

## SUSTAINABILITY PERFORMANCE 2019-2021

Charoen Pokphand Produce Co.,Ltd. and companies in Crop Integration Business

GRI	Performance	Unit	2019		2020		2021		2022	
<b>ECONOMIC PERFORMANCE</b>										
G4-EC1	Revenues	Million Baht	4,525.96		4,289.81		7,290.70		7,996.44	
	Employee Benefits	Million Baht	539.06		553.77		166.84		55.46	
	Tax paid to the government	Million Baht	63.22		68.57		175.40		101.11	
	Investing in research and development	Million Baht	70.12		75.05		72.10		116.00	
	Community and Social Contribution	Million Baht	12.67		15.3		1.51		1.51	
<b>SOCIAL PERFORMANCE</b>										
<b>Employees</b>										
102-8	Total Employees	persons	805		1,012		4,892		2,183	
		Male / Female	475	330	628	384	3,668	1,224	1,499	684
102-8	Separate by contract type	persons								
	Employees		790		828		3,858		2,183	
		Male / Female	462	328	514	314	2,784	1,074	1,499	684
	Worker / Contractors		15		184		1,034		50	
Male / Female		13	2	114	70	884	150	39	11	
405-1	Separate by gender	%								
	Male		59.00		62.00		72.16 %		68.67%	
	Female		41.00		38.00		27.84 %		31.33%	
	Number of new hires	persons	96		70		563		353	
		Male / Female	54	42	46	24	-	-	244	109
	Ratio of new hires	%	12.15		8.24		11.51		16.17	
Male / Female		6.84	5.32	5.55	2.90	-	-	16.28	15.94	

GRI	Performance	Unit	2019		2020		2021		2022	
401-1	Turn Over									
	Number of turn over	persons	94		95		345		317	
		Male / Female	59	35	69	29	262	83	191	126
	Ratio of Turn Over	%	11.9		11.84		7.05		14.52	
Male / Female		7.47	4.43	8.33	3.50	7.14	6.78	12.74	18.42	
404-1	Average of training hours for all employees	per person	4.99		7.30		5.24		18.50	
404-1	Number of Employees completed sustainability Training	persons	705		828		4,892		2,183	
OCCUPATIONAL HEALTH AND SAFETY										
DJSI 3.7.2	Injury Rate (IR)									
	Employees	Persons per 1,000,000 working hours	2.06		0.00		2.17		1.47	
Male / Female		3.38	0.00	0.00	0.00	1.90	2.54	1.08	2.04	
DJSI 3.7.3	Worker / Contractors									
	Employees	persons	-		0		4		7	
		Male / Female	-	-	0	0	2	2	3	4
	Worker / Contractors	persons	-		2		1		8	
Male / Female		-	-	1	1	1	0	4	4	
403-9(a)	Rate of facilities as a work-related injury									
	Employees	Persons per 1,000,000 working hours	-		0.00		0.00		0.00	
Male / Female		-	-	0.00	0.00	0.00	0.00	0.00	0.00	

GRI	Performance	Unit	2019		2020		2021		2022	
403-9(b)	Worker / Contractors	Persons per 1,000,000 working hours	-		0.00		0.00		0.00	
		Male /Female	-	-	0.00	0.00	0.00	0.00	0.00	0.00
403-9(a)	Number of facilities as a work-related injury									
	Employees	persons	-		0		0		0	
Male /Female		-	-	0	0	0	0	0	0	
403-9(b)	Worker / Contractors	persons	-		0		0		0	
		Male /Female	-	-	0	0	0	0	0	0
403-9(a)	Rate of High-consequence work-related injury (excluding facilities)									
	Employees	Persons per 1,000,000 working hours	-		0.00		0.00		0.00	
Male /Female		-	-	0.00	0.00	0.00	0.00	0.00	0.00	
403-9(b)	Worker / Contractors	Persons per 1,000,000 working hours	-		0.00		0.00		0.00	
		Male /Female	-	-	0.00	0.00	0.00	0.00	0.00	0.00
403-9(a)	Number of High-consequence work-related injury (excluding facilities)									
	Employees	persons	-		0.00		0.00		0.00	
Male / Female		-	-	0.00	0.00	0.00	0.00	0.00	0.00	
403-9(b)	Worker / Contractors	persons	-		0.00		0.00		0.00	
		Male /Female	-	-	0.00	0.00	0.00	0.00	0.00	0.00
403-9(a)	Rate of Recordable work-related injury									
	Employees	Persons per 1,000,000 working hours	-		2.78		2.71		2.11	
Male /Female		-	-	4.86	0.00	2.84	2.54	2.15	2.04	
403-9(b)	Worker / Contractors	Persons per 1,000,000 working hours	-		8.52		5.78		7.30	
		Male /Female			9.53	7.03	6.18	4.82	6.29	9.15

