

Making Today
a Better Tomorrow



Charoen Pokphand Group
**Sustainability
Performance
Report 2022**



เจริญโภคภัณฑ์



ซีพี...เพื่อความยั่งยืน



C.P. GROUP



1. INTRODUCTION

C.P. Group reports its sustainability performances **against globally accepted frameworks, standards, and indices**, in order to increase transparency and accountability



At present, sustainability-related issues have become central to decision-making among stakeholders, ranging from investment decisions by investors, partnership opportunities with suppliers and business partners, products and services selection by consumers and customers, to retaining and attracting employees. Charoen Pokphand Group has given top priority to sustainability development for a century, and it is our commitment to continue our journey in the sustainability pathway, to create the utmost benefits for all stakeholder groups and to build a Better Tomorrow.

To ensure that Charoen Pokphand Group's sustainability data are responding to national and international requirements, as well as stakeholders' interests, C.P. Group reports its sustainability performances against globally accepted frameworks, standards, and indices, to increase transparency and accountability. The Group developed a data collection process that are suitable and covered all business units under the Group's operation. Moreover, the Group engaged an external third-party to conduct data verification on selected indicators that are material to the Group and are of interest to our stakeholders.

2. SUSTAINABILITY PERFORMANCE DATA

C.P. Group tracks and discloses sustainability performance data from 2019 – 2022. The data are divided into six capitals: Financial, Manufacturing, Intellectual, Human, Relationship, and Natural



2.1 Financial Capital

Direct Economic Value Generated
Economic Value Distributed

2.2 Manufacturing Capital

Operating Sites

2.3 Intellectual Capital

Research & Development

2.4 Human Capital

Total Workforce by Contract Type
Total Employee by Region
Total Employee by Contract Type
Total Employee by Nationality
Total Employee by Age Group
Total Employee by Position Level
Annual Total Compensation Ratio by Employee Level
Freedom of Association / Collective Bargaining Agreement
Hiring Cost
Total Vacancy Position Opened
New Employee Hired
New Employee Hired by Age Group
New Employee Hired by Position Level
Internal Hiring
Internal Hired by Age Group
Internal Hired by Position Level
Employee Turnover
Employee Turnover by Age Group
Employee Turnover by Position Level
Voluntary Employee Turnover
Voluntary Employee Turnover by Age Group
Voluntary Employee Turnover by Position Level

Parental Leave

Hours of Training

Hours of Training by Position Level

Hours of Training by Age Group

Amount Spent in training

Employee Performance Appraisal

Work-related Injuries (Employees)

Work-related Ill Health (Employees)

Work-related Injuries (Contractors)

Work-related Ill Health (Contractors)

Communication about Anti-corruption Policies and Procedures

Training about Anti-corruption Policies and Procedures

2.5 Relationship Capital

Multi-stakeholder Engagement

Employee Engagement

Quality Education for All

Beneficiary Stakeholders

Supplier Screening

Supplier Assessment

2.6 Natural Capital

Energy Consumption within Organization

Water Withdrawal

Water Discharge

Water Consumption

Emissions

Scope 3 Emission

Waste Generated

Food Loss and Food Waste

Plastic Packaging Volume

2.1 Financial Capital

	Unit	2019	2020	2021	2022
Direct Economic Value Generated					
Revenues	Million THB	2,007,971	2,152,759	2,333,506	2,901,742
Revenues from Goods & Services	Million THB	839,483	1,571,270	1,731,015	2,467,590
Economic Value Distributed					
Capital Expenditures	Million THB				150,484
Operating Cost	Million THB	115,909	115,418	160,129	193,334
Total Expenses	Million THB	884,079	1,043,164	1,173,994	1,974,548
Employee Wages and Benefits	Million THB	153,722	177,289	206,750	223,207
Payments to Government: Income Taxes	Million THB	23,445	25,179	18,332	19,186

2.2 Manufacturing Capital

	Unit	2019	2020	2021	2022
Operating Sites					
Production Plants	Plant	278	278	370	363
Livestock / Aquaculture Farms	Farm	951	951	989	989
7-Eleven Stores	Branch	11,712	12,432	13,141	13,838
Makro Stores	Branch			149	162
Lotus's and Lotus Supercenter's Hypermarket / Supermarket / Mini-supermarket	Branch	216	219	2,791	2,736

2.3 Intellectual Capital

	Unit	2019	2020	2021	2022
Research & Development					
R&D Centers / Research Centers	Center	106	110	95	91
R&D Expenditure	Million THB	7,077	20,637	22,689	28,753
R&D Personnel	Person	5,402	5,615	6,242	9,674
Patents and Petty Patents	Person	2,971	2,798	3,658	3,658

2.4 Human Capital

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce By Contract Type									
Employee	Person	339,431		361,570		428,576		441,606	
		169,633	169,798	182,734	178,836	212,052	216,524	215,340	226,266
Total Employee by Region									
Thailand	Person	204,920		214,949		268,977		284,860	
		86,066	118,854	90,279	124,670	112,027	156,950	117,138	167,722
China	Person							88,798	
								55,093	33,705
Others	Person							67,948	
								43,205	24,743

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Total Employees by Contract Type									
Permanent Employees	Person							357,523	
								166,663	190,860
Thailand	Person							263,506	
								107,109	156,397
China	Person							26,222	
								16,462	9,760
Others	Person							67,754	
								43,092	24,703
Temporary Employees	Person							84,083	
								48,757	35,274
Thailand	Person							21,353	
								10,029	11,324
China	Person							62,577	
								38,632	23,945
Others	Person							153	
								153	153

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Total Employees by Contract Type (Continue)									
Full-time Employees	Person							440,276	
								215,000	225,276
Thailand	Person							283,543	
								116,707	166,836
China	Person							88,785	
								55,088	33,697
Others	Person							67,948	
								43,205	24,743
Part-time Employees	Person							1,330	
								437	893
Thailand	Person							1,316	
								431	885
China	Person							14	
								6	8
Others	Person							-	
								-	-
Total Employee by Nationality									
Thai	Person			204,129		258,669		268,912	
				85,208	118,921	107,354	151,315	159,447	109,465
Burmese	Person					12,400		13,867	
						6,313	6,087	6,560	7,307
Cambodian	Person					6,794		10,526	
						3,958	2,836	4,791	5,735

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Total Employee by Nationality (Continue)									
Chinese	Person			92,245		92,415		88,664	
				55,879	36,366	57,500	34,915	33,678	54,986
Vietnamese	Person			30,123		28,824		32,046	
				17,770	12,353	17,434	11,390	11,755	20,291
Others	Person			35,073		29,474		27,591	
				23,843	11,230	19,493	9,981	9,939	17,651
Total Employee by Age Group									
Under 30 Years Old	Person	148,450		150,958		187,663		186,596	
		72,482	75,968	73,201	77,757	90,270	97,393	86,301	100,295
30-50 Years Old	Person	171,214		187,794		215,066		227,776	
		85,386	85,828	95,833	91,961	106,415	108,651	112,626	115,150
Over 50 Years Old	Person	19,767		22,818		25,847		27,234	
		11,765	8,002	13,700	9,118	15,367	10,480	16,510	10,724
Total Employee by Position Level									
Top Management	Person	968		1,200		1,048		1,159	
		768	200	936	264	853	195	951	208
Middle Management	Person	4,017		4,484		4,472		5,145	
		2,620	1,397	3,057	1,427	3,000	1,472	3,511	1,634
Management	Person	43,280		29,639		78,223		74,586	
		28,923	14,357	18,295	11,344	41,979	36,244	38,408	36,178
Staff / Officer / Worker	Person	291,581		326,247					
		137,737	153,844	160,446	165,801				
Staff / Officer¹	Person					192,871		249,731	
						91,606	101,265	115,234	134,497

