



# SUSTAINABILITY REPORT 2024

C.P. INTERTRADE CO., LTD.

AND COMPANIES IN THE RICE BUSINESS TRANSPORT  
AND SERVICE CHAROEN POKPHAND GROUP

RICE IS LIFE









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AND SERVICE CHAROEN POKPHAND GROUP





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## MESSAGE FROM THE VICE-CHAIRMAN

The company deals in agriculture from useful to harvesting production. Continuously for a long time according to the determination of 3 benefits of the Charoen Pokphand Group **Providing benefits to the country, people and organizations is the last priority.** Committed to creating business growth according to sustainable development goals In the community economic dimension Society and environment Create stability by heading upstream Do integrated agriculture, providing services from planting to harvesting and purchasing products. Producing products that emphasize quality and standards with a sense of responsibility to the community and society. Distribution of manufactured products to all regions of the world Taking care of employees to work under maximum safety Develop abilities along with having morals and ethics, happy at work Encourage employees to be part of the organization In sharing, helping society, giving back to the land

MR. PRASIT DAMRONGCHIETANON  
VICE-CHAIRMAN RICE BUSINESS  
TRANSPORTATION AND SERVICE  
CHAROEN POKPHAND GROUP



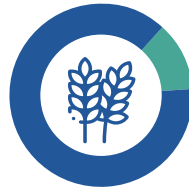


# SUMMARY OF KEY PERFORMANCE IN 2024

## ECONOMIC GROWTH



### Sales Revenue by Country and Business Line



Rice business  
87.99%  
Other  
7.37%



Rice 87.99%  
Port 0.16%  
Shipping 4.48%  
Other 7.37%



### Employee benefits (Million baht)

Total 1,476.51  
Benefit 1,461.79  
Train 14.72



Tax paid to the government  
**36.95** Million baht



Support community and society  
**3.30** Million baht

## HEART : LIVING RIGHT



Number of employees  
**1,907** People

### Employee proportion



Male : Female  
**74.78% : 25.22%**



New hires  
**391** People



### Safety



Employees  
**1.07**



Contractor  
**0**

Lost time injury rate  
(Per 1,000,000 working hours)



### Announcement of the use of ethics in Operate the business of the group

“Code of Conduct of the Group, our practice”

Evaluate and identify key human rights issues At the chain level

**4**  
Issues



Leadership development  
**1,907**

Number of trainees and sustainability development



Human resource development  
**8.66** Hour/ person/ year  
Training time averages All employees

## HEALTH : LIVING WELL



Support farmers and Vulnerable groups

**32,974** People



Farmers  
**7,294** People



Vulnerable Groups  
**25,680** People



**4**



Number of food products with a focus on health, nutrition, health and wellbeing



Number of personnel Research and development  
**13** People



Promoting access to education and knowledge organization  
**41,474** People



Savings from the Cost Productivity Improvement Program And Innovation  
**64.31** Million Baht

## HOME : LIVING TOGETHER



Greenhouse gas emissions (Scope 1+2+3)

**2.16** Million Ton CO<sub>2</sub>



Scope 1 **1.56%**  
Scope 2 **0.97%**  
Scope 3 **97.48%**

### Greenhouse Gas Emission Ratio by Scope

**4**

Product

Registration of carbon Footprint product



Amount of Water Used  
**65,341** Cubic meter



The amount of Waste Product  
**907.23** Ton



OPERATIONAL ECO-EFFICIENCY  
(Unit per income 1 million baht)



Power consumption  
**12.64** Gigajoules



Greenhouse gas emissions  
**0.92** Ton CO<sub>2</sub>
























Waste quantity  
**0.02** Ton



Water used  
**1.11** Cubic meter



# Summary of the performance the year 2024 is as follows:

 <b>HEART</b> LIVING RIGHT	 <b>HEALTH</b> LIVING WELL	 <b>HOME</b> LIVING TOGETHER
		
<b>CORPORATE GOVERNANCE</b>  <p>Percentage of Business assessed on CG practices. (Ethisphere)</p>	<b>HEALTH &amp; WELL-BEING</b>  <p>All products are certified for food safety, GHPs and BRC.</p>	<b>CLIMATE RESILIENCE</b>  <p>Amount of greenhouse gas emissions per revenue <b>reduction by 25.02 %</b> in base year 2020.</p>
<b>Goals</b> 100%	<b>Goals</b> 50%	<b>Goals</b> 20%
<b>Performance</b> 100%	<b>Performance</b> 100%	<b>Performance</b> 25.02%
<b>HUMAN RIGHTS &amp; LABOR PRACTICES</b>  <p>Percentage of Business with Human Rights Impact Assessment.</p>	<b>SOCIAL IMPACT AND ECONOMIC CONTRIBUTION</b>  <p>Improved employment prospects and quality of life for <b>32,974</b> farmers and vulnerable groups.</p>	<b>CIRCULAR ECONOMY</b>  <p><b>90%</b> of all plastic packaging are recyclable, reusable or compostable.</p>
<b>Goals</b> 100%	<b>Goals</b> 100,000 People	<b>Goals</b> 100%
<b>Performance</b> 100%	<b>Performance</b> 32.97%	<b>Performance</b> 90%
<b>EDUCATION &amp; INEQUALITY REDUCTION</b>  <p>Support <b>41,474</b> children, youths, and adults will gain access to education and necessary skills development</p>	<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>  <p>Zero Accident <b>1.07 no. per 1,000,000 working hours</b></p>	<b>WATER STEWARDSHIP</b>  <p><b>10.68%</b> increased in water withdrawal per unit revenue compared to baseline year 2020.</p>
<b>Goals</b> 100,000 People	<b>Goals</b> Zero Accident	<b>Goals</b> 10%
<b>Performance</b> 41.47%	<b>Performance</b> 1.07 no. per 1,000,000 working hours	<b>Performance</b> 0%
<b>LEADERSHIP &amp; HUMAN CAPITAL DEVELOPMENT</b>  <p>Percentage of Employees Engaged in Learning and Initiatives</p>	<b>INNOVATION MANAGEMENT</b>  <p>saving from innovation projects. Increase efficiency and reduce costs, increasing to <b>64.31</b> million baht from the goal of 100 million baht.</p>	<b>ECOSYSTEM AND BIODIVERSITY PROTECTION</b>  <p>Protected and restored terrestrial ecosystems <b>173,814</b> from target <b>800,000</b> rai.</p>
<b>Goals</b> 100%	<b>Goals</b> 100 Million Bath	<b>Goals</b> 100%
<b>Performance</b> 100%	<b>Performance</b> 64.31%	<b>Performance</b> 21.73%
<b>CYBER SECURITY &amp; DATA PROTECTION</b>  <p>Percentage of Business with certified international standard</p>	<b>STAKEHOLDER ENGAGEMENT</b>  <p><b>87%</b> engagement score of multi-stakeholder perception survey</p>	<b>RESPONSIBLE SUPPLY CHAIN MANAGEMENT</b>  <p>Percentage of high-risk materials are traceable and high-risk suppliers audited. (Sustainability audit with <b>17</b> high-risk supplier from 29 supplier)</p>
<b>Goals</b> 100%	<b>Goals</b> 80%	<b>Goals</b> 100%
<b>Performance</b> 50%	<b>Performance</b> 100%	<b>Performance</b> 58.62%

# AWARDS AND RECOGNITIONS

## “Marketeer No.1 Brand Thailand 2024”



### “Royal Umbrella Rice”

**Thailand’s First and Only Brand to Win the Nation’s Favorite Rice Award for 13 Consecutive Years**



Mr. Yongyuth Pruekmadumrong, Senior Executive Vice President and representative of Royal Umbrella Rice, received the prestigious **“Marketeer No.1 Brand Thailand 2024”** award, recognizing the brand as the No.1 most popular packaged rice in the hearts of Thai consumers for the 13th consecutive year.

This award is based on consumer preference surveys conducted by Marketeer during 2023–2024. The research was led by Professor Witawat Rungroengphon from the Marketing Department at Thammasat University, ensuring accuracy and reliability. The study surveyed 6,000 consumers nationwide — a notably large sample size for market research — to ensure comprehensive and up-to-date insights.



Mr. Yongyuth expressed his gratitude to all consumers for their continued trust in Royal Umbrella Rice, which has enabled the brand to maintain its top position for 13 years. He also extended thanks to Thai farmers for their dedication in producing high-quality rice.

### Royal Umbrella

**remains committed to excellence,**

continuously improving quality, standards, and service to reinforce its reputation as the leading rice brand both domestically and internationally. Every bag meets consistent global standards — truly deserving of its title as the best in rice.



## Award For Remarkable Progress in Digital Transformation

Presented in recognition of the organization's successful advancement toward becoming a digital enterprise.



CPI Wins “**Remarkable Progress in Digital Transformation Award**” Award for Advancing Toward a Digital Enterprise. Mr. Thiti Lujintanon, Chief Operating Officer of C.P. Intertrade Co., Ltd. (CPI), received the CP Group Digital Transformation Award 2024 in the category of “Remarkable Progress in Digital Transformation”, presented by Dr. Michael Greseels, Group Chief Digital Officer and CP GroupExclusive, at the CP Group Digital Transformation Day held at the Auditorium Room, True Digital Park.



CPI earned this award due to its significant progress across multiple performance indicators, achieving an overall improvement of more than 30% in 2023. This success was driven by enhancements to its ERP system and the implementation of data analytics solutions.



During the event, Mr. Sanssern Samaisut, CP Group Chief Technology Officer, shared insights on organizational transformation through digital efforts and perspectives on AI strategy. He emphasized the importance of turning vision into action across three key areas: Preparing personnel with foundational IT knowledge, Integrating work processes across all business units and Leveraging modern technology to upgrade the entire supply chain—from upstream to downstream—to ensure business success.



## CAEXPO Popularity Award

**Apsara Rice(Cambodia)  
Wins CAEXPO Popularity Award  
at the 21<sup>st</sup> China-ASEAN Expo**



Apsara Rice (Cambodia), an integrated agribusiness covering rice production, logistics, and services under the Charoen Pokphand Group, has been honored with the CAEXPO Popularity Award at the 21<sup>st</sup> China-ASEAN Expo (CAEXPO) held from September 24–28, 2024, in Nanning, People's Republic of China. At the event, Apsara Rice (Cambodia) showcased its products at an exhibition booth, attracting significant interest from attendees.



**“The 21st China-ASEAN Expo (CAEXPO 2024)”** is one of the leading international trade exhibitions aimed at promoting economic cooperation between China and ASEAN member countries. It highlights key achievements and strategic visions for future development, focusing on shared prosperity and regional growth.





## “Khao Tra Chat” Receives Outstanding Provincial Award for Corporate Social Responsibility Promotion in 2024

Mr. Thianchai Jupattanakul, Deputy Managing Director of Corporate Communications and Social Activities, Integrated Agribusiness (Rice, Logistics, and Services) under the Charoen Pokphand Group, represented Khao Tra Chat in receiving the Outstanding Provincial Award for Corporate Social Responsibility Promotion in the Business Sector for the Year 2024. The award was presented by Mr. Teerasak Chomsiri, Deputy Governor of Phra Nakhon Si Ayutthaya Province, at Kong Khong Market, Bang Pa-In District, Phra Nakhon Si Ayutthaya.



## CPCRT Undergoes TIS 9999 Assessment, Driving Sustainable Industry Based on the Philosophy of Sufficiency Economy

On December 12, 2024, the Integrated Plant Business – Rice, Logistics, and Services (CPCRT), part of the Charoen Pokphand Group, underwent an assessment for the Sufficiency Economy Standard in the industrial sector, known as TIS 9999. The evaluation was conducted by the Thailand Institute of Certification (MASCI), with participation from all Business Unit Heads and factory managers across the group via online conference.



TIS 9999 is a standard developed by the Ministry of Industry, applying the **“Philosophy of Sufficiency Economy”** to the industrial sector. The Thai Industrial Standards Institute (TISI) was assigned to create this standard in honor of His Majesty King Bhumibol Adulyadej the Great, commemorating his royal guidance in promoting the Sufficiency Economy Philosophy for widespread adoption — including in the industrial sector. CPCRT has adopted this standard across all its business units, reinforcing its commitment to sustainable development and responsible operations.



## STANDARD SYSTEMS

### Labor Practice

Establishment Award for Labor Relations and Labor Welfare by the Department of Labor Protection and Welfare Ministry of Labor

- Khao C.P. Co., Ltd.(Wang Daeng Rice Factory)
- Khao C.P. Co., Ltd. (Nakhon Luang Rice Factory)
- Khao C.P. Co., Ltd. (Buriram Rice Mill)
- Khao C.P. Co., Ltd. (Kamphaeng Phet rice mill)
- Khao C.P. Co., Ltd. (Suphanburi Rice Mill)

Labor Practice Standards (Sedex)

- Khao C.P. Co., Ltd. (Wang Daeng Rice Factory)
- Khao C.P. Co., Ltd. (Nakhon Luang Rice Factory)

### Quality & Product Responsibility

- BRC Issue 9 (British Retail Consortium) : SGS (Thailand)
- ISO9001: 2015 standard by the holistic management (Multisite) in Thailand from Bureau Veritas Thailand and foreign regions from SGS (Thailand).
- GHPs TAS 9023-2021 (Good Hygiene Practices) standard from SGS (Thailand)
- HACCP TAS 9024-2021 Standard (Hazard Analysis Critical Control Point) from SGS (Thailand)
- FSMA Module (Food Safety Modernization Act)
- FDA standards from the Food and Drug Administration

### Safety, Occupational Health and Environment

Management system

- Environmental management system standard ISO 14001:2015 : Bureau Veritas Thailand
- Green Industry From the green industry project Ministry of Industry

Product safety

- Authorized Economic Operator (AEOs) export standards, certified by the customs of each country that it complies with WCO or other equivalent standards for supply chain security.

### Sustainability

- Carbon Reduction Label
- Corporate Social Responsibility Standards (CSR-DIW),
- Department of Industrial Works Ministry of Industry
- “Enhancing Capacities of Thai Exporters and Supply Chains on Social Performance for European Market” From the Ministry of Commerce
- Unilever Sustainability Agriculture Code
- KCP Sustainability Agriculture
- Organic / Organic Thai rice



# BUSINESS BASE OF C.P. INTERTRADE CO., LTD. AND COMPANIES IN THE RICE BUSINESS TRANSPORTATION AND SERVICE

We Are, C.P. Intertrade Co., Ltd., A Subsidiary Company Of Charoen Pokphand (C.P.) Group Of Companies The Biggest Conglomerated Agricultural Business In South East Asia. The Company Established In 1979 And Was Promoted In The Investment From The Board Of Investment Of Thailand. The Operation Focused On Providing Service Of International Trade With The Service Of Importing And Exporting Rice And Food Products In Order To Quickly Respond To The Demand Of Customers Covering All Regions Of The World. The Company Is Trusted From The Customers As The Leading International Trade Company Of Thailand With Worldwide Network.

## Thailand 5 Rice Facilities "KHAO CP. CO., LTD. "



### Kamphaengphet

Rice Mill 72,000 Tons

Rice Refinery 72,000 Tons



### Suphan Buri

Rice Mill 72,000 Tons

Rice Refinery 72,000 Tons



### Burirum

Rice Mill 72,000 Tons

Rice Refinery 72,000 Tons



### Wangdaeng

Rice Refinery 360,000 Tons



### Nakhonluang

Rice Refinery 1.08 Million Tons

Total rice  
refinery  
1.656  
Mil Tons/Years



Cambodia 1 Rice Facility

"APSARA RICE  
(CAMBODIA) CO., LTD."

120,000 Tons/Year

Our Rice Business Emphasizes On High Standard And Quality Starting From The Selection Of Raw Materials Of High Quality. We Have 5 Rice Processing Factories In Thailand With The Total Volume Of 1.656 Million Tons Of Rice Per Year, Three Rice Mills (In Kamphaeng Phet, Suphan Buri And Burirum Province) Are Constructed For Directly Receiving The Raw Materials From Farmers And Two Facilities For Rice Quality Improvement With The Advanced Technology Global Standard. The Development Starts From The Selection Of Rice, The Production Process, The Quality Control, And The Rigid Inspection. It Can Be Traceable In All Processes Resulting In The High Quality Of Products Following International Standard. The Production Standard Is Under GHPS, HACCP, and ISO9001: 2015

Production  
Standard



GHPS  
HACCP  
ISO9001:2015



## RICE BUSINESS TRANSPORT AND SERVICE



### MAIN COMPANY

- ▶ C.P. INTERTRADE CO., LTD.
- ▶ C.P. FOOD STORE CO., LTD.
- ▶ KHAO C.P. CO., LTD.
- ▶ AYUTTHAYA PORT & ICD CO., LTD.
- ▶ DYNAMIC TRANSPORT CO., LTD.
- ▶ DYNAMIC INTERTRANSPORT CO., LTD.
- ▶ APSARA RICE (CAMBODIA) CO., LTD.

### MAIN BUSINESS

Headed by C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service comprises 2 main businesses, including rice and food, and integrated logistics. The first business focuses on rice integration, covering from rice cultivation, rice mills, rice processing plants, to rice manufacturing plants for domestic and international trading under the brand “**Royal Umbrella.**” Other businesses include crop and general food export, domestic and international logistics services, and ship transport services of goods in containers.



Our company operates a state-of-the-art rice quality enhancement facility, recognized as the most advanced in the region. Strategically located on a 270-rai site in Nakhon Luang District, Phra Nakhon Si Ayutthaya Province, the plant boasts an annual production capacity of 1.08 million tons of premium milled rice. This capacity supports both domestic distribution and global exports under the renowned “Tra Chat” brand, which is available in over 100 countries worldwide under consistent quality standards. For international markets, the brand is proudly presented as “Royal Umbrella.”

In addition to rice production, we provide comprehensive logistics solutions, including Thailand’s pioneering waterway transportation service. This eco-friendly initiative utilizes engine-powered cargo vessels as a sustainable alternative to conventional truck transport, reinforcing our commitment to environmental conservation and operational efficiency.



BUSINESS OPPORTUNITIES AND CHALLENGES





## From rice field to factory...



### TraChat Story

We began to participate from the time farmers planted rice. We pass on knowledge about growing rice to farmers. Ready to support production factors. We buy rice at a **'higher price'** than the market.

## Nakhon Luang Factory

When the harvest is finished, the rice will be sent to **"Nakhon Luang Rice Factory"**, a large factory of Chattrra rice Located on an area of over **270 rai** in Nakhon Luang District, Phra Nakhon Si Ayutthaya Province. It is the largest and most modern rice factory in the world with a budget of **3,000** million baht.



## With modern technology...

Nakhon Luang Rice Factory has a total of **8 rice raw** material storage facilities, able to hold up to **240,000** tons of rice, making Nakhon Luang Rice Factory able to produce up to **1,080,000** tons of rice per year to increase the potential for storing and transporting goods. There is a large warehouse that can support product volumes of up to **3,600** tons per day.

## Every step of production is produced in a closed system...



All rice that goes into the production process Will be sent from the company's **5 mills** and **100 network mills** across the country that have passed the quality standard certification and deliver rice with a complete transportation system to the environmentally controlled rice storage facility of the Nakhon Luang Rice Factory to wait for production in the next step.



## Quality Conscious And Cleanliness...

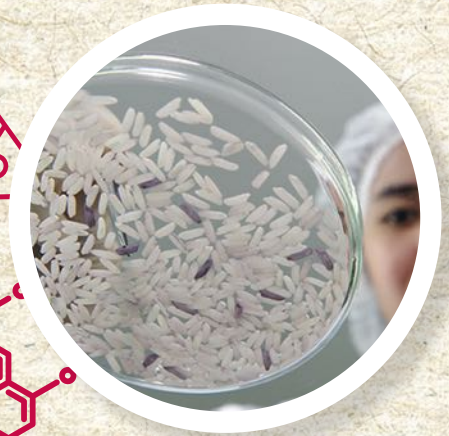
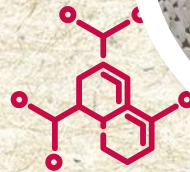


Rice samples are also collected for inspection to ensure that every grain of rice that leaves the Nakhon Luang Rice Factory is clean, safe, and free from contaminants that are harmful to consumers.