GRI	Performance	Unit	2019	2020	2021	2022			
403-9(a)	Number of Recordable work-related injury								
	Employees	persons	-	5	0	10			
		Male /Female	-	-	5	0	3	2	6
403-9(b)	Worker / Contractors	persons	-	3	4	9			
		Male /Female	-	-	2	1	3	1	5
	403-9(a)	Number of Fatalities as a result of Work-related ill health							
Employees		persons	-	0	0	0			
		Male /Female	-	-	0	0	0	0	0
403-9(b)	Worker / Contractors	persons	-	0	0	0			
		Male /Female	-	-	0	0	0	0	0
	403-9(a)	Number of cases of recordable work-related ill health							
Employees		persons	-	0	0	0			
		Male /Female	-	-	0	0	0	0	0
403-9(b)	Worker / Contractors	persons	-	0	0	0			
		Male /Female	-	-	0	0	0	0	0

**Note :**

- \*In 2022 The data was collected from 4 countries as follows: Thailand, Vietnam, India and Myanmar
- The severity level of an injury is calculated from the number of absent work days. Injury Rate (IR) = [Total number of injuries at all levels (during the reporting period) X 1,000,000 hours worked] / Total number of hours worked (during the reporting period).
- Lost Time Injury Rate (LTIR) = [Total number of lost time injuries (during the reporting period) X 1,000,000 hours worked] / Total number of hours worked (during the reporting period).
- Lost Day Rate (LDR) = [Total number of lost days (during the reporting period) X 1,000,000 hours worked] / Total number of hours worked (during the reporting period)

## SUSTAINABILITY PERFORMANCE 2019-2022

Charoen Pokphand Produce Co.,Ltd. and companies in Crop Integration Business.

GRI	Performance	Unit	2019	2020	2021	2022
<b>ENVIRONMENT PERFORMANCE</b>						
<b>ENERGY</b>						
302-1(e)	Total Energy Consumption	Gigajoules	96,254.11	50,299.67	155,519.25	113,263.91
302-1(a)	• Fuel Consumption	Gigajoules	26,570.26	15,216.33	65,937.09	13,320.53
302-1(b)	• Renewable energy	Gigajoules	40,938.78	13,347.01	42,901.23	78,316.34
302-1(c)	• Electricity Consumption	Gigajoules	28,739.06	21,736.00	46,680.92	21,627.05
302-3(a)	Energy intensity value per unit of income	Gigajoules / Million bath	21.27	11.73	21.33	14.16
<b>GREEN HOUSE GAS (GHG) EMISSION</b>						
305-2(a)	Total Green House gas (GHG) emission	Ton CO <sub>2</sub> eq	6,649.84	10,357.51	14,443.21	53,816.67
305-1(a)	Green House gas (GHG) emission (Scope 1)	Ton CO <sub>2</sub> eq	2,059.10	1,165.64	5,794.46	35,253.34
305-2(a)	Green House gas (GHG) emission (Scope 2)	Ton CO <sub>2</sub> eq	4,590.74	2,904.17	8,648.75	18,563.32
302-4	GHG emissions intensity ratio	Ton CO <sub>2</sub> eq	4,326.30	2,811.35		
305-4(a)	Greenhouse gas cost per income	Ton CO <sub>2</sub> eq / Million bath	1.47	2.41	1.98	6.73
<b>WATER</b>						
303-5	Water consumption	Million m <sup>3</sup>			1.41	1.08
303-3(a)	Total volume of water withdrawn	Million m <sup>3</sup>	1.76	2.89	1.48	1.12

GRI	Performance	Unit	2019	2020	2021	2022
303-3(c)	• Freshwater (≤1,000 mg/L Total Dissolved Solids)	Million m <sup>3</sup>			1.48	1.12
	• Surface water	Million m <sup>3</sup>	1.54	2.42	1.33	0.99
	• Ground water	Million m <sup>3</sup>	0.21	0.19	0.13	0.13
	• Municipal water supplies	Million m <sup>3</sup>	0.01	0.02	0.02	0.003
	Other water (>1,000 mg/L Total Dissolved Solids);	Million m <sup>3</sup>			0.0012	
	• Surface water	Million m <sup>3</sup>			-	
	• Ground water	Million m <sup>3</sup>			-	
	• Municipal water supplies	Million m <sup>3</sup>			0.0012	
303-4 (b)	Total of water being used	Million m <sup>3</sup>	0	0.01	0.02	0.02
303-4 (a)	Total of water discharge	Million m <sup>3</sup>	0.18	0.09	0.07	0.04
	GHG emissions intensity ratio	Million m <sup>3</sup>		564.00	193.68	134.73
<b>WASTE</b>						
306-3 (a)	Total weight of waste generated	Ton	591.35	616.94	678.34	487.67
	• Total weight of hazardous waste generated	Ton	5.95	11.96	3.15	6.40
	• Total weight of <b>non</b> hazardous waste generated	Ton	585.4	604.98	678.34	481.28
306-4 (a)	Total weight of waste diverted from disposal	Ton			572.94	438.95