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Total Employee by Position Level (Continue)									
Worker¹	Person					151,962		110,986	
						74,614	77,348	57,333	53,652
Annual Total Compensation Ratio by Employee Level									
Executive Level (Base Salary)	Ratio			1	0.97	1	0.90	1	0.97
Executive Level (Base Salary + Cash Incentives)	Ratio			1	0.97	1	0.94	1	0.90
Management Level (Base Salary)	Ratio			1	0.98	1	0.89	1	0.97
Management Level (Base Salary + Cash Incentives)	Ratio			1	0.94	1	0.90	1	0.96
Officer	Ratio			1	0.91	1	0.92	1	0.98
Freedom of Association / Collective Bargaining Agreements									
Employee covered by collective bargaining agreements	Percent			100	100	100	100	100	100
Hiring Cost									
Average Hiring Cost	THB / Person / Year	4,502		5,976		8,927		3,520	
Total Vacancy Position Opened									
Total Vacancy Position Opened	Position	18,829		140,310		179,618		227,697	
New Employee Hired									
Total New Employee Hired	Person	125,134		91,014		234,669		244,944	
		59,674	65,460	45,100	45,914	106,367	128,302	105,708	139,236
New Employee Hired by Age Group									
Under 30 Years Old	Person	86,390		58,092		144,370		169,568	
		40,336	46,054	28,563	29,529	66,109	78,261	71,918	97,650
30-50 Years Old	Person	36,352		30,804		85,972		72,435	
		17,979	18,373	15,257	15,547	37,990	47,982	32,040	40,395

Remark : ¹In 2021, the employee level were reviewed and classified into 5 levels which the Workers Level was separated from Staff and Officer Level

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
New Employee Hired by Age Group (Continue)									
Over 50 Years Old	Person	2,392		2,118		4,327		2,941	
		1,359	1,033	1,280	838	2,269	2,058	1,750	1,191
New Employee Hired by Position Level									
Top Management	Person					129		98	
						98	31	35	63
Middle Management	Person					746		851	
						495	251	413	438
Management	Person					25,707		20,584	
						11,902	13,805	11,331	9,253
Staff / Officer	Person					99,117		168,609	
						44,861	54,256	76,959	91,650
Worker	Person					108,970		54,802	
						49,011	59,959	29,468	25,334
Internal Hiring									
Total Internal Hiring	Person					48,980		52,544	
						20,906	28,074	20,023	32,521
Rate of Internal Hired	Percent	55.15		68.08		27.27		21.45	
Internal Hired by Age Group									
Under 30 Years Old	Person					25,704		31,067	
						10,738	14,966	11,450	19,617
30-50 Years Old	Person					22,023		20,688	
						9,465	12,558	8,126	12,562

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Internal Hired by Age Group (Continue)									
Over 50 Years Old	Person					1,253		789	
						703	550	447	342
Internal Hired by Position Level									
Top Management	Person					62		72	
						51	11	13	59
Middle Management	Person					404		533	
						282	122	211	322
Management	Person					9,820		13,897	
						4,911	4,909	7,946	5,951
Staff / Officer	Person					20,911		37,215	
						8,134	12,777	23,980	13,235
Worker	Person					17,783		827	
						7,528	10,255	371	456
Employee Turnover									
Total Employee Turnover	Person	109,172		110,394		161,342		182,607	
		54,977	54,195	52,110	58,284	73,260	88,082	83,893	98,714
Employee Turnover Rate (All Level)	Percent	32.16		30.53		37.65		41.43	
Employee Turnover Rate (Exclude Worker Level)	Percent					26.89		29.44	
Employee Turnover by Age Group									
Under 30 Years Old	Person	70,353		65,810		107,856		119,414	
		35,410	34,943	29,944	35,866	48,357	59,499	54,127	65,287
30-50 Years Old	Person	35,556		41,124		49,692		57,580	
		17,861	17,695	20,438	20,686	22,812	26,880	26,913	30,667

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Employee Turnover by Age Group (Continue)									
Over 50 Years Old	Person	3,263		3,460		3,794		5,613	
		1,706	1,557	1,728	1,732	2,091	1,703	2,853	2,760
Employee Turnover by Position Level									
Top Management	Person					50		104	
						36	14	78	26
Middle Management	Person					360		501	
						230	130	325	176
Management	Person					8,171		9,833	
						4,371	3,800	5,175	4,658
Staff / Officer	Person					65,814		119,586	
						28,828	36,986	50,755	68,831
Worker	Person					86,947		52,583	
						39,795	47,152	27,560	25,023
Voluntary Employee Turnover									
Total Voluntary Employee Turnover	Person	58,844		82,744		132,924		152,196	
				39,528	43,216	60,228	72,696	69,675	82,521
Voluntary Employee Turnover Rate (All Employee)	Percent					31.02		34.46	
Voluntary Employee Turnover Rate (Exclude Worker Level)	Percent					24.87		25.22	
Voluntary Employee Turnover by Age Group									
Under 30 Years Old	Person					88,327		101,139	
						39,403	48,924	45,463	55,676
30-50 Years Old	Person					41,720		47,485	
						19,219	22,501	22,357	25,128

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Voluntary Employee Turnover by Age Group (Continue)									
Over 50 Years Old	Person					2,877		3,572	
						1,606	1,271	1,855	1,717
Voluntary Employee Turnover by Position Level									
Top Management	Person			55		46		70	
				32	23	33	13	47	23
Middle Management	Person			301		301		361	
				178	123	187	114	223	138
Management	Person			2,295		7,265		8,050	
				1,312	983	3,864	3,401	4,127	3,923
Staff / Officer / Worker	Person			80,093					
				38,006	42,087				
Staff / Officer	Person					61,178		102,872	
						26,361	34,817	43,005	59,867
Worker	Person					64,134		40,843	
						29,783	34,351	22,273	18,570
Parental Leave									
Number of Employees Entitled to Parental Leave	Person	339,431		361,570		428,576		441,606	
		169,633	169,798	182,734	178,836	212,052	216,524	215,340	226,266
Number of Employees Taking Parental Leave	Person	75,225		5,261		10,389		8,768	
		1,828	73,397	432	4,829	1,753	8,636	1,851	6,917
Number of Employee Returned to Work after Taking Parental Leave	Person	7,412		4,771		9,202		7,752	
		1,531	5,881	429	4,342	1,669	7,533	1,766	5,844
Employee Returning to Work Retention Rate	Percent	80.35		90.69		88.57		88.41	

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Hours of Training									
Average Training Hours for all Employees	Hour / Employee / Year	13.49		20.01		19.09		21.23	
		12.06	14.91	18.05	22.01	17.54	20.60	18.71	23.58
Hours of Training by Position Level									
Top Management	Hour / Employee / Year	32.45		19.21		15.93		28.19	
		33.30	29.16	19.53	18.07	13.80	25.21	27.01	32.81
Middle Management	Hour / Employee / Year	22.04		21.06		30.87		29.49	
		21.78	22.52	21.11	20.97	29.28	34.12	23.73	37.02
Management	Hour / Employee / Year	16.02		26.88		25.54		40.92	
		14.66	18.73	25.45	29.18	23.06	28.40	34.51	47.42
Staff / Officer / Worker	Hour / Employee / Year	12.93		19.63					
		11.22	14.47	16.74	21.97				
Staff / Officer	Hour / Employee / Year					22.89		19.96	
						21.07	24.52	17.20	22.25
Worker	Hour / Employee / Year					10.59		6.12	
						9.67	11.47	5.53	6.75
Hours of Training by Age Group									
Under 30 Years Old	Hour / Employee / Year					18.85		20.03	
						16.72	20.83	16.76	22.77
30-50 Years Old	Hour / Employee / Year					19.38		17.47	
						18.37	20.38	15.32	19.54
Over 50 Years Old	Hour / Employee / Year					18.33		22.77	
						16.62	20.84	19.54	16.76