## Control standards with modern technology...

Nakhon Luang Rice Factory has brought modern technology into the production process. Every production step is controlled by a computer system.



## Until it became this bag of Chat Brand rice...

That is ready to go to the market both domestically and around the world with convenience and speed in loading and unloading goods through the new water transportation port on the Pa Sak River under the Ayutthaya Port and ICD Co., Ltd. with a length of 276 meters, mooring ready.

Can accommodate up to 5 ships at a time, supporting up to 400,000 containers per year and most importantly, this water transport port is also considered a point of transporting goods by water. Thailand's new, most modern and complete water container transport From Ayutthaya Pier and ICD Connect to Bangkok Port. Laem Chabang Port and other private ports along the coast







VISION

## LEADER OF RICE

MANUFACTURING AND NO.1 RICE EXPORTER  
WITH GLOBAL STANDARD, INNOVATION  
AND EXCELLENCE MANAGEMENT SYSTEM



## MISSION

# CP RICE

**C** CUSTOMER & MARKET FOCUS

**P** PEOPLE ENGAGEMENT

**R** ROYAL UMBRELLA BRAND

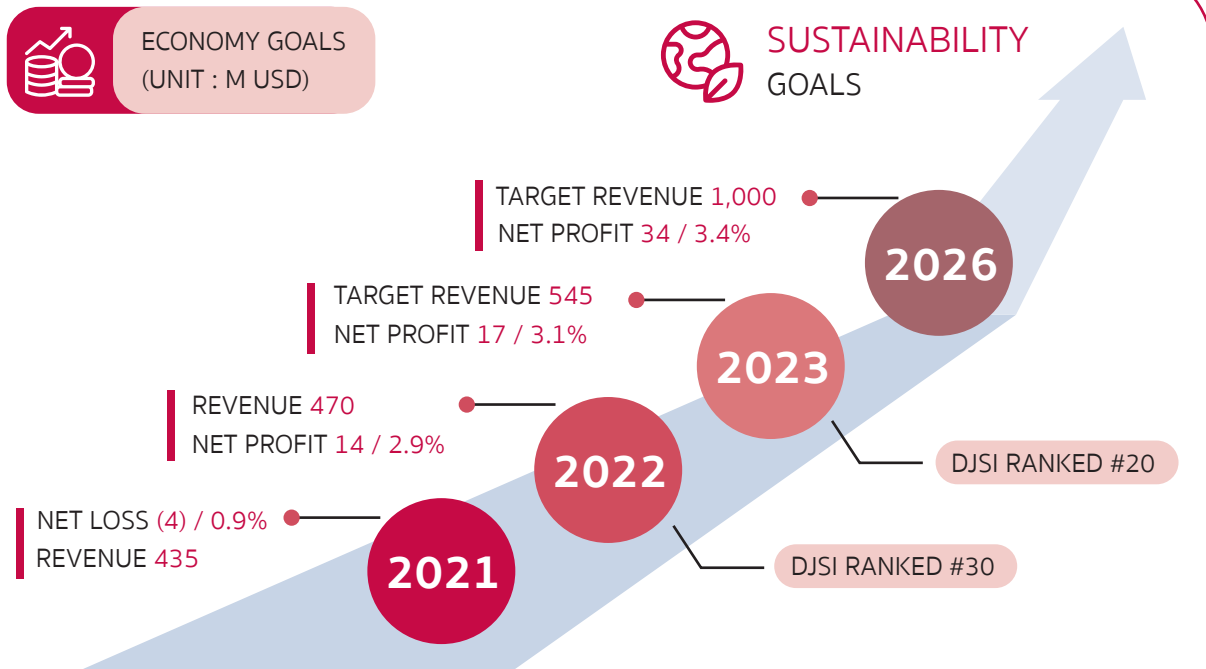
**I** INNOVATION MANAGEMENT

**C** COMMUNITY OF BUSINESS

**E** EXCELLENCE MANAGEMENT SYSTEM



## THE GOALS OF THE INITIATIVE : RICE & FOODS BUSINESS



## MISSION







## CP CORE VALUE



### 3 Benefits

Our Business Should Benefit Not Just Our Company And Our Employees But Also The Communities We Engage With And Country We Operate In.



### Speed & Quality

Modern Business Must Be Fast-moving Without Compromising On Quality, adapt To New Circumstances, Adopt The Latest Technologies.



### Integrity & Honesty

We Have Operated Our Business With Integrity, This Remains As Key Pillars Of Our Philosophy.



### Simplification

We Committed To Implementing Technology And Innovation To Streamline Our Systems And Operations.



### Innovativeness

We Actively Encourage Innovation In Our Employees And Our Goal Is To Foster Innovation Across All Our Businesses To Enable Us To Deliver Best Products And Services To Customers



### Accept Change

Our Key Strategy Is To Embrace Changes Which Are From Political Events And Environment Issues Through To Consumer Needs And Technological Development.



# SUSTAINABILITY MANAGEMENT

In addition to delivering value through quality products and services that meet the expectations of customers and consumers, C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service C.P. Group believes that for a business to operate in a sustainable manner, it must be based upon social and environmental responsibility in accordance with the principle of Sufficiency Economy. This is illustrated through our Three-Benefit Principle, which aims to create benefits for the country, the people, and the company. We also apply the C.P. Excellence Management Approach to our business operations to consistently develop the Group's human resources.





Furthermore, Rice Business Transport and Service C.P. Group is committed to operating our businesses in a sustainable manner beyond compliance of rules and regulations, and standards of the countries in which we operate. This is achieved by complying with international sustainability guidelines, such as The Sustainability Rice Platform(SRP), the UN Global Compact, UN Guiding Principles on Business and Human Rights (UNGP), and UN Sustainable Development Goals (SDGs).



SUSTAINABILITY  
STRATEGY



MATERIALITY  
ASSESSMENT



SUSTAINABILITY  
GOVERNANCE

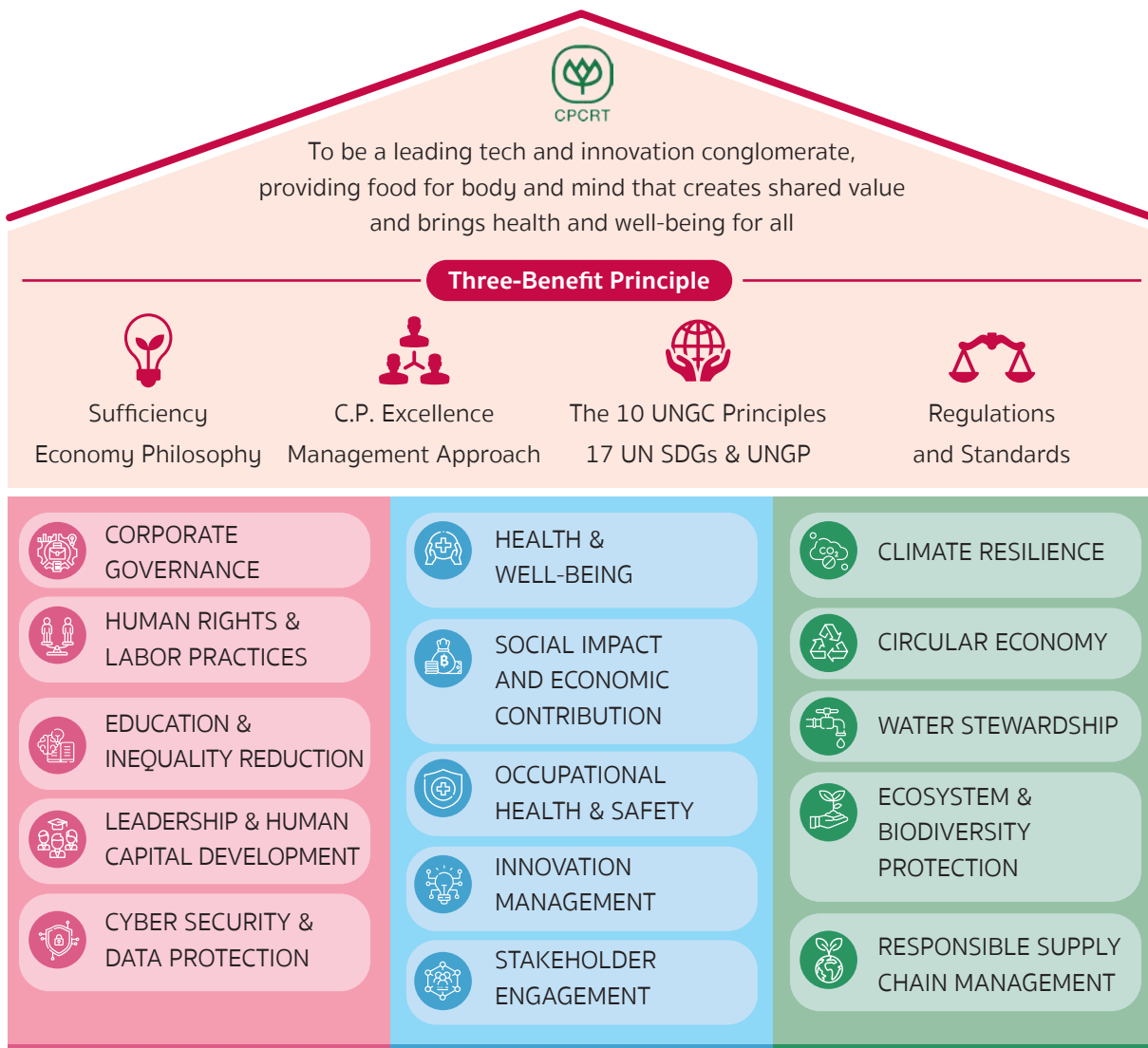


ABOUT  
THIS REPORT



# SUSTAINABILITY STRATEGY FRAMEWORK 2030

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transport and Service Charoen Pokphand Group has formulated a strategy the Charoen Pokphand Group sustainable development goals and indicators 2030 are re-established for all C.P. Group companies around the world to set goals and plans for implementation. It is also used as a direction for business development and operations from January 2021 to December 2030, covering a period of 10 years, comprising 15 key sustainability issues and and sustainable development indicators covers issues that are of interest to stakeholders in the short, medium and long term and responds to the direction of the group's growth. To create a great change for the nation, the people and the Charoen Pokphand Group in a sustainable way by the Rice Business Transport and Service has established a strategy and sustainability goals as follows:





# SUPPORTING THE SUSTAINABLE DEVELOPMENT GOALS 2024

## HEART : LIVING RIGHT



## CORPORATE GOVERNANCE

**100%** businesses implement a corporate governance impact scoring assessment



## HUMAN RIGHTS & LABOR PRACTICES

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



## EDUCATION & INEQUALITY REDUCTION

**100,000 people** supported through educational support, lifelong learning, and upskilling



## LEADERSHIP & HUMAN CAPITAL DEVELOPMENT

**100%** employees engaged in sustainability training and initiatives



## CYBER SECURITY & DATA PROTECTION

**100%** of businesses certified on international standard of data security and data privacy



## HEALTH : LIVING WELL



## HEALTH & WELL-BEING

**50%** total sales volume of consumer products and services help promote health and well-being



## SOCIAL IMPACT AND ECONOMIC CONTRIBUTION

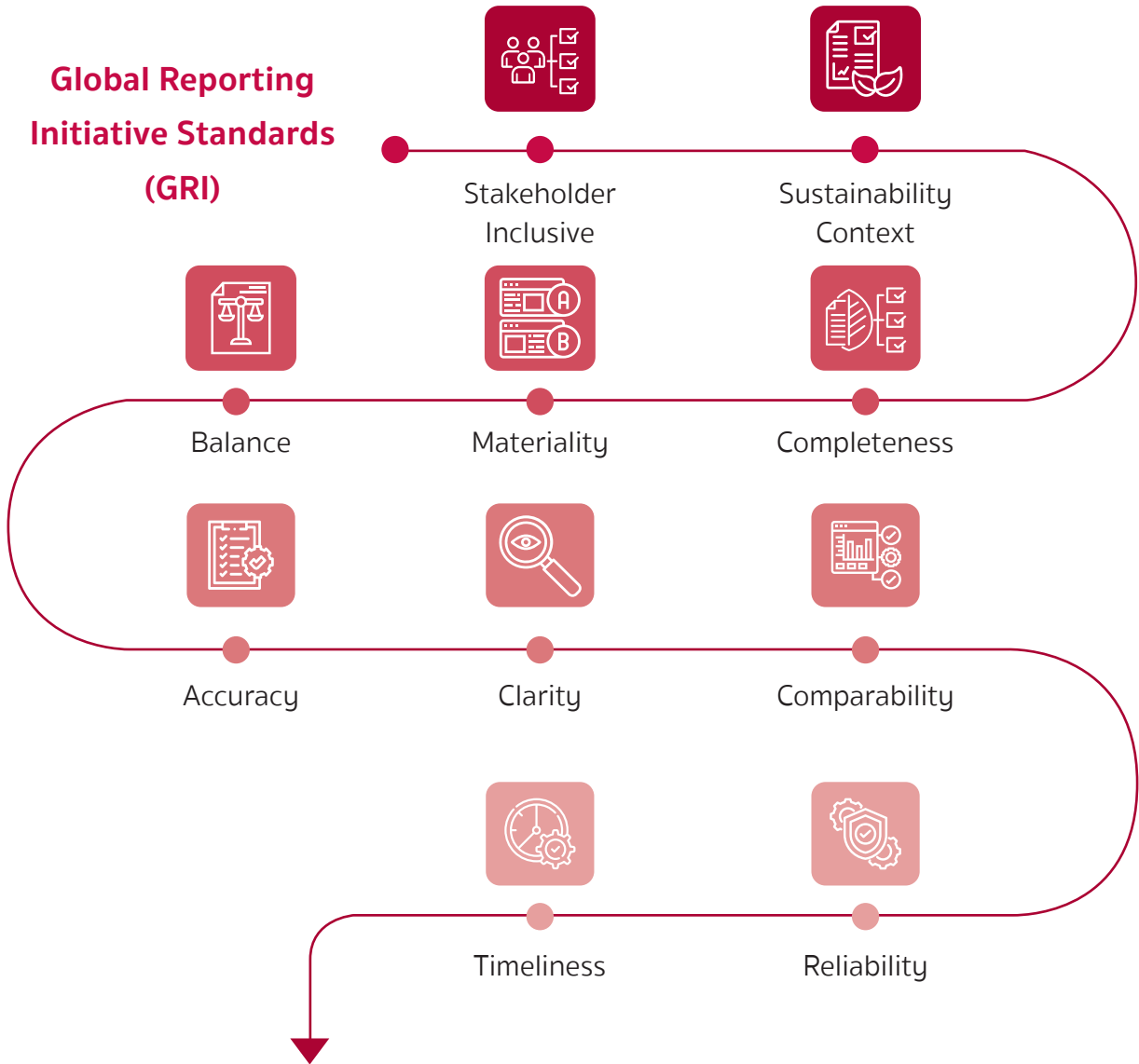
**100,000 farmers** supported to generate incomes for small farmers, SMEs and vulnerable groups along our supply chain



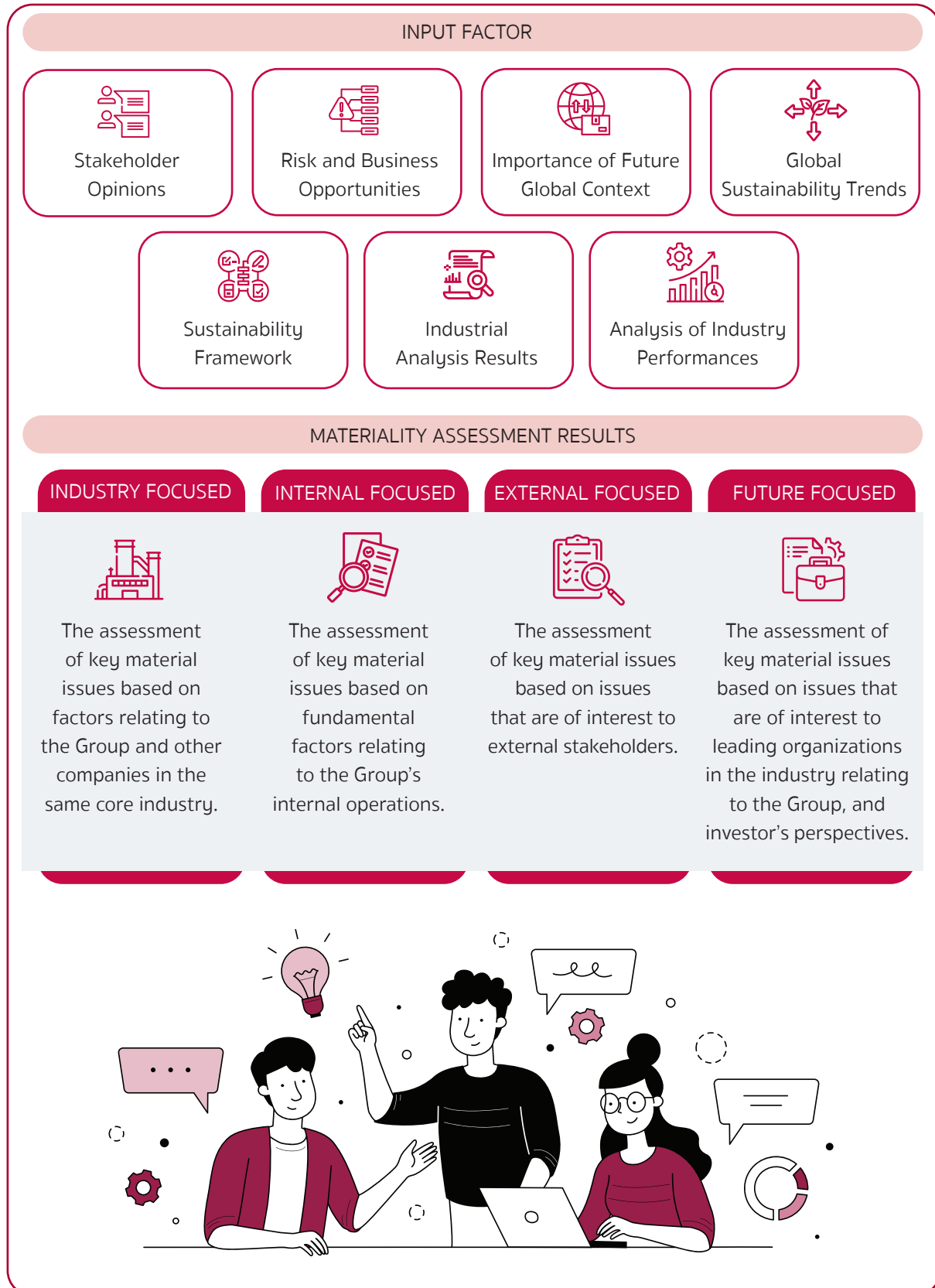
**OCCUPATIONAL HEALTH & SAFETY****Zero Accident** achieve zero lost time injury frequency rate**INNOVATION MANAGEMENT****100 Million Baht** Cost saving from Process innovation**STAKEHOLDER ENGAGEMENT****80%** of multi-stakeholder engagement surveys score positively**CLIMATE RESILIENCE****Carbon Neutral** Reduce Direct and indirect greenhouse gas emissions (Scope1 and Scope2)**CIRCULAR ECONOMY****100%** achieve zero food waste from organization's activities and use of sustainable packaging**WATER STEWARDSHIP****10%** reduction in water withdrawals per unit revenue compared to baseline year 2020**ECOSYSTEM & BIODIVERSITY PROTECTION****800,000** Rai agriculture area of protection and restoration of land ecosystems in the countries where CPI operates passed sustainability standard cover biodiversity issues**RESPONSIBLE SUPPLY CHAIN MANAGEMENT****100%** of high-risk raw materials are traceable and high-risk suppliers audited



