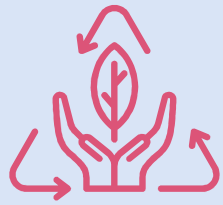


SUSTAINABILITY PERFORMANCE 2022-2024

C.P. INTERTRADE AND COMPANIES IN THE RICE BUSINESS TRANSPORTATION AND SERVICE

GRI Standard	Performance		Unit	2022	2023	2024		
CORPORATE GOVERNANCE								
DEPARTMENTS THAT ARE WITHIN THE SCOPE OF THIS SUSTAINABILITY REPORT								
	Rice Factory	Plants	6	6	6			
	Transportation Company	Plants	3	3	3			
	CP Intertrade Company and companies in the business group	Plants	1	1	1			
ECONOMIC PERFORMANCE								
G4-EC1	Revenes	Million baht	41,243	49,561	59,016			
	Employee benefits	Million baht	1,436	1,446	1,462			
	Taxes paid to the government and local authorities	Million baht	27.12	33.26	36.95			
	Research and development and innovation expenses	Million baht	12.58	19.23	13.38			
SOCIAL PERFORMANCE								
HUMAN RIGHTS AND LABOR PRACTICES								
102-8	NUMBER OF WORKERS							
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Total Workforce	Persons	899		1,816		1,907	
			472	427	1,361	455	1,426	481
	SEPARATE BY CONTRACT TYPE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Employees	Persons	899		1,816		1,907	
			472	427	1,361	455	1,426	481
	- Workers/Contractors	Persons	0		0		0	
			0	0	0	0	0	0
405-1	EMPLOYEE DIVERSITY							
	SEPARATE BY LEVEL		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Unclassified [C level and above]	Persons	10	6	11	5	5	0
	- Top Management	Persons	31	35	34	33	8	7
	- Management	Persons	84	108	314	244	33	32
	- Professional / Sup / Operations White-Collar	Persons	347	278	1,002	173	328	264
	- Operations Blue-Collar	Persons					1,052	178
	SEPARATE BY AGE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Under 30 years old	Persons	97	53	280	56	305	126
	- 30 - 50 years old	Persons	355	356	1,024	379	1,016	323
	- Over 50 years old	Persons	20	18	58	19	105	32
401-1	NEW HIRES							
	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Number of new hires	Persons	55		405		391	
			41	14	316	89	299	92
	SEPARATE BY AGE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Under 30 years old	Persons	26	10	65	11	147	57
	- 30 - 50 years old	Persons	13	0	238	74	152	35
	- Over 50 years old	Persons	2	4	13	4	0	0
	TURNOVER							
	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Number of Turnover	Persons	187		384		341	
			122	65	272	112	259	82
	SEPARATE BY AGE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Under 30 years old	Persons	28	19	17	10	102	50
	- 30 - 50 years old	Persons	81	36	215	238	140	25
	- Over 50 years old	Persons	13	10	1	1	17	7
	PARENTAL LEAVE (Employee)		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	- Number of parental leave	Persons	0	5	0	0	0	6
	- Employee back to work after parental leave	Persons	0	5	0	0	0	6

APPENDIX



CPCRT Partner Day 2024

Growing Together Sustainably

Activities in the Event

1. Lecture on Climate Change

By Mr. Teerapong Laopongpitch,

- Senior Environmental Specialist,
- Director of Climate Change Risk Analysis Group

2. Lecture on Environmental Practices

By Mr. Methira Seriratchawat,

- Deputy Director of Sustainability Development, Charoen Pokphand Group

3. Lecture on Human Rights and Labor

By Ms. Daoruadee Saengjuaywong,

- Deputy Director of Sustainability Development, Charoen Pokphand Group

4. Introduction and Proposal of Business Partner Assessment Guidelines

- Presented by the Supply Chain Audit Unit of the Rice Business Transportation and Service



CPCRT Partner Day 2024 เติบโต เคียงข้าง อย่างยั่งยืน

At Nakornluang Rice Plant, Phra Nakhon Si Ayutthaya Province

Mr. Adisak Pramuanmitra, Executive Vice President of the Rice Business Transportation and Service , presided over the event and presented awards of excellence to outstanding business partners under the theme “Growing Together Sustainably.” He emphasized the company’s commitment to supporting partners of all sizes in adapting to global changes.