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Amount Spent in Training									
Average Amount Spent in Training for all Employees	Baht / Employee / Year			3,913.74		2,002.30		2,090.84	
				3,588.90	4,245.67	1,912.47	2,090.17	1,858.51	2,307.09
Employee Performance Appraisal									
Management by Objective	Percent							100	
	Person							330,621	
Multidimensional Performance Appraisal	Percent							11.63	
	Person							38,447	
								10.37	12.69
Team-based Performance Appraisal	Percent							48.61	
	Person							160,721	
								38.75	57.48
Work-related Injuries (Employees)									
Fatality as a Result of Work-related Injury	Case	5		14		14		11	
		4	1	14	0	11	3	11	0
	Case / 1,000,000 Hrs. Worked	0.08		0.018		0.014		0.011	
		0.013	0.003	0.028	0	0.019	0.007	0.019	0
High-consequence Work-related Injury (Excluded Fatality)	Case			32		46		39	
				25	7	38	8	30	9
	Case / 1,000,000 Hrs. Worked			0.04		0.05		0.041	
				0.05	0.02	0.07	0.02	0.051	0.024
Recordable Work-related Injury	Case	5,655		2,532		2,488		9,568	
		2671	2984	1649	883	1,949	539	1958	610
	Case / 1,000,000 Hrs. Worked	8.83		3.26		2.45		2.676	
		8.50	9.15	3.38	3.13	3.78	1.08	3.310	1.657

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Work-related Injuries (Employees) (Continue)									
Lost-time Injury Frequency Rate (LTIFR)	Case / 1,000,000 Hrs.	1.44		2.19		1.41		1.386	
	Worked	1.80	1.10	2.12	2.31	1.97	0.84	1.511	1.184
Lost Day Rate (LDR)	Lost Day / 1,000,000 Hrs.	90.35		26.65		19.09		13.253	
	Worked	61.45	118.05	31.70	23.40	24.61	13.41	11.946	15.404
Work-related Ill Health (Employees)									
Fatality as a Result of Work-related Ill Health	Case	0		0		0		0	
		0	0	0	0	0	0	0	0
Recordable Work-related Ill Health	Case	0		19		33		0	
		0	0	13	6	19	14	0	0
Occupational Illness Frequency Rate (OIFR)	Lost Day / 1,000,000 Hrs.	0		0.02		0.03		0	
	Worked	0	0	0.03	0.02	0.04	0.03	0	0
Work-related Injuries (Contractors)¹									
Fatality as a Result of Work-related Injury	Case	3		7		13		18	
		3	0	6	1	12	1	13	5
	Case / 1,000,000 Hrs. Worked ¹	0.032		0.022		0.035		0.052	
		0.043	0	0.04	0.01	0.053	0.006	0.075	0.029
High-consequence Work-related Injury (Excluded Fatality)	Case			5		6		2	
				3	2	4	2	1	1
	Case / 1,000,000 Hrs. Worked ¹			0.01		0.02		0.006	
				0.02	0.01	0.02	0.01	0.006	0.006
Recordable Work-related Injury	Case	160		469		275		372	
		123	37	360	109	174	101	211	161
	Case / 1,000,000 Hrs.	1.71		1.30		0.73		1.085	
	Worked ¹	1.75	1.60	2.04	0.59	0.81	0.63	1.216	0.950

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

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Work-related Injuries (Contractors)									
Lost-time Injury Frequency Rate (LTIFR)	Case / 1,000,000 Hrs.	0.64		0.51		0.53		0.717	
	Worked ¹	0.60	0.75	0.59	0.42	0.50	0.57	0.813	0.619
Lost Day Rate (LDR)	Lost Day / 1,000,000 Hrs.	2.82		6.18		6.39		6.355	
	Worked ¹	2.90	2.55	6.27	6.10	5.32	7.81	7.374	5.485
Work-related Ill Health (Contractors)									
Recordable Work-related Ill Health	Case	0		0		0		0	
		0	0	0	0	0	0	0	0
Recordable Work-related Ill Health	Case	0		0		0		0	
		0	0	0	0	0	0	0	0
Communication about Anti-Corruption Policies and Procedures									
By Employee Level									
Board of Director	Person	11	0	11	0	11	0	11	0
	Percent	100	0	100	0	100	0	100	0
Top Management	Person	768	200	936	264	853	195	951	208
	Percent	79	21	78	22	81	19	82	18
Middle Management	Person	2,620	1,397	3,057	1,427	3,000	1,472	3,511	1,634
	Percent	65	35	68	32	67	33	68	32
Management	Person	28,923	14,357	18,295	11,344	41,979	36,244	38,408	36,178
	Percent	67	33	62	38	54	46	51	49
Officers	Person	137,737	153,844	160,451	165,807	166,220	178,613	172,567	188,149
	Percent	47	53	49	51	48	52	48	52
By Business Relationship									
Suppliers	Percent	92.42		100		100		100	
Subsidiaries	Percent			100		100		100	
JVs	Percent			5		5		5	

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Training about Anti-corruption Policies and Procedures									
By Employee Level									
Board of Director	Person	11	0	11	0	11	0	11	0
	Percent	100	0	100	0	100	0	100	0
Top Management	Person	768	200	936	264	853	195	951	208
	Percent	79	21	78	22	81	19	82	18
Middle Management	Person	2,620	1,397	3,057	1,427	3,000	1,472	3,511	1,634
	Percent	65	35	68	32	67	33	68	32
Management	Person	28,923	14,357	18,295	11,344	41,979	36,244	38,408	36,178
	Percent	67	33	62	38	54	46	51	49
Officers	Person	137,737	153,844	160,451	165,807	166,220	178,613	172,567	188,149
	Percent	47	53	49	51	48	52	48	52
By Business Relationship									
Suppliers	Percent	92.42		100		100		100	
Subsidiaries	Percent			100		100		100	
JVs	Percent			5		5		5	

2.5 Relationship Capital

	Unit	2019		2020		2021		2022	
		Male	Female	Male	Female	Male	Female	Male	Female
Multi-stakeholder Engagement									
Multi-stakeholder Engagement	Percent					82		80	
Target for Multi-stakeholder Engagement	Percent					81	82	80	76
Employee Engagement									
Employee Engagement	Percent	74		77		78		73.7	
Target for Employee Engagement	Percent			76		78	80	74.24	73.49
Quality Education for All									
Number of Children, Youth, and Adults with Access to Quality Education	Person	4,608,990		6,320,000		7,262,490		43,998,833	
Number of Scholarship Granted	Scholarship	38,135		53,640		103,480		139,442	
Beneficiary Stakeholders									
Farmer Receiving Support	Person	129,829		533,943		704,329		1,061,524	
SMEs Receiving Support	Person	706,100		768,108		909,615		892,715	
Individual from Vulnerable Group Receiving Support	Person	22,389		73,726		135,728		192,525	
Others	Person					54,021		168,244	
Supplier Screening									
Total Number of Tier-1 Suppliers	Entity	21,690		19,177		31,465		27,236	
Total Number of Significant Suppliers in Tier-1	Entity	1,458		1,486		2,392		2,127	
% of Total Spend on Significant Suppliers in Tier-1	Percent	78.5		90.98		79.87		68.64	