# MATERIALITY ASSESSMENT PROCESS



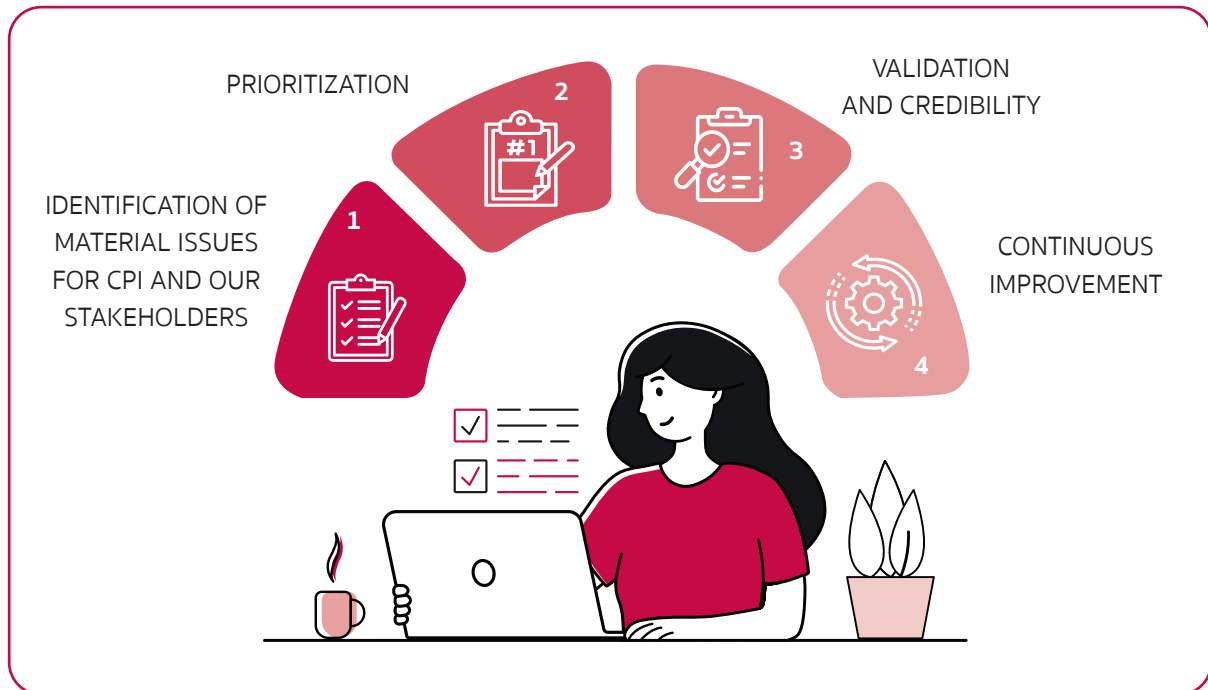
# DEVELOPMENT OF C.P. GROUP 2030 SUSTAINABILITY STRATEGY







# MATERIALITY ASSESSMENT PROCESS



## 1 IDENTIFICATION OF MATERIAL ISSUES FOR CPI AND OUR STAKEHOLDERS

Identify sustainability issues that are relevant to our business by taking into consideration the scope expansion of this Report to our global operations across different industries relevant to ours. The Identification process went through different stages as shown below:

- The key issues from the sustainability workshop in 2024 jointly between the executives. Including gathering information from partners for consideration, Then there is a review every year
- The results of the 2024 review of significant issues of the C.P. group and business groups are the information for the preparation of this report.
- Comparing the sustainability issues of companies in industries related to C.P. Intertrade and companies in the Rice Business Transportation and Service, including the Sustainable Development Goals (SDGs), the United Nations Global Compact, World Business Council for Sustainable Development (WBCSD), Dow Jones Sustainability Index (DJSI).
- Identify stakeholder groups from partner survey data. Group of stakeholders of the Group and information on groups of stakeholders from the Social Responsibility Standards (CSR) into 14 groups.
- Gather important issues of the companies in the group with sustainability reports and set up a forum to hear opinions with additional stakeholders from the survey questionnaire.



## 2 PRIORITIZATION

- Sustainability Management Committee meeting to consider information on important sustainability issues classified by stakeholder group which is the data from the survey results and important issues of the Group.
- Employee representative survey Group management team and online stakeholder representatives
- Prioritized our material issues that were identified in Step 1 by our internal and external stakeholders. The Prioritization process went through different stages as shown below:
  - Set the weight of the business group.
  - Determine the weights for each stakeholder group.
  - Calculate the importance score to stakeholders.
  - Calculate Business Critical Score.
  - Create a Materiality Matrix.



## 3 VALIDATION AND CREDIBILITY

Validated sustainability reporting process in line with the GRI Standards, and its 4 principles.

- The Validation process went through different stages as shown below.
- Interviewing external stakeholders with regard to material issues of the Group, feedback and opinion to improve our sustainability reporting process.
- Considering and approving the prioritized materiality issues by executives Verifying.
- Assuring the accuracy and completeness of our sustainability reporting process by an independent third party.



## 4 CONTINUOUS IMPROVEMENT

C.P. Intertrade and companies in the Rice Business Transportation and Service is open to feedback and suggestions from all, to continuously improve our future Sustainability Reports to meet the expectations of all stakeholders, through various communication channels.





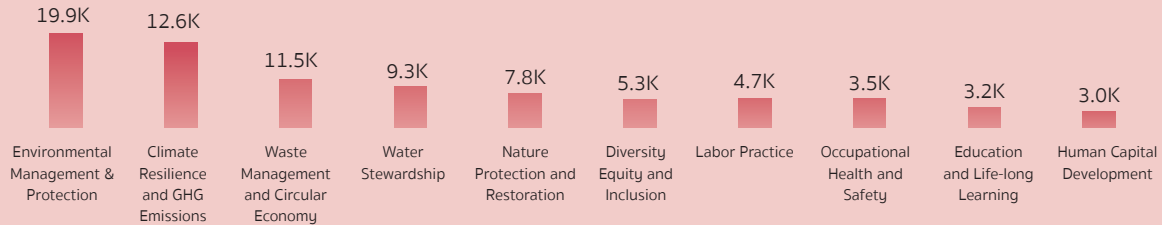
# SCOPE OF MATERIALITY ASSESSMENT

DIMENSION	MATERIALITY ASSESSMENT	GRI Standard	SCOPE										
			WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION									
			Employee	Consumer/Customer	Community and society	Partner	Shareholder /Investor	Mass Media/Online media	Government Auditor	Supplier	Competitors	Non-profit organization	Creditors and banks
HEART	CORPORATE GOVERNANCE	102-11, 102-12, 102-13, 102-18, 102-22, 102-24, 102-30, 102-35, 102-38, 103-1, 103-2, 103-3, 205-1, 205-2, 205-3, 406-1	✓			✓	✓			✓	✓		✓
	HUMAN RIGHTS & LABOR PRACTICES	102-41, 103-1, 103-2, 103-3, 401-2, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10, 405-1, 405-2, 412-1	✓	✓	✓	✓							
	EDUCATION & INEQUALITY REDUCTION	103-1, 103-2, 103-3, 203-2	✓		✓				✓				
	LEADERSHIP & HUMAN CAPITAL DEVELOPMENT	103-1, 103-2, 103-3, 401-1, 404-1, 404-2, 404-3	✓			✓				✓			
	CYBER SECURITY & DATA PROTECTION	102-19, 102-20, 103-1, 103-2, 103-3, 418-1	✓	✓				✓					
HEALTH	HEALTH & WELL-BEING	103-1, 103-2, 103-3, 417-1	✓	✓									
	SOCIAL IMPACT AND ECONOMIC CONTRIBUTION	103-1, 103-2, 103-3, 201-1, 413-1	✓		✓	✓			✓			✓	
	OCCUPATIONAL HEALTH & SAFETY	103-1, 103-2, 103-3, 403-9, 403-10	✓	✓	✓								
	INNOVATION MANAGEMENT	103-1, 103-2, 103-3	✓	✓	✓	✓			✓	✓			
	STAKEHOLDER ENGAGEMENT	103-1, 103-2, 103-3, 102-40, 102-41, 102-42, 102-43, 102-44	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
HOME	CLIMATE RESILIENCE	103-1, 103-2, 103-3, 302-1, 302-3, 302-4, 305-1, 305-2, 305-4	✓			✓			✓	✓			
	CIRCULAR ECONOMY	103-1, 103-2, 103-3, 306-1, 306-2, 306-3, 306-4, 306-5	✓	✓	✓	✓			✓	✓			
	WATER STEWARDSHIP	103-1, 103-2, 103-3, 303-1, 303-2, 303-3, 303-4 ,303-5	✓		✓								
	ECOSYSTEM & BIODIVERSITY PROTECTION	103-1, 103-2, 103-3, 304-1, 304-2	✓		✓	✓				✓			
	RESPONSIBLE SUPPLY CHAIN MANAGEMENT	103-1, 103-2, 103-3, 204-1, 308-1, 414-1	✓	✓		✓				✓			

# SCOPE OF MATERIALITY ASSESSMENT

## MATERIAL TOPIC STAKEHOLDERS IMPACT

### Top 10 Material Topics and Impact Ranking by Stakeholders

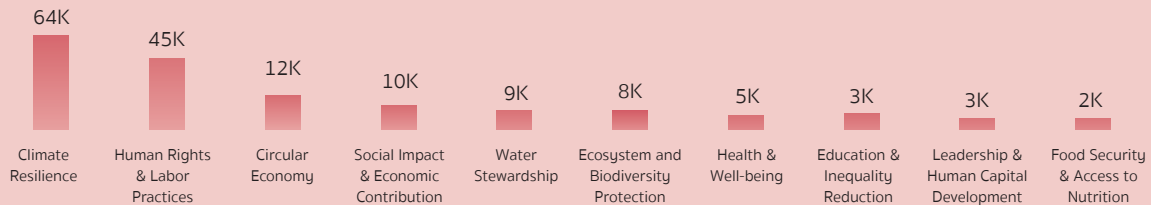


### Highest Score per Stakeholders



## Sustainability Goals and Stakeholders Impact

### Top 10 Sustainability Goals and Impact Ranking by Stakeholders



### Highest Score per Stakeholders





# ABOUT THIS REPORT



## SUSTAINABILITY REPORTING

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transport and Service, C.P. Group has published our Sustainability Report for the Third Sustainability Report 2024 which was published in Nov 2025. The Sustainability Report will be published annually.



## OBJECTIVE OF THIS REPORT

The objective of this report is to communicate the C.P. Intertrade Co., Ltd. and companies in the Rice Business Transport and Service, C.P. Group's commitments to driving our business toward economic, social and environmental sustainability.



## REPORTING SCOPE

This report discloses overall performances of our 8 Business Lines domestically and internationally, from 1<sup>st</sup> January to 31<sup>st</sup> December 2024.



## REPORTING FRAMEWORK

This report has been prepared in accordance with the GRI Standards: Core option.



## THIRD-PARTY ASSURANCE

Accuracy and completeness of our data in this Sustainability Report was verified by LRQA (THAILAND) LIMITED., a reliable and internationally recognized independent assurer. Data validated include GRI 101, GRI 102, GRI 102-16, GRI 102-17, GRI 302-1, GRI 303-3, GRI 305-1, GRI 305-2, GRI 306-3, GRI 306-4, GRI 306-5, GRI 403-9 and GRI 403-10



## UN SUSTAINABLE

Development Goals (SDGs) The C.P. Intertrade Co., Ltd. and companies in the Rice Business Transport and Service, C.P. Group is committed to consistently operating our business in accordance with the 17 Sustainable Development Goals (SDGs).



## REPORTING BOUNDARY

Human resources data cover 100% of The C.P. Intertrade Co., Ltd. And companies in the Rice Business Transport and Service, C.P. Group Data on energy, water, waste, air quality, and occupational health and safety cover 8 operation across all business line under C.P. Intertrade Co., Ltd. and companies in the Rice Business Transport and Service, C.P. Group.



## CONTACT US

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# HEART LIVING RIGHT

Corporate governance is an important foundation for achieving sustainable growth in a business. C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, C.P.Group has implemented a corporate governance system to promote and ensure compliance in the following areas: Corporate Governance Principles, Business Code of Conduct, Policies and ethical best practices, and Supplier Code of Conduct, all of which are related to laws, social norms, and corporate regulations in the value chain.

These principles also respect human rights and labor practices within our organization. We also focus on human capital and leadership development, as well as stakeholder engagement to promote efficiency within our organization. Such activities are crucial to our success and for continually building the level of trust in CP Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service C.P. Group. consisted of,



CORPORATE  
GOVERNANCE



HUMAN RIGHTS &  
LABOR PRACTICES



EDUCATION &  
INEQUALITY  
REDUCTION



LEADERSHIP  
& HUMAN CAPITAL  
DEVELOPMENT



CYBER SECURITY &  
DATA PROTECTION



# CORPORATE GOVERNANCE

GRI 102-12, 102-13, 102-16, 102-17, 102-18, 102-19, 103-1,  
103-2, 103-3, 205-2, 205-3

## OPPORTUNITIES AND CHALLENGES

The company believes that good corporate governance It is an important factor to enhance competitiveness and lead the company to sustainable growth. It also adds value to trading partners and stakeholders in the long term. Demonstrate the presence of an efficient, transparent, verifiable management system that builds trust among stakeholders in the value chain. All of this requires commitment and cooperation from employees at all levels, with the board and senior management encouraging them. To support the implementation of corporate governance practices The first challenge of the company is to create understanding and communicate to all employees 100% to see the importance of good corporate governance leading to the creation of a culture responsible business operation and practice are based on same norm.



## 2030 GOALS



# 100%

businesses implement a corporate governance impact scoring assessment

## SUPPORTING THE SDGs

### SDG 12



### Responsible Consumption and Production

12.6

Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle

### SDG 16



### Peace, Justice, and Strong Institutions

16.5

Substantially reduce corruption and bribery in all their forms.

16.7

Ensure responsive, inclusive, participatory, and representative decision-making at all levels.

16.B

Promote and enforce non-discriminatory laws and policies for sustainable development

## KEY OPERATING RESULTS IN 2024



### CORPORATE GOVERNANCE

## 100%

of businesses implement a corporate governance impact scoring assessment.



### CORPORATE GOVERNANCE POLICY

There is an announcement system and monitor compliance with the policy.



### RISK MANAGEMENT

There is a ERM and E&C Risk system.



### COMPLIANCE

Follow up and report results and take disciplinary action against rules violations.



### GRIEVANCES AND WHISTLEBLOWING

There is a process for receiving complaints and Whistle-blowing of the business group.

## KEY OPERATING RESULTS



### CORPORATE GOVERNANCE



**100 %**

Platform accessibility  
CG Policy Deployment



**100 %**

Employees have learned and  
passed the business ethics test.



**100 %**

Executives have completed  
training and passed the Manager  
Ethics assessment.



### COMPLIANCE GOVERNANCE



**100 %**

Compliance Maturity  
Assessment Evaluation



**100 %**

Access to the GRC Platform



### RISK MANAGEMENT



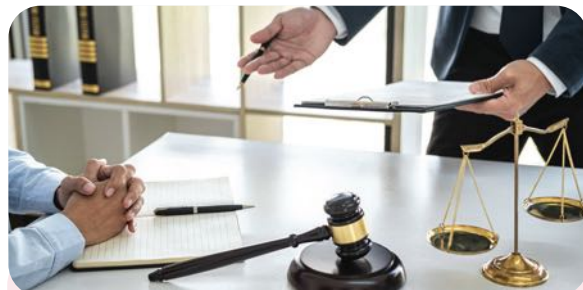
**100 %**

of corruption risk assessment



**100 %**

of human rights risk assessment



### PROMOTING A CULTURE OF ETHICS AND COMPLIANCE



**100 %**

Employees have been evaluated  
on ethics and compliance  
performance.

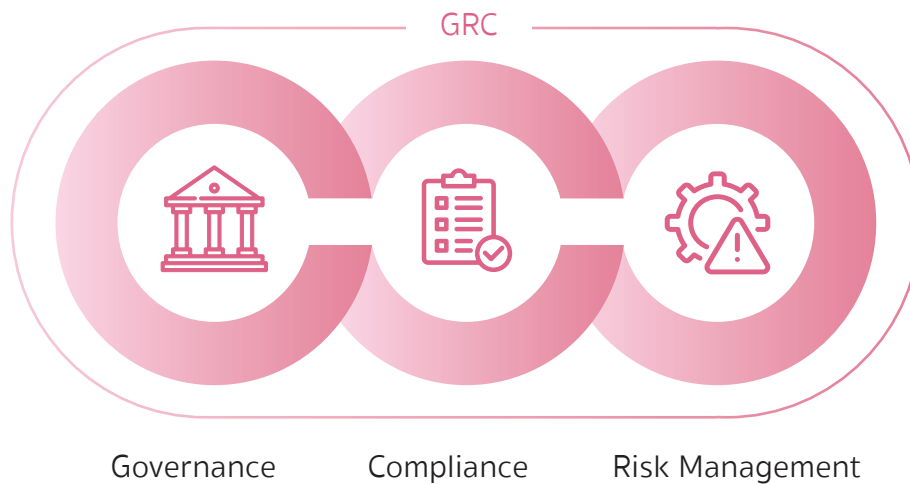


**100 %**

of synergizing to elevate corporate  
governance to excellence



## CORPORATE GOVERNANCE AND ORGANIZATIONAL STRUCTURE MANAGEMENT APPROACH



### SUSTAINABLE GROWTH THROUGH GOOD GOVERNANCE



C.P. Intertrade Co., Ltd. and companies in the Rice Business Transport and Service operate responsibly, with consideration for society, the environment, and all stakeholders. We are committed to the principles of good governance, transparency, and accountability, alongside fostering a corporate culture rooted in integrity, ethics, and responsibility.

### CORPORATE GOVERNANCE



Develop a robust corporate governance system to ensure transparent, accountable, and efficient management, with consideration for the interests of all stakeholders. Establish communication channels and mechanisms for stakeholder feedback to continuously improve operations.

### RISK MANAGEMENT









Establish a systematic process for identifying, assessing, and managing risks across all dimensions of the business. Analyze and evaluate risks to minimize potential impacts on the business and to build long-term stability.

### COMPLIANCE GOVERNANCE



- **Strictly comply** with laws, regulations, and business ethics
- **Monitor** the operations of affiliated businesses to ensure alignment with standards and best practices.
- **Foster** a sustainable organizational culture.
- **Conduct training and communication** to instill corporate values and business ethics in employees at all levels.
- **Encourage partners and business alliances** to participate in building an ethical and sustainable business environment.

