options





# HEALTH

## Living Well



C.P. Group China has long been dedicated to developing innovative solutions that cater to diverse and growing market and consumer demands for healthier and eco-friendly products and services. We are committed to enhancing food security and providing access to nutritious products through rigorous research and development. Our efforts extend beyond internal operations to include initiatives that generate societal value and economic benefits. We partner with suppliers, government agencies, and private sector organizations to expand our operational guidelines and embrace innovative ideas. This collaboration ensures the production of sustainable products and services that meet the evolving needs of our stakeholders.

### Health & Well-being

### Social Impact and Economic Contribution

### Food Security & Access to Nutrition

### Innovation

### Stakeholder Engagement





# Health & Well-being

## 健康与福祉

The need for nutritious and safe food items is now on the rise, as health concerns and nutritional awareness grow. This demand presents both obstacles and opportunities to C.P. Group China. If we do not respond to market demand, we risk losing our position as a leader in the agricultural and food markets. As a result, we have conducted extensive research and development to provide healthy goods that not only promote a healthy lifestyle but also improve the quality of life for our customers and communities.

### Supporting the SDGs



### Key Performances 2023

## 29.77%

#### Proportion of Total Sales

from Health and Well-being Products and Services in 2023

## 8.65%

#### Proportion of Food Safety

Complaints Decreased from 2022

## 49.57%

#### Proportion of Products

that Focus on Nutrition, Health, and Well-being Increased from 2022

### Goal and Progress

45.3%

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

### Future Workplans



Collaborate with all stakeholder groups to apply modern technology and digital in the supply chain's product development process



Expand access to health and wellness solutions for those in need.

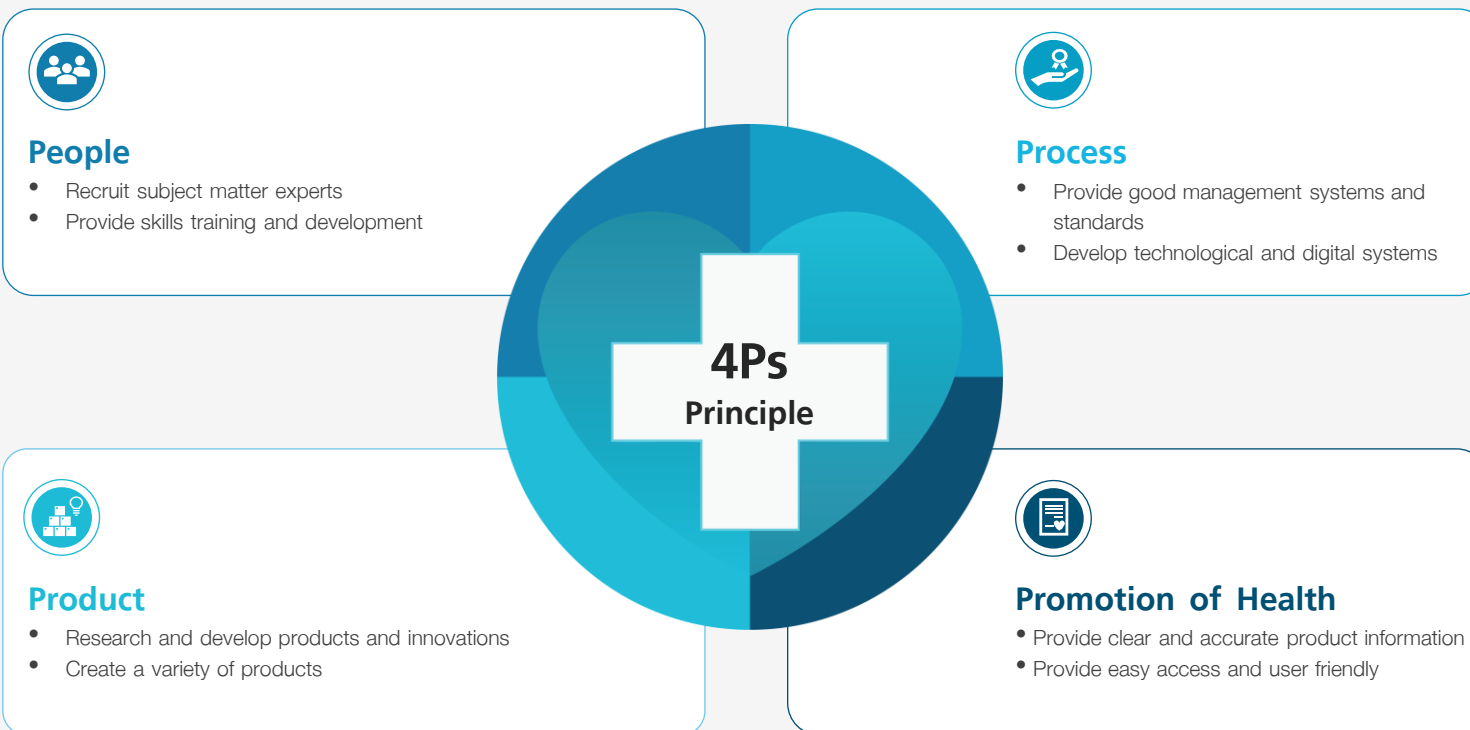


# Promoting Access to Good Health and Well-being for All

## 促进全民获得良好健康与福祉

C.P. Group China is dedicated to enhancing the health and well-being for all, including our employees, local communities, and customers. C.P. Group China focuses on creating a safe and healthy working environment, while also extending our support to the broader community. We have been collaborating with local health organizations and other groups of stakeholders to ensure the availability of comprehensive health services that uplift the quality of life and contribute to sustainable development.

### Health and Well-being Management Approach







## Health & Well-being

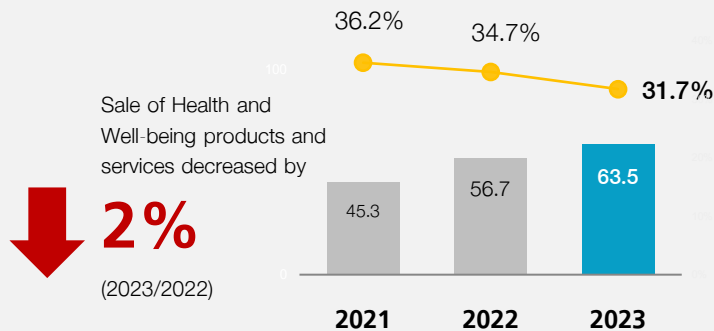
### 健康与福祉

C.P. Group China is dedicated to promoting health and well-being by offering a variety of nutritious food products designed to support healthy lifestyles. Our approach includes developing food options with high nutritional value, reducing additives, and incorporating ingredients that contribute to balanced diets. C.P. Group China emphasizes creating products low in saturated fats, sugars, and sodium, which align with global health recommendations. Moreover, C.P. Group China aims to empower consumers to make informed dietary choices that support long-term wellness. This approach reflects C.P. Group China's commitment to enhancing public health and aligns with its sustainability goal of promoting well-being through responsible food production and innovation.

#### Total Sales Health and Well-being Products and Services

(billion CNY)

Sales Health and Well-being Products and Services per Revenue from Goods & Services



### CASE STUDY



### Responsibility towards Consumer Safety

Charoen Pokphand Group is dedicated to creating safe, nutritious, and delicious food by utilizing innovation and technology. The Group emphasizes clear and accurate communication of product information, including ingredients, nutritional details, and usage instructions, to help consumers make informed choices. Their proactive approach ensures compliance with laws and standards, contributing to the overall health and well-being of consumers of all ages.

### CASE STUDY

#### Good Chicken Production Award

Fujian Chia Tai Food Company Limited, a China-based business group under Charoen Pokphand Group earned a three-star rating from the Good Chicken Production Award 2023 hosted by Compassion in World Farming International (CIWF). The award recognizes the poultry producer's outstanding performance in animal welfare based on the following requirements:

- Basic requirements (including a maximum stocking density of 33 kg./m<sup>2</sup> and daily record keeping)
- Committed to indoor environmental enrichment
- Committed to increasing space allowance (stocking density of less than or equal to 30 kg./m<sup>2</sup>)

The company earned a **Three-Star** rating from Good Chicken Production Awards



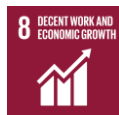


# Social Impact & Economic Contribution

## 社会影响与经济贡献

At C.P. Group China, making a positive social impact and contributing to economic development are core elements of our sustainability strategy. In the past several years, we have faced a huge challenge in balancing rapid economic expansion with social equality and community well-being. To address this concern, we have invested in community development, supported local businesses, and ensured fair labor standards. Our goal is to improve the societies in which we operate. These activities not only reinforce our commercial basis but also help to build our reputation as a responsible corporate citizen committed to long-term and equitable progress.

### Supporting the SDGs



### Key Performances 2023

#### Number of Farmers, SMEs, Vulnerable Groups, and Other Groups

Received Supports

**Farmers**  
**634,373**  
persons

**SMEs**  
**99,532**  
persons

**Vulnerable Groups**  
**12,269**  
persons

**Other Groups**  
**110,127**  
persons

**275.18** million CNY

#### Monetary Amount

of Social and Community Development Investment

### Goal and Progress

58.6%

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

### Future Workplans



Increase opportunities for vulnerable groups and SMEs to access technology on various platforms to create career opportunities.



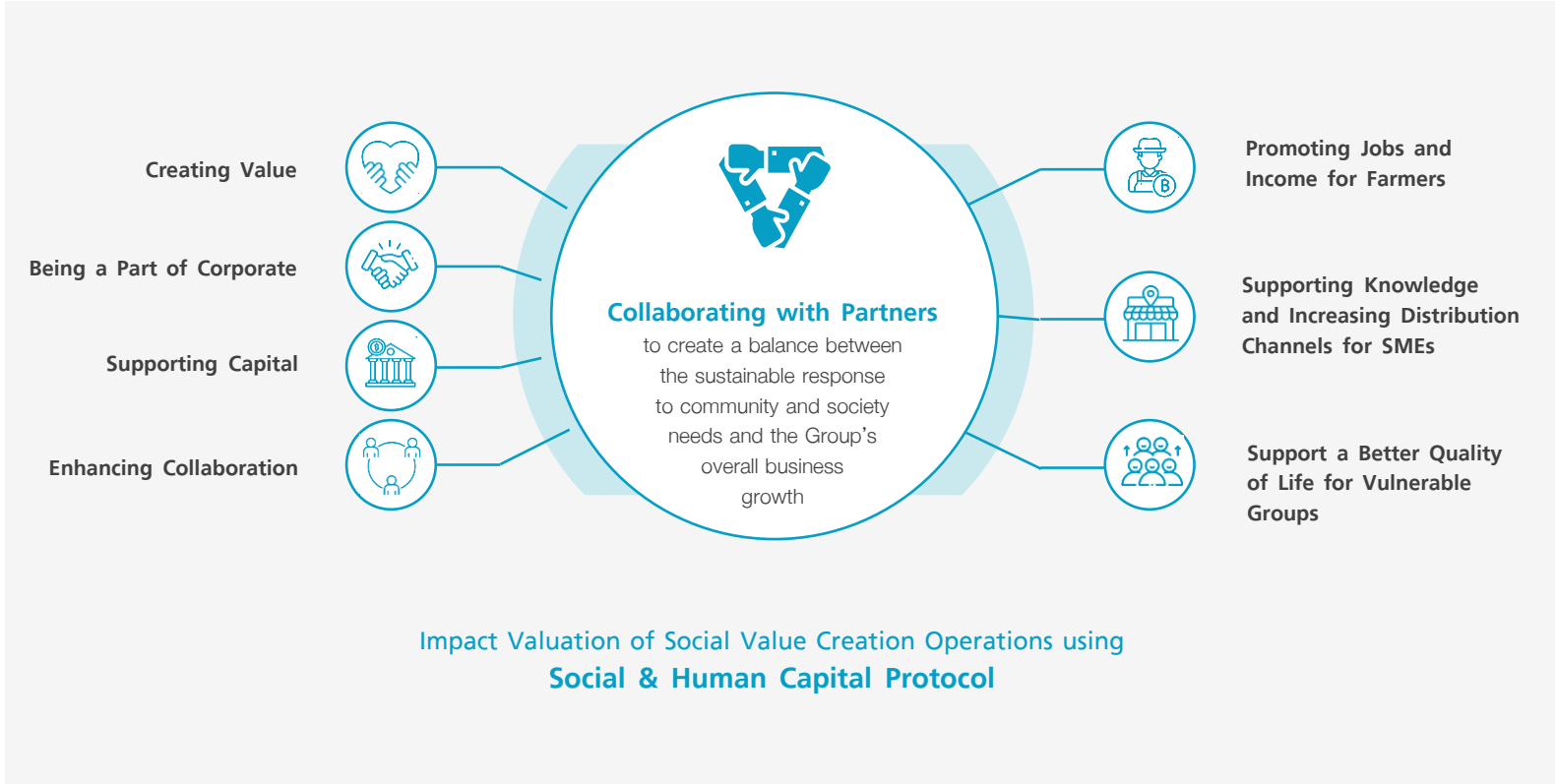
Reduce risks of negative impacts on society and communities located near business operations.