Outstanding CPCRT Partner Award



Platinum

- Prepack (Thailand) Co., Ltd.
- Asia Poly Sacks Co., Ltd.
- Han Engineering Solutions PCL
- Guts Investigation Co., Ltd.



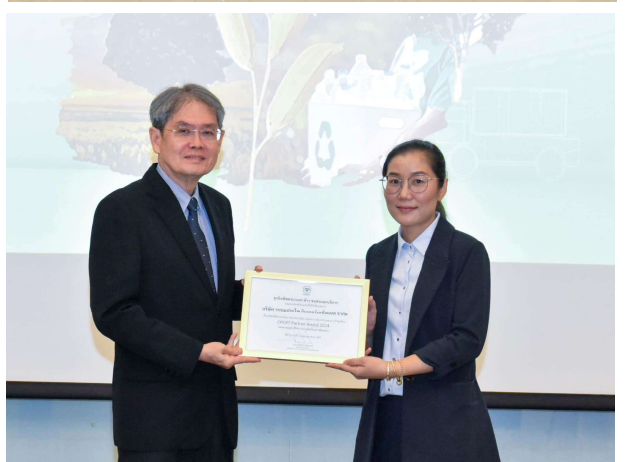
Gold

- Vava Pack Co., Ltd.
- J.R. Pack Co., Ltd.
- Green Carton Box Co., Ltd.
- Nakhon Ratchasima Sirichokchai Co., Ltd.



Certificate of Recognition

- Wanprapai International Co., Ltd.
- C.P. Sahakit Industry Co., Ltd.



KEY SUPPLIER ASSESSMENT PERFORMANCE

CRITICAL SUPPLIER TIER1 AUDIT 2022 (case)