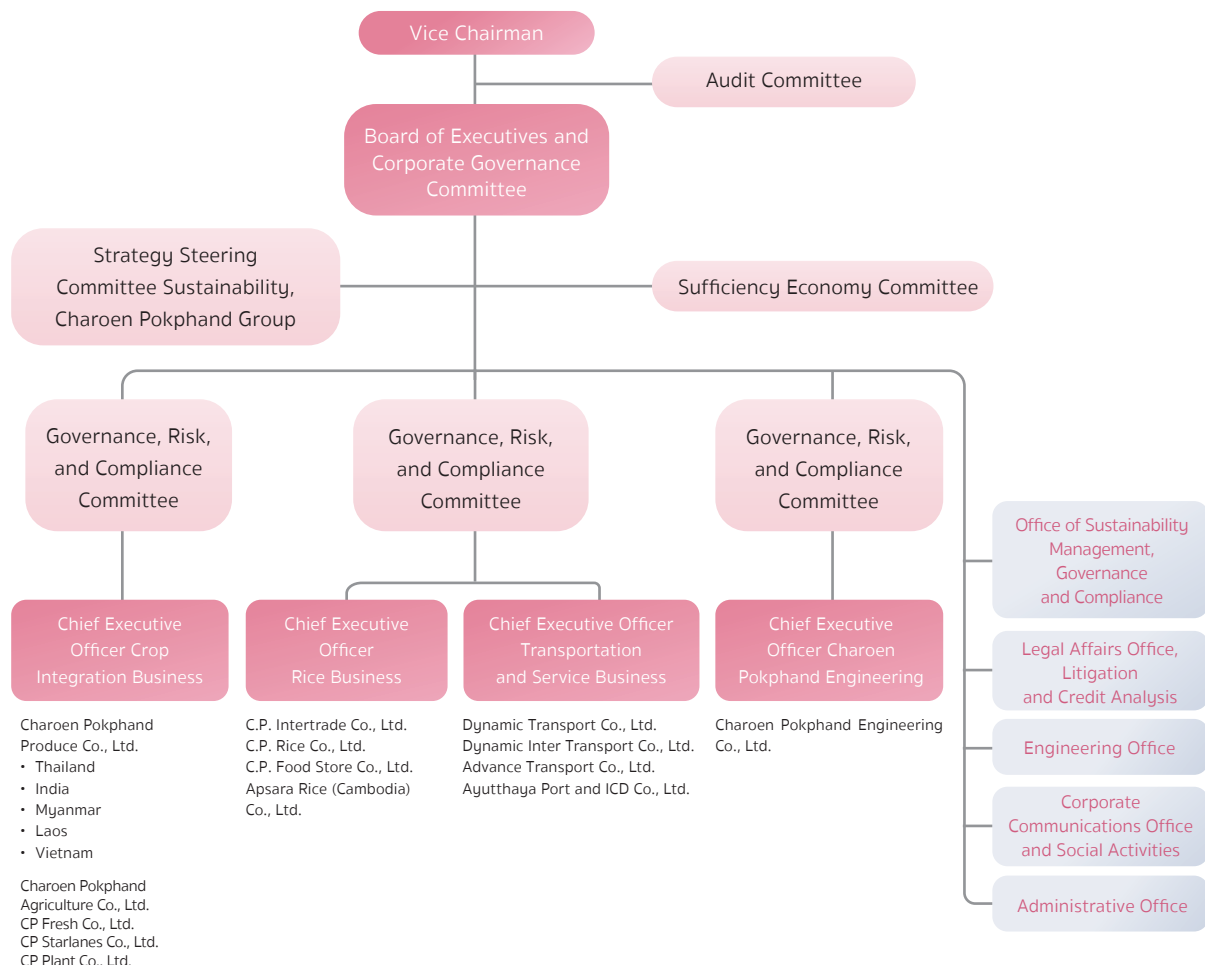
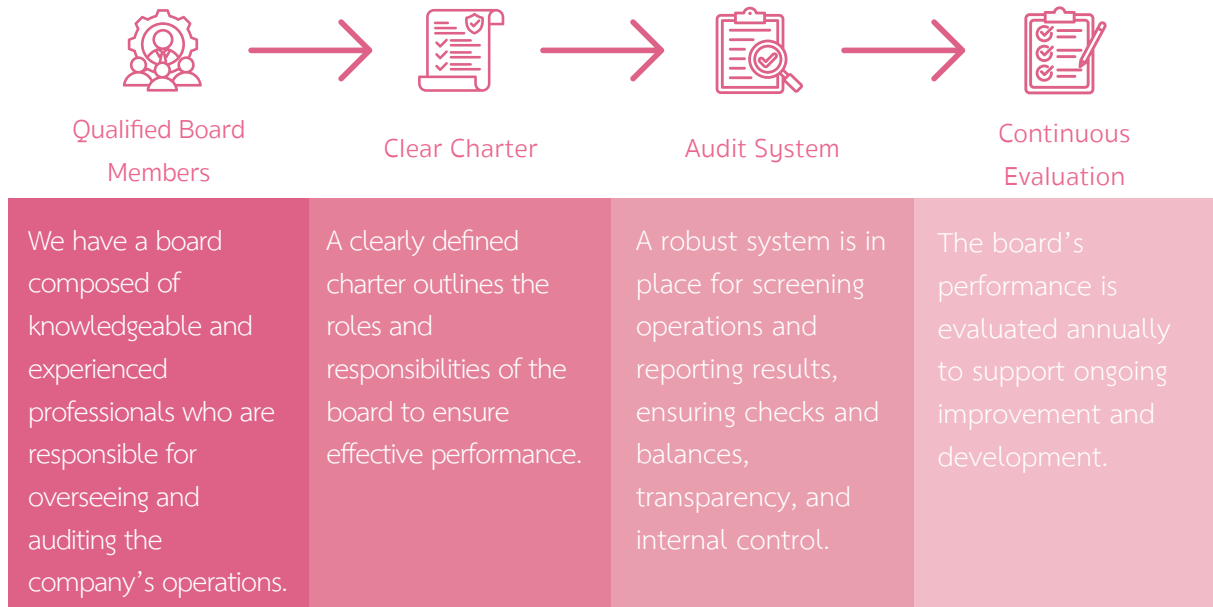
## EXAMPLES OF GOVERNANCE FOR STAKEHOLDERS

STAKEHOLDERS	EXAMPLES OF GOVERNANCE FOR STAKEHOLDERS
 <p>Employee</p>	<ul style="list-style-type: none"> <li>Promote ethical conduct by providing training and assessments on the business code of ethics</li> <li>Uphold human rights and ensure fair labor practices across all operations</li> <li>Implement safety measures for employees in alignment with corporate policies and best practices</li> </ul>
 <p>Consumer and Customer</p>	<ul style="list-style-type: none"> <li>We carefully select products and services that are of high quality, safe, and offer great value, with the aim of delivering the best to our customers and consumers.</li> </ul>
 <p>Partner</p>	<ul style="list-style-type: none"> <li>We actively engage with our business partners to promote ethical conduct and strengthen compliance with the business code of ethics, aiming to build a resilient and sustainable supply chain.</li> <li>Our operations are guided by environmentally responsible policies and practices, and we encourage our partners and allies to collaborate in generating positive environmental and social impacts.</li> </ul>
 <p>Community and society</p>	<ul style="list-style-type: none"> <li>We operate with a strong commitment to minimizing negative impacts on local communities and actively engage with them to understand their needs and concerns, fostering collaborative solutions for sustainable development.</li> </ul>
 <p>Governance</p>	<ul style="list-style-type: none"> <li>Operate in accordance with legal frameworks.</li> <li>Support government initiatives to promote social development</li> </ul>
 <p>Shareholder and Investor</p>	<ul style="list-style-type: none"> <li>Establish a board of directors with expertise to oversee operations transparently and protect shareholder interests.</li> <li>Disclose complete, accurate, and timely information to enable investors to make informed decisions.</li> <li>Provide channels for investor feedback to improve business operations.</li> <li>Analyze and assess financial and legal risks to safeguard investor returns and prevent lawsuits that may affect business performance.</li> <li>Continuously monitor legal compliance to build credibility and investor confidence.</li> <li>Uphold business ethics to prevent reputational damage that could impact stock value.</li> </ul>

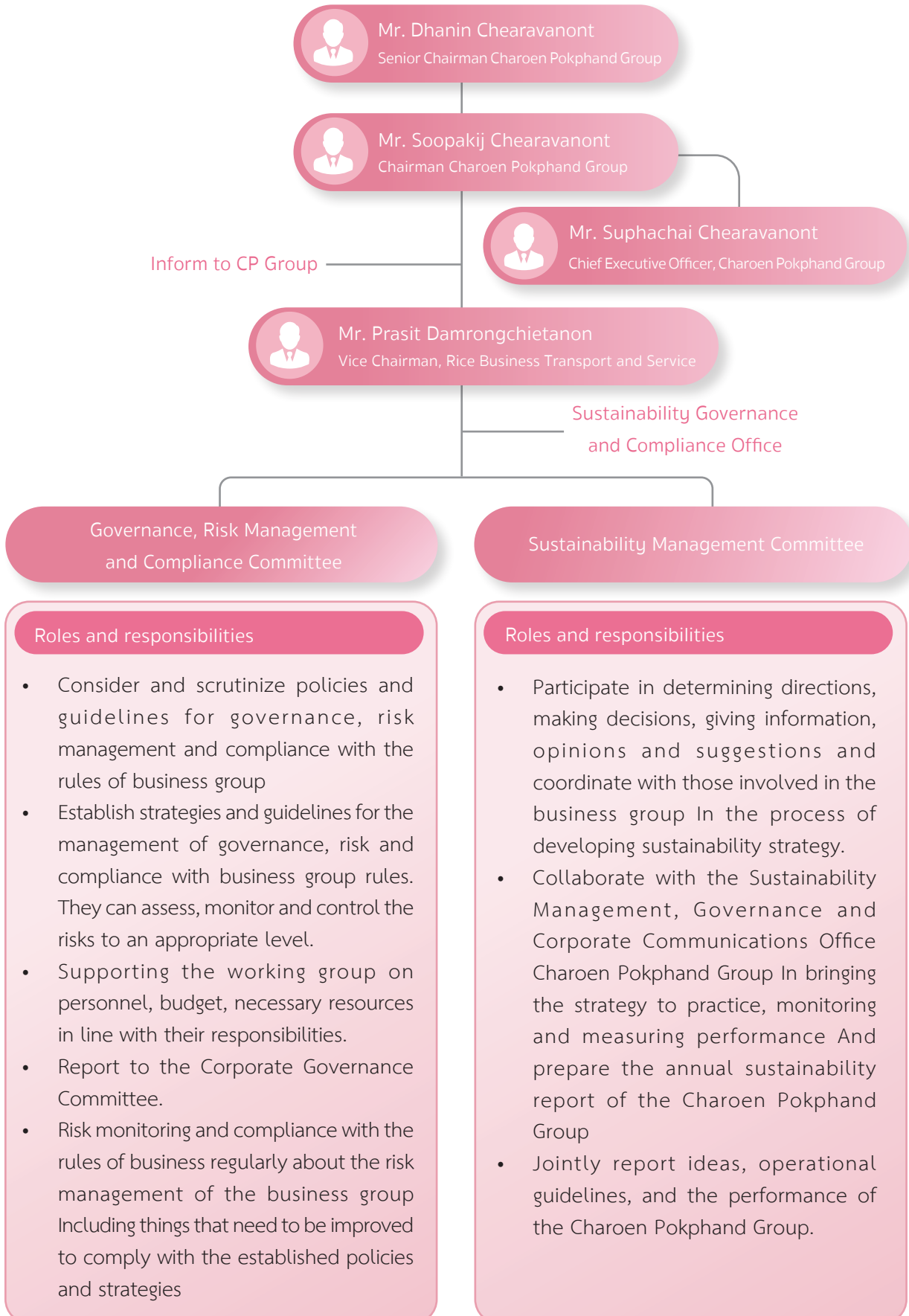


## CORPORATE GOVERNANCE STRUCTURE

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transport and Service place great importance on good corporate governance. Therefore, they have developed a strong governance structure across all companies within the rice, logistics, and services business.



## SUSTAINABILITY DEVELOPMENT STRUCTURES





## CORPORATE GOVERNANCE IN 2024

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transport and Service recognize the vital role of good corporate governance in driving sustainable growth. In 2024, the Group conducted a comprehensive review of its sustainability initiatives, reaffirming the importance of governance practices that impact financial performance, environmental stewardship, social responsibility, and overall ESG (Environmental, Social, and Governance) outcomes.

The governance approach of the business in 2024 focuses on three key areas:



### Role Model Leadership

Senior executives actively promote and demonstrate adherence to the principles of good corporate governance.



### Structured Governance Framework

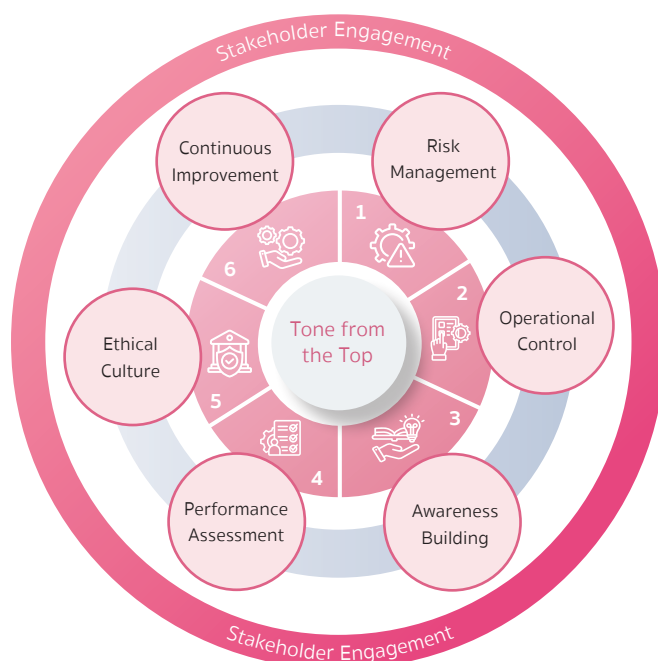
A comprehensive and systematic governance framework is in place, encompassing risk assessment and management, clear policies, effective communication, close monitoring, and continuous evaluation. This ensures consistent and effective governance across the organization. The framework also emphasizes ethical conduct and regulatory compliance through training programs and awareness initiatives.



### Stakeholder Collaboration

Ethical engagement with stakeholders is prioritized, encouraging business partners to operate responsibly and consider environmental and social impacts to achieve sustainable growth together.

The business promotes a culture of excellence among executives and employees by encouraging adaptability, continuous process improvement, transparency, the use of technology, and the cultivation of strong ethical values — for the benefit of the organization, society, and the nation.



## CORPORATE GOVERNANCE SYSTEM

C.P. Intertrade Co., Ltd. oversees the operations of companies within the business in the areas of corporate governance, risk management, and regulatory compliance under a unified governance framework. In 2024, the business has enhanced its corporate governance system to be more effective as follows:

### 1 ROLE MODEL LEADERSHIP



The Governance, Risk, and Audit Committee oversees the business's risk management practices in alignment with international standards, specifically the COSO framework. This ensures that risk management is conducted systematically, transparently, and effectively across the organization.

- Establish risk management policies and practices to be used as a unified standard across all business units.
- Instill awareness among all employees about the importance of risk management and encourage them to assess potential risks arising from their work activities, in order to keep risk levels within acceptable limits.
- Conduct systematic organization-wide risk assessments, with a particular focus on Environmental, Social, and Governance (ESG) risks.
- Integrate risk management into work processes to enable timely identification of business opportunities and impacts.

In 2024, the business group conducted an ethics and compliance risk assessment, with a focus on corruption risks within affiliated companies. Key activities included:



#### Updated Risk Assessment

The parent company revised the corruption risk assessment framework and organized workshops for affiliated companies to enhance the effectiveness of risk evaluation.



#### Group-wide Alignment

The initiative aimed to establish a standardized approach for assessing corruption risks and implementing risk mitigation strategies across all affiliated companies.




#### Comprehensive Reporting

Significant assessment results were reported to the company's Board of Directors and the parent company's executive committee. Individual reports from each affiliate focused on residual risks and corresponding mitigation plans.

This highlights the parent company's proactive approach to managing corruption risks and promoting ethical conduct throughout the organization.




## CG Policy Tracking Platform








### Policy Tracking

นโยบายที่ประกาศใช้  
Company Policies

นโยบายที่ท่านต้องรับทราบ  
To acknowledge policies

รายการนโยบายและแนวปฏิบัติที่ต้องรับทราบ เรียนรู้ ทดสอบ และนำไปปฏิบัติ โดยกด 

List of policies and guidelines that management and employees must acknowledge, learn, test and comply with. Please click  below to proceed.

นโยบาย / เอกสาร Policies / Documents	ประเภท Type	วันที่ประกาศ Effective Date	อ่านเอกสารเพื่อรับทราบ Read to acknowledge
นโยบายและแนวปฏิบัติด้านความขัดแย้งทางผลประโยชน์ Conflicts of Interest Policy and Guidelines CPG.CG_COI	policy	09-July-2025	
นโยบายและแนวปฏิบัติด้านการบริหารความเสี่ยง Risk Management Policy and Guidelines CPG.CG_RIS	policy	09-July-2025	
นโยบายและแนวปฏิบัติด้านการคุ้มครองข้อมูลส่วนบุคคลและความเป็นส่วนตัว Personal Data Protection Policy and Guidelines CPG.CG_PDP	policy	09-July-2025	
นโยบายและแนวปฏิบัติด้านความยั่งยืน Sustainability Policy and Guidelines CPG.CG_SUS	policy	09-July-2025	

## 2 OPERATIONAL CONTROL

To ensure consistent oversight and effective operational control across affiliated companies, the parent company actively managed various policies. In 2024, key initiatives included:



**Modernized Policies:** Existing policies were updated to align with current principles, incorporating insights from international best practices.



**Digital Platform:** A new platform was launched to communicate policies and monitor implementation across all business units.

## 3 AWARENESS BUILDING

The business group places great importance on fostering a culture of ethical conduct and good governance. In 2024, key initiatives included:



### Ethics Training

All employees participated in ethics training, with regularly updated content and specialized courses for managers.



### Enhanced Risk Management

Training programs and company visits helped raise awareness of risk management and encouraged the sharing of best practices.

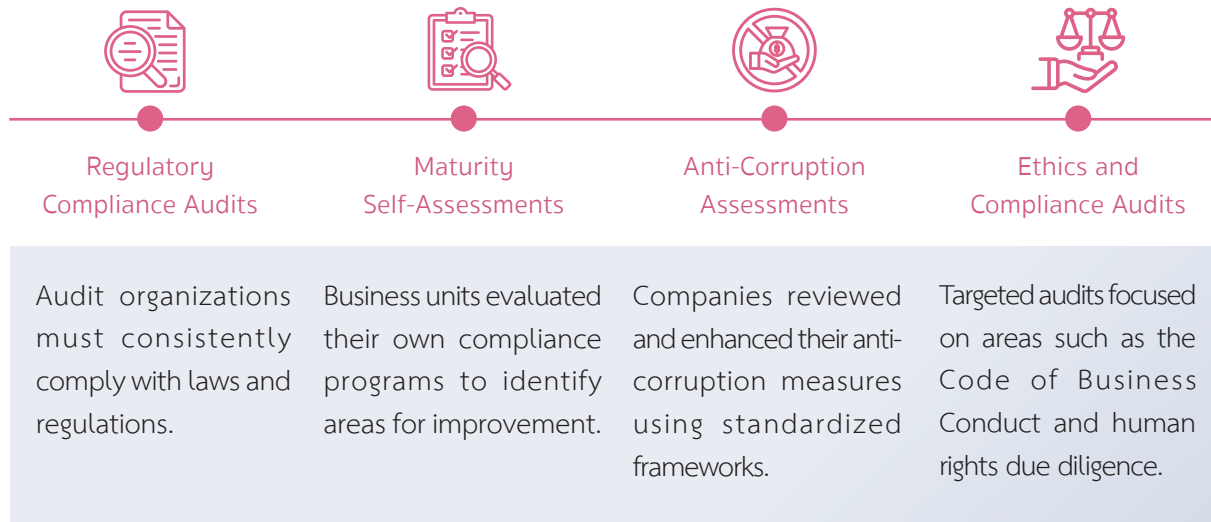


### Digital Learning

Technology enabled easier access to learning materials and policy dissemination. These efforts underscore the group's commitment to strong corporate governance and comprehensive risk management across the organization.

## 4 PERFORMANCE EVALUATION

To assess and enhance corporate governance, the parent company conducted several evaluations in 2024, including:



These evaluations reflect the group's strong commitment to continuous improvement and robust corporate governance across the organization.

## 5 CORPORATE GOVERNANCE SYSTEM

### FOSTERING AN ETHICAL AND COMPLIANT ORGANIZATIONAL CULTURE



These efforts reinforce the company's commitment to ethical behavior and strong corporate governance across all operations.

### CREATING AN ANTI-CORRUPTION ORGANIZATIONAL CULTURE

To promote a culture of anti-corruption, the business group has actively encouraged transparency and ethical conduct. In addition to establishing a group-wide anti-corruption policy, the parent company implemented the following initiatives:







**Gift-Giving Campaign:** Formal requests were sent to senior executives across business units to support and comply with the “Policy and Guidelines on Giving and Receiving Gifts or Other Benefits.”