# Social Value Creation Strategy

## 社会价值创造战略

C.P. Group China realizes the importance of creating a positive social impact and economic contribution, hence we center on fostering community well-being, creating opportunities for income generation, and promoting sustainable economic development. C.P. Group China tailors the initiatives to support rural farmers, small businesses, and vulnerable groups by providing resources necessary for skills development, financial literacy, and access to stable employment. Additionally, C.P. Group China actively collaborates with local organizations and government bodies to drive inclusive growth, reflecting our commitment to reducing socio-economic inequalities and supporting regional development.



## Case Study

### Pass the Love to Children with Autism in Guilin, China



Guilin Chia Tai Co., Ltd. participated in rehabilitation activities for children with autism at the Rehabilitation Department of the Guilin Social Welfare Institute, a municipal-level institute for rehabilitation and assistance for children with disabilities, housing 9 classes and 87 students. Main activities include rehabilitation training to assist poor children with autism and nutrition promotion. The company also provides training and job placements for parents of children with autism to ensure stable income. As a result, children with autism are offered a variety of activities that enhance their abilities and contribute to the effective treatment of autism.





# Food Security & Access to Nutrition

## 食品安全和营养获取



As the global population is on the rise, the volume of natural resources for consumption is decreasing. Moreover, the changing climate conditions have been worsening the volume of natural resources. This has a direct impact on our business, where we are aiming to deliver quality products and services to meet the growing demand for safe, nutritious, and affordable food. To tackle the great challenges, C.P. Group China has been investing in advanced agricultural practices, enhancing supply chain efficiency, and developing innovative food products, we strive to provide reliable access to high-quality nutrition.

### Supporting the SDGs



#### Key Performances 2023

## 46.79%

**Percentage of Marketing Budget**  
that Promote Healthy Food Products

## 618,821 meals

**Number of Meals Donated**  
to Unfortunate People, Especially Children, Youth,  
the Poor and People in Risky Situations

## 276,573 persons

**Number of Children and Youth**  
Given Access to Food and Knowledge on Food  
Safety and Nutrition (cumulative data)

#### Goal and Progress

84.6%

10 million children, population and people in need receive access to safe and nutritious food

#### Future Workplans



Extend sustainable agricultural practices across the organization and to farmers.



Adopt sustainable production and sourcing practices to improve soil health and increase biodiversity.



Support people, especially vulnerable groups, to have access to affordable, safe, nutritious food.



Coordinate with other agencies and organizations to initiate a food surplus distribution program.



## Food Security & Access to Nutrition

### 食品安全和营养获取

C.P. Group China's approach to food security and access to nutrition emphasizes creating high-quality, nutritious food products that address the diverse dietary needs of consumers and promote sustainable food systems. Recognizing the importance of balanced nutrition for long-term health, we focus on producing food that is rich in essential nutrients while minimizing additives like saturated fats, sugars, and sodium. C.P. Group China also leverages innovation in food production to make healthy food options accessible and affordable, particularly for underserved communities. This management approach aligns with C.P. Group's broader commitment to enhancing public health and fostering a resilient food supply chain that can support communities sustainably.



#### Accumulated number of people in vulnerable situations receiving the opportunity to access to safe and nutritious food

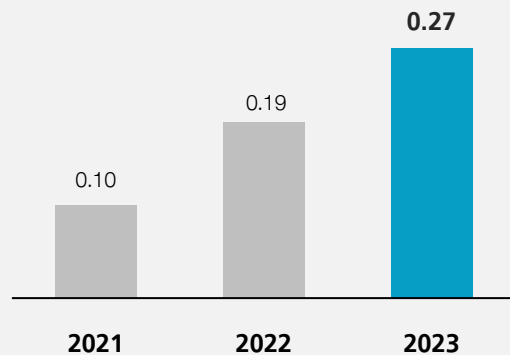
(million persons)



Percentage of people with access to food increased by

**43.1%**

(2023/2022)



## CASE STUDY



### Solving Saline Soil, Increase Cultivation Land in Inner Mongolia



More than 1.5 billion Mu of land in China face the problem of soil salinity. Therefore, in order to improve and utilize soil, which will play a crucial role in establishing China's food security, Chia Tai Co., Ltd. (Inner Mongolia) has collaborated with the Inner Mongolia Agricultural University to develop and experiment with soil amendment using swine manure liquid fertilizer. It was used with corn, oats, green beans, and other crops, and the result revealed that the swine manure liquid fertilizer can increase organic matter in the soil, reduce crop damage from soil salinity, and allow a better germination rate of corn sown on land. This helps increase income of up to 120 RMB/Mu of land. This is a new method of solving soil salinity, increasing germination rate and the knowledge will be imparted to farmers in the future.

Manufacturing Capital Increased output by

**458 kg/Mu** of land



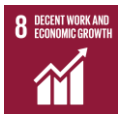


# Innovation

## 创新

The need for nutritious and safe food items is now on the rise, as health concerns and nutritional awareness grow. This demand presents both obstacles and opportunities to C.P. Group China. If we do not respond to market demand, we risk losing our position as a leader in the agricultural and food markets. As a result, we have conducted extensive research and development to provide healthy goods that not only promote a healthy lifestyle but also improve the quality of life for our customers and communities.

## Supporting the SDGs



### Key Performances 2023

**3,390 persons**

**Accumulated Patents and Petty Patents**

Increased from 2022 by 11.2%

**4.17%**

**Proportion of Revenue**

from New Products and Services

**4,794.33  
million CNY**

**R&D Spending**

Decreased from 2022 by 1.2%

### Goal and Progress

**54.2%**

5,500 patents and petty patents registered

### Future Workplans



Invest in new technologies



Develop an innovation knowledge exchange platform to promote innovation within and beyond the organization



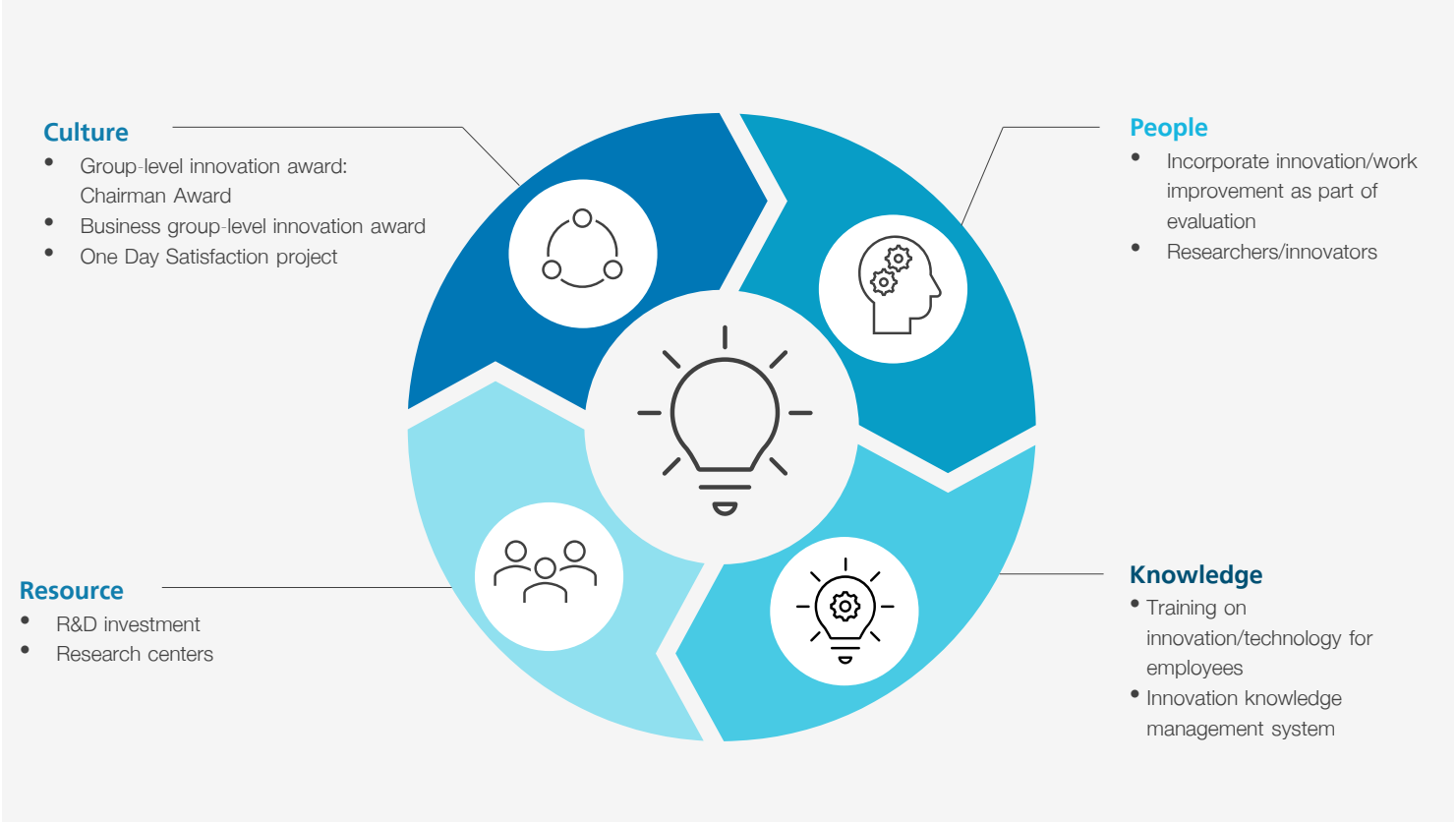
Develop Charoen Pokphand Group's innovation ecosystem



# Innovation Management

## 创新管理

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





## Innovation Performance

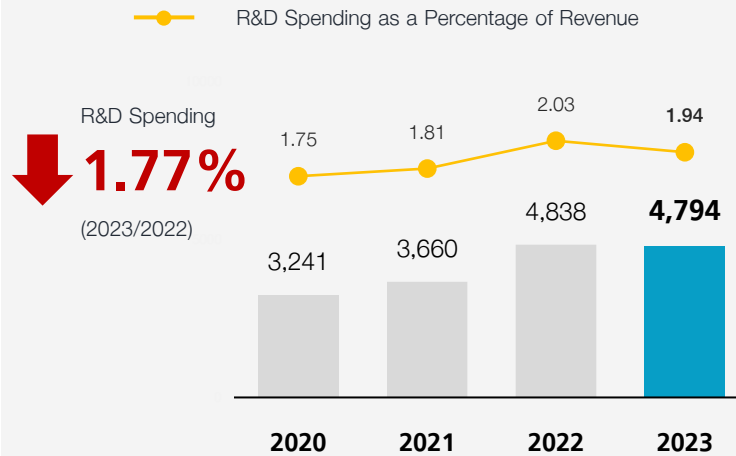
### 创新绩效

C.P. Group China is dedicated to advancing sustainable practices and enhancing operational efficiency through cutting-edge technology and research. Moreover, we also prioritize the development of innovation solutions that address critical challenges in food production, health promotion, and resources management. By integrating digital tools, automation, and data analytic into our processes, C.P. Group China aims to optimize resource use, reduce environmental footprint, and improve overall product quality. These proactive approach not only strengthen our competitive edge, but also align with our commitment to sustainable growth and promoting sustainable food systems.