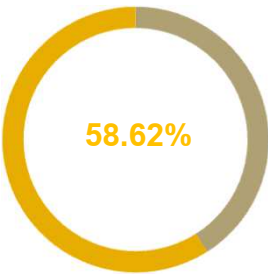
AUDIT PLAN

29

AUDIT ACTUAL

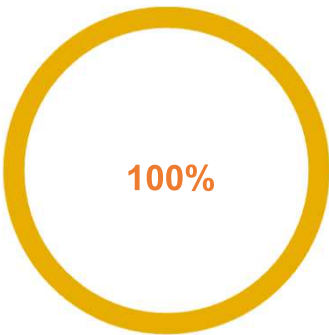
17

KPI >80%



CP GROUP

- AUDIT PLAN : 8 cases
- AUDIT ACTUAL : 8 cases



Grade A : 3 Cases

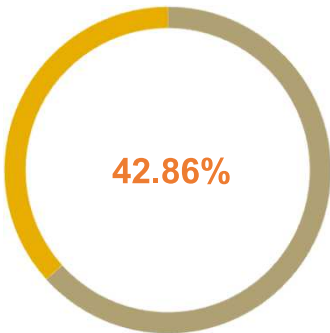
Grade B : - Cases

Grade C : 3 Cases

Grade D : 1 Cases

SUPPLIER

- AUDIT PLAN : 21 cases
- AUDIT ACTUAL : 9 cases



Grade A : 1 Cases

Grade B : 1 Cases

Grade C : 7 Cases

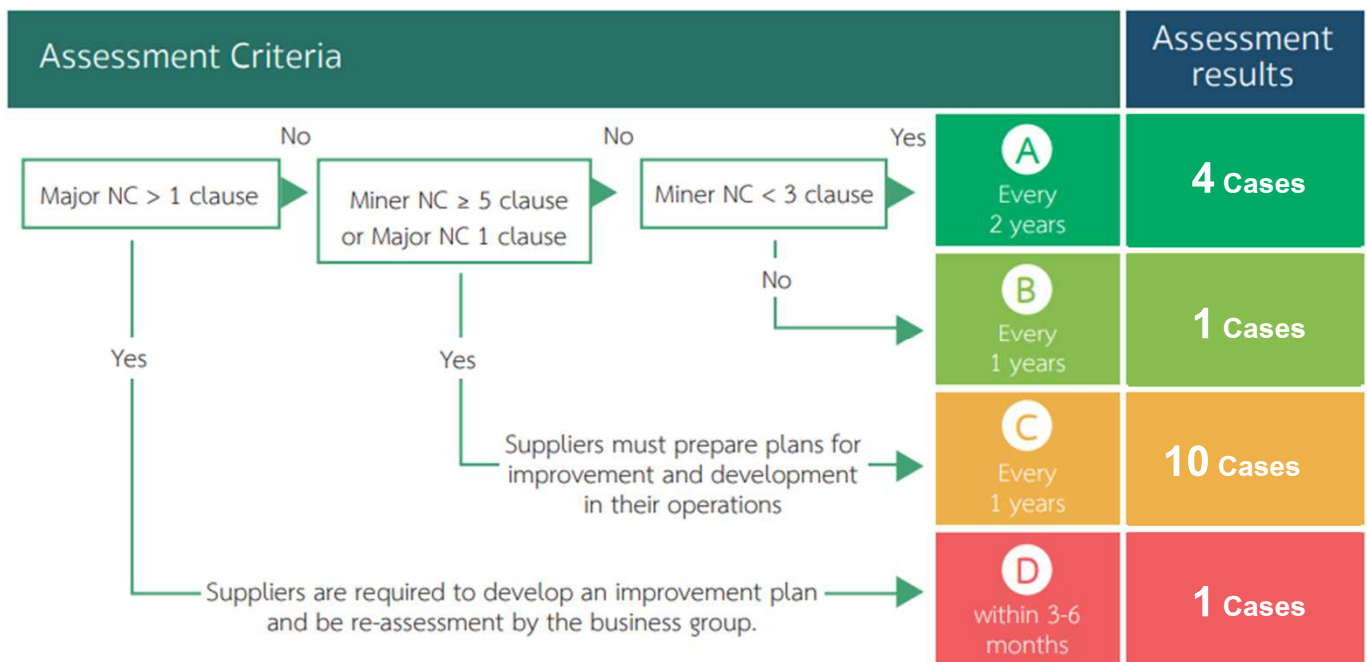
Grade D : - Cases

ASSESSMENT OF IMPORTANT SUPPLIERS



There is a committee to assess compliance with the rules. Commitment to business as a standard and operating guidelines Establish a registry of key business partners (Critical 1Tier Supplier), including set criteria for evaluating business partners and operating standards. After grading the assessment scores Both the self-assessment form and the assessment of the auditor team are as follows:

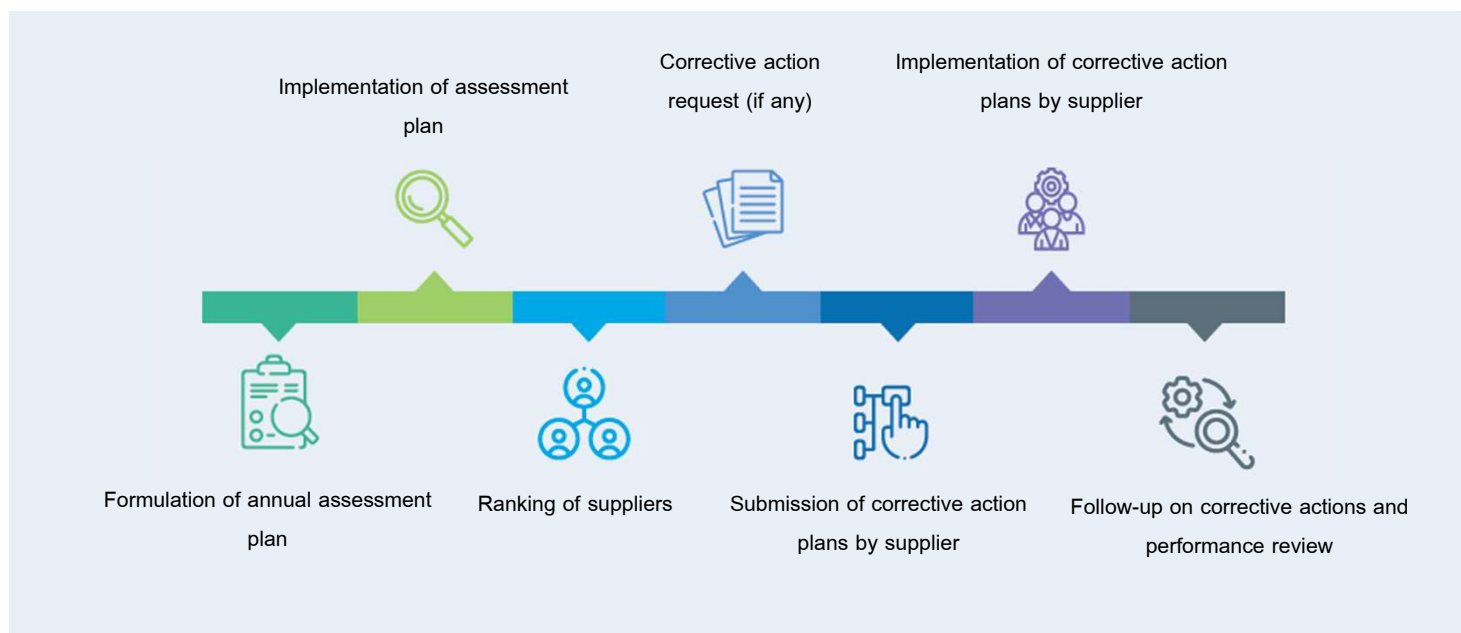
CRITICAL PACKAGING SUPPLIER ASSESSMENT CRITERIA