	Unit	2019	2020	2021	2022
Supplier Screening (Continue)					
Total Number of Significant Suppliers in Non Tier-1	Entity	76	93	75	89
Supplier Assessment					
New Suppliers that were Screened using Social Criteria.	Percent	100	72	57.91	33.13
Number of Suppliers Identified as having Significant Actual and Potential Negative Social Impacts	Percent	0.97	1.14	0.45	0.27
New Suppliers that were Screened using Environmental Criteria.	Percent	100	72	57.91	33.13
Number of Suppliers Identified as having Significant Actual and Potential Negative Environmental Impacts	Percent	0.97	1.14	0.45	0.27

2.6 Natural Capital

	Unit	2019	2020	2021	2022
Energy Consumption within Organization					
Total Energy Consumption	Million GJ	46.69	46.59	48.45	52.16
	MWh	12,094,454.12	12,941,677.02	13,458,344.10	14,488,900.48
Non-renewable Energy Consumption	Million GJ	13.29	11.12	11.94	11.71
	MWh	3,691,669.62	3,088,891.36	3,316,669.32	3,252,780.38
Renewable Energy Consumption	Million GJ	5.23	5.40	6.12	7.98
	MWh	1,452,778.94	1,500,001.20	1,700,001.36	2,216,127.77
Electricity Purchased	Million GJ	24.96	30.10	30.38	32.47
	MWh	6,933,338.88	8,361,117.80	8,438,895.64	9,019,992.25
Electricity Sold	Million GJ	0.0028	0.00112	0.0069	0.0106
Energy Intensity	GJ / Million THB of Revenue	21.68	21.64	20.31	17.97
Water Withdrawal					
Total Water Withdrawal from all Areas	Million M ³	296.31	461.94	395.22	391.84
Freshwater Withdrawal	Million M ³	211.94	269.20	228.87	228.21
Surface Water	Million M ³	111.50	107.70	119.11	117.16
Groundwater	Million M ³	63.26	72.26	60.33	58.95
Third-party Water	Million M ³	29.38	83.61	42.09	43.58
Rainwater	Million M ³	7.80	5.63	7.34	8.52

	Unit	2019	2020	2021	2022
Water Withdrawal					
Other Water Withdrawal	Million M ³	84.37	192.74	166.35	163.63
Surface Water	Million M ³	-	13.31	49.57	45.60
Seawater	Million M ³	84.37	175.25	110.59	111.44
Groundwater	Million M ³	-	2.44	4.60	5.32
Third-party Water	Million M ³	-	1.73	1.60	1.26
Total Water Withdrawal from All Areas with Water Stress	Million M ³		69.19	77.49	78.36
Surface Water	Million M ³		17.33	29.32	26.72
Seawater	Million M ³		4.13	2.12	2.01
Groundwater	Million M ³		28.62	22.84	28.72
Rainwater	Million M ³		3.81	4.04	4.35
Third-party Water	Million M ³		1.73	1.60	1.26
Third-party Water by the Withdrawal Sources	Million M ³		15.30	19.16	16.57
Surface Water	Million M ³				16.24
Seawater	Million M ³				0.30
Groundwater	Million M ³				0.03
Water Discharge					
Total Water Discharge to all Areas by destination	Million M ³	158.03	189.23	175.95	167.90
Seawater	Million M ³	16.60	130.47	74.36	84.48
Surface Water	Million M ³	130.72	42.32	77.82	68.42
Third-party Water	Million M ³	10.70	16.44	23.76	15.00

	Unit	2019	2020	2021	2022
Water Discharge (Continue)					
Total Water Discharge to all Areas by destination	Million M ³	158.03	189.23	175.95	167.90
Seawater	Million M ³	16.60	130.47	74.36	84.48
Surface Water	Million M ³	130.72	42.32	77.82	68.42
Third-party Water	Million M ³	10.70	16.44	23.76	15.00
Total Water Discharge to all Areas by categories	Million M ³	158.03	189.23	175.95	167.90
Freshwater	Million M ³	141.43	53.96	96.58	77.11
Other Water	Million M ³	16.60	135.26	79.37	90.79
Total Water Discharge to all Areas with Water Stress	Million M ³		30.37	25.92	27.95
Freshwater	Million M ³		23.34	20.73	23.52
Other Water	Million M ³		5.12	5.18	4.43
Water Consumption					
Total Water Consumption from all Areas	Million M ³	138.29	272.71	219.27	217.72
Total Water Consumption from all Areas with Water Stress	Million M ³		38.82	51.57	50.41
Emissions					
Direct (Scope 1) GHG emissions	Million tCO ₂ e	1.13	1.11	1.17	1.18
Biogenic CO₂ Emissions	Million tCO ₂ e	0.50	0.60	0.55	0.61
Indirect (Scope 2) GHG emissions (Location Base)	Million tCO ₂ e	4.07	4.84	4.76	4.08
Indirect (Scope 2) GHG emissions (Market Base)	Million tCO ₂ e	3.97	4.70	4.46	3.80
Other indirect (Scope 3) GHG emissions	Million tCO ₂ e			65.700	66.46
GHG emissions intensity (GHG S1 and S2)	Million tCO ₂ e / Million THB of Revenue	5.23	5.99	5.97	5.81

	Unit	2019	2020	2021	2022
Scope 3 Emission					
Total Scope 3 Emission				65.70	67.54
1. Purchased Goods and Services	Million tCO ₂ e			50.10	53.89
2. Capital Goods	Million tCO ₂ e			0.29	0.21
3. Fuel-and-energy-related Activities (not included in Scope 1 or 2)	Million tCO ₂ e			1.44	1.31
4. Upstream Transportation and Distribution	Million tCO ₂ e			4.34	3.23
5. Waste Generated in Operations	Million tCO ₂ e			0.29	0.28
6. Business Travel	Million tCO ₂ e			0.24	0.24
7. Employee Commuting	Million tCO ₂ e			1.11	0.94
8. Upstream Leased Assets	Million tCO ₂ e			NA	NA
9. Downstream Transportation and Distribution	Million tCO ₂ e			0.31	0.21
10. Processing of Sold Products	Million tCO ₂ e			0.54	0.62
11. Use of Sold Products	Million tCO ₂ e			0.30	0.29
12. End of Life Treatment of Sold Products	Million tCO ₂ e			1.13	1.04
13. Downstream Leased Assets	Million tCO ₂ e			0.09	0.10
14. Franchises	Million tCO ₂ e			NA	NA
15. Investments	Million tCO ₂ e			5.46	5.12

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

GHG Scope 1 refers to direct emissions from stationary combustion, mobile combustion and fugitive emissions, excluding emissions from flaring of biogas and all vented from CPF.

GHG Scope 2 refers to energy indirect emissions from purchased electricity, and purchased heating, cooling and steam.