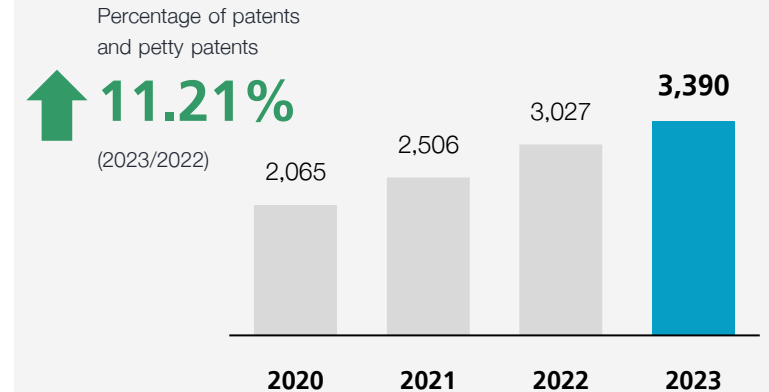
### R&D Spending

(million CNY)



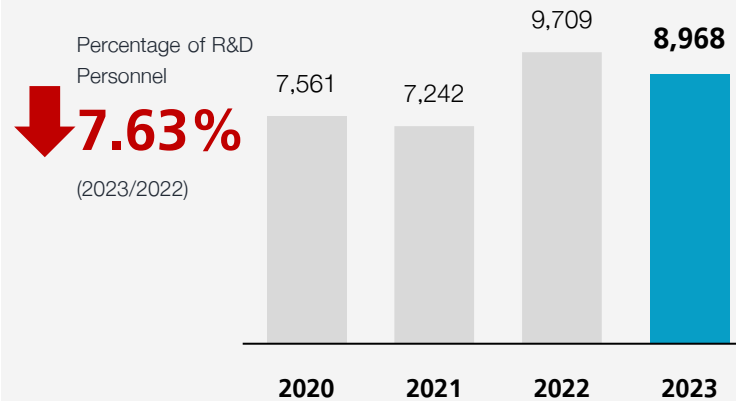
### Number of Patents and Petty Patents

(patents)



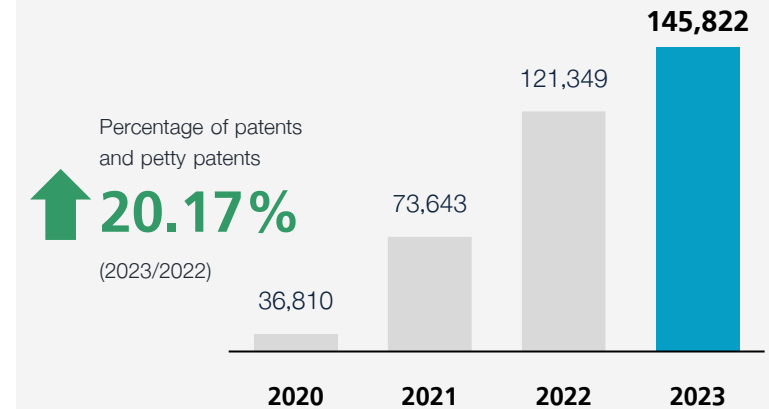
### Number of R&D Personnel

(person)



### One Day Satisfaction Project

(projects)







# Stakeholder Engagement

## 利益相关方参与

A positive engagement with stakeholders is a fundamental aspect of the promotion of sustainable business. However, a diverse range of stakeholder groups that are involved with our business operations and activities make it difficult for us to provide effective communication and collaborating channels. To instill trust, promote transparency, and maintain positive relationships, we have been implementing robust stakeholder engagement practices, conducting regular consultations, and fostering open dialogue, we aim to create meaningful relationships that drive mutual growth and success.

### Supporting the SDGs



### Key Performances 2023

92%

#### Stakeholder Satisfaction Score

Increased from 2022 by 1%

93%

#### Satisfaction Score

Towards Communications, Listening, and Response decreased from 2022 by 1%

89%

#### Satisfaction Score

Increase from 2022 by 4%

### Goal and Progress

81%

80% engagement score from multi-stakeholder survey

### Future Workplans



Develop opinion survey and stakeholder engagement processes



Seek additional cooperation with external partners to initiate projects that promote sustainable development

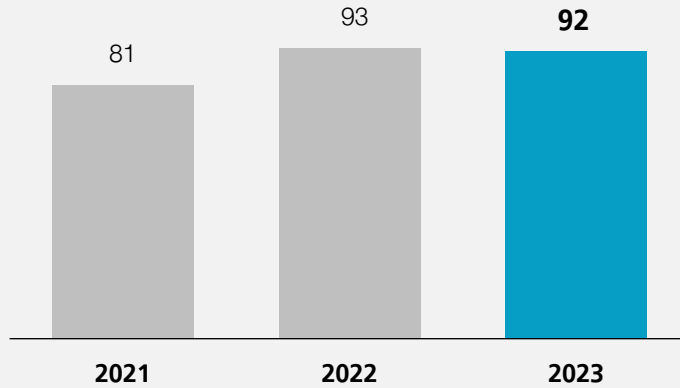


# Stakeholder Engagement Survey 2023

## 2023利益相关方参与调查



### Overall Engagement Score (percent)



### Engagement Score by Dimension



94%

Sustainability Effectiveness



93%

Communication, Listening and Response



89%

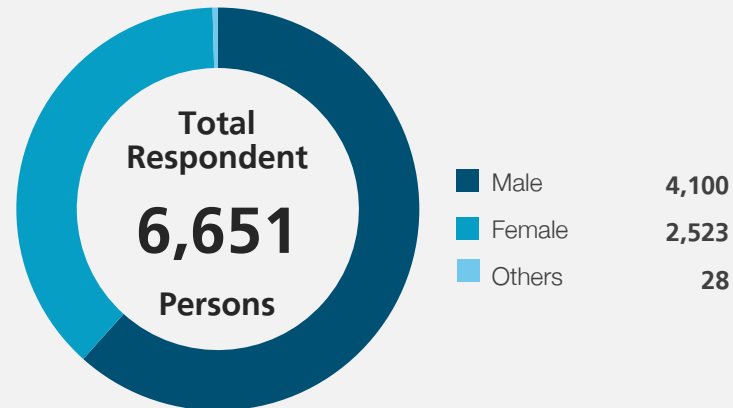
Overall Satisfaction



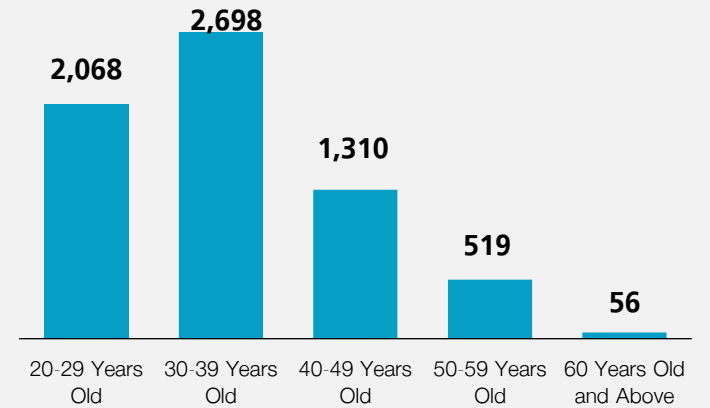
### Proportion of Respondents (person)



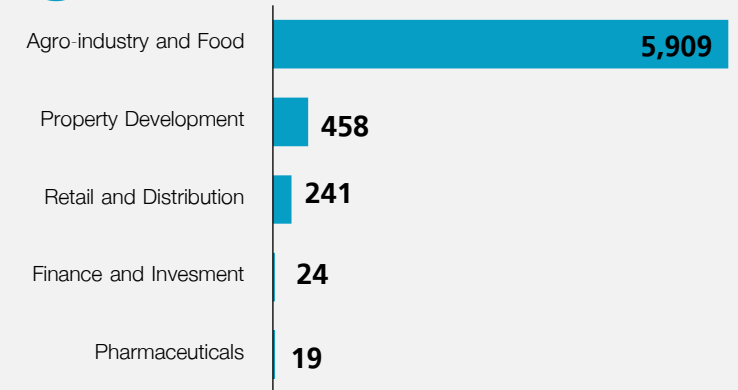
### Respondents by Gender (person)



### Respondents by Age Group (person)



### Respondents by Business Lines (person)







# HOME

## Living Together



C.P. Group China is deeply committed to safeguarding the environment for current and future generations. Environmental stewardship is a core pillar of our sustainability strategy, driving us to incorporate eco-friendly practices across all operations. This includes sustainable sourcing of raw materials, reducing energy consumption and greenhouse gas emissions, conserving water, and managing waste effectively. Furthermore, we emphasize responsible supply chain management to ensure comprehensive sustainable development. Through these initiatives, we aim to contribute to a greener and more sustainable future.

Climate Resilience

Circular Economy

Water Stewardship

Ecosystem & Biodiversity Protection

Responsible Supply Chain Management





# Climate Resilience

## 气候恢复力

Climate change is one of the global agenda because it is creating significant impacts on the economy, society, and the environment. At present, we are witnessing several impacts of climate change, such as drought, severe floods, wildfires, rising temperatures, soil degradation, and outbreaks of pests. These are also directly impacting agricultural products and if we can not adjust to manage these impacts then food insecurity will be on the rise and widespread. These are both challenges and opportunities for C.P. Group China, hence we have been adopting measures to prevent climate change, such as the use of renewable energy, and increase operational efficiency.

## Supporting the SDGs



## Key Performances 2023

# 30.88%

### Decrease in GHG Emissions Scope 1 & 2

In 2023, Scope 1 & 2 GHG Emissions Reduced by 0.54 Million Tons CO<sub>2</sub>e as Compared to 2021

# 20%

### Energy Efficiency Enhancement

In 2023, the Group Implemented Energy Conservation and Efficiency Improvement Projects, Resulting in Energy Savings of 0.82 Million Gigajoules

# 17%

### Proportion of Renewable Energy Consumption

In 2023, the Group Increased the Proportion of Renewable Energy Usage, Resulting in a Reduction of GHG Emissions by 0.97 Million Tons of CO<sub>2</sub>e

## Goal and Progress

30.88%

Reduce GHG Emissions (Scope 1 and Scope 2) from Operations from 42% Target according to Science-based Targets

## Future Workplans



Increase energy efficiency and the share of renewable energy consumption.



Establish a Carbon Neutral (Scope 1&2) Roadmap towards 2030.



Encourage and support suppliers and stakeholders along the value chain to reduce GHG emissions.





# GHG Emissions Management Data

## 温室气体排放管理数据



### Total Greenhouse Gas Emission

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

# 1.22

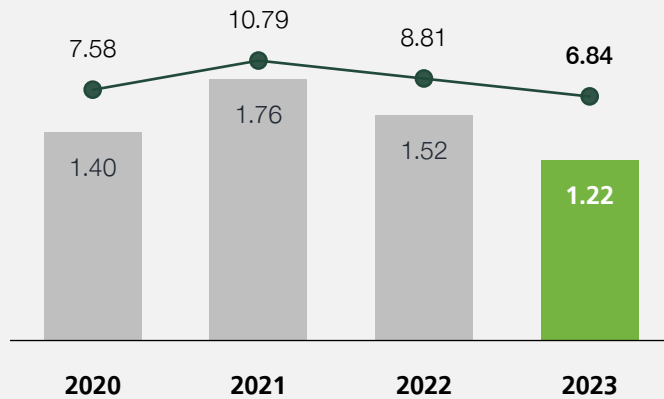
↓ **Decrease by 19.82%**  
(Compared with 2022)



### GHG Intensity per Unit of Revenue

(ton CO<sub>2</sub>e/million CNY)

↓ **Decreased by 24.36%**  
(Compared with 2022)

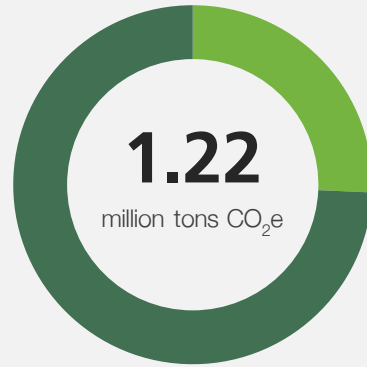


■ Greenhouse Gas Emission (thousand tons CO<sub>2</sub>e)  
● GHG Intensity per Unit of Revenue (ton CO<sub>2</sub>e/million CNY)