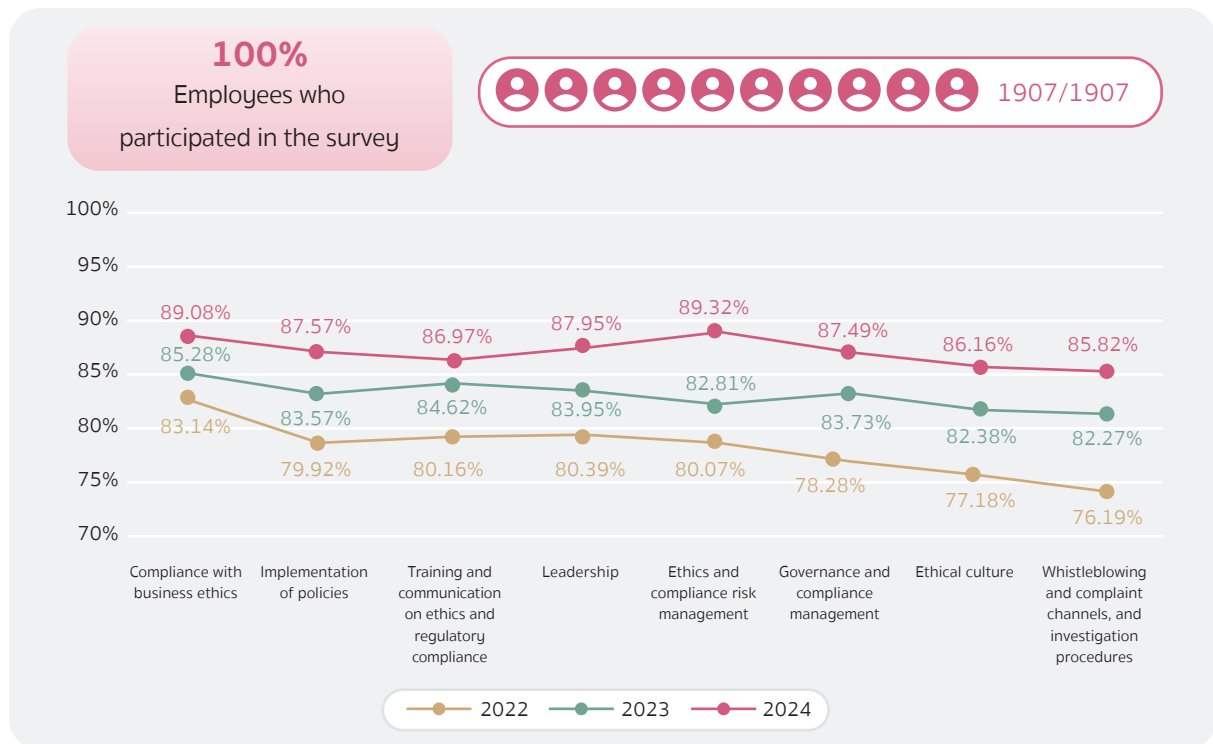


**Awareness Posters:** Posters were distributed to affiliated companies to raise awareness and promote a culture of not accepting gifts.

## SURVEY RESULTS ON GOVERNANCE AWARENESS AND REGULATORY COMPLIANCE 2024

The purpose of this survey is to assess employee awareness and compliance with the Code of Business Ethics and regulatory requirements. The insights gathered will be valuable for executives, the governance team, human resources, and the compliance department in developing best practices and organizing activities to elevate ethical standards. These efforts aim to foster an organizational culture rooted in integrity, transparency, accountability, and respect for regulations.

Survey Results on Governance Awareness in the Rice, Logistics, and Services Business (2022–2024)



### Overview

The survey results indicate a moderate level of awareness regarding governance and regulatory compliance among personnel, with an average score of 87.55%, which is lower than the group-wide average of 94.09%. This suggests that employees have a fair understanding and awareness of business ethics policies and compliance practices. It reflects the organization’s efforts to foster a culture of ethics and compliance. However, there remains room for improvement, particularly in enhancing practical understanding and integrating governance practices more effectively into daily operations.

### Strengths

The data highlights several key strengths:

- Strong performance in ethical risk management and compliance (89.32%)
- High scores in business ethics compliance (89.08%)
- Positive results in ethical leadership (87.95%)

These scores reflect the organization's commitment to promoting a culture of ethics and compliance. Nevertheless, further efforts should be made to deepen understanding and improve the practical application of governance principles.

### Areas for Improvement

While the overall results are moderate, continuous improvement is essential. The following three categories received the lowest scores and should be prioritized to enhance operational effectiveness:

**Category 8** Consider improving whistleblower channels to be more diverse, accessible, and transparent. Enhance complaint handling processes to build employee trust.

**Category 7** Develop an ethical culture that supports a Speak Up Culture, where employees feel safe to report non-compliance. Focus on open communication, training, and ethical leadership to foster a constructive environment.

**Category 3** Although training and communication efforts are in place, they can be expanded and made more measurable. Incorporating job-relevant case studies can help strengthen employee understanding.

## CORPORATE GOVERNANCE SYSTEM

### 6 Continuous Development of Corporate Governance

In 2024, the business group received a directive from Charoen Pokphand Group to strengthen its corporate governance framework through various initiatives:



#### Integrated Governance Approach:

Companies within the business group developed annual plans for corporate governance, risk management, and regulatory compliance. Dedicated committees for each area were assigned to oversee progress and report to senior management and the parent company.



**Whistleblower Channels:** Secure and confidential channels were established for stakeholders to report concerns, with protections in place to prevent retaliation. These processes are regularly reviewed and monitored to ensure quality and effectiveness.

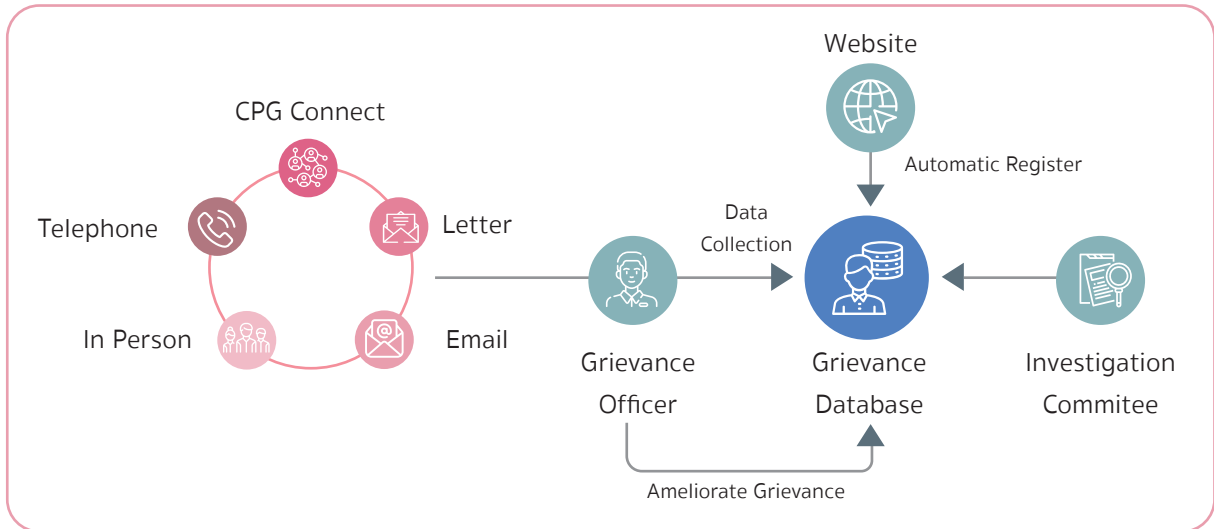


#### Open Communication Channels:

Confidential avenues were provided for employees to raise concerns directly.



**Employee Recognition:** The “CG Network Recognition Awards” were introduced to honor executives and employees who demonstrated outstanding performance in corporate governance initiatives.



## EMBEDDING WITHIN THE ORGANIZATION

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transport and Service recognize that a strong corporate governance culture helps foster clear understanding among employees. This enables them to apply the company’s vision, values, business ethics, and policies in their daily work in accordance with established standards. All employees are required to undergo training and testing on the Code of Business Ethics, which consists of four key categories: Integrity, Quality, People, Assets

In 2024, C.P. Intertrade Co., Ltd. and affiliated companies in the rice, logistics, and services business continued to strengthen their business governance culture through various initiatives. These included the development of learning materials and testing on the Code of Business Ethics, alongside employee surveys on governance awareness. All employees were required to pass the ethics test with a 100% completion rate, affirming their understanding and commitment to strictly adhering to the organization’s ethical standards.




**การทบทวนจรรยาบรรณธุรกิจ ประจำปี 2567**

**เป้าหมาย 100%** กรรมการผู้บริหาร พนักงาน

ตรวจสอบการตอบรับ

สามารถเข้าระบบโดยผ่านลิ้งค์  
<https://coc.cpgroupsustainability.com/>  
 หรือ สแกน QR Code

1. กรอกรายชื่อ (Username): รหัสพนักงาน  
 2. กรอกรหัสผ่าน (Password): วันที่สอบเข้างาน + รหัส (50000000)

**ระยะเวลา ตั้งแต่ วันที่ 1 ก.ค. - 30 ก.ย. 67**

**สะดวกง่ายจบแค่ 4 ขั้นตอน**

1. รับทราบ
2. ศึกษา
3. ทดสอบ
4. ทำแบบประเมินการรับรู้

ศึกษา CoC พื้นต้นฉบับที่นี่

ไทย Eng

© สงวนลิขสิทธิ์ | สำหรับติดตามความคืบหน้า กรุณาอย่าเผยแพร่ หรือใช้ข้อมูลนี้โดยไม่ได้รับอนุญาต



Managers also participated in training under the topic “**Manager Ethics**”, aimed at enhancing awareness, promoting transparency in operations, and setting a positive example in driving the organization toward sustainability.

Additionally, senior executives played a key role in embedding governance culture by sharing their vision, ideas, and best practices—reinforcing behaviors aligned with the organization’s core values. This collective commitment reflects the group’s dedication to conducting business with integrity, transparency, and sustainability, which serves as a solid foundation for building trust among all stakeholders.



**100%** of Employees Who Completed the Training Course “**Business Ethics**”



**1,907** People Number of Employees Who Completed the “**Business Ethics**” Training Course

## RISK MANAGEMENT



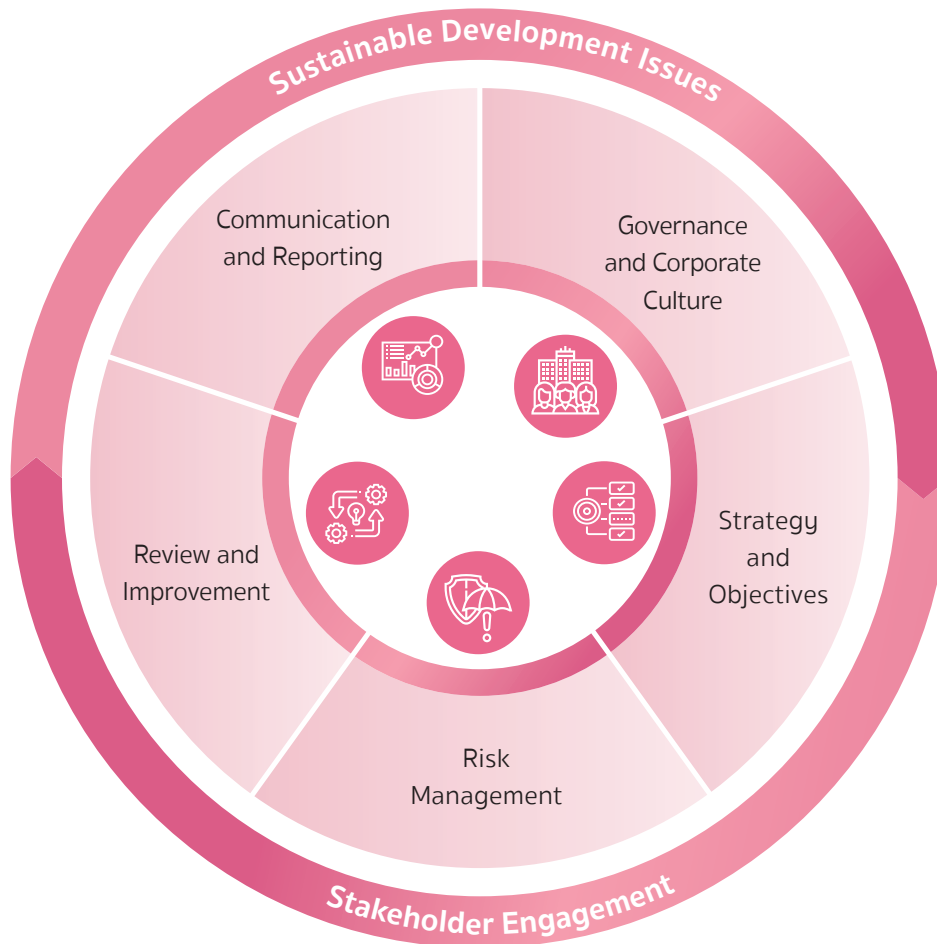
C.P. Intertrade Co., Ltd. and its affiliates prioritize enterprise risk management to achieve their vision and sustainability goals. The Enterprise Risk Management Office, led by the Chief Risk Officer, ensures alignment with international standards like COSO. A Governance, Risk, and Audit Committee oversees risk activities and advises management.

Risk management is embedded in daily operations and decision-making to ensure timely, responsible actions. Risks are identified

annually and reviewed quarterly, considering internal and external factors such as economic, social, political, technological, market, and regulatory trends, along with stakeholder input.

Policies and guidelines are reviewed at least annually or upon significant changes to maintain effective, organization-wide risk management.

## RISK MANAGEMENT FRAMEWORK



### Governance and Corporate Culture

- Exercise Board Risk Oversight
- Establishes Governance and Operating Structures
- Defines Desired Organizational Behaviors
- Demonstrate Commitment to Core Value



### Strategy and Objectives

- Analyze Business Context
- Defines Risk Appetite
- Evaluates Alternative Strategies
- Formulate Business Objectives



### Risk Management

- Identifies Risk
- Assesses Severity of Risk
- Prioritizes Risks
- Implement Risk Responses
- Develops Portfolio View



### Communication and Reporting

- Leverages Information and Technology
- Communicates Risk Information
- Reports on Risk, Culture and Performance



### Review and Improvement

- Assess Substantial Changes
- Review Risk and Performance
- Pursues Improvement in Enterprise Risk Management

## Enterprise Risk Management (ERM) Assessment Results in RMI System



### 1. Exchange Rate Volatility

#### Description, Evidence & Root Cause

Risks arising from exchange rate volatility, which affect international trade, financial transactions, and the financial performance of multinational companies.

#### Risk Category

Marketing Risk

#### Risk Owner

Business activities in Laos

#### Likelihood Score

5

#### Impact Score

5

#### Risk Level

25

#### Mitigating/Control Actions required

- Selling certain products in Thai Baht (THB)
- Opening additional bank accounts to exchange for more THB
- Paying for goods within the month of importation

#### Control Progress update

Ongoing follow-up

#### Risk Trend

Decrease

### 2. Lack of customer credit screening

#### Description, Evidence & Root Cause

Caused by inadequate or incomplete credit screening of customers prior to granting credit, or by expanding operations through input credit provision without proper screening of farmers.

#### Risk Category

Marketing Risk

#### Risk Owner

Agricultural input trade and crop trade

#### Likelihood Score

4

#### Impact Score

5

#### Risk Level

20

#### Mitigating/Control Actions required

- Improve credit screening measures prior to loan approval, such as setting minimum criteria that customers must meet before applying for credit, and requiring a good debt repayment history for credit expansion.

#### Control Progress update

Ongoing follow-up

#### Risk Trend

Stable



## CREATING A RISK MANAGEMENT CULTURE



Creating a risk management culture is at the heart of proactive risk management. The business aims to raise risk awareness across the entire organization, relying on coordination from all sectors—from top leadership to operational staff—to reduce the likelihood and impact of risks that may arise in every part of operations.

The focus is on cultivating **“mindfulness”**, which is considered the foundation of risk management. This culture is driven through three key activities, known as the 3Cs:



**Communicate** : Continuously communicate risk-related policies, objectives, and information to employees. Provide necessary resources and tools, and ensure that leaders serve as role models in risk-conscious behavior.

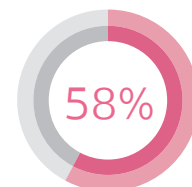


**Cultivate** : Instill a culture of risk awareness among employees by encouraging participation in risk reporting and fostering a proactive mindset toward identifying and managing risks.



**Create** : Develop blended learning programs on risk management, combining both online and offline formats to enhance understanding and engagement across the organization.

C.P. Intertrade Co., Ltd. have embedded a risk culture throughout all levels of the organization, guided by the principles of GRC (Governance, Risk, and Compliance). 1) Senior Executives focus on understanding the overall picture, strategic direction, and accountability. 2) Middle Managers delve into risk analysis and control processes. 3) Operational Staff are made aware of practical guidelines derived from policies. Training programs emphasize active participation from employees at all levels, helping them understand their roles within the context of risk management. This approach aims to foster long-term sustainability and organizational trust.



Successfully trained and tested in understanding the principles and practices of the Annual Risk Management Training Program.

## ANTI - CORRUPTION

C.P. Intertrade Co., Ltd. join forces to stand against corruption, reaffirming a strong commitment to transparency and good corporate governance. The management team together with employees from the Integrated Crop, Rice, Logistics, and Service businesses under Charoen Pokphand Group unite under the campaign “**Stop Corruption with Transparency**” to demonstrate their stance in conducting business with integrity and transparency in observance of “**Anti-Corruption Day 2024.**” This year, the Anti-Corruption Organization of Thailand organized both online and offline activities under the theme “**Transparent Corruption: ESG... the ‘G’ that seems invisible.**” This initiative is in line with the company’s corporate governance policy, which emphasizes operating with responsibility, integrity, transparency, and accountability.



National Anti-Corruption Day  
6 September 2024

Charoen Pokphand Group’s Integrated  
Crop, Rice, Logistics, and Service  
Businesses Unite Against Corruption  
“**Stop Corruption with Transparency**”



In observance of  
Anti-Corruption Day 2024,

**the management team and employees stand united against corruption.**

This year, the Anti-Corruption Organization of Thailand is holding both online and offline activities under the concept: “Transparent Corruption: ESG... the ‘G’ that seems invisible.”



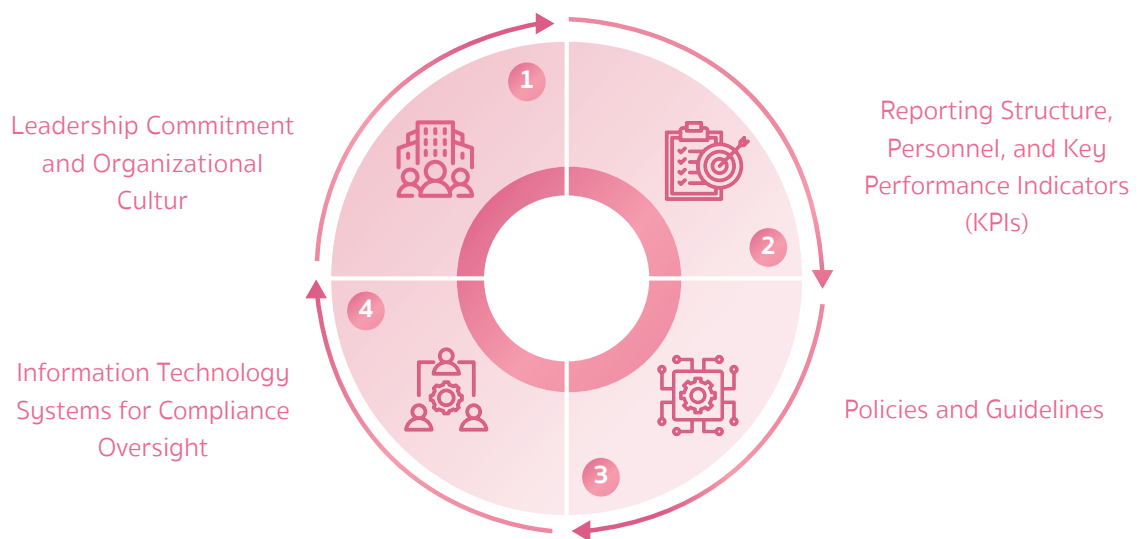
## COMPLIANCE WITH REGULATIONS

### Compliance Management

C.P. Intertrade Co., Ltd. has established a compliance policy for its affiliated companies, available in Thai, Chinese, and English. This policy has been officially announced to communicate the organization's commitment to compliance and to guide operations for employees worldwide, as well as stakeholders. The policy is actively implemented across the group. Additionally, the group has developed a compliance framework aligned with global standards and best practices. An information system has also been created to monitor, report, and evaluate compliance performance across affiliated companies. This system is integrated with Ethics and Compliance Risk Management and internal compliance audits, supporting sustainable governance and decision-making.