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

- 1 : Purchased goods and services from external parties for use by the organization; Purchased raw agricultural materials including corn, wheat, soybean meal, fish meal, paddy and others; water usage; plastic and other materials packaging usage and purchased goods for selling in retail and telecommunication business.
- 2 : Capital goods – Building materials used in construction and purchased fixed assets; equipment and machinery.
- 3 : Fuel- and energy-related emissions not included in scope 1 or scope 2 – Electricity generation from source to power stations, T&D; and Well-to-tank (WTT) associated with extraction, refining and transportation of the raw fuel sources to organization's sites, prior to combustion.
- 4 : Upstream transportation and distribution – The third-party transportation of raw agricultural materials and purchased goods for selling in retail and telecommunication business from suppliers to our operations.
- 5 : Waste generated in operations – The third-party disposal and treatment of total waste generated in 2022 including food loss and food waste.
- 6 : Business travel – Off-site domestic and international employee travel via air and land travels.
- 7 : Employee commuting – Commuting, through various modes of transportation, by employees in 2022
- 8 : Upstream Leased Assets – Not relevant; already consolidated and reported in the group's scope1 and scope 2 emissions.
- 9 : Downstream transportation and distribution – The third-party transportation of sold products in agro-industry and food business; retail business.
- 10 : Processing of sold products – Manufacturing processes for truck tires (refer to: Carbon Footprint of Product: TGO-CF15-108-406), from Technically Specified Rubber products: block rubber in rubber processing factory of Charoen Pokphand Agriculture Co.,Ltd.
- 11 : Use of sold products – The direct use-phase from sold products that directly consume energy in retail, telecommunication and property business.
- 12 : End-of-life treatment of sold products – Disposal and treatment of the total plastic packaging and other materials packaging usage in 2022 after use by consumers.
- 13 : Downstream leased assets – Total electricity consumed by tenants in CP Land and CP China's real estate properties.
- 14 : Franchises – Not relevant
- 15 : Investments – Quantities of shares held by the Group in automotive, pharmaceuticals and finance business.

	Unit	2019	2020	2021	2022
Emissions (Continue)					
Reduction of GHG Emissions	Million tCO ₂ e	0.81	0.72	1.07	1.32
Volatile Organic Compounds	Ton			132.89	130.87
Waste Generated					
Total Weights of Waste	Ton	1,623,286.39	1,239,236.42	1,049,773.62	1,128,874.12
Hazardous Waste	Ton	8,608.91	7,901.58	3,696.46	8,153.57
Non-Hazardous Waste	Ton	1,614,677.48	1,231,334.84	1,046,077.15	1,120,720.55
Total Weights of Waste Diverted from Disposal: Hazardous	Ton	1,489,119.55	1,094,015.88	904,851.68	999,056.43
Reused / Recycled	Ton	7,840.91	2,481.17	2,556.45	4,355.61
Total Weights of Waste Diverted from Disposal: Non-hazardous	Ton	1,481,278.64	1,091,534.70	902,295.23	994,700.82
Reused / Recycled	Ton	410,921.47	340,120.46	285,991.46	319,020.17
Total Weights of Waste Directed to Disposal	Ton	90,565.85	85,537.33	81,944.31	69,429.59
Incineration	Ton	4,933.69	13,554.43	25,634.64	15,137.59
Landfill	Ton	66,507.90	61,424.89	56,309.67	54,292.00
Other methods	Ton	-	-	-	-
Waste Intensity	Ton / Million THB of Revenue	0.81	0.58	0.44	0.39
Food Loss and Food Waste					
Food Loss	Ton		517.97	157,238.76	129,332.87
Food Waste	Ton		76,815.47	75,997.36	74,601.29

	Unit	2019	2020	2021	2022
Plastic Packaging Volume					
Total Plastic Packaging	Thousand Ton	87.93	91.57	119.25	125.07
Reusable - Recyclable - Biodegradable & Compostable	Percentage	94.02	92.15	86.66	94.32
Overview Recycled Input Materials for Plastic & Non-Plastic Food Packaging					
Plastic	Ton				125,066.89
(Recycled Input Materials of Plastic)	Percentage				1.87
Paper and Wood	Ton				31,768.67
(Recycled Input Materials of Paper & Wood)	Percentage				96.30
Metal (Steel and Aluminum)	Ton				83.81
(Recycled Input Materials of Metal)	Percentage				0.31
Glass	Ton				1,173.25
(Recycled Input Materials of Glass)	Percentage				3.39

Remark

* Environmental Performance Data during 2019-2022 covering through 11 countries; Thailand, China, Vietnam, Cambodia, India, Philippines, Türkiye, Malaysia, Laos, Myanmar, and Bangladesh.

* Total amount of waste generated is not included activities from vehicle maintenance services by 3rd party.

3. SUSTAINABILITY ACCOUNTING STANDARD BOARD (SASB)

To increase transparency of C.P. Group's sustainability data disclosure, as well as improve risk management, C.P. Group has adopted SASB as one of our reporting standards.



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

3. SUSTAINABILITY ACCOUNTING STANDARD BOARD (SASB)

Charoen Pokphand Group or C.P. Group is preparing its Sustainability Report 2022 in accordance with the Sustainability Accounting Standard Board or SASB for Food and Beverage Sector: Agricultural Products Industries

3.1 Greenhouse Gas Emissions

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference					
Gross Global Scope 1 Emissions	See 2.6 Natural Capital, page 33 in this document					
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Sustainability Report 2022 , page 176-177, 182-183 C.P. Group website: Climate Resilience					
Fleet fuel consumed, percentage renewable						
		Unit	2019	2020	2021	2022
Total Fleet Fuel Consumed		Million GJ			17.77	17.88
Non-renewable		Million GJ			11.94	11.71
		Percent			67.19	65.49
Renewable		Million GJ			5.83	6.17
		Percent			32.81	34.51

3.2 Energy Management

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference					
Operational Energy Consumed	See 2.6 Natural Capital, page 30 in this document					
Percentage Grid Energy						
		Unit	2019	2020	2021	2022
Total Grid Energy Consume		Million GJ	24.96	30.10	30.38	32.47
		Percent	57	65	63	62

3.2 Energy Management (Continue)

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference
Percentage Renewable	See 2.6 Natural Capital, page 30 in this document In 2022, C.P. Group consumed 7.98 million GJ of renewable energy, or equivalent to 15 percent

3.3 Water Management

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference
Total Water Withdrawn	See 2.6 Natural Capital, page 30-32 in this document
Total Water Consumed, and Percentage of each in Region with High or Extremely High Baseline Water Stress	See 2.6 Natural Capital, page 30-32 in this document Sustainability Report 2022 , page 207, 209 C.P. Group website: Water Stewardship
Description of water management risks and discussion of strategies and practices to mitigate those risks	Sustainability Report 2022 , page 206-207, 208, 210-212 C.P. Group website: Water Stewardship
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Sustainability Report 2022 , page 72 C.P. Group website: Corporate Governance

3.4 Food Safety

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference
Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformance	Omitted
Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Omitted
Number of recalls issued	115
Total amount of food product recalled	Omitted

3.5 Workforce Health & Safety

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference
Total Recordable Incident Rate of Employee	See 2.4 Human Capital, page 23-24 in this document
Fatality Rate of Employee	See 2.4 Human Capital, page 23-24 in this document
Near Miss Frequency Rate of Employee	Omitted
Total Recordable Incident Rate of Contractors or Migrant Employees	See 2.4 Human Capital, page 24-25 in this document
Fatality Rate of Contractors or Migrant Employees	See 2.4 Human Capital, page 24-25 in this document
Near Miss Frequency Rate of Contractors or Migrant Employees	Omitted