### GHG Emissions (Scope 1 & 2)

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

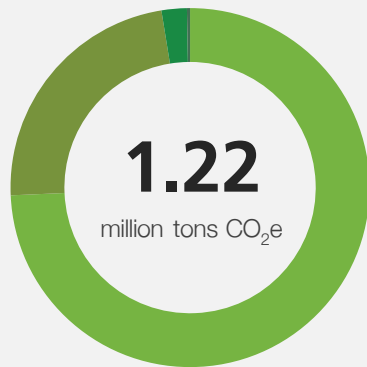


● Scope 1 25.69%  
● Scope 2 74.31%



### GHG Emissions by Source

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

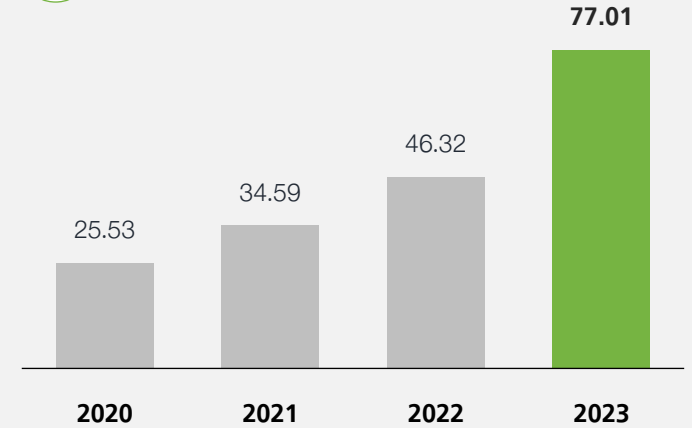


● Electricity 74.31%  
● Stationary Combustion 23.13%  
● Mobile Combustion 2.28%  
● Fugitive Emissions 0.28%

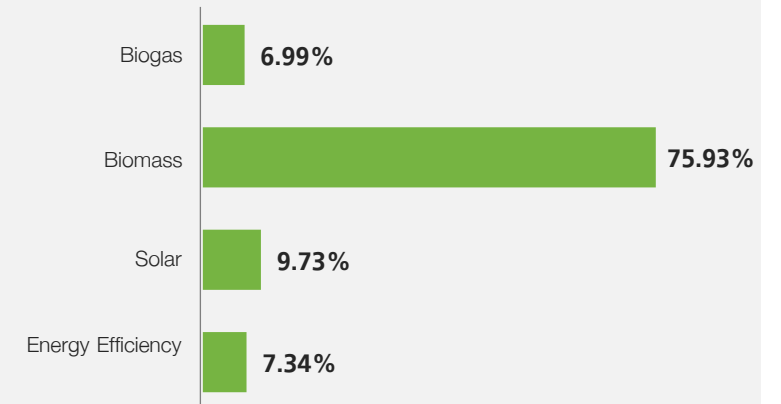


### GHG Emissions Reduction from Projects

(thousand tons CO<sub>2</sub>e)



### GHG Emission Reductions from Projects by type







## Energy Management Data

### 能源管理数据



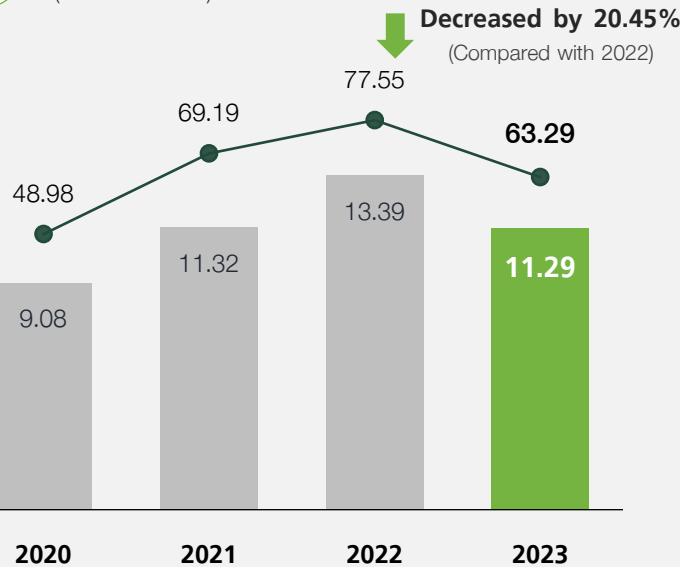
#### Total Energy Consumption (million GJ)

11.29

↓ Decreased by 15.67%  
(Compared with 2022)



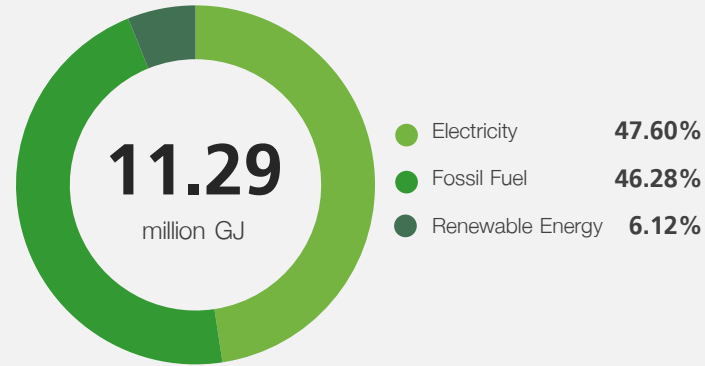
#### Total Energy Usage per Unit of Revenue (GJ/million CNY)



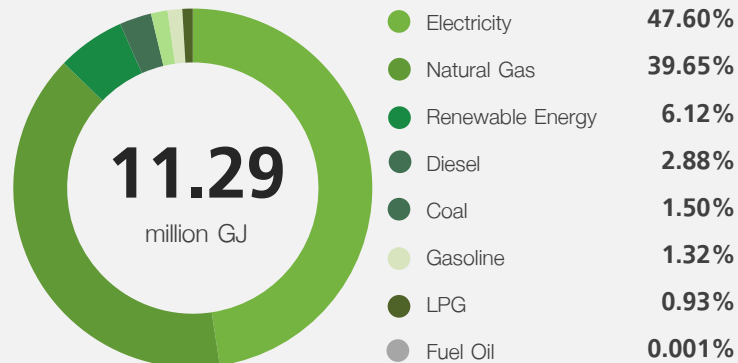
■ Energy Consumption (million GJ)  
—●— Energy Consumption per Unit of Revenue (GJ/million CNY)



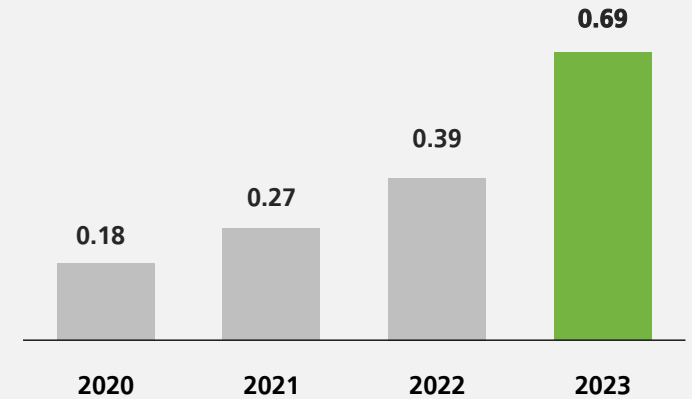
#### Energy Consumption by Energy Source (million GJ)



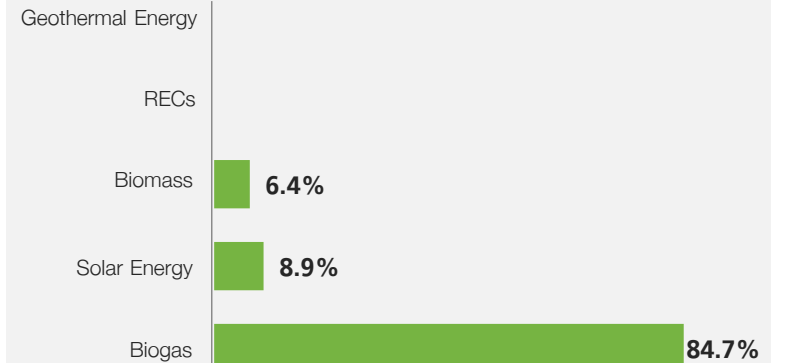
#### Energy Consumption by Type (million GJ)



#### Renewable Energy Consumption 2020-2023 (million GJ)



#### Renewable Energy Consumption by Type (percent)



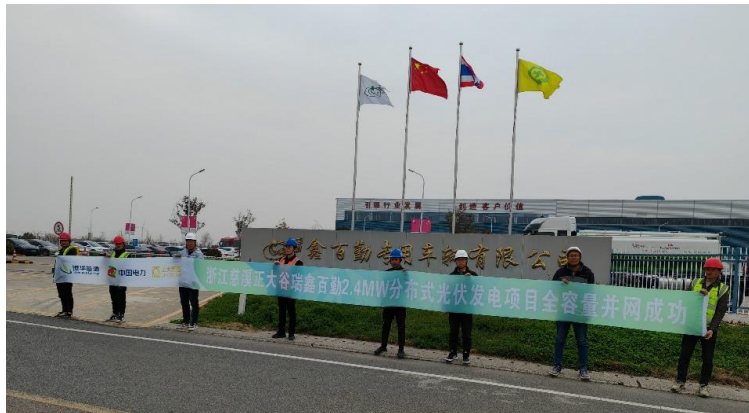


## Case Study

### Solar Power Generation Collaborative Project in China



Xinbaiqin Special Vehicle Co., Ltd., C.P. Qingdao, C.P. Guruil, in collaboration with CHIATAI Henning and Hongkong China Energy Investment, have installed solar rooftop panels with a total power output of 5 MW. This successful collaboration holds a generation capacity of 4.91 million kilowatt hours/year. Over a 25-year period, the project will generate cumulative electricity of 123 million kilowatt hours, cutting down 22 million CNY in electricity costs. Designed and certified by a third-party agency, the project employs high-efficiency equipment and solar panels with greater generation capacity.



Solar rooftop installation with 5-MW power output,  
help reduced GHG by

**90,000** tons CO<sub>2</sub>e







# Circular Economy

## 循环经济

Embracing the circular economy is a key component of our sustainability strategy. We face the challenge of transitioning from traditional linear models of production and consumption to more sustainable, resource-efficient practices. This shift is crucial, not only because it helps reduce waste, conserve resources, and minimize environmental impact, but also aligning with our long-term sustainability goals. By adopting circular economy principles, such as recycling, reusing, and redesigning products and processes, we aim to create value from waste and extend the lifecycle of materials.

### Supporting the SDGs



### Key Performances 2023

91.28%

Plastic Packaging that are  
Recyclable, Reusable or Compostable

86.15%

Waste Recycled/Reused

0.81 tons

Reduction of Food Loss and  
Food Surplus through Donation

to Vulnerable Groups in Society by  
Business Groups under C.P. Group

### Goal and Progress

8.71%

Zero Food Waste to Landfill

18%

Zero Waste to Landfill

3%

All plastic packaging are recyclable, reusable or compostable

### Future Workplans



Collaborate with relevant partners to drive sustainable packaging measures.



Encourage children, youth and the new generation to understand and acknowledge the importance of being a part of the operating mechanism according to the circular economy framework.