### Compliance Structure

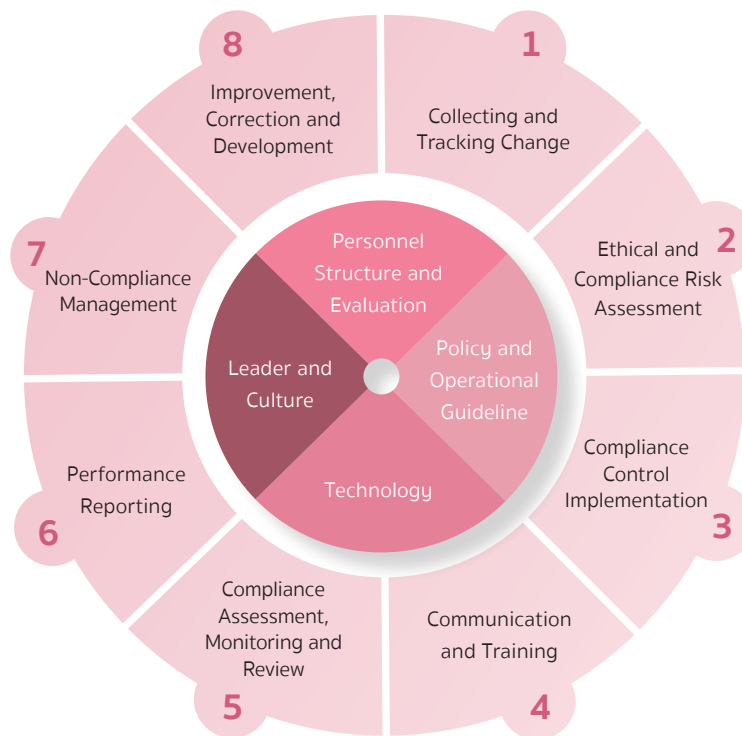
The Compliance Framework consists of four fundamental structural components:



- 1. Leadership Commitment and Organizational Culture** Each step begins with the commitment of senior management, such as establishing policies, defining corporate values, and emphasizing compliance at all levels of operations. The organization fosters a compliance culture by encouraging participation and awareness among employees and stakeholders, including business partners, to embed compliance into every work process.
- 2. Reporting Structure, Personnel, and Key Performance Indicators (KPIs)** These serve as tools to ensure effective compliance oversight throughout the organization.
- 3. Policies and Guidelines** Clearly defined and documented policies and procedures provide a reliable reference for consistent implementation.
- 4. Information Technology Systems for Compliance Oversight** These systems enhance the efficiency, timeliness, accuracy, reliability, and security of compliance processes. They ensure standardized data management across the group and support sustainable governance and decision-making. The systems are designed with consideration for moderation, rationality, resilience, knowledge, and ethics—aligned with the group's core values.



Based on the four fundamental structures, the Charoen Pokphand Group has developed eight sub-processes for compliance oversight to ensure practical implementation across the organization, as follows:



In 2024, the business group focused on enhancing its compliance oversight processes to align with international standards, aiming to ensure that the Charoen Pokphand Group's compliance practices are recognized and trusted by global stakeholders. Examples include:

- The organization utilizes data from ethics and compliance risk assessments, incidents of non-compliance, whistleblower reports, and compliance perception surveys from employees to improve control measures, develop training programs, and enhance communication efforts. Additionally, the Compliance Maturity Self-Assessment criteria are continuously refined to elevate the group's compliance systems to meet international standards.
- The organization also continues to develop its information technology systems, such as the GRC Platform: Regulatory and Compliance Management System, to enhance the efficiency, effectiveness, accuracy, reliability, and security of compliance oversight. These systems support sustainable governance and decision-making, guided by principles of moderation, rationality, resilience, knowledge, and ethics—aligned with the group's core values.

## ANTI-CORRUPTION SELF-EVALUATION RESULTS OF BUSINESS UNIT

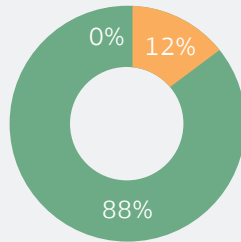
In 2024, 88% of operations demonstrated full compliance with anti-corruption standards, with self-assessment results rated at a high level. This reflects a strong commitment to implementing key measures such as: Effective internal controls, Adherence to policies and procedures, A well-functioning whistleblowing system and Consistent and transparent reporting. These practices enable timely detection and resolution of issues. This success is attributed to effective management, employee awareness, and organization-wide engagement. It also stems from the cultivation of a transparent corporate culture, which plays a vital role in preventing and combating corruption.



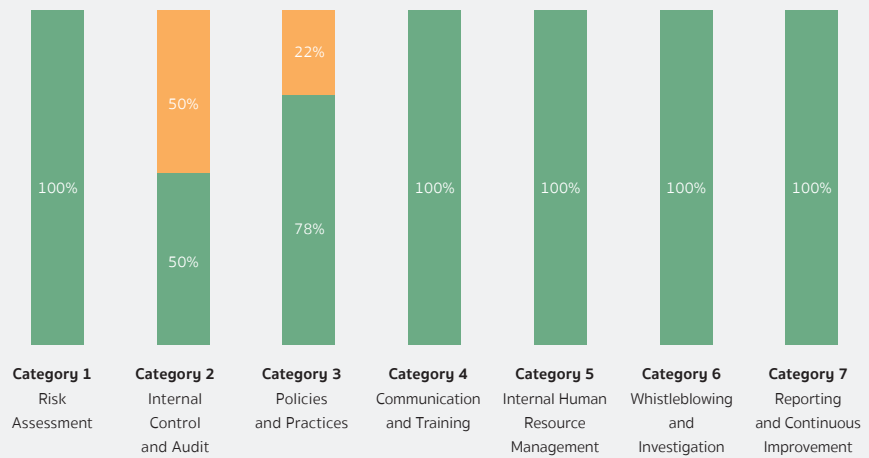
## Summary of Anti-Fraud and Anti-Corruption Self-Assessment Results Rice Business Transport and Service

**Overall, 88%**

of operations demonstrated full compliance with anti-corruption standards.



- Not yet initiated
- Ongoing or in planning phase
- Fully implemented in accordance with the guidelines

**Category 1****Risk Assessment****100%**

- 100% of business units have conducted annual corruption risk assessments and developed risk mitigation plans, reflecting strong operational practices.
- The business group achieved a median score of 2, which is equivalent to the group-wide benchmark (2 points), indicating consistent performance across the organization.

**Category 2****Internal Control and Audit****50%**

- 50% of business units have assigned personnel and established internal control processes to ensure effective anti-corruption oversight.
- The business group achieved a median score of 1, which is consistent with the group-wide benchmark (1 point).

**Category 3****Policies and Procedures****78%**

- 78% of business units have officially adopted anti-corruption policies across both domestic and international operations, along with clearly defined procedures established by the company.
- The business group achieved a median score of 2, which is consistent with the group-wide benchmark (2 points)

**Category 4****Communication and Training****100%**

- 100% of business units have communicated anti-corruption policies and procedures, including whistleblowing channels, to external parties such as joint ventures, business representatives, partners, and the general public. This reflects strong operational practices.
- The business group achieved a median score of 2, which is higher than the group-wide benchmark (1 point).

### Category 5 Human Resource Management



100%

- 100% of business units have implemented personnel management processes that support anti-corruption efforts. These include recruitment, performance evaluation, promotion, and disciplinary actions in cases of policy violations—reflecting strong operational practices.
- The business group achieved a median score of 2, which is consistent with the group-wide benchmark (2 points).

### Category 6 Whistleblowing and Investigation



100%

- 100% of business units have established channels for providing guidance, submitting complaints, and reporting misconduct. These include whistleblower protection mechanisms and formal investigation procedures. Additionally, corruption-related whistleblowing data is systematically recorded, reflecting strong operational practices.
- The business group achieved a median score of 2, which is higher than the group-wide benchmark (0 points).

### Category 7 Reporting and Continuous Improvement



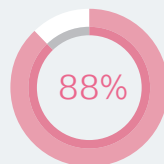
100%

- 100% of business units report non-compliance with policies/laws and internal audit findings to senior management. They also regularly review and improve anti-corruption measures, reflecting strong operational practices.
- The business group achieved a median score of 2, which is higher than the group-wide benchmark (0 points).

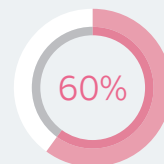
## STANDARDIZED COMPLIANCE SYSTEM

Compliance is a key factor in establishing a solid foundation for sustainable business growth. It helps reduce legal and financial investment risks, promotes transparency, and builds trust among stakeholders. Moreover, it fosters an organizational culture that emphasizes ethics and social responsibility.

“In 2024, the Group has elevated the operational standards across its business units to enhance their capabilities in compliance management. This has been done in alignment with the Group’s Compliance Maturity Model (CMM), ensuring continuous improvement. It is also a key strategic goal to become a world-class organization by 2030.”

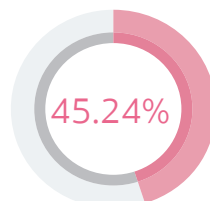


Business Units That Have Met the Group’s Target Standards (Competence Level Up)



Business Units That Have Achieved Advanced Standards in Compliance Governance (Collaboration and Cultivation Level)

## TRAINING COURSE ON THE PERSONAL DATA PROTECTION ACT (PDPA)



Successfully Trained and Certified in Understanding and Implementing the Personal Data Protection Act (PDPA)



## COMPLIANCE AUDIT

In 2024, C.P. Intertrade Co., Ltd. has continuously conducted Human Rights Due Diligence (HRDD) assessments across its affiliated companies to ensure that its operations align with international standards.

Additionally, the Group has implemented plans to audit compliance-related issues and relevant regulatory requirements. These efforts aim to enhance and improve operational processes and internal controls, ensuring greater efficiency and full adherence to applicable laws and regulations.

The Group also promotes appropriate practices at all organizational levels.

Compliance audits have been integrated into overall operational audits to ensure stronger corporate governance and support the Group's goal of sustainable business development.



### Key Elements in Enhancing Compliance Audit Include



#### Assessment of Compliance with Laws, Regulations, and Relevant Standards

Covers operations in all countries where the business operates, to ensure that activities comply with legal requirements and international standards.



#### Assessment of Alignment with Internal Policies and Practices of the Business Group

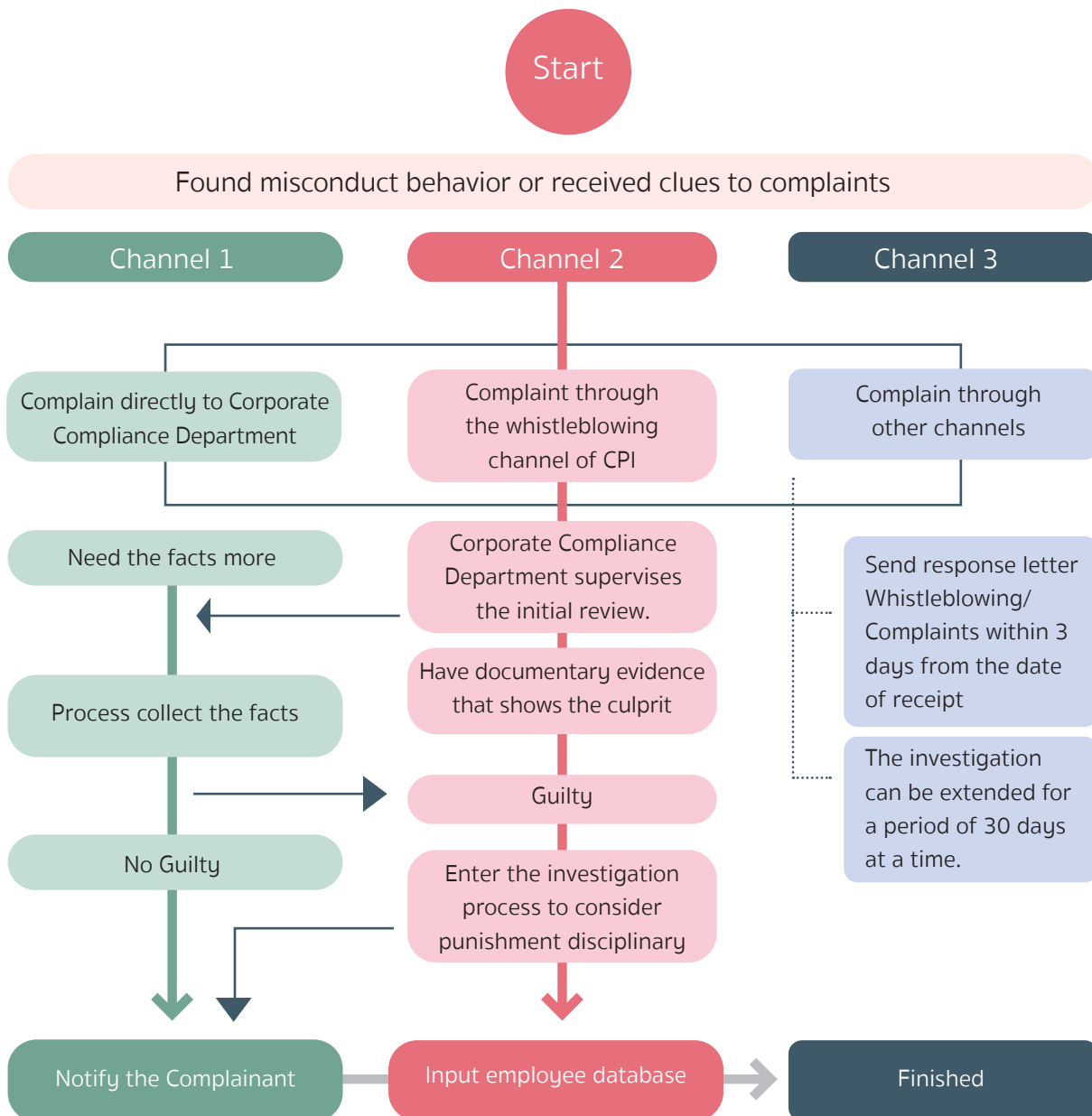
Reviewing compliance with policies, regulations, rules, and practices established by the business group to ensure that internal standards are effectively implemented in practice.



#### Assessment and Management of Compliance Risks

Identifying and monitoring red flags that may indicate risks of non-compliance with regulations, laws, and relevant policies, along with establishing appropriate risk management strategies.

## WHISTLEBLOWING PROCESS





## Complaint Whistleblowing Reporting

This channel is provided for filing complaints or reporting misconduct (whistleblowing) related to violations of the Code of Business Ethics, unlawful acts, or inappropriate behavior committed by executives or employees within the organization



**CP CROP**



**CPI & CPTG**



**CPE**



Office of Sustainability, Governance, and Compliance  
Fortune Tower, 23rd Floor Ratchadaphisek Road, Din Daeng, Bangkok



<https://sgc.cpcrts.com/>



CP CROP & CPE : vos.cpp@cptg.co.th  
CPI & CPTG : vos.cpi@cptg.co.th



+66 (0) 2764 – 7000

Complainant and whistleblower information will be treated as strictly confidential and safeguarded under the company's policy

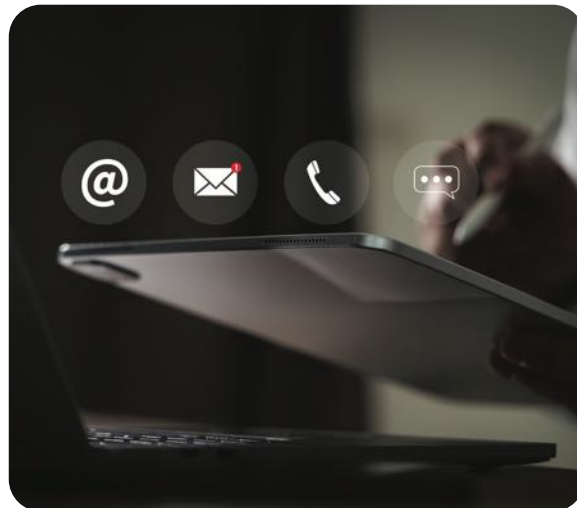


## CPI WHISTLE BLOWING DASHBOARD

C.P. Intertrade Co., Ltd. recognize the importance of establishing effective channels for whistleblowing and complaint handling. These channels are designed to receive feedback, suggestions, or complaints from all stakeholders, including internal personnel such as executives and employees at all levels, as well as external parties such as business partners and affiliates who may be affected or are at risk of being affected by the business operations of the group.

This includes violations of laws or business ethics, misconduct, fraud, corruption, or improper conduct by personnel within the business group. The objective is to prevent risks and potential damage to stakeholders, serve as

a monitoring and tracking tool for business operations, and provide a database for improving management and service efficiency.



Therefore, the company has established clear, honest, transparent, and internationally standardized whistleblowing and complaint handling channels. A Whistle Blowing Policy and Guideline has been issued with the following details:

	2021	2022	2023	2024		
	Completed	Completed	Completed	Complaint Case	Under Investigation	Completed
Ethics and Code of Conduct Violations (Case)						
Fraud and Corruption	2	1	1	1		1
Conflict of Interest	2	1				
Non-compliance with regulations				1		1
Discrimination				1		1
Harassment						
Insider Trading						
Anti-competitive Practices						
Unfair Treatment of Business Partners						
Complaints Related to Data Security (Case)						
Customer Personal Data						
Combined Cases	4	2	1	3		3



## ANTI-CORRUPTION COLLECTIVE ACTION AWARD 2024

C.P. Intertrade Co., Ltd. (CPI) Receives Anti-Corruption Certification from CAC. Mr. Thiti Luchintanon, Chief Operating Officer of C.P. Intertrade Co., Ltd. (CPI), was awarded the Anti-Corruption Certification at the CAC National Conference 2024, held at Nikko Hotel, Sukhumvit, Bangkok. The event was organized by the Thailand Private Sector Collective Action Against Corruption (CAC), a coalition formed through collaboration among private sector organizations in Thailand. Its primary goal is to promote and support anti-corruption efforts within the Thai business sector.



The certificate serves as a recognition of companies that have passed the CAC certification standards for the year 2023. It affirms CPI's strong commitment to strictly adhering to anti-corruption standards and reflects the company's dedication to conducting business ethically and in accordance with the Charoen Pokphand Group's code of conduct.

Receiving this certification is a testament to CPI's continuous efforts to prevent and combat corruption at all levels of the organization. It also helps build trust among customers and business partners, contributing to a better society and economy.

## REINFORCING THE ORGANIZATION'S INTEGRITY, COMMITMENT TO RULES, AND TRANSPARENCY

C.P. Intertrade Co., Ltd. has been officially certified for its commitment to business governance. Over the years, the company has consistently operated in accordance with regulations, standards, business ethics, transparency, and stakeholder engagement. This reflects its strong sense of responsibility toward consumers and business partners.

Certified businesses are recognized as **"White Organizations"**, serving as role models in ethical business conduct. They strictly adhere to the six principles of good governance, which include: Rule of Law, Morality, Transparency, Participation, Responsibility and Cost-effectiveness





# HUMAN RIGHTS AND LABOR PRACTICES

GRI 103-1, 103-2, 103-3, 406-1, 408-1, 409-1, 411-1, 412-1

## OPPORTUNITIES AND CHALLENGES

CP Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service committed to promoting rights Basic human By respecting local law, culture Traditions and values of treating employees and those affected by the Company's business operations, including avoiding involvement in human rights abuses.

Major challenges for CP Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, Charoen Pokphand Group It is the expectations and requirements of customers and stakeholders, in a variety of perspectives and practices, as well as human rights risks in the business supply chain. Rice and food that need to be evaluated all around.