GRI	Performance	Unit	2019	2020	2021	2022
306-4 (b)	Total weight of hazardous waste diverted from disposal	Ton			0.01	0.37
	• Preparation for reuse	Ton			0.01	
	• Recycling	Ton			-	0.37
306-4 (c)	Total weight of non-hazardous waste diverted from disposal	Ton			572.93	438.57
	• Preparation for reuse	Ton			9.91	0.34
	• Recycling	Ton			189.58	25.17
	• Composting; (Not Included food waste)	Ton			171.95	180.70
	• Feed Material	Ton			201.48	232.35
	• Construction Material	Ton			-	
306-5 (a)	Total weight of waste directed to disposal	Ton			105.4	48.73
306-5 (b)	Total weight of hazardous waste directed to disposal	Ton			3.14	6.02
	• Incineration (with energy recovery).	Ton			-	5.33
	• Incineration (without energy recovery).	Ton			2.35	
	• Landfilling.	Ton			0.67	0.70
	• Other disposal operations	Ton			0.12	
306-5 (c)	Total weight of non-hazardous waste directed to disposal	Ton			102.25	42.71
	• Incineration (with energy recovery).	Ton			-	0.04
	• Incineration (without energy recovery).	Ton			0.10	

GRI	Performance	Unit	2019	2020	2021	2022
	• Landfilling.	Ton			102.16	42.67
	• Other disposal operations.	Ton			-	
	Waste generated intensity ratio	Ton/ Million baht		0.14	0.09	0.06
<b>PLASTIC PACKAGING</b>						
	All plastic packaging	Ton		700.02	-	
	Biodegradable plastic packaging	Ton		475.73	-	
	Recyclable plastic packaging	Ton		224.28	-	
	*Category Mono Layer					

**Note:**

- Calculations are based on GRI G4 (EN3) Sustainability Reporting.
- Amount of fuel energy used = sum of each type of fuel used X calorific value of each type of fuel (measurement unit: gigajoules per month)
- CONVERSION FACTOR based on Thailand's annual energy report Department of Alternative Energy Development and Efficiency
- Electric power consumption = Sum of the amount of electrical energy used. (kWh) X 3.6 (measurement unit: gigajoules per month)
- Total amount of energy used = exhausted energy + renewable energy + electrical energy consumption (measurement unit: gigajoules per month)
- Energy intensity per income covers non-consumed energy such as diesel fuel, renewable energy such as rice husks and internal electricity only.
- Emission calculations GHG emissions Scope 2 (Scope 2) have been recalculated using the emission factor using the following reference values:
  - Thailand according to the Energy Policy and Planning Office ministry of energy (<http://www.eppo.go.th/index.php/en/en-energystatistics/co2-statistic>)
  - Myanmar, referenced from <https://united4efficiency.org/country-assessments/myanmar>
  - Vietnam, referenced from [https://www.iges.or.jp/en/publication\\_documents/pub/data/en/1215/IGES\\_GRID\\_EF\\_v10.10\\_20210223.xlsx](https://www.iges.or.jp/en/publication_documents/pub/data/en/1215/IGES_GRID_EF_v10.10_20210223.xlsx)
  - India, referenced from [https://www.iges.or.jp/en/publication\\_documents/pub/data/en/1215/IGES\\_GRID\\_EF\\_v10.10\\_20210223.xlsx](https://www.iges.or.jp/en/publication_documents/pub/data/en/1215/IGES_GRID_EF_v10.10_20210223.xlsx)
  - \*Greenhouse gas emissions reporting covers CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O, calculated and displayed in terms of the Global Warming Potential (GWP) set by the Intergovernmental Panel on Climate Change 2006 (IPCC) while the coefficient Greenhouse gas emissions (Emission Factor) based on data from IPCC and Thailand Greenhouse Gas Management Organization. (Public Organization) (GRI G4-EN 15, EN 16)
  - • The value of greenhouse gas concentration per income covers the volume. GHG emissions Scope 1 (Scope 1) and Scope 2 (Scope 2) (GRI G4-EN 18)
  - Total water consumption collected from meter/billing receipt/groundwater usage report.
  - The amount of general waste and the amount of hazardous waste stored within the company are the total amount of waste for the past year (G4-EN23).
  - Total amount of waste generated Including only the amount of general waste and hazardous waste generated each year by the amount of waste stored within the company each year Calculated from accumulated waste in the current year – accumulated waste in the past year (G4-EN23)
  - Information on waste disposal methods is obtained from the disposal method confirmation from the waste disposal operator or from the waste disposal invoice (G4-EN23).