## Waste Management Data

### 废弃物管理数据



#### Quantity of Waste

(thousand tons)

582.27

##### By Category



↑ Increased by 22.94%  
(Compared to 2022)



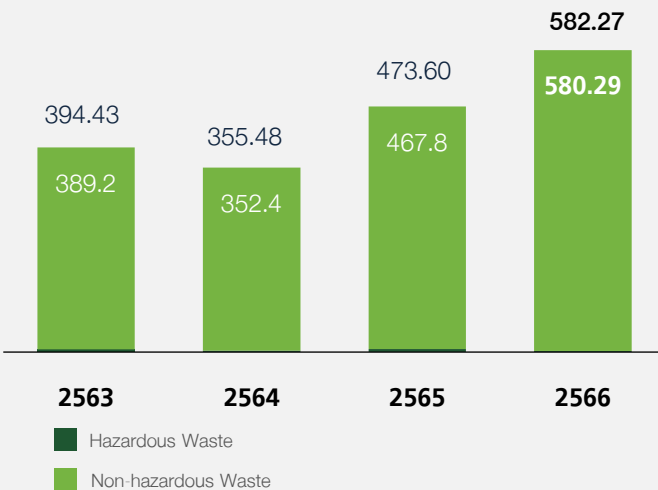
#### Waste Diverted from Disposal

86.24%



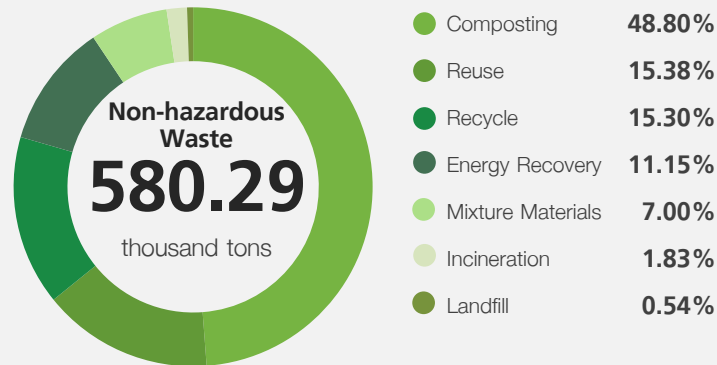
#### Quantity of Waste 2022-2023

(thousand tons)



#### Quantity of Non-hazardous Waste by Disposal Methods

(thousand tons)



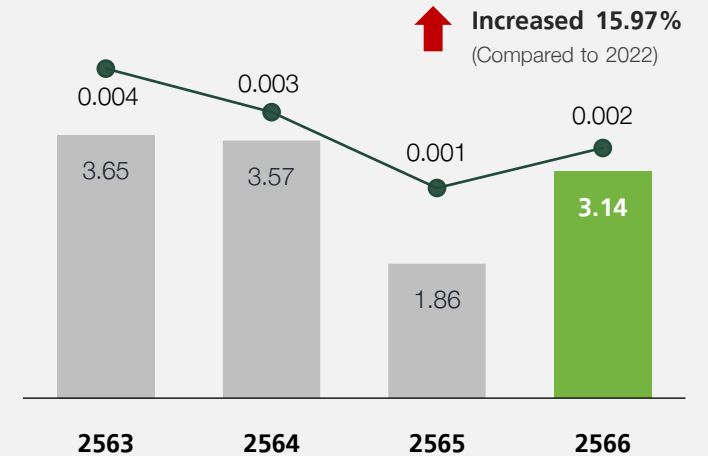
#### Quantity of Hazardous Waste by Disposal Methods

(thousand tons)



#### Quantity of Waste Sent to Landfill

(thousand tons)



■ Total Volume of Waste (thousand tons)  
● Total Volume of Waste per Unit of Revenue (tons/million CNY)





## Case Study



### Swine Production and Integrated Raw Material Cultivation Project in Xiangyang



The Swine Production and Integrated Raw Material Cultivation Project in Xiangyang, Hubei Province, is a collaboration between Charoen Pokphand Group and the local government to promote rural development. It includes an intelligent supply chain for animal feed production, swine farming, food processing, and logistics. The project spans large-scale land use for corn, feedstock, biogas development, and organic farming. It benefits over 10,000 farmers, increasing their income by 150 million RMB annually, while ensuring food safety and a steady swine supply across the value chain.

\* 1 Mu = 666.7 Sq.M.

## ZERO WASTE

Water Organic Fertilizer from Swine Manure





# Water Stewardship

## 水资源管理

One of the impacts of climate change is water scarcity. Water is a vital resource for our business, the scarcity of quality water resources can impact agricultural production, and create conflict between the company and surrounding communities. Therefore, to promote operational stability and maintain positive relationships with stakeholders, C.P. Group China has been implementing water-efficient technologies, optimizing water use in our supply chains, and engaging in water conservation initiatives. These actions are also aiming to reduce our water footprint and ensure the sustainable use of this vital resource.

### Supporting the SDGs



#### Key Performances 2023

122.28

cubic meters/million CNY

**Water Withdrawal per unit of Revenue**

Decreased by 10% from 2022

6.64

million cubic meters

**Water Recycled/Reused**

Decreased by 51% from 2022

5.43%

**Percentage of Water Recycled/Reused**

#### Goal and Progress

95%

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

#### Future Workplans



Expand the scope of water risk assessment and collaborate on developing water management plans for suppliers.



Provide training on water use efficiency management for all employees.



Promote projects related to access to water sources and good sanitation for communities, covering all countries with operations.



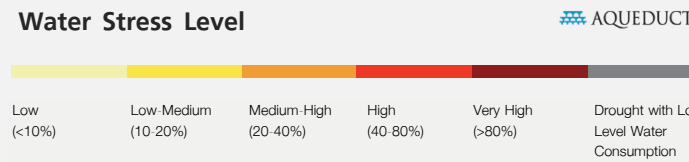
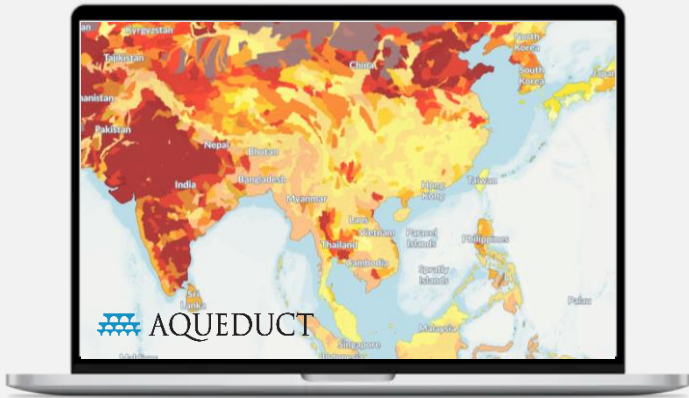
# Water Resources Data

## 水资源数据

C.P. Group China is committed to sustainable water management as part of our broader environmental responsibility. C.P. Group China focuses on optimizing water use efficiency, reducing withdrawal, and ensuring effective wastewater management. We adopt practices based on the Circular Water Management concept, following the principles of Reduce, Reuse, Recycle, Restore, and Recover, to maximize the value derived from every unit of water used.



## 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.



## Water Resources Data

### 水资源数据



#### Water Withdrawal

(million cubic meters)

# 122.28



**Decreased 3.02%**  
(Compared to 2022)

#### Proportion of Water in Stressed Areas



Water in non water stressed areas	75.47%
Water in water stressed areas*	24.53%

#### Proportion of Water by Type

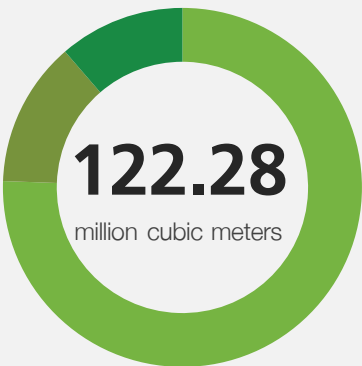


Freshwater TDS < 1,000 mg/L	92.11%
Other Water TDS > 1,000 mg/L	7.89%



#### Water Withdrawal by Source

(million cubic meters)



Surface Water	75.56%
Groundwater	13.10%
Third-party Water	11.34%



#### Water Discharge

(million cubic meters)

# 21.69



**Decreased 14.53%**  
(Compared to 2022)

#### Proportion of Water in Stressed Areas



Water in non water stressed areas	23.80%
Water in water stressed areas*	76.20%

#### Proportion of Water by Type

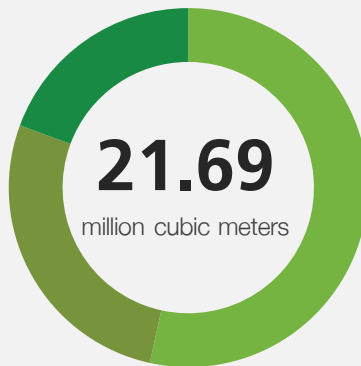


Freshwater TDS < 1,000 mg/L	71.16%
Other Water TDS > 1,000 mg/L	28.84%



#### Water Discharge by Source

(million cubic meters)



Third-party Water	53.44%
Seawater	27.20%
Surface Water	19.36%



#### Water Consumption

(million cubic meters)

# 100.59



**Decreased by 0.20%**  
(Compared to 2022)



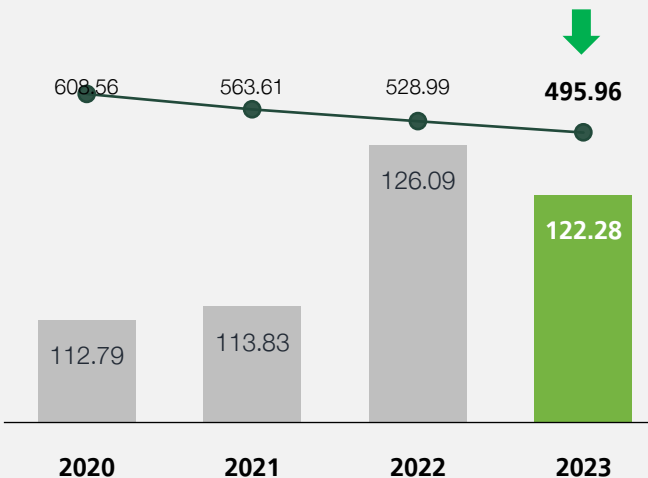
Water in non water stressed areas	85.52%
Water in water stressed areas*	14.48%



#### Water Withdrawal per Unit of Revenue

(Cubic meter/million CNY)

**Decreased 6.24%**  
(Compared to 2022)



■ Water Withdrawal (million cubic meters)  
—●— Water Withdrawal per Unit of Revenue (cubic meter/million CNY)

\*Remark: Units located in high and extremely high baseline water stress areas based on Aqueduct Water Risk Atlas



## Water Stewardship

### 水资源管理

With a water-related sustainability goal to reduce water withdrawal, C.P. Group China continues to develop and invest in new innovations to enhance water use efficiency and enable water recycling. In doing so, C.P. Group China has adopted the Circular Water Management concept based on the World Business Council for Sustainable Development (WBCSD)'s 5Rs principle (Reduce, Reuse, Recycle, Restore, and Recover) alongside our business operations. More information is available in Water Stewardship



### CASE STUDY



#### Improving Drinking Water Supply System for Pigs Xiangyang Chia Tai Agro-Industry & Food Co., Ltd.

Charoen Pokphand Group is dedicated to creating safe, nutritious, and delicious food by utilizing innovation and technology. The Group emphasizes clear and accurate communication of product information, including ingredients, nutritional details, and usage instructions, to help consumers make informed choices. Their proactive approach ensures compliance with laws and standards, contributing to the overall health and well-being of consumers of all ages.

# 47.5%

Reduction of water used  
for pigs' drinking supply per pig per day

### CASE STUDY

#### Ou Hua Village Water Supply Project: Providing Clean Water, Enhancing Quality of Life

The 300-Million-Egg Laying Hen Farm Project in Meishan, located in Ou Hua Village, Meishan County, Sichuan Province, China, addresses a critical need. In the past, villagers relied on natural water sources that were prone to contamination, potentially affecting their health. Recognizing the vital importance of clean water for the health and well-being of the villagers, the CP Group, through the 300-Million-Egg Laying Hen Farm Project, collaborated with the local government to initiate a village water supply project. This initiative aimed to improve the quality of life for the community. As a result, 344 villagers now have access to clean and safe water, ensuring better health and hygiene for the entire community.







# Ecosystem & Biodiversity Protection

## 生态系统与生物多样性保护

In the past recent years, actions to protect ecosystems and biodiversity have been discussing at the nationally and internationally widely. This is because the healthy ecosystems and richness of biodiversity provide essential services that are vital for agricultural operations and overall environmental stability. The degradation of ecosystems and biodiversity put great challenges upon C.P. Group China. To protect the ecosystems and biodiversity, C.P. Group China has been implementing several practices that aim at minimizing habitat disruption, restoring degraded areas, and supporting conservation efforts.

### Supporting the SDGs



### Key Performances 2023

## 27.9%

#### of Raw Materials

Evidently Showed that it Comes from De-forestation Free Areas

## 11.29 million trees

Accumulated Number of Trees Planted in 2023

## 1,991 sites

Operating Sites Assessed for Risk with IBAT

### Goal and Progress

33.4%\*

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

45%

100% of business groups conduct collaborative projects with international partners to manage and monitor biodiversity in business operations

#### Remark:

\* In 2023, target of traceable high-risk raw materials were expanded to cover cultivation and fishing areas.