## 2030 GOALS



# 100%

businesses periodically conduct human rights impact assessment in high risk own operations and tier 1 suppliers

## SUPPORTING THE SDGs

### SDG 3



#### Good Health and Well-Being

3.6

Halve the number of global deaths and injuries from road traffic accidents

### SDG 5



#### Gender Equality

5.1

End all forms of discrimination against all women and girls everywhere

### SDG 8



#### Decent Work and Economic Growth

8.5

Achieve full and productive employment and decent work for all women and men, and equal pay for work of equal value

8.7

Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour

8.8

Protect labour rights and promote safe and secure working environments for all workers, including migrant workers

### SDG 10



#### Reduced Inequalities

10.3

Ensure equal opportunity and reduce inequalities of outcome

10.7

Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies

## KEY OPERATING RESULTS IN 2024



### HUMAN RIGHTS ISSUES ASSESSMENT

**100%**

of businesses are assessed on issues human rights from the activities of the organization every 3 years.



### DECLARATION OF COMMITMENT TO RESPECT HUMAN RIGHTS

In accordance with the United Nations Guiding Principles on Business and Human Rights.



### WOMEN ARE EXECUTIVE

**35.00%** of Senior Executives are Women.

**49.23%** of Middle-level Executives are Women.



### DISABLED STAFF

**15 peoples**

**0.79%** of All Employees with Disabilities.

# HUMAN RIGHT MANAGEMENT

## MANAGEMENT APPROACH

C.P. Intertrade has developed a human rights policy that reflects the organization's steadfast determination in driving this agenda. The policy is in effect for all of C.P. Intertrade's business groups. In addition, the Group has developed a Human Rights Due Diligence process that includes conducting a human rights assessment, determining actions and approaches to remedy and reduce risks, and monitoring indicated risks. C.P. Intertrade is also determined to continuously propel other stakeholders to respect and uphold human rights by supporting trainings, practices, and other control measures.

The Human Rights Due Diligence process ensures that all business groups have full responsibility over their human rights risks and impact management, while proactively preventing negative impacts that may occur during recruitment. This is accomplished with clear policies that prohibit and do not support using any form of forced labor, including hiring illegal migrant workers.



## COMPREHENSIVE HUMAN RIGHTS REVIEW PROCESS



POLICY COMMITMENT	EMBEDDING	IMPACT ASSESSING	INTEGRATING AND TAKING ACTION
<ul style="list-style-type: none"> <li>Announce Human Rights and Labor Practices Policy</li> <li>Announce Code of Conduct</li> <li>In the process of developing specific policies, such as a Migrant Workers Employment Policy</li> </ul>	<ul style="list-style-type: none"> <li>Conduct awareness training on human rights, encompassing employees at all levels               <ul style="list-style-type: none"> <li>Top-level management</li> <li>Mid-level management</li> <li>Employees</li> </ul> </li> <li>In the process of developing an e-learning curriculum to more efficiently educate employees</li> </ul>	<ul style="list-style-type: none"> <li>Identify and assess the severity of human rights risks during all current and future activities</li> <li>Indicate salient human rights risks in countries where the Group has invested</li> </ul>	<ul style="list-style-type: none"> <li>Integrate human rights into the organization's risk assessment and regular business processes</li> <li>Develop and communicate protocols, such as responsible sourcing</li> </ul>

In addition, the Group prioritizes creating an inclusive working culture for its employees that are diverse in age, gender, culture, and personality, among other characteristics, in order for them to have career advancement opportunities. Concurrently, the Group also strives to create a safe working environment for its employees and all involved parties, with the goal to create an organization that is free from accidents and work-related illnesses by integrating cooperation both inside and outside the organization.

The Group is committed to carrying out Human Rights Due Diligence to encompass all business groups as well as promoting safety and health in the workplace for all employees and contractors.





## HUMAN RIGHTS IMPACT ASSESSMENT (HRIA) REPORT

### Human Rights Impact Assessment Categorized by Rights-holders

Human Rights Issues	IMPACTED GROUP				
	Employees	Workers/ Contractors	Partners	Communities	Customers
1. Forced labor	N/A			N/A	N/A
2. Children's rights				N/A	N/A
3. Minor labor				N/A	N/A
4. Child labor	N/A			N/A	N/A
5. Occupational health and safety				N/A	N/A
6. Pollution and environment	N/A	N/A			N/A
7. Discrimination and harassment				N/A	N/A
8. Variety Equality and coexistence				N/A	N/A
9. Freedom to assemble and negotiate				N/A	N/A
10. The right to access clean water and sanitation	N/A	N/A		N/A	N/A
11. Land Rights	N/A	N/A			N/A
12. Conflict minerals	N/A	N/A	N/A	N/A	N/A
13. Security and human rights		N/A	N/A	N/A	N/A
14. Rights of vulnerable groups				N/A	N/A
15. Violation of personal information				N/A	N/A
16. Fair wages				N/A	N/A
17. Working hours				N/A	N/A
18. Cultural rights	N/A	N/A	N/A	N/A	N/A
19. Privacy and safety in life	N/A	N/A	N/A	N/A	N/A
20. Hazardous substances and waste	N/A	N/A	N/A	N/A	N/A
21. Right to access natural resources	N/A	N/A	N/A		N/A
22. Rights of migrant workers	N/A			N/A	N/A

Impact level

Very high

high

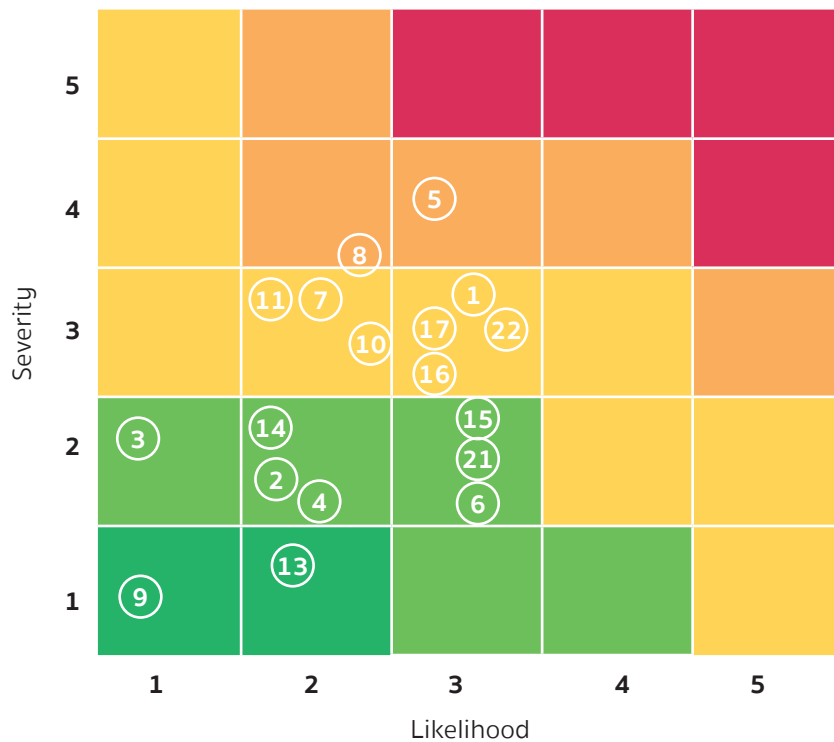
Moderate

Low

Vary Low

## Human rights impact assessment (HRIA)

### Important human rights issues of CP Intertrade Co., Ltd.



Impact level

Very high

high






Moderate

Low

Vary Low

- |                                  |   |                                      |                                      |
|----------------------------------|---|--------------------------------------|--------------------------------------|
| 1 Forced labor                   | 7 Discrimination and harassment                   | 13 Security and human rights         | 19 Privacy and safety in life        |
| 2 Children's rights              | 8 Variety Equality and coexistence                | 14 Rights of vulnerable groups       | 20 Hazardous substances and waste    |
| 3 Minor labor                    | 9 Freedom to assemble and negotiate               | 15 Violation of personal information | 21 Right to access natural resources |
| 4 Child labor                    | 10 The right to access clean water and sanitation | 16 Fair wages                        | 22 Rights of migrant workers         |
| 5 Occupational health and safety | 11 Land Rights                                    | 17 Working hours                     |                                      |
| 6 Pollution and environment      | 12 Conflict minerals                              | 18 Cultural rights                   |                                      |

## HRDD Assessment FACT Finding Rating Summary

Fact-Finding Rating		Section & Num of Question								Total
		S.1 (5)	S.2 (5)	S.3 (5)	S.4 (5)	S.5 (5)	S.6 (5)	S.7 (5)	S.8 (5)	
 <b>Unsatisfactory</b> Fails to meet expectations with serious deficiencies.	01	0	0	0	0	0	0	0	0	0
 <b>Needs Improvement</b> Falls short of expectations in multiple areas.	02	0	0	0	0	0	0	0	0	0
 <b>Satisfactory</b> Meet basic expectations but has noticeable areas for improvement.	03	0	0	0	0	0	0	0	1	1
 <b>Good</b> Meets expectations with minor improvements needed.	04	1	0	0	0	0	0	0	0	1
 <b>Outstanding</b> Exceeds expectation with no significant areas for improvement.	05	4	3	3	1	2	1	1	4	19
Total Question		5	3	3	1	2	1	1	5	21

## HRDD Assessment Result Summary

Section	No observation	Opportunity for Improvement	Need to Improve	Total
Policy and Commitment	4	1	0	5
Embedment	3	0	0	3
Impact Assessment	3	0	0	3
Integrating and Acting	1	0	0	1
Tracking Performance	2	0	0	2
Communicating Performance	1	0	0	1
Engaging Stakeholders	1	0	0	1
Remediation and Grievance Mechanism	4	1	0	5
Total	19	2	0	21



## Need to Improve & Opportunity for Improvement

### Policy and Commitment



#### Question Detail

Policies are announced to (1) employees, (2) business partners, and (3) the public through appropriate and sufficient channels such as the website. The term **"business partners"** covers suppliers, vendors, contractors (including contract employees, both corporate entities and individuals), and sub-contractors.

#### Fact-Finding Description

CPCRT (RICE, CROP) has implemented five human rights policies and related sub-policies in alignment with the Group level policies. These policies have been communicated to employees through classroom-based training sessions and the posting of information on internal bulletin boards. For business partners, the Supplier Code of Conduct (SCoC) has been communicated via email and during the annual partner meetings. Additionally, the Group's policies and the SCoC are published on the official website: <https://sgc.cptg.co.th/>.

However, the classroom-based human rights policy training for employees has not yet been fully completed, as the process is still ongoing. CPCRT plans to align with the Group's Policy Tracking System starting in the third quarter of 2025.

#### Recommendation

The responsible unit may implement additional measures such as:

1. Accelerate the completion of classroom-based human rights policy training to ensure 100% employee coverage within the specified timeframe. This includes implementing the Group's Policy Tracking system as planned, to ensure all employees have a consistent understanding of human rights and can perform their duties in alignment with the organization's policies.
2. Consider introducing alternative training channels, such as e-learning modules or instructional videos, to improve accessibility, reduce limitations related to time and location, and support the ongoing training of new employees.
3. Establish a mechanism for monitoring and reporting training progress to the business group's executives, enabling systematic evaluation of implementation status and consideration of additional support where necessary.

## Remediation and Grievance Mechanism



### Question Detail

n the past year, how many complaints were related to human rights and labor practices? What were the issues, and what were the remediation processes?"

### Fact-Finding Description

Based on the assessment, CPCRT has demonstrated appropriate practices in handling complaints. This includes Maintaining a complaint tracking register Conducting investigations to identify root causes Developing tailored corrective solutions for each case Creating lesson learned documentation from complaint management Implementing preventive measures and awareness building initiatives to avoid recurrence In addition, there are defined timelines and procedures for informing complainants of outcomes, both at the business group policy level and within the company's internal regulations.

However, it was found that there is still no defined **"framework or principle for remediation"** that is clearly established both at the business group level and the corporate group level. This would be used as a guideline for assessing and selecting appropriate remediation approaches, tracking outcomes, and evaluating the adequacy of remedies provided to individuals impacted by complaints, especially in human rights matters. The absence of such a guideline may result in inconsistencies in implementation among companies within a business group and across business groups at the corporate level.

### Recommendation

CPCRT should establish a framework or guiding principles for remedying individuals affected by human rights violations or complaints. This should serve as a standard practice across the business group and may include the following key elements:

1. Forms of Remedy: Both monetary and non-monetary measures
2. Assessment Criteria: Aligned with the nature of the harm and the rights violated Follow-up
3. Mechanism: A system for monitoring and evaluating the outcome of the remedy
4. Transparency: Clear communication of results to complainants with documented explanations

It is recommended that the corporate central unit consider developing a group-wide remedy framework. This would serve as a shared reference for all affiliated companies, aiming to ensure consistency and a unified standard in human rights and governance practices.



## MEASURES TO HUMAN RIGHTS RISKS MANAGEMENT

### OCCUPATIONAL HEALTH AND SAFETY



#### APPROACH

- Occupational Health and Safety Policy
- Zero Accident Target
- Organize trainings for executives and employees of all levels to help them understand the importance of good governance throughout the supply chain.
- Safety assessment project of business group level
- Automotive management

#### IMPACTED GROUP

- Employees
 Contractors  
 Suppliers
 Farmers

#### SUPPORTS SDGS



#### RESULTS

- Management staffs and employees of every organization are aware of the importance and contributions to efforts on safety
- In 2024 Lost time injury rate Employees :
  - 1.07 Per 1,000,000 working hours

### FORCED LABOR AND FOREIGN WORKERS



#### APPROACH

- Human rights policy Employment and Labor Management
- Operate according to labor standards to provide workers with equal protection
- Assessment of compliance with labor laws, certified by Thai Labor Standards
- Responsible supply chain management policy and encouraging key business partners to self-assess their sustainability

#### IMPACTED GROUP

- Employees
 Contractors  
 Suppliers
 Farmers

#### SUPPORTS SDGS



#### RESULTS

- Established operating and governance standards on foreign workers Ethical Recruitment.
- There are operations to take care of foreign workers. By becoming an employee of the company 100% and taking care of welfare and well-being better including building knowledge and abilities.



## DISCRIMINATION



### APPROACH

- Code of Conduct.
- Training to educate employees about rights, equality and coexistence practices.

### RESULTS

- Communicated through an e-learning system to every employee in all business groups to raise awareness and verify
- Employed 15 people with disabilities in the business group
  - Male 10 people
  - Female 5 people

### IMPACTED GROUP

 Employees

### SUPPORTS SDGS



## ENVIRONMENTAL IMPACT



### APPROACH

- Policy and Target on Environmental Management
- Environmental Plan
- Raising awareness And environmental knowledge
- Surveys to identify community opinion and concerns

### RESULTS

- Performed according to policy and standards
- Developed action plans to respond to community concerns
- No environment-related grievances reported

### IMPACTED GROUP

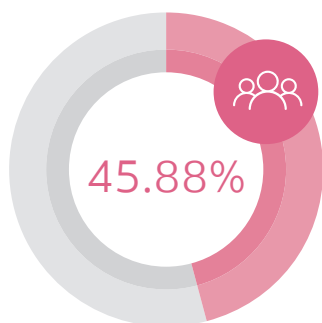
 Local communities

### SUPPORTS SDGS

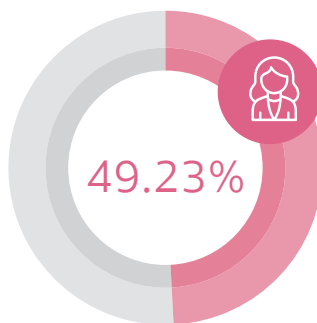


## HUMAN RESOURCES MANAGEMENT DASHBOARD

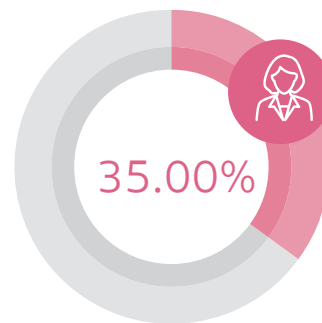
### EMPOWERING FEMALE EMPLOYEES 2024



The proportion of female employees at the level All Executives

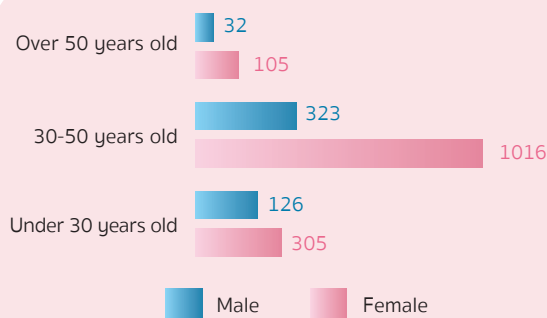
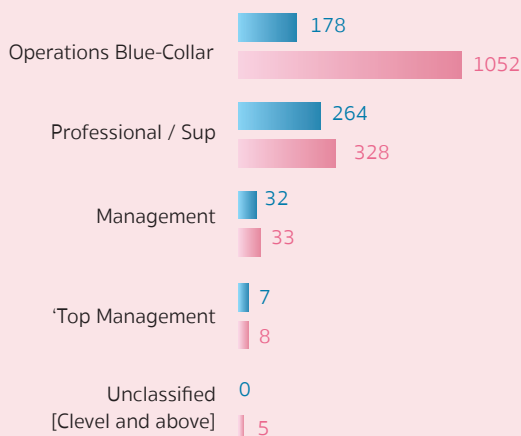


The proportion of female employees at the level Middle Management



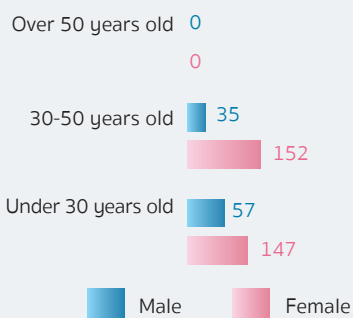
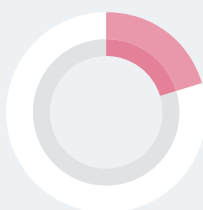
The proportion of female employees at the level Senior Management

### DIVERSITY OF EMPLOYEES



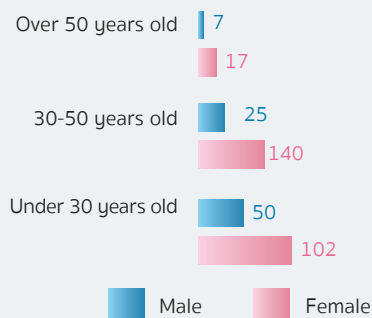
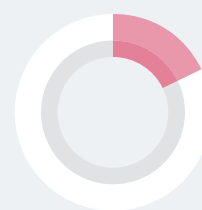
### NEW HIRES

391 PEOPLE  
20.50%



### EMPLOYEE TURNOVER

341 PEOPLE  
17.88%



## CARING FOR EMPLOYEES

“**Personnel**” is an important factor in driving the business. CP Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service , Charoen Pokphand Group, therefore, emphasize on the management of “**good people, smart people**” through the recruitment process and Effective selection with The system of continuous improvement supports learning all around. Increase and enhance knowledge and skills all the time. The company provides a platform to show potential Provides opportunities for growth, advancement and engagement. (Engagement) with employees at all levels, including the

introduction of technology IT enters performance and improves employee productivity, starting with exploring training courses tailored to job titles and training needs. Prepare training plans, have a system to record training history.



### Building a working society

1



- Attention to ability and Assign valuable and challenging tasks.
- Make people in the CPI understand their roles, treat colleagues with respect understand the difference Respect and build good relationships with each other in the team.
- Support for the creation of interest-based clubs to create good relationship
- Encourage people in CPI to be considerate, caring, and caring each other both at work and outside of work, including sharing knowledge, experience, etc. to those who need it. appropriately, creating a feeling of belonging to one family.

### Mind and soul care

2



- Promote morality in the mind.
- Promote a mindfulness.
- Promote Gratitude.

### Building stability in life

3



- Encourage employees to have good physical and mental health
- Encourage employees to use “**Rationality, Moderation, Immunity, use of knowledge Virtue couple**” to create stability in life and family.
- Extending the way of building security in life to the family and community of people in the CPI.