3.6 Environmental & Social Impacts of Ingredient Supply Chain

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference					
Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard						
		Unit	2019	2020	2021	2022
Palm Oil	Percent	84	79	80	100	
Soy	Percent		31.28	44.67	41.93	
Sugar ¹	Percent	73.72	59.09	42.19	36.54	
Cacao ¹	Percent	0.63	100	100	4.81	
Seafood	Percent	27.45	16.69	21.93	55.86	
	Remark. The data was consolidated from CPALL, Lotus's and Makro					
Suppliers' social and environmental responsibility audit	See 2.5 Relationship Capital, page 29 in this document					
Non-conformance rate	5.16%					
Associated corrective action rate for major and minor non-conformances	100%					
Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	Sustainability Report 2022 , page 232-233 C.P. Group website: Responsible Supply Chain Management					

3.7 GMO Management

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference
Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Omitted

3.8 Ingredient Sourcing

Sustainability Disclosure Topics & Accounting Metrics	Our Response / Location Reference
Identification of principal crops and description of risks and opportunities presented by climate change	C.P. Group website: Responsible Supply Chain Management
Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Omitted
Activity Metric	Our Response / Location Reference
Production by Principal Crop	8,804,428.75 Tons
Number of Processing Facilities	Sustainability Report 2022 , page 50
Total Land Area Under Active Production	Omitted
Cost of Agricultural Products Sourced Externally	62,738,508,772.43 Baht

4. WEF Stakeholder Capitalism Metrics

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

C.P. Group is reporting against WEF IBC at Core Level to demonstrate our commitment to create positive environmental and social impacts. It also increase transparency to all stakeholders.



4. WEF INCLUSIVE BUSINESS AND CORPORATE IMPACT INDEX (WEF IBC INDEX)

Charoen Pokphand Group or C.P. Group is committing to improve the level of our sustainability disclosure, which will benefit our stakeholders with useful and meaningful sustainability information. In 2022, the Group also report against WEF Stakeholder Capitalism Metrics at “Core” metrics, covering four themes: People, Planet, Prosperity, and Principles of Governance.

4.1 Principles of Governance

Theme	Metric / Disclosure	C.P. Group Disclosure
Governing Purpose	<p>Setting Purpose</p> <p>The company’s stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental, and social issues. Corporate purpose should create value for all stakeholders, including shareholders</p>	<p>Sustainability Report 2022</p> <p>Our Portfolio Page 18-19</p> <p>Sustainability Strategy and Goals Page 48-49</p> <p>Value Creation Process Page 50-51</p>
Quality of Governing Body	<p>Governance Body Composition</p> <p>Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual’s other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation</p>	<p>Sustainability Report 2022</p> <p>Sustainability Governance Page 30-31</p> <p>Corporate Governance Page 64-65</p>
Stakeholder Engagement	<p>Material Issues Impacting Stakeholders</p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified, and how the stakeholders were engaged</p>	<p>Sustainability Report 2022</p> <p>Stakeholder Engagement Page 40-43</p> <p>Materiality Assessment Page 44-47</p> <p>Stakeholder Engagement Page 164-169</p> <p>Double & Dynamic Materiality Assessment Report 2022</p> <p>Stakeholder Engagement Report 2022</p>

4.1 Principles of Governance

Theme	Metric / Disclosure	C.P. Group Disclosure
Ethical Behavior	<p>Anti-corruption</p> <p>Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region</p>	<p>Sustainability Report 2022 Corporate Governance Page 66-67</p> <p>Sustainability Performance Report 2022 2.4 Human Capital Page 26-27, in this document</p>
	<p>(a) Total number and nature of incidents of corruption confirmed during the current year but related to previous years</p> <p>(b) Total number and nature of incidents of corruption confirmed during the current year, related to this year</p>	<p>Sustainability Report 2022 Corporate Governance Page 72</p>
	<p>Protected Ethics Advice and Reporting Mechanisms</p> <p>A description of internal and external mechanisms for</p> <ol style="list-style-type: none"> 1. Seeking advice about ethical and lawful behavior and organizational integrity; 2. Reporting concerns about unethical or lawful behavior and organizational integrity 	<p>Sustainability Report 2022 Corporate Governance Page 72</p> <p>C.P. Group Whistleblowing</p>
Risk and Opportunity Oversight	<p>Integrating Risk and Opportunity into Business Process</p> <p>Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental, and social issues, including climate change and data stewardship</p>	<p>Sustainability Report 2022 Operating Context Page 34-35 External Impact Analysis Page 36-39 Materiality Assessment Page 44-47 Corporate Governance Page 68-69</p> <p>Double & Dynamic Materiality Assessment Report 2022</p>

4.2 Planet

Theme	Metric / Disclosure	C.P. Group Disclosure
Climate Change	<p>Greenhouse Gas (GHG) Emissions</p> <p>For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO₂e) GHG Protocol Scope 1 and Scope 2 emissions.</p> <p>Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	<p>Sustainability Report 2022 Climate Strategy Page 182-183</p> <p>Sustainability Performance Report 2022 2.6 Natural Capital Page 34, in this document</p>
	<p>TCFD Implementation</p> <p>Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well-below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050</p>	<p>Sustainability Report 2022 Climate Strategy Page 176-179</p> <p>Climate-related Financial Disclosure (TCFD) Report 2022</p>
Nature Loss	<p>Land Use and Ecological Sensitivity</p> <p>Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).</p>	<p>Sustainability Report 2022 Ecosystem & Biodiversity Protection Page 222</p> <p>Biodiversity (TNFD) Report 2022</p>
Fresh Water Availability	<p>Water Consumption and Withdrawal in Water-stressed Areas</p> <p>Report for operations where material, mega litres of water withdrawn, mega litres of water consumed and the percentage of each in regions with high or extremely high baseline water stress according to WRI Aqueduct water risk atlas tool.</p> <p>Estimate and report the same information for the full value chain (upstream and downstream) where appropriate</p>	<p>Sustainability Report 2022 Water Stewardship Page 209</p> <p>Sustainability Performance Report 2022 2.6 Natural Capital Page 30-32, in this document</p> <p>Note: C.P. Group use m³ as water for water reporting. The conversion factor from m³ to megaliter is 6.001</p>

4.3 People

Theme	Metric / Disclosure	C.P. Group Disclosure
Dignity and Equality	Diversity and Inclusion (%) Percentage of employees per employee category, per age group, gender and other indicators of diversity (e.g. ethnicity)	Sustainability Report 2022 Human Rights and Labor Practices Page 80 Sustainability Performance Report 2022 2.4 Human Capital Page 8-12, in this document
	Pay Equality Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men; minor to major ethnic groups; and other relevant equality areas	Sustainability Performance Report 2022 2.4 Human Capital Page 13 in this document
	Wage Level (%) Ratios of standard entry-level wage by gender compared to local minimum wage Ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO)	Not Disclosed
	Risk for Incidents of Child, Forced or Compulsory Labor An explanation of the operations and suppliers considered to have significant risk for incidents of child labor, forced or compulsory labor. Such risks could emerge in relation to type of operation (such as manufacturing plant) and type of supplier; or countries or geographic areas with operations and suppliers considered at risk.	Sustainability Report 2022 Human Rights and Labor Practices Page 76-79
Health & Wellbeing	Health and Safety (%) 1. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries, main types of work-related injury; and the number of hours worked GRI:2018 403 – 6 (a)	Sustainability Report 2022 Human Rights and Labor Practices Page 81 Sustainability Performance Report 2022 2.4 Human Capital Page 23-25, in this document
	2. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers	Sustainability Report 2022 Human Rights and Labor Practices Page 84-87

Theme	Metric / Disclosure	C.P. Group Disclosure
Skills for the Future	<p>Training Provided (number)</p> <p>1. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees)</p>	<p>Sustainability Report 2022 Leadership and Human Capital Development Page 90</p> <p>Sustainability Performance Report 2022 2.4 Human Capital Page 21-22, in this document</p>
	<p>2. Average training and development expenditure per full time employee</p>	<p>Sustainability Performance Report 2022 2.4 Human Capital Page 21-22, in this document</p>