### Future Workplans



Establish the Anti-deforestation Policy



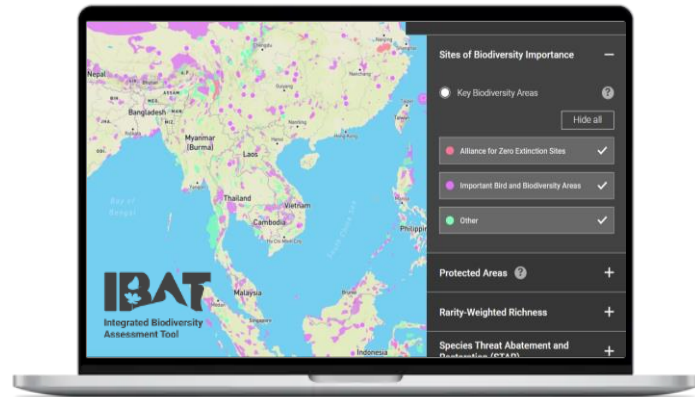
Establish Group-wide biodiversity guidelines



## Ecosystem and Biodiversity Protection

### 生态系统与生物多样性保护

As part of our strategy, environmental education and awareness are key priorities. We actively participate in initiatives that empower employees, business partners, and communities to access essential information and resources needed to protect ecosystems and biodiversity.



#### IBAT

Web-based tool to screen the operating locations with the biodiversity important areas

## Ecosystem and Biodiversity Protection Management Framework

### Promoting Ecosystem and Biodiversity Awareness

Raising awareness and capacity in ecosystem and biodiversity protection and restoration

### Creating Networks and Collaboration with Stakeholders for Ecosystem and Biodiversity Protection

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

### Conserving and Restoring on Land and Marine Ecosystem and Biodiversity

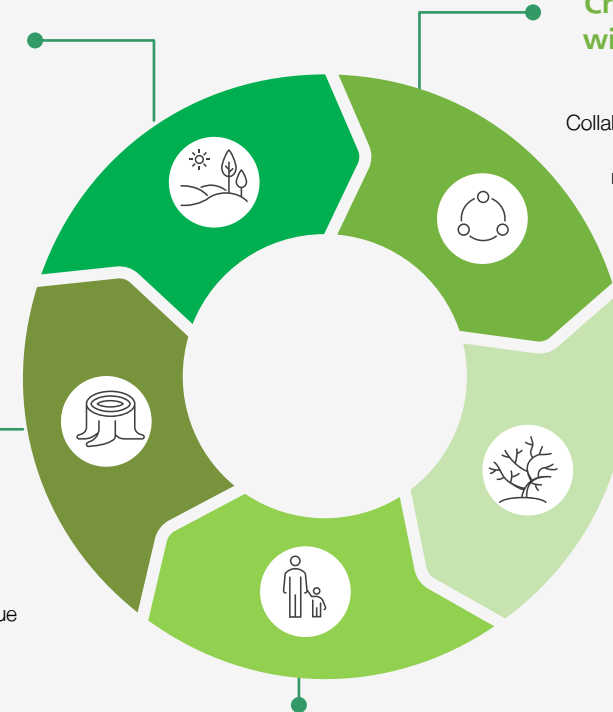
Protecting lives and restoring land and marine ecosystems and biodiversity.

### Zero Deforestation Commitment

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

### Respecting and Managing Natural Resources

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





# Assessment of Biodiversity Risk

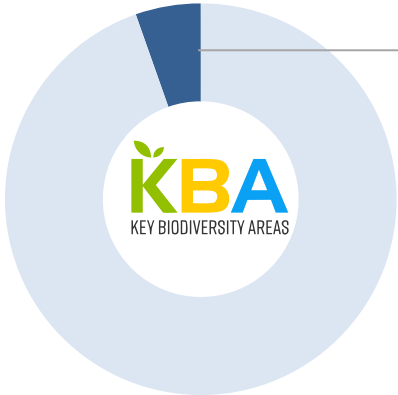
生物多样性风险评估



Protected Area

2%

China operation located  
2.5-10 km. away from  
the protected areas.



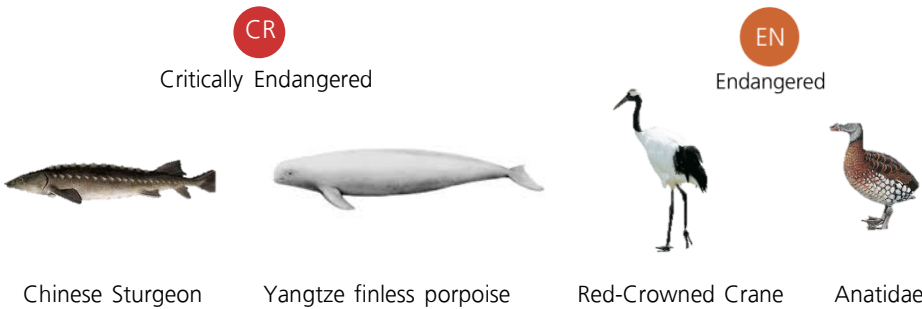
Key Biodiversity Area

5%

China operation located in  
the Key Biodiversity Area

Categories of Protected Area	C.P. Group China Operation (No. of Sites)
National Scenic Area (IUCN Category VI)	3
Ramsar Site (Wetland of International Importance)	3

## Species under IUCN Red list found in Protected Area



Key Biodiversity Areas	Ecosystem	C.P. Group China Operation (No. of Sites)
Qingdao-Rizhao Coastal Wetland and Islands	Coastal Wetland	8
Yinchuan Plain	Floodplain Wetland	1
Desert and Wetland from Northern Urumqi to Dabancheng	Desert and Wetland	1
Minjiang Estuary	Coastal Estuarine Wetland	1
Nanlijiang Hekou	Coastal Estuarine Wetland	1
Dongting Hu	Freshwater Lake & Wetland	1
Lianyungang Saltworks	Coastal Salt Marsh Wetland	1
Yellow River Delta Nature Reserve	Coastal Delta Wetland	1
Chen Hu Wetland Nature Reserve	Freshwater Wetland	1





# Responsible Supply Chain Management

## 负责任的供应商管理



Ensuring a responsible supply chain is a cornerstone of our sustainability efforts at C.P. Group China. We face the challenge of managing a complex and diverse supply chain while upholding high standards of environmental and social responsibility. This focus is critical as it directly affects the quality, safety, and sustainability of our products, as well as our relationships with suppliers and partners. By implementing rigorous supplier audits, promoting ethical practices, and fostering long-term partnerships, we aim to ensure that our supply chain aligns with our commitment to sustainability.

### Supporting the SDGs



### Key Performances 2023

# 100%

of Purchasing Personal Received Communication/Training

# 100%

of New Suppliers Selected  
based on Social and Environmental Criteria

# 100%

of Suppliers Received Training and Communication on SCoC

### Goal and Progress

21.1%

High risk suppliers are audited on sustainability\*

Remark

\* In 2023, the scope of the audit were expanded to cover business and sustainability risks

### Future Workplans



Exponentially enhance supply chain management through technology and digital application.



Proactively develop suppliers and enhance their capacity for sustainable growth.



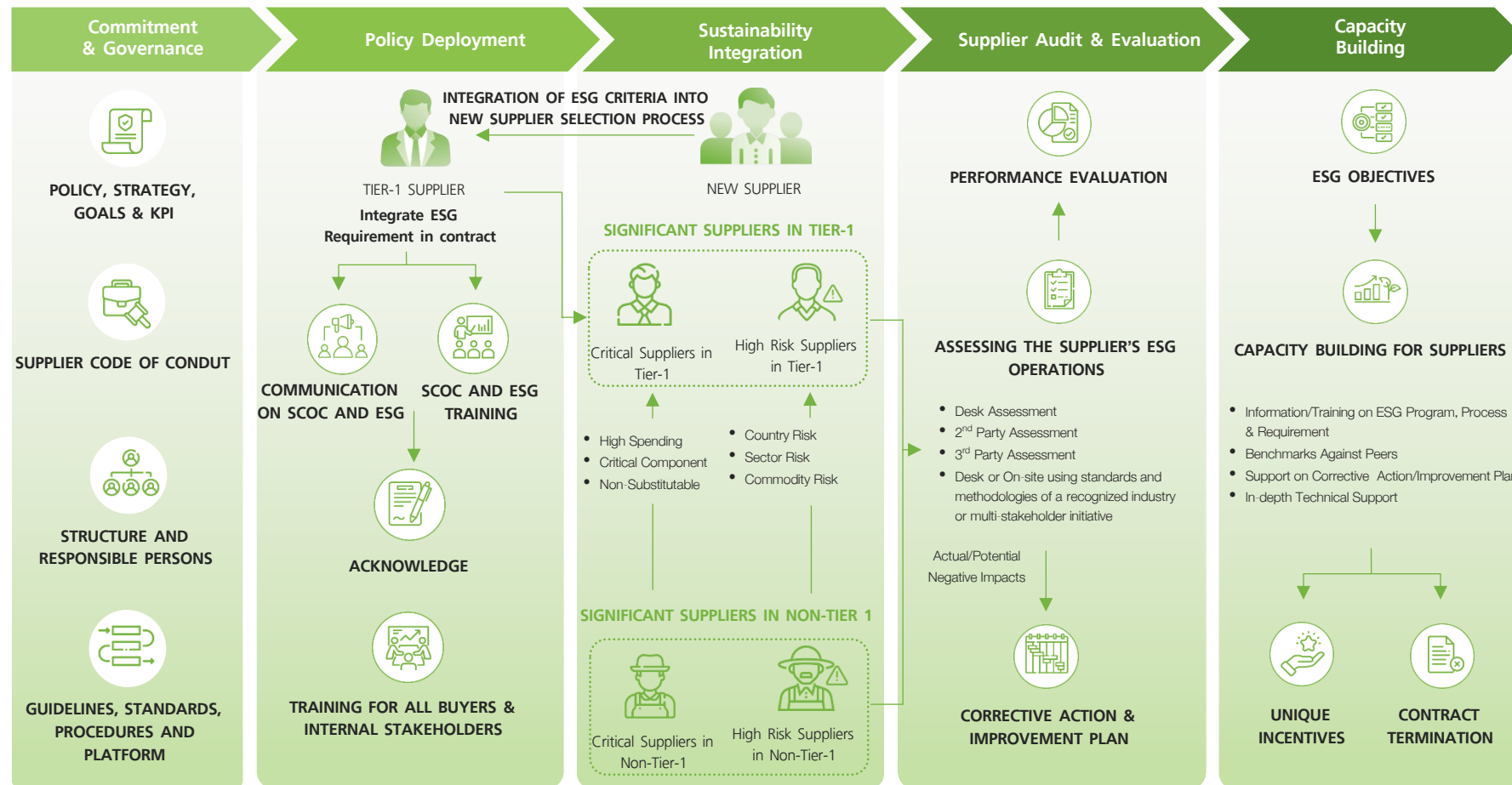
Encourage the reduction of indirect greenhouse gas emissions (Scope 3) along the organization's supply chain.



# Responsible Supply Chain Management

## 负责任的供应链管理

C.P. Group China understands that the activities of suppliers and business partners in our supply chain play a crucial role in maintaining business integrity and our ability to deliver sustainable value to society. Therefore, C.P. Group China is adopting Charoen Pokphand Group's supply chain management framework as guidelines for conducting business and enhancing the competitiveness of our business and our suppliers, empowering capacity, efficiency, and growth alongside C.P. Group China in a sustainable manner. Moreover, to further promote responsible supply chain management within C.P. Group China, we are planning to provide training programs for our employees and suppliers to enhance their capabilities in sustainability areas.