ASSESSMENT OF IMPORTANT SUPPLIERS

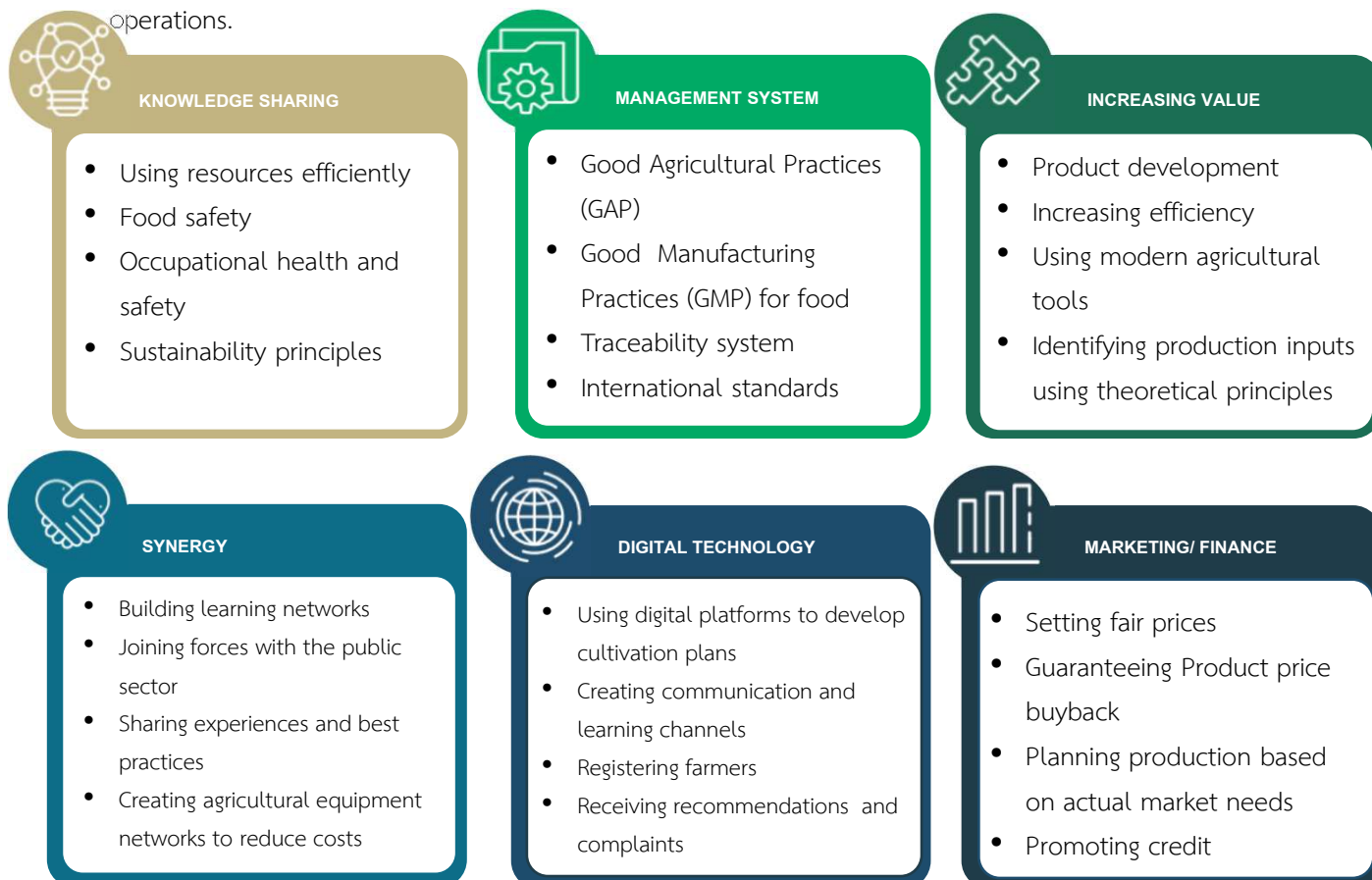


SUPPLIER ASSESSMENT PROCESS



ENHANCING SUPPLIERS' CAPABILITIES

Our business strives to enhance the capabilities of our suppliers in various key areas, including safe and sustainable production practices. This is achieved through a management system that ensures proper planning and continuous improvements, creates learning networks, adopts digital technologies, and supports marketing to enhance the value and capabilities of suppliers to achieve sustainable business operations.



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

MANAGEMENT APPROACH

Our business focuses on managing supply chain by defining management procedures as a guideline for all companies in the business group to provide supply chain management go in the same direction In supply chain management, the business group starts from communicating manuals. Code of Conduct for Partners to all business partners for business partners to be aware of the policies and Expectations of the business group and can work together continuously.



RAISING AWARENESS AND RISKS

There are many business related business operations. Our business group has received a policy from the Charoen Pokphand Group and is committed to raising awareness of responsible supply chain management. with major business partners first (Critical Suppliers). The principles used to classify the main trading partners are as follows:

1. Suppliers of key raw materials.
2. Suppliers who are suppliers of key raw materials that cannot be substituted.
3. Partners with high trading value.

In addition, it was identified to find business partners who are at risk by assessing sustainability risks throughout the supply chain through two-dimensional assessment criteria, namely the severity of the impact. and the likelihood of risk, which the risk issue used in the assessment is taken from the channel. They are as follows: 1) news, 2) past performance, 3) industry-related risk factors, and 4) trends and potential risks in the future. The risk assessment covers raw materials packaging groups and service providers who are not limited to only the 1st business partner (Tier 1) who directly buy-sell but also include other business partners (Non-Tier 1).

