

SUSTAINABILITY PERFORMANCE 2021-2023

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

GRI	Performance	Unit	2021		2022		2023	
ECONOMIC PERFORMANCE								
G4-EC1	Revenues	Million Baht	7,290.70		7,290.70		7,540.74	
	Employee Benefits	Million Baht	166.84		166.84		26.51	
	Employee Benefits	Million Baht	175.40		175.40		109.86	
	Investing in research and development	Million Baht	72.10		72.10		176.94	
	Community and Social Contribution	Million Baht	1.51		1.51		2.47	
SOCIAL PERFORMANCE								
Employees								
102-8	Total Employees	persons	4,892		2,183		2,283	
		Male / Female	3,668	1,224	1,499	684	1,575	708
102-8	Separate by contract type	persons						
	Employees		3,858		2,183		2,198	
		Male / Female	2,784	1,074	1,499	684	1,508	690
	Worker / Contractors		1,034		50		232	
Male / Female		884	150	39	11	215	17	
405-1	Separate by gender	%						
	Male		72.16 %		68.67%		70.91%	
	Female		27.84 %		31.33%		29.09%	
401-1	New Hires							
	Number of new hires	persons	563		353		462	
		Male /Female	-	-	244	109	216	246
	Ratio of new hires	%	11.51%		16.17 %		20.23%	
Male / Female		-	-	16.28%	15.94%	9.46%	10.77%	

GRI	Performance	Unit	2021		2022		2023	
401-1	Turn Over							
	Number of turn over	persons	345		317		481	
		Male / Female	83	191	126	257	278	203
	Ratio of Turn Over	%	7.05 %		14.52 %		21.06 %	
Male / Female		7.14%	6.78%	12.74%	18.42%	12.17%	8.89%	
404-1	Average of training hours for all employees	Hours per	5.24		18.50		19.15	
404-1	Number of Employees completed sustainability Training	persons	4,892		2,183		2,283	

OCCUPATIONAL HEALTH AND SAFETY

DJSI 3.7.2	Injury Rate (IR)							
	Employees	Persons per 1,000,000 working hours	2.17		1.47		2.34	
		Male / Female	1.90	2.54	1.08	2.04	2.96	1.27
DJSI 3.7.3	Worker / Contractors	Persons per 1,000,000 working hours	1.44		6.49		1.73	
		Male / Female	2.06	0.00	5.03	9.15	2.52	0.00
	Lost-Time Injury Frequency Rate (LTIFR)							
	Employees	persons	4		7		5	
		Male / Female	2	2	3	4	4	1
	Worker / Contractors	persons	1		8		1	
		Male / Female	1	0	4	4	1	0
403-9(a)	Occupational Fatality Rate							
	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	2021		2022		2023	
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)	Number 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)	Rate of High-consequence work-related injury (excluding facilities)							
	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)	Number of Recordable work-related injury							
	Employees	Persons per 1,000,000 working hours	2.71		2.11		3.75	
		Male / Female	2.84	2.54	2.15	2.04	5.19	1.27
403-9(b)	Worker / Contractors	Persons per 1,000,000 working hours	5.78		7.30		1.73	
		Male / Female	6.18	4.82	6.29	9.15	2.52	0.00
403-9(a)	Number of Recordable work-related injury							
	Employees	persons	0		10		8	
		Male / Female	3	2	6	4	7	1

GRI	Performance	Unit	2021		2022		2023	
403-9(b)	Worker / Contractors	persons	4		9		1	
		Male / Female	3	1	5	4	1	0
403-9(a)	Number of Recordable 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)	Number of Fatalities as a result of Work-related ill health							
	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

Note :

- *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)