# 1,918 suppliers

Total Tier-1 Suppliers

# 318 suppliers

Significant Tier-1 Suppliers

# 79.7%

Purchase Value from Significant Tier-1 Suppliers

# 100%

Suppliers Located in Country of Operation



## Case Study



### Development of the Soybean Transportation System by Train Project

C.P. in China Region joined forces with Guangzhou Railway Company and Shenzhen CIMC Special Equipment Supply Chain Company, a container manufacturer, to develop the transportation of soybean meal by train to animal feed factories, which was previously impossible because heat can buildup in a sealed environment can cause soybean meal to spontaneously ignite. This is therefore regarded as a dangerous material. Due to this issue, both parties have worked together to conduct research and create ventilation-equipped soybean meal transport containers, which is the first time in China. This development has enabled the soybean meal to be transported in a 5% larger volume, saving 25 RMB per ton on transportation and packaging costs when compared with traditional bag. This is not only reduced the used of plastic, but also reduced greenhouse gas emissions from transportation

Reduced transportation and packaging costs by

**25** CNY per ton



# Sustainability Performances

可持续发展绩效

## Business Activities

GRI Standards	Disclosure	2020	2021	2022	2023
GRI 2-6	Production Plants (Plant)	-	-	-	104
	Stores (Branch)	-	-	-	135
	Tier-1 Suppliers (Entity)	N/A	N/A	N/A	1,918

## Financial

Unit: million THB

GRI Standards	Disclosure	2020	2021	2022	2023
GRI 201-1	Revenue	185,335	201,963	238,357	246,548
	Capital Expenses	2,143	529	3,803	3,785
	Operating Costs	16,294	16,804	21,002	11,624
	Total Expenses	123,576	110,704	174,678	190,283
	Employee Wages and Benefits	9,085	14,862	15,828	16,532
	Payment to Government: Income Taxes	3,256	3,629	1,596	1,653

## Anti-corruption and Anti-competitive

GRI Standards	Disclosure	2020	2021	2022	2023
Operations Assessed for Risks Related to Corruption					
GRI 205-1	Total Percentage of Operation Assessed for Risks Related to Corruption (Percentage)	100	100	100	100
Communication and training about anti-corruption policies and procedures					
GRI 205-2	Total Percentage of Governance Body Members Received Communication and Training on Anti-corruption Policy (Percentage)	100	100	100	100
	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	2020	2021	2022	2023
GRI 205-3	Total Number of Confirmed Incidents in which Employees were Dismissed or Disciplined (Case)	0	0	0	0
	Total Number of Confirmed Incidents when Contracts with Business Partners were Terminate (Case)	0	0	0	0
GRI 206-1	Total Number of Legal Actions for Anti-competitive Behavior (Case)	0	0	0	0

## Material

GRI Standards	Disclosure	2020	2021	2022	2023
Plastic Packaging Volume					
GRI 301-1	Total Plastic Packaging (Thousand Ton)	18.39	26.81	18.94	27.41
	Reusable – Recyclable Plastic Packaging (Percentage)	88	61	100	89
GRI 301-2	Overview of Recycled Input Materials for Plastic & Non-plastic Packaging (Ton)	-	-	-	-
		-	-	-	-
	• Plastic (Recycled Input Materials of Plastic) (Ton)	-	-	-	-
		-	-	-	-
	• Paper and Wood (Recycled Input Materials of Paper & Wood) (Ton)	-	-	-	-
		-	-	-	-
	• Metal (Steel and Aluminum) (Recycled Input Materials of Metal) (Ton)	-	-	-	-
		-	-	-	-
	• Glass (Recycled Input Materials of Glass) (Ton)	-	-	-	-
		-	-	-	-

## Energy

GRI Standards	Disclosure	2020	2021	2022	2023
Energy Consumption within Organization					
GRI 302-1	Total Energy Consumption (Million GJ)	9.08	11.32	13.39	11.29
	Total Energy Consumption ((Million MWh)	2.52	3.15	3.72	3.14
	Total Non-renewable Energy Consumption (Million GJ)	3.98	5.09	4.72	5.23
	Total Non-renewable Energy Consumption ((Million MWh)	1.11	1.41	1.31	1.45
	Total Renewable Energy Consumption (Million GJ)	0.18	0.27	0.39	0.69
	Total Renewable Energy Consumption ((Million MWh)	0.05	0.07	0.11	0.19
	Electricity Purchased (Million GJ)	4.93	5.99	8.28	5.39
	Electricity Purchased ((Million MWh)	1.24	1.55	1.47	1.32
	Electricity Sold (Million GJ)	-	-	-	-
GRI 302-3	Electricity Sold (((Million MWh)	-	-	-	-
		-	-	-	-
GRI 302-3	Energy Intensity (Total Energy Consumption / Million CNY of Revenue)	48.98	69.19	77.55	63.29
GRI 302-4	Reduction of Energy Consumption (Million GJ)	0.18	0.27	0.39	0.69
	Reduction of Energy Consumption ((Million MWh)	0.05	0.08	0.11	0.19

## Water and Effluents

Unit: million m<sup>3</sup>

GRI Standards	Disclosure	2020	2021	2022	2023
Water Withdrawal					
GRI 303-3	Total Water Withdrawal from all Areas	112.79	113.83	126.09	122.28
	• Freshwater Withdrawal	111.70	111.05	119.67	112.63
	– Surface water	86.52	89.33	95.01	84.58
	– Groundwater	17.79	10.98	14.32	13.56
	– Third-party Water	7.39	10.74	10.33	13.59
	– Rainwater	-	-	-	0.90
	• Other Water Withdrawal	1.09	2.78	6.42	9.64
	– Surface water	0.02	1.01	5.52	6.92
	– Groundwater	0.31	1.29	0.43	2.45
	– Third-party Water	0.75	0.47	0.47	0.28
GRI 303-3	Total Water Withdrawal from all Areas with Water stress	14.17	20.48	23.59	31.09
	• Freshwater Withdrawal	14.17	19.89	23.36	23.44
	– Surface water	0.00	7.29	7.10	4.29
	– Groundwater	10.92	5.25	11.88	8.88
	– Third-party Water	3.25	7.35	4.37	9.37
	– Rainwater	-	-	-	0.90

## Water and Effluents

Unit: million m<sup>3</sup>

GRI Standards	Disclosure	2020	2021	2022	2023
Water Withdrawal					
GRI 303-3	• Other Water Withdrawal	-	0.59	0.23	7.65
	– Seawater	-	-	-	5.93
	– Surface water	-	-	-	-
	– Groundwater	-	0.49	-	0.60
	– Third-party Water by the Withdrawal Sources	-	0.10	0.23	1.13
GRI 303-3	Water Intensity (m <sup>3</sup> / Million CNY of Revenue)	608.56	696.08	730.32	685.35
Water Discharge					
GRI 303-4	Total Water Discharge to all Areas of Destination	16.82	16.05	25.31	21.69
	• Seawater	-	0.74	2.15	5.90
	• Surface water	2.77	0.54	12.11	4.20
	• Third-party Water	14.04	14.76	11.05	11.59
	Total Water Discharge to all Areas by Categories	16.82	16.05	25.31	21.69
	• Freshwater	16.01	12.54	18.93	15.44
	• Other Water	0.81	3.51	6.38	6.26



## Water and Effluents

Unit: million m<sup>3</sup>

GRI Standards	Disclosure	2020	2021	2022	2023
Water Discharge					
GRI 303-4	Total Water Discharge to all Areas with Water Stress	7.17	8.24	12.28	16.53
	• Freshwater	6.78	7.23	11.92	11.94
	• Other Water	0.38	1.01	0.36	4.59
Quality of Treated Water					
GRI 303-4	Biological Oxygen Demand (BOD) (Mg./L)	-	514.48	123.50	47.74
	Chemical Oxygen Demand (COD) (Mg./L)	-	1,109.10	308.20	151.20
Water Consumption					
GRI 303-5	Total Water Consumption from all Areas	95.97	97.78	100.78	100.58
	Total Water Consumption from all Areas with Water Stress	7.01	12.24	11.31	14.56

## Emissions

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

GRI Standards	Disclosure	2020	2021	2022	2023
Direct (Scope 1) GHG Emissions					
GRI 305-1	Direct (Scope 1) GHG Emissions	259.80	328.85	295.33	313.26
	Biogenic CO <sub>2</sub> Emissions	14.81	25.42	40.57	63.81
Indirect (Scope 2) GHG Emissions					
GRI 305-2	Indirect (Scope 2) GHG Emissions (Location Based)	1,150.59	1,409.64	1,036.18	892.35
	Indirect (Scope 2) GHG Emissions (Market Based)	1,145.05	1,400.80	1,035.29	890.24
	Purchased Heating	0.00	27.66	1.06	2.22
	Purchased Colling	-	-	-	-
GRI 305-5	Reduction of GHG Emissions	25.53	34.59	46.32	77.01
GHG Emissions Intensity					
GRI 305-4	GHG Emissions Intensity (Scope 1 & 2) (tCO <sub>2</sub> e/Million THB of Revenue)	7.58	10.79	8.81	6.84
Other Significant Emissions					
GRI 305-7	Volatile Organic Compounds (Ton)	-	0.86	0.36	0.33



## Emissions

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

GRI Standards	Disclosure	2020	2021	2022	2023
Other Indirect (Scope 3) GHG Emissions					
GRI 305-3	Total Scope 3 GHG Emissions	-	7,44.13	7,007.03	7,810.39
	1. Purchase Goods and Services	-	5,925.52	6,232.41	7,383.99
	2. Capital Goods	-	0.00	5.21	2.36
	3. Fuel and Energy-Related Activities (Not Included in Scope 1 and 2)	-	956.04	303.45	285.34
	4. Upstream Transportation and Distribution	-	147.92	191.54	656.89
	5. Waste Generated in Operations	-	14.73	8.60	11.65
	6. Business Travel	-	1.11	3.34	3.15
	7. Employee Commuting	0.00	56.46	39.04	60.18
	8. Upstream Leased Assets	-	-	-	-
	9. Downstream Transportation and Distribution	0.00	223.92	126.25	357.64
	10. Processing of Sold Products	N/A	N/A	N/A	N/A
	11. Use of Sold Products	N/A	N/A	N/A	N/A
	12. End of Life Treatment of Sold Products	-	31.00	6.06	38.01
	13. Downstream Leased Asset	-	84.61	91.12	63.55
	14. Franchises	N/A	N/A	N/A	N/A
	15. Investments	N/A	N/A	N/A	N/A

## Waste

Unit: thousand Ton

GRI Standards	Disclosure	2020	2021	2022	2023
Waste Generated					
GRI 306-3	Total Weights of Waste	394.44	355.48	473.60	582.27
	• Hazardous Waste	5.25	3.06	5.76	1.98
	• Non-hazardous Waste	389.19	352.42	467.84	580.29
	Waste Intensity (Ton / Million THB of Revenue)	0.45	0.33	0.39	0.48
Waste Diverted from Disposal					
GRI 306-4	Total Weights of Waste Diverted from Disposal: Hazardous Waste	1.14	3.02	2.69	0.50
	• Reused	-	-	0.20	0.11
	• Recycled	1.14	3.02	2.49	0.39
	Total Weights of Waste Diverted from Disposal: Non-hazardous Waste	354.61	303.67	399.88	501.82
	• Reused	291.29	231.14	312.18	413.04
	• Recycled	63.32	72.54	87.70	88.78
Waste Directed to Disposal					
GRI 306-5	Total Weights of Waste Directed to Disposal: Hazardous Waste	4.11	0.04	3.07	1.48
	• Incineration	4.11	0.03	2.75	1.46
	– Incineration with Energy Recovery	0.00	0.01	-	1.02
	– Incineration without Energy Recovery	4.11	0.02	2.75	0.44



## Waste

Unit: Ton

GRI Standards	Disclosure	2020	2021	2022	2023
Waste Directed to Disposal					
GRI 306-5	• Landfilled	-	0.01	0.32	0.02
	• Other Methods	-	-	-	-
GRI 306-5	Total Weights of Waste Directed to Disposal: Non-hazardous Waste	34.57	48.75	67.96	78.47
	• Incineration	30.92	45.18	66.10	75.33
	– Incineration with Energy Recovery	27.29	44.84	64.46	64.71
	– Incineration without Energy Recovery	3.63	0.33	1.64	10.62
	• Landfilled	3.65	3.57	1.86	3.14
	• Other Methods	-	-	-	-

## Supplier Environmental Assessment

GRI Standards	Disclosure	2020	2021	2022	2023
New suppliers that were screened using environmental criteria					
GRI 308-1	Percentage of New Suppliers that were Screened using Environmental Criteria (Percent)	N/A	N/A	N/A	100

## Supplier Environmental Assessment

GRI Standards	Disclosure	2020	2021	2022	2023
New suppliers that were screened using environmental criteria					
GRI 308-2	Number of Suppliers Assessed for Environmental Impacts (Entity)	N/A	N/A	N/A	67
	Number of Suppliers Identified as having Significant Actual and Potential Negative Environmental Impacts (Entity)	N/A	N/A	N/A	0
	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	0

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

## Human Capital

Unit: Person

GRI Standards	Disclosure	2020		2021		2022		2023	
		Female	Male	Female	Male	Female	Male	Female	Male
Total Workforce									
GRI 2-7	Employee	92,378		86,358		81,800		85,694	
		36,381	55,997	31,592	54,766	30,206	51,594	31,326	54,368