4.4 Prosperity

Theme	Metric / Disclosure	C.P. Group Disclosure
Employment and Wealth Generation	Absolute Number and Rate of Employment 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region	Sustainability Performance Report 2022 2.4 Human Capital Page 14, in this document
	2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region	Sustainability Performance Report 2022 2.4 Human Capital Page 17-20, in this document
	Economic Contribution 1. Direct economic value generated and distributed (EVG&D) – on an accrual basis, covering the basic components for the organization’s global operations, ideally split out by: EVG&D can provide a valuable snapshot of the direct monetary value added to local economies through generation of products and services, servicing of capital, payment of wages, taxes and community investment, while the significant financial assistance received from government, when compared with separate disclosures on taxes, can be useful for developing a more balanced and transparent snapshot of the balance of transactions between the company and government. <ul style="list-style-type: none"> a. Revenue b. Operating Costs c. Employee Wages and Benefits d. Payments to Providers of Capital e. Payments to Government f. Community Investment 	Sustainability Report 2022 Value Creation Process Page 50-51 Social Impact Contribution Page 130-139 Note: No disclosure for Payments to Providers of Capital
	2. Financial assistance received from the government - Total monetary value of financial assistance received by the organization from any government during the reporting period	C.P. Group does not receive any financial assistance from the government.

Theme	Metric / Disclosure	C.P. Group Disclosure
Wealth Creation and Employment	Financial Investment Contribution Disclosure 1. Total capital expenditures (CapEx) – Depreciation supported by narrative to describe the company's investment strategy	Sustainability Performance Report 2022 2.1 Financial Capital Page 5, in this document
	2. Share buybacks + Dividend payments supported by narrative to describe the company's strategy for returns of capital to shareholders	No Disclosure
Innovation in Better Products and Services	Total R&D Expenses (USD) Total costs related to research and development	Sustainability Report 2022 Value Creation Process Page 50-51 Innovation Page 155
Community and Social Vitality	Total Tax Paid The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes	Sustainability Report 2022 Value Creation Process Page 50-51 Sustainability Performance Report 2022 2.1 Financial Capital Page 5, in this document

5. UN GUIDING PRINCIPLES REPORTING FRAMEWORK

C.P. Group also report against UNGPs Reporting Framework to identify our ability to further improve human rights prevention and protection along our value chain, as well as increase reporting transparency



5.1 Governance of Respect for Human Rights

Policy Commitment

Embedding Respect for Human Rights

5.2 Defining the Focus of Reporting

Statement of Salient Issues

Determination of Salient Issues

Choice of Focal Geographies

Additional Severe Impact

5.3 Management of Salient Human Rights Issues

Specific Policies

Stakeholder Engagement

Assessing Impacts

Integrating Findings and Taking Action

Tracking Performance

Remediation

5. UN Guiding Principles Reporting Framework

Charoen Pokphand Group or C.P. Group is operating in diverse environment, and challenging supply chain. Therefore, it is important for the Group to report on our efforts to address human rights issues in our operations. By reporting against the UNGPs Reporting Framework, the Group can enhance our reputation and trust, improve stakeholder engagement, identify risks and opportunities, promote collaboration, and comply with international standards.

5.1 Part A: Governance of Respect for Human Rights

Policy Commitment		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
A1 What does the company say publicly about its commitment to respect human rights?	To explain how the reporting company understands its responsibility to respect human rights, and how it articulates its resulting expectations of its workforce, business partners and businesses or other entities directly linked to its operations, products or services.	Sustainability Report 2022 Human Rights and Labor Practices Page 76-79 Human Rights and Labor Practices Policy and Guidelines Human Rights Report 2021 Message from CEO Page 4-5
A1.1 How has the public commitment been developed?	To explain the various factors that have informed the content of the reporting company's public commitment, including the internal or external stakeholders and experts who have had a role in its development.	Human Rights Report 2021 Human Rights Governance Page 16-17
A1.2 Whose human rights does the public commitment address?	To give more information about the specific groups that the reporting company's public commitment to respect human rights aims to address, in order to place the remainder of the company's reporting in context.	Human Rights Report 2021 About This Report Page 2 Addressing Salient Issues Page 7, 18
A1.3 How is the public commitment disseminated?	To explain how the reporting company's public commitment is shared with those for whom it is relevant, whether because they are expected to implement it (for example, the company's contractors and suppliers), because they have a direct interest in its implementation (for example, potentially affected communities, investors, consumers, and civil society organizations), or both (for example employees and contract workers).	Human Rights Report 2021 Message from CEO Page 4-5 C.P. Group Website: Human Rights and Labor Practices

5.1 Part A: Governance of Respect for Human Rights

Embedding Respect for Human Rights		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
A2 How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?	To describe the ways in which the reporting company sees respect for human rights as relevant to its core business and how it is reflected in the ways the company thinks about and carries out its activities and business relationships.	Human Rights Report 2021 Stakeholder Engagement Page 19-28 C.P. Group Website: Human Rights and Labor Practices
A2.1 How is day-to-day responsibility for human rights performance organized within the company, and why?	To describe where, within the company, those individuals with daily responsibility for human rights are located and their reporting lines to more senior decision-making levels, and to explain how this structure helps the company make respect for human rights part of how it conducts business.	Human Rights Report 2021 Human Rights Governance Page 14-15
A2.2 What kinds of human rights issues are discussed by senior management and by the Board, and why?	To provide the reader with a sense of when, why and in what ways the most senior levels of the company's management and governance structures would become involved in addressing human rights-related issues and, therefore, how those individuals see their role in supporting respect for human rights within the company.	Human Rights Report 2021 Human Rights Governance Page 13-15
A2.3 How are employees and contract workers made aware of the ways in which respect for human rights should inform their decisions and actions?	To explain how the reporting company's high-level public commitment is translated into terms that are understandable for those working for the company and how they are equipped and motivated to implement the commitment in their daily work.	Human Rights Report 2021 Human Rights Governance Page 13-15
A2.4 How does the company make clear in its business relationships the importance it places on respect for human rights?	To explain how the reporting company conveys to business partners, suppliers, customers and others with which it has business relationships the particular relevance of its public human rights commitment, so as to engage their interest and motivate them to support its implementation through their own decisions and actions.	Human Rights Report 2021 Stakeholder Engagement Page 30-31 Human Rights and Labor Practices Policy and Guidelines
A2.5 What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?	To explain whether experiences or other insights that the reporting company has gained during the reporting period have led to improvements in the management of human rights impacts that should help the company better to meet its responsibility to respect human rights over time.	Human Rights Report 2021 Achievements and Improvements Page 42-43 Way Forward Page 45-49