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GRI	Performance	Unit	2021	2022	2023
ENVIRONMENT PERFORMANCE					
ENERGY					
302-1(e)	Total Energy Consumption	Gigajoules	155,519.25	113,263.91	156,057.60
302-1(a)	Fuel Consumption	Gigajoules	65,937.09	13,320.53	65,853.51
302-1(b)	Renewable energy	Gigajoules	42,901.23	78,316.34	31,865.97
302-1(c)	Electricity Consumption	Gigajoules	46,680.92	21,627.05	58,338.12
302-3(a)	Energy intensity value per unit of income	Gigajoules / Million baht	21.33	-	20.70
GREEN HOUSE GAS (GHG) EMISSION					
305-2(a)	Total Green House gas (GHG) emission	tCO ₂ eq	14,443.21	53,816.67	455,128.17
305-1(a)	Green House gas (GHG) emission (Scope 1)	tCO ₂ eq	5,794.46	35,253.34	4,468.91
305-2(a)	Green House gas (GHG) emission (Scope 2)	tCO ₂ eq	8,648.75	18,563.32	7,097.80
302-4	Green House gas (GHG) emission (Scope 3)	tCO ₂ eq			443,561.45
305-4(a)	Greenhouse gas cost per income	tCO ₂ eq / M baht	1.98		1.53
WATER					
303-5	Water consumption	Million m ³	1.41	1.08	1.93
303-3(a)	Total volume of water withdrawn	Million m ³	1.48	1.12	2.02
303-3(c)	Freshwater (≤1,000 mg/L Total Dissolved Solids)	Million m ³	1.48	1.12	2.02
	Surface water	Million m ³	1.33	0.99	1.85
	Ground water	Million m ³	0.13	0.13	0.15

GRI	Performance	Unit	2021	2022	2023
	Municipal water supplies	Million m ³	0.02	0.003	0.012
	Other water (>1,000 mg/L Total Dissolved Solids);	Million m ³	0.0012	-	-
	Surface water	Million m ³	-	-	-
	Ground water	Million m ³	-	-	-
	Municipal water supplies	Million m ³	0.0012	-	-
303-4 (b)	Total of water being used	Million m ³	0.02	-	0.002
303-4 (a)	Total of water discharge	Million m ³	0.07	0.04	0.09
	GHG emissions intensity ratio	Million m ³	193.68	-	255.87
WASTE					
306-3 (a)	Total weight of waste generated	Ton	678.34	487.67	1,455.07
	Total weight of hazardous waste generated	Ton	3.15	6.40	8.63
	Total weight of non-hazardous waste generated	Ton	678.34	481.28	1,446.44
306-4 (a)	Total weight of waste diverted from disposal	Ton	572.94	438.95	558.81
306-4 (b)	Total weight of hazardous waste diverted from disposal	Ton	0.01	0.37	1.30
	Preparation for reuse	Ton	0.01	-	1.30
	Recycling	Ton	-	0.37	-
306-4 (c)	Total weight of non-hazardous waste diverted from disposal	Ton	572.93	438.57	557.51
	Preparation for reuse	Ton	9.91	0.34	-
	Recycling	Ton	189.58	25.17	146.69
	Composting; (Not Included food wate)	Ton	171.95	180.70	125.94
	Feed Marerial	Ton	201.48	232.35	284.88
	Constuction Material	Ton	-	-	-

GRI	Performance	Unit	2021	2022	2023
306-5 (a)	Total weight of waste directed to disposal	Ton	105.4	48.73	896.26
306-5 (b)	Total weight of hazardous waste directed to disposal	Ton	3.14	6.02	7.33
	Incineration (with energy recovery).	Ton	-	5.33	3.30
	Incineration (without energy recovery).	Ton	2.35	-	3.28
	Landfl ling.	Ton	0.67	0.70	0.74
	Other disposal operations	Ton	0.12	-	-
306-5 (c)	Total weight of non-hazardous waste directed to disposal	Ton	102.25	42.71	888.93
	Incineration (with energy recovery).	Ton	-	0.04	-
	Incineration (without energy recovery).	Ton	0.10	-	690.41
	Landfl ling.	Ton	102.16	42.67	198.52
	Other disposal operations.	Ton	-	-	-
	Waste generated intensity ratio	Ton/ Million baht	0.09	-	0.19
PLASTIC PACKAGING					
	All plastic packaging	Ton	-	-	-
	Biodegradable plastic packaging	Ton	-	-	-
	Recyclable plastic packaging	Ton	-	-	-
	*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
 - India, referenced from https://www.iges.or.jp/en/publication_documents/pub/data/en/1215/IGES_GRID_EF_v10.10_20210223.xlsx
- *Greenhouse gas emissions reporting covers CO₂, CH₄ and N₂O, 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).