## Human Capital

Unit: Person

GRI Standards	Disclosure	2020		2021		2022		2023	
		Female	Male	Female	Male	Female	Male	Female	Male
Total Employee by Region									
GRI 2-7	Thailand	144		135		158		134	
		20	124	24	111	-	-	-	-
	China	92,225		86,200		81,641		83,418	
		36,358	55,867	31,560	54,640	-	-	-	-
	Others	9		23		1		2,142	
		3	6	8	15	-	-	-	-
Total Employee by Age Group									
GRI 2-7	Under 30 Years Old	31,483		29,124		26,830		45,551	
		12,151	19,329	10,620	18,504	10226	16,604	-	-
	30-50 Years Old	52,062		49,075		47,864		30,599	
		22,036	29,990	19,073	30,002	18,798	29,066	-	-
	Over 50 Years Old	8,872		8,159		7,106		9,544	
		2,194	6,678	1,899	6,260	1,182	5,924	-	-
Total Employee by Contract Type									
GRI 2-7	Permanent Employees	-		-		-		85,694	
		-	-	-	-	-	-	31,326	54,368

## Human Capital

Unit: Person

GRI Standards	Disclosure	2020		2021		2022		2023	
		Female	Male	Female	Male	Female	Male	Female	Male
Total Employee by Contract Type									
GRI 2-7	Temporary Employees	-		-		-		-	
		-	-	-	-	-	-	-	-
	Full-time Employees	-		-		-		-	
		-	-	-	-	-	-	-	-
Total Employee by Level									
	Top Managements	515		357		342		797	
		81	434	51	306	57	285	172	625
	Middle Managements	1,551		2,521		2,577		4,257	
		323	1,228	561	1,960	542	2,035	1,156	3,101
	Managements	8,639		14,106		16,083		47,337	
		2,411	6,228	4,012	10,094	4,707	11,376	18,167	29,170
	Staff/Officers	51,645		44,633		42,603		33,269	
		18,375	33,270	16,596	28,037	16,978	25,625	11,811	21,458
	Workers	30,028		24,741		20,195		34	
		15,191	14,837	14,369	10,372	7,922	12,273	20	14

## Human Capital

Unit: Person

GRI Standards	Disclosure	2020		2021		2022		2023	
		Female	Male	Female	Male	Female	Male	Female	Male
New Employee Hired									
GRI 401-1	Total New Employee Hired	25,470		31,143		21,323		25,199	
		10,677	14,793	9,905	21,238	6,786	14,537	8,622	16,577
New Employee Hired by Age Group									
GRI 401-1	Under 30 Years Old	13,976		17,086		11,830		15,251	
		5,334	8,642	5,341	11,745	3,755	8,075	-	-
	30-50 Years Old	10,534		13,083		8,835		9,002	
		5,002	5,532	4,329	8,754	2,845	5,990	-	-
	Over 50 Years Old	960		974		658		946	
		341	619	235	739	186	472	-	-
Employee Turnover									
GRI 401-1	Total Employee Turnover (Person)	23,746		23,708		24,714		23,006	
		9,651	14,093	8,864	14,844	9,182	15,532	8149	14,857
	Employee Turnover Rate (All Level) (Percent)	25.71		27.45		30.21		26.85	
	Employee Turnover Rate (Exclude Worker Level) (Percent)	-		-		-		23.25	

## Human Capital

Unit: Person

GRI Standards	Disclosure	2020		2021		2022		2023	
		Female	Male	Female	Male	Female	Male	Female	Male
Employee Turnover by Age Group									
GRI 401-1	Under 30 Years Old	11,045		11,781		11,148		3,462	
		3,941	7,104	4,065	7,716	3,546	7,602	-	-
	30-50 Years Old	10,881		10,519		11,638		3,021	
		4,796	6,085	4,283	6,236	4,784	6,854	-	-
	Over 50 Years Old	1,820		1,408		1,928		363	
		915	905	516	892	852	1,076	-	-
Parental Leave									
GRI 401-3	Total number of employees that were entitled to parental leave	92,378		86,358		81,800		85,694	
		36,381	55,997	31,592	54,766	30,206	51,594	31,326	54,368
	Total number of employees that took parental leave	297		821		1,644		1,199	
		278	19	354	467	886	758	-	-
	Total number of employees that returned to work in the reporting period after parental leave ended	219		717		1430		481	
		200	19	276	441	716	714	-	-
	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	-		-		-		-	
		-	-	-	-	-	-	-	-



## Occupational Health & Safety

GRI Standards	Disclosure	2020		2021		2022		2023	
		Female	Male	Female	Male	Female	Male	Female	Male
Number of Hours Worked (Employees)									
GRI 403-9	Number of Hours Worked (Million Hour)	51.09	104.90	7.55	10.28	72.68	154.66	44.94	76.08
Work-related Injuries (Employees)									
GRI 403-9	Fatality as a Result of Work-related Injury (Case)	7		2		3		2	
		0	7	0	2	0	3	0	2
	Fatality as a Result of Work-related Injury (Case/ 1,000,000 Hrs. Worked)	0.04		0.11		0.01		0.02	
		0.00	0.07	0.00	0.19	0.00	0.02	0.00	0.03
	High-consequence Work-related Injury (Excluded Fatality (Case)	24		51		29		51	
		6	18	15	36	6	23	8	35
	High-consequence Work-related Injury (Excluded Fatality (Case/1,000,000 Hrs. Worked)	0.15		2.86		0.13		0.42	
		0.12	0.17	1.99	3.50	0.08	0.15	0.18	0.46
	Recordable Work-related Injury (Case)	793		470		367		271	
		408	385	189	281	184	183	63	154
	Recordable Work-related Injury (Case / 1,000,000 Hrs. Worked)	5.08		26.36		1.61		2.24	
		7.99	3.67	25.04	27.34	2.53	1.18	1.40	2.02
	Lost-time Injury Frequency Rate (LTIFR) (Case / 1,000,000 Hrs. Worked)	2.77		11.57		0.71		1.84	
		6.85	0.78	18.55	18.58	0.91	0.61	1.22	1.66

## Occupational Health & Safety

GRI Standards	Disclosure	2020		2021		2022		2023	
		Female	Male	Female	Male	Female	Male	Female	Male
Work-related Injuries (Employees)									
GRI 403-9	Lost Day Rate (LDR)	0.00		0.00		35.43		97.71	
		0.00	0.00	0.00	0.00	43.54	31.62	116.57	86.58
Work-related Ill Health (Employees)									
GRI 403-10	Fatality as a Result of Work-related Ill Health (Case)	0		0		0		0	
		0	0	0	0	0	0	0	0
	Recordable Work-related Ill Health (Case)	0		0		0		0	
		0	0	0	0	0	0	0	0
	Occupational Illness Frequency Rate (OIFR) (Lost Day / 1,000,000 Hrs. Worked)	0		0		0		0	
		0	0	0	0	0	0	0	0
Number of Hours Worked (Contractors)									
GRI 403-9	Number of Hours Worked (Million Hour)	18.86	26.41	0.28	1.42	5.04	10.23	2.74	8.45
Work-related Injuries (Contractors)									
GRI 403-9	Fatality as a Result of Work-related Injury (Case)	2		0		1		0	
		0	2	0	0	0	1	0	0
	Fatality as a Result of Work-related Injury (Case / 1,000,000 Hrs. Worked)	0.04		0.00		0.07		0.00	
		0.00	0.08	0.00	0.00	0.00	0.10	0.00	0.00



## Occupational Health & Safety

GRI Standards	Disclosure	2020		2021		2022		2023	
		Female	Male	Female	Male	Female	Male	Female	Male
Work-related Injuries (Contractors)									
GRI 403-9	High-consequence Work-related Injury (Excluded Fatality (Case)	2		1		0		1	
		1	1	0	1	0	0	0	1
	High-consequence Work-related Injury (Excluded Fatality (Case / 1,000,000 Hrs. Worked)	0.04		0.59		0.00		0.07	
		0.05	0.04	0.00	0.70	0.00	0.00	0.00	0.12
	Recordable Work-related Injury (Case)	28		700		69		12	
		14	14	341	359	37	32	5	7
	Recordable Work-related Injury (Case / 1,000,000 Hrs. Worked)	0.62		24.15		4.52		0.81	
		0.74	0.53	50.84	18.98	7.35	3.13	1.10	0.59
	Lost-time Injury Frequency Rate (LTIFR) (Case / 1,000,000 Hrs. Worked)	0.33		4.71		0.66		0.47	
		0.42	0.27	10.89	3.51	0.60	0.68	1.10	0.36
Lost Day Rate (LDR)	0.00		0.00		15.13		73.23		
	0.00	0.00	0.00	0.00	12.31	16.51	95.31	66.07	
Work-related Ill Health (Contractors)									
GRI 403-10	Recordable Work-related Ill Health (Case)	0		0		0		0	
		0	0	0	0	0	0	0	0
	Occupational Illness Frequency Rate (OIFR) (Lost Day/1,000,000 Hrs. Worked)	0		0		0		0	
		0	0	0	0	0	0	0	0

## Training and Education

Unit: Hour/Employee/Year

GRI Standards	Disclosure	2020		2021		2022		2023	
		Female	Male	Female	Male	Female	Male	Female	Male
Average Hours of Training									
GRI 404-1	Average Training Hours for all Employees	13.43		14.56		29.63		22.92	
		12.38	14.11	14.91	14.35	68.80	6.70	25.90	21.47
Hours of Training by Employee Level									
	Top Managements	14.43		13.79		68.64		43.98	
		18.94	13.59	12.73	13.97	150.75	54.96	20.26	47.19
	Middle Managements	16.97		17.18		50.01		32.52	
		19.19	16.38	17.33	17.14	54.19	48.97	32.90	32.42
	Managements	19.70		17.56		47.55		23.82	
		20.17	19.51	17.66	17.51	59.91	43.04	29.12	22.23
	Staff / Officers	16.86		15.83		167.26		22.46	
		16.55	17.04	17.10	15.07	458.36	23.37	25.36	20.90
	Workers	5.52		N/A		18.43		2.71	
		5.93	5.10	N/A	N/A	26.00	14.93	2.40	3.14
Employee Performance Appraisal									
GRI 404-3	Percentage of employees received a regular performance and career development review (Percent)	100		100		100		100	
		100	100	100	100	100	100	100	100

Freedom of Association and Collective Bargaining

GRI Standards	Disclosure	2020		2021		2022		2023	
		Female	Male	Female	Male	Female	Male	Female	Male
Freedom of Association / Collective Bargaining Agreements									
GRI 407-1	Employee Covered by Collective Bargaining Agreements (Percent)	100	100	100	100	100	100	100	100

Supplier Social Assessment

GRI Standards	Disclosure	2020	2021	2022	2023
New suppliers that were screened using environmental criteria					
GRI 414-1	Percentage of New Suppliers that were Screened using Social Criteria (Percent)	N/A	N/A	N/A	100
GRI 414-2	Number of Suppliers Assessed for Social Impacts (Entity)	N/A	N/A	N/A	67
	Number of Suppliers Identified as having Significant Actual and Potential Negative Social Impacts (Entity)	N/A	N/A	N/A	0
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon (Percent)	N/A	N/A	N/A	N/A*
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated (Percent)	N/A	N/A	N/A	0

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





# Assurance Statement



## LRQA Independent Assurance Statement

### Relating to CHAROEN POKPHAND GROUP (CHINA)'s ESG data for the calendar year 2023

This Assurance Statement has been prepared for CHAROEN POKPHAND GROUP (CHINA) 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 CHAROEN POKPHAND GROUP (CHINA) COMPANY LIMITED (CPG CHINA) to provide independent assurance on its ESG data 2023 "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 CPG CHINA's operations in the Greater China 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 303-1. 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 305-7 Other significant emissions (VOC, SOx, NOx), GRI 306-3 Waste generated, GRI 306-4 Waste diverted from disposal and GRI 306-5 Waste directed to disposal included food loss and food waste.
- *Social:*  
GRI 403-9 to 10 Work-related injuries and ill health.

Our assurance engagement excluded the data and information of CPG CHINA'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 CPG CHINA. LRQA disclaims any liability or responsibility to others as explained in the end footnote. CPG CHINA'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 CPG CHINA.

#### LRQA's Opinion

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

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

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

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



#### LRQA's approach

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

- Collaborate data and information assurance from LRQA works for CHAROEN POKPHAND GROUP in Greater China which 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 CPG CHINA and as such does not compromise our independence or impartiality.

Opatt Charuratana  
Lead Verifier

Dated: 25 November 2024

On behalf of LRQA (Thailand) Limited  
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#### LRQA reference: BGK00001060/H

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