5.2 Part B: Defining Focus of Reporting

Statement of Salient Issues		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
B1 Statement of salient issues: State the salient human rights issues associated with the company's activities and business relationships during the reporting period.	To set out clearly those human rights issues on which the remainder of the company's reporting under Section C of this Framework will focus. These issues should reflect the human rights at risk of the most severe negative impact through the company's activities or business relationships.	Sustainability Report 2022 Human Rights and Labor Practices Page 76-77 C.P. Group Website: Human Rights and Labor Practices Human Rights Report 2021 Addressing Salient Issues Page 18-19
Determination of Salient Issues		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
B2 Describe how the salient human rights issues were determined, including any input from stakeholders.	To enable the reader of the company's reporting to understand the basic processes through which the company identified the salient human rights issues on which it is reporting, and the key factors that informed that process.	Human Right Impact Assessment Guideline Page 8-16 C.P. Group Website: Human Rights and Labor Practices
Choice of Focal Geographies		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
B3 If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	For those reporting companies that adopt a geographical focus in their reporting, to explain the basis for that decision and the principles underlying the selection of the specific chosen geographies.	Human Right Impact Assessment Guideline Page 3-7 C.P. Group Website: Human Rights and Labor Practices
Additional Severe Impact		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
B4 Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.	To enable companies to report on how they have addressed any severe impacts that are unrelated to their salient human rights issues, and which are therefore distinct from any severe impacts related to the salient human right issues on which it will be reporting under Section C of this Framework.	Human Right Impact Assessment Guideline Page 3-7 Sustainability Report 2022 Human Rights and Labor Practices Page 76-79 C.P. Group Website: Human Rights and Labor Practices

5.3 Part C: Management of Salient Human Rights Issues

Specific Policies		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
C1 Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	To inform the reader of any specific policies the reporting company has in place – in addition to its overarching public human rights commitment – that are particularly relevant to the salient issues identified. By outlining, or referring the reader to, key elements of the policy, the reporting company can help the reader understand the foundation for how the company approaches the management of each salient issue.	Human Rights Report 2021 Human Rights Governance Page 16 Human Right Impact Assessment Guideline Page 5-7 Human Rights and Labor Practices Policy and Guidelines
C1.1 How does the company make clear the relevance and significance of such policies to those who need to implement them?	To explain how specific policies aimed at managing the salient human rights issues are communicated to those who need to implement them, such that they understand why their implementation matters, and what they need to do to help put them into practice.	Sustainability Report 2022 Human Rights and Labor Practices Page 76-77 Human Rights and Labor Practices Policy and Guidelines
Stakeholder Engagement		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
C2 What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	To explain to the reader how the reporting company learns about the views of stakeholders who have insight into the salient issues on which it is reporting, and how it takes these perspectives into account in its decisions and actions.	Human Rights Report 2021 Addressing Salient Issues Page 16
C2.1 How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?	To convey to the reader the principles underlying the company's decisions with regard to stakeholder engagement in relation to each salient issue.	Human Rights Report 2021 Stakeholder Engagement Page 30
C2.2 During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	To provide concrete examples of the reporting company's engagement with stakeholders in relation to each salient issue and their reasons for engaging.	Sustainability Report 2022 Stakeholder Engagement Page 40-43 Human Rights and Labor Practices Page 76-77
C2.3 During the reporting period, how have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it?	To demonstrate, through concrete examples, the extent to which the reporting company's engagement with stakeholders serves the intended purpose of informing and improving its ability to respect human rights across its activities and business relationships.	Sustainability Report 2022 Human Rights and Labor Practices Page 76-79

5.3 Part C: Management of Salient Human Rights Issues

Assessing Impacts		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
C3 How does the company identify any changes in the nature of each salient human rights issue over time?	To provide additional information about how the reporting company keeps each salient issue under review and identifies any changes in the potential severity or likelihood of impacts over time and across its activities and business relationships.	Sustainability Report 2022 Human Rights and Labor Practices Page 76-77 Human Right Impact Assessment Guideline Page 6-8
C3.1 During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?	To provide the reader with general evidence, from within the reporting period, of how each salient issue is evolving and to demonstrate its ongoing due diligence.	Sustainability Report 2022 About this Report Page 16 Human Rights and Labor Practices Page 76-77
C3.2 During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?	To provide specific evidence, from within the reporting period, of how and why each of the human rights issues on which the company is reporting is salient. This can help demonstrate that the company's processes to identify human rights impacts over time are working in practice.	Sustainability Report 2022 Human Rights and Labor Practices Page 78-79 Human Rights and Labor Practices Policy and Guidelines
Integrating Findings and Taking Action		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
C4 How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	To explain if and how the reporting company's understanding of its salient human rights issues makes a difference to how it conducts business.	Sustainability Report 2022 Human Rights and Labor Practices Page 78-79
C4.1 How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?	To explain the reporting company's efforts and progress in building a coherent approach to addressing the salient issues, including their root causes, across all relevant parts of the business.	Sustainability Report 2022 Human Rights and Labor Practices Page 76-79 Human Rights Report 2021 Way Forward Page 45-48

5.3 Part C: Management of Salient Human Rights Issues

Integrating Findings and Taking Action		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
C4.2 When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?	To offer insights into principles, policies or processes that guide the reporting company in handling any conflicts between preventing human rights impacts in the most effective way and meeting other business objectives, whether in general terms or through specific cases that have arisen.	No Disclosure
C4.3 During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?	To demonstrate, through concrete examples, what the reporting company has done during the reporting period to reduce the likelihood of negative impacts related to each salient issue occurring, recurring or continuing, and the results achieved.	Sustainability Report 2022 Human Rights and Labor Practices Page 78-79
Tracking Performance		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
C5 How does the company know if its efforts to address each salient human rights issue are effective in practice?	To explain how the reporting company understands if it is successful in reducing risks to human rights in relation to each salient issue, such that it can continuously improve in its efforts to meet its responsibility to respect human rights.	Sustainability Report 2022 Human Rights and Labor Practices Page 76-79
C5.1 What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	To provide concrete evidence, from within the reporting period, of how the reporting company's efforts to address each salient issue have progressed in practice, including the extent to which its policies, processes and practices are achieving the intended outcomes in terms of respect for human rights.	Sustainability Report 2022 Human Rights and Labor Practices Page 76-79

5.3 Part C: Management of Salient Human Rights Issues

Remediation		
Overarching and Supporting Question	UNGP Reporting Framework	C.P. Group Disclosure
C6 How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?	To explain the processes that apply when the reporting company has caused or contributed to a negative impact and through which it is able to help ensure that the people who were impacted receive an effective remedy.	No Disclosure
C6.1 Through what means can the company receive complaints or concerns related to each salient issue?	To describe any formal or informal means through which the reporting company is able to hear from individuals inside and outside the company who believe the company is involved with human rights impacts related to a salient issue.	Sustainability Report 2022 Corporate Governance Page 72 C.P. Group Whistleblowing Channel
C6.2 How does the company know if people feel able and empowered to raise complaints or concerns?	To provide evidence that any individuals inside or outside the company are, from their own perspective, able to raise an issue directly with the company so that the company can address it.	C.P. Group Whistleblowing Channel
C6.3 How does the company process complaints and assess the effectiveness of outcomes?	To describe what actions the reporting company takes to address a complaint related to a salient issue, and through what processes it reaches a view on the extent to which the outcomes achieved provide effective remedy for any individuals whose human rights have been harmed.	Sustainability Report 2022 Corporate Governance Page 72 Whistleblowing Policy
C6.4 During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned?	To describe the insights the reporting company has gained from the complaints or concerns raised and the outcomes reached, as they relate to each salient issue, and to convey whether and how these insights have informed any changes to the company's own policies, processes or practices.	Sustainability Report 2022 Corporate Governance Page 54 Human Rights and Labor Practices Page 78-79
C6.5 During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical or significant examples?	To describe the forms of remedy provided by the company in relation to the salient issues, whether in specific individual cases or in aggregate across similar types of case.	Sustainability Report 2022 Human Rights and Labor Practices Page 78-79



Charoen Pokphand Group Co., Ltd.

18 True Tower, Ratchadaphisek Road, Huai Khwang, Bangkok 10310, Thailand

Tel : +66(0)-2766-8000

Email: prcpgroup@cp.co.th