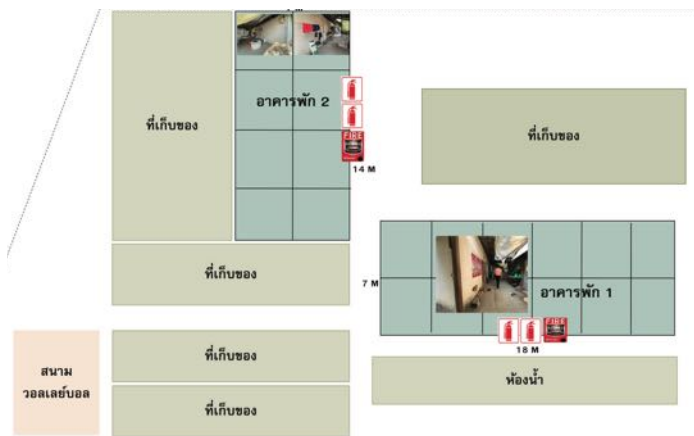
## PROMOTING EQUAL OPPORTUNITIES, INDIVIDUAL DIVERSITY AND WELL-BEING

CP Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, Charoen Pokphand Group values and recognizes the differences of fellow employees without discriminating against employees from different cultures and backgrounds. It also encourages employees to have full responsibility for their duties, satisfaction and morale, enhancing work efficiency. Leading to career growth All of this will help drive new innovations and result in more efficient decision-making in the organization. This is an opportunity for organizations and employees to grow together sustainably with the following guidelines

- Use language or expressions that are gender neutral in the preparation of documents.
- Workplace rules and procedures that provide non-discriminatory protection for all employees
- It does not prevent a diverse group of people from suggesting work ideas for different perspectives.
- There are communication channels that allow employees to express opinions or make complaints when they are discriminated against.

### Development results from the assessment

Wang Daeng Rice Factory There have been improvements to the work area from the auditor's assessment, such as a pallet for loading boxed products without guards. The factory only has up and down buttons. and in order to prevent danger that may occur Therefore, a guard was made to cover that area but it can still function as before.



Nakhon Luang Rice Factory Verify and improve the dormitory space for Cambodian employees outside the facility. Make it more secure. by adding equipment Prevent and suppress fire Including emergency reporting equipment at the dormitory area Cambodian employees in the area have also been trained to use the equipment.





# EDUCATION & INEQUALITY REDUCTION

GRI 103-1, 103-2, 103-3, 201-1, 413-1

## OPPORTUNITIES AND CHALLENGES

CP Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service recognizes that technological innovation has become a cornerstone of changing education models as well as enhancing skills. It is necessary to work in the present time. by The company established itself as an example of the rapid change in technology innovation, resulting in inequality across the world. Such as education and career security, promoting and developing the basic education structure (Quality Basic Education), enhancing learning styles that can occur Continuously rising in all age groups (Lifelong Learning Pathways), Use of innovation for education (Education Innovation)

## 2030 GOALS



# 100,000 peoples

people supported through educational support, lifelong learning, and upskilling.

## SUPPORTING THE SDGs

### SDG 4



### Quality Education

4.5

Eliminate gender disparities in education

4.B

Substantially expand globally the number of scholarships available to developing countries

### SDG 8



### Decent Work and Economic Growth

8.6

Substantially reduce the proportion of youth not in employment, education or training

### SDG 9



### Industry, Innovation and Infrastructure

9.C

Significantly increase access to information and communications technology

## KEY OPERATING RESULTS IN 2023



### 41,474 peoples

Children, youth and adults  
Are encouraged to access education and develop essential skills.



### 48 schools

Are encouraged to educate and support sustainability.



### 153 peoples

Number of scholarships sponsored by companies in the business group.



## EDUCATION MANAGEMENT

### MANAGEMENT APPROACH

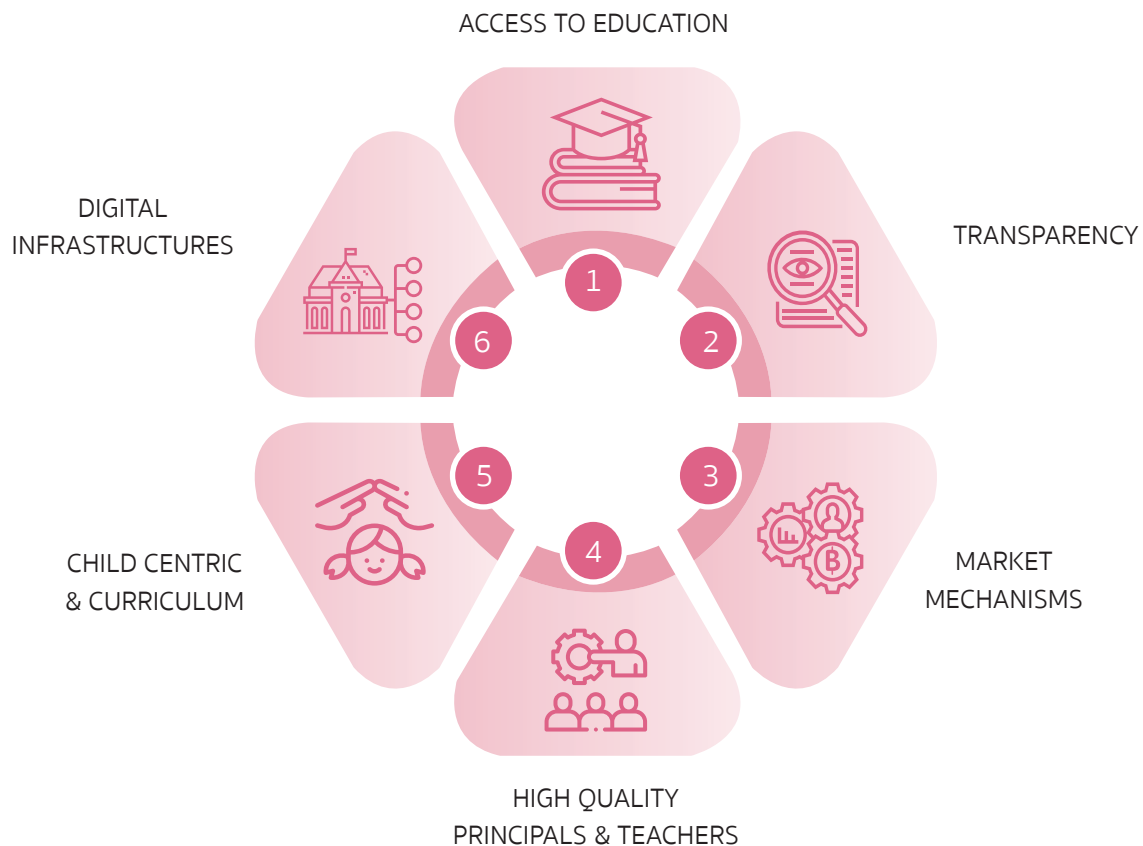
C.P. Intertrade Company Limited believes in creating a culture of participation in education and creating opportunities to access knowledge, which is to develop the potential of youth and adults of all ages. Education creates readiness to meet challenges. Reduce inequality and increase Thailand's competitiveness.

The company has been building and supporting education through major projects at the national level, including constant support of the Academic Olympiad for 17 years. The Youth Development for Sustainability Project whose goal is to be a model organization for youth to have opportunities to learn and develop.

CP Intertrade is committed to investing in all aspects of education in Thailand and believe that this investment will enhance opportunities for the entire nation. Our approach focuses on 3 main areas: developing knowledge and skills, strengthening digital competence and creating greater access to knowledge. These 3 areas we believe contribute to a process of lifelong learning.



### FRAMEWORK EDUCATION





## National Children's Day 2024

C.P. Intertrade Co., Ltd. and its affiliated companies in the rice, food, transportation, and service businesses recognize the importance of children and youth. They have continuously organized National Children's Day activities for the 18th consecutive year to support and empower young people who are the key drivers of the country's future development. In 2024, the event was held under the theme **"Youth for the Environment"**, aiming to instill environmental awareness and responsibility in young minds. The initiative featured various educational and engaging activities such as:

- Waste separation training
- Drawing and coloring contests
- Essay writing
- Knowledge-based quiz competitions



Additionally, the company provided school supplies, snacks, and electrical appliances to children and youth across 64 locations in 24 provinces throughout Thailand, with more than 8,500 participants joining the activities.



### Supporting National Children's Day activities across Thailand

Create  
Participation  
inside

20  
BU

In partnership with government bodies, private enterprises, and civil society, we actively support and organize National Children's Day events nationwide.

64  
Area

24  
Province



children and youth participated  
in the activity more

8,500  
people

The 'Royal Umbrella' brand set up **10 food booths** serving rice and omelets to nourish and delight children and their families attending the event.

4,200 people







## Training students on basic agriculture as part of the 6<sup>th</sup> year of the Youth Agriculture for Sustainability Project.

CSR SPIRIT volunteers from Nakornluang Rice Mill, Wang Daeng Rice Mill, Organic and Chemical Fertilizer Plant, and Ayutthaya Port & ICD, under the Integrated Crop Business Group (Rice, Logistics, and Services), joined forces to organize a basic agricultural training program for primary school students as part of the 6th annual **“Young Farmers for Sustainability”** initiative.



The program aimed to equip young students with foundational agricultural knowledge through hands-on learning activities across four interactive stations:

1. Proper Use of Agricultural Tools
2. Understanding Nutrients in Fertilizer
3. Beneficial and Harmful Insects in Vegetable Farming
4. Simple Composting Techniques

The training was provided to students from grades 4 to 6 across three schools in Phra Nakhon Si Ayutthaya Province:

1. Wat Lamud School (R.S.P. Ratbamrung)
2. Wat Wang Daeng Nuea School
3. Wat Thong School (Samakkayanusorn)

The event was honored by the participation of senior executives, including:

1. Mr. Ong-art Jumpakanan, Assistant Managing Director,
2. Mr. Chatchai Ruangkriengsin, Assistant Managing Director
3. Mr. Denchai Khunprom, Operations Manager,

In addition to the training, students were given the opportunity to tour the Nakornluang Rice Mill to gain real-world insights into rice production processes, further inspiring their interest in sustainable agriculture.





## Youth Agriculture for Sustainability Project

ส่งเสริมและถ่ายทอดองค์ความรู้ด้านการเกษตรเบื้องต้นให้กับเยาวชนในพื้นที่รอบสถานประกอบการ เพื่อสืบสานรากฐานทางเศรษฐกิจของประเทศไทย และสร้างความตระหนักรู้ด้านโภชนาการและการใช้ทรัพยากรอย่างยั่งยืน

### Objective

To promote and transfer fundamental agricultural knowledge to youth in communities surrounding the business operations, preserving Thailand's agricultural heritage and fostering awareness of sustainable resource use and proper nutrition.



### Target Group

Youth in the vicinity of the company's operational areas.

### Key Activities

- Conduct training on basic agricultural practices, including soil, water, and fertilizer usage.
- Educate on agricultural waste management.
- Introduce safe and modern agricultural technologies.
- Provide knowledge on the five essential food groups and nutrition.
- Support the creation of school agricultural plots for hands-on learning.
- Promote the development of food banks within schools.
- Integrate safe agricultural produce into school lunch programs to ensure nutritious meals for students.
- Encourage students to generate supplementary income from agricultural products.

### Collaboration

The project is supported by company executives and employees and has been continuously implemented for six years.

### Expected Outcomes

- Youth gain knowledge and skills in agriculture.
- Schools have access to safe and sustainable food sources.
- Students benefit from improved nutrition and income-generating opportunities.
- Strengthened relationships between the company and local communities.



## YOUTH LEADERS TOWARDS SUSTAINABILITY

Royal Umbrella Rice supports the power of the new generation through university-level volunteer camps under the Young Leadership Development (YLD) project, aiming to drive global progress through learning about the Sustainable Development Goals (SDGs).

Mr. Thienchai Jupattanakul, Deputy Managing Director of Corporate Communications and Social Activities, welcomed students and youth participants. Mr. Ongart Champakanant, Assistant Managing Director of Administration, led a tour of the Royal Umbrella Rice factory, known as **“The Best Home for Rice.”**

Additionally, Dr. Sadudee Supanpai, Deputy Managing Director of the Sustainability Management Office, gave a

special lecture on C.P. Group’s 2030 Sustainability Strategy and facilitated a workshop titled **“Problem of Tree to SDGs”**, which analyzed economic, social, and environmental issues in the camp’s project area aligned with the SDGs. The session also included a discussion where youth participants shared perspectives and attitudes to help shape sustainable development learning and action.



5 University



9 Camp



40 YOUTH  
LEADERS



2 Camp

- Volunteer Club for Underprivileged Children Development
- Chula United Rural Development Volunteer Camp



4 Camp

- Rotaract Camp
- IBMP Rural Development Volunteer Camp 6
- Poon Din Camp
- Rural Development Volunteer Camp



1 Camp

- Social Sciences Camp



1 Camp

- Volunteer Camp



1 Camp

- Sharing Good Things from Seniors to Juniors Camp – Year 2





## “Royal Umbrella Rice” congratulates and awards scholarships to academic Olympiad students

Mr. Pitinan Anunyasit, Assistant Managing Director of International Trade for the Canada and America Region, representing Royal Umbrella Rice, congratulated and awarded scholarships along with Royal Umbrella rice products to Thai student representatives who won medals at international academic Olympiads.

Among the honored students from Triam Udom Suksa School, there were 8 outstanding individuals:

- Siraphop Khaoplat – Silver Medal in Mathematics
- Krittithe Nuankhao – Silver Medal in Mathematics
- Phattanasang Phinitphichitkun – Silver Medal in Mathematics
- Aekkawin Wisitkiatchaichai – Bronze Medal in Mathematics
- Sirawit Hengsuwanich – Honorable Mention in Mathematics
- Phattharaphon Thanaphithak – Bronze Medal in International Physics
- Thatphu Udomkiat – Bronze Medal in International Physics
- Teerajuta Suksang – Honorable Mention in International Physics



The event was warmly welcomed by Dr. Boonyapong Phothisatthanat, Director of Triam Udom Suksa School, along with school executives and teachers who joined in celebrating the students' achievements. Additionally, Royal Umbrella Rice organized a booth activity titled **“Thai Rice for Thai Youth”** providing educational insights about rice and encouraging young people to appreciate the importance of rice in Thai culture and nutrition.



Royal Umbrella Rice presents awards at the Banthongyord Badminton Tournament, supporting youth development through the **“Thai Rice for Thai Youth”** initiative.

Royal Umbrella Rice presents awards at the Banthongyord Badminton Tournament, supporting youth development through the **“Thai Rice for Thai Youth”** initiative.

Mr. Thienchai Jupattanakul, Deputy Managing Director of Corporate Communications and Social Activities, representing Royal Umbrella Rice, presented awards to winners of the YONEX-SINGHA-BAT-BTY Championships 2024 Presented by Sponsor, held at Banthongyord Badminton School from November 16–21, 2024. **“Royal Umbrella Rice”** also donated 500 kilograms of rice to all participants.



The tournament featured 5 age categories ranging from 9 to 17 years old, with athletes from Thailand and abroad—including China, Indonesia, South Korea, and Malaysia—competing for trophies, scholarships, and sports equipment worth over 450,000 THB, while earning points for Level 2 ranking.

**“Royal Umbrella Rice”** has supported Banthongyord Badminton Club since 2019 under the **“Thai Rice for Thai Youth”** initiative, aiming to promote proper nutrition for athletes and inspire the next generation of Thai youth to achieve success on the global sports stage and bring pride to Thailand.











# LEADERSHIP AND HUMAN CAPITAL DEVELOPMENT

GRI 102-41, 102-43, 102-44, 103-1, 103-2, 103-3, 401-1, 401-2, 404-1, 404-2, 404-3, 405-1

## OPPORTUNITIES AND CHALLENGES

CP Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service adapted to cope with the rapidly changing technology and innovation in the era of 4.0 regularly. The company has a mission, vision, direction and strategy. To accommodate these changes, focus on the development of capacity and empowerment of “personnel” as The main heart. CP Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service give priority to building the readiness of personnel to cope with various modifications. In the organization to effectively drive the human resource strategy of the company in line with global standards Engage employees at all levels with increasing numbers in order to retain talented personnel to co-exist with the company and become a new generation leader, accumulate experience, learn and grow with the company.



## 2030 GOALS



# 100%

employees engaged  
in sustainability training  
and initiatives.

## SUPPORTING THE SDGs

### SDG 4



### Quality Education

4.4

Increase the number of youth and adults who have relevant financial skills.

4.7

Ensure that all learners acquire the knowledge and skills needed to promote sustainable development and global citizenship.

### SDG 5



### Gender Equality

5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making.

### SDG 17



### Partnership for the Goals

17.6

Enhance cooperation and access to science, technology and innovation, and enhance knowledge sharing.

## KEY OPERATING RESULTS IN 2024



### LEADER AND STAFF

**100%**

Trained to develop knowledge and understanding in sustainability and business ethics



### EMPLOYEE TRAINING HOURS

**8.66 hours/ person/year**



### EMPLOYEE TRAINING COSTS

**8,872,849.04 Baht /Year**

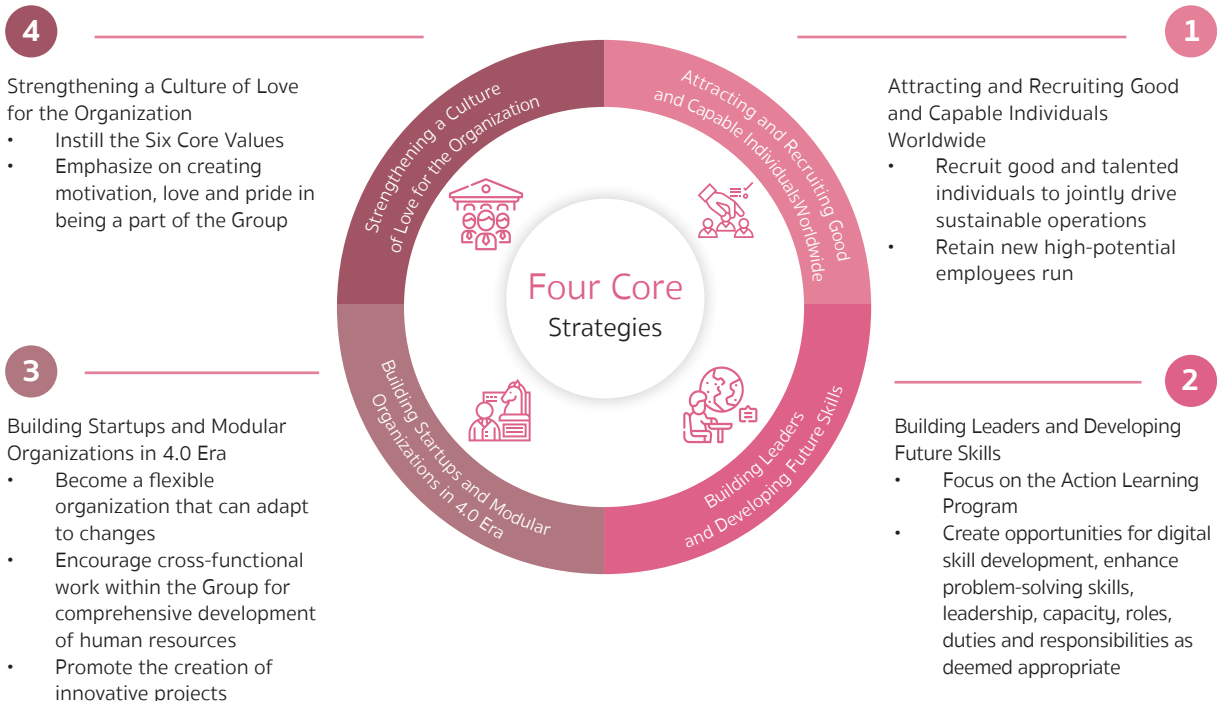
## HUMAN RESOURCES MANAGEMENT

C.P. Intertrade believes that **'our people'** are the most valuable asset – they are the driving force behind the achievement of our aspirations. This is especially the case today, as CP Intertrade is committed to growing its business and expanding investments globally. There now arises the challenge of creating **'New Generation Leaders'** who will carry forward the organization's values, while preparing and developing over 300,000 employees across our diverse businesses with the necessary knowledge and skills, and mindsets to embrace and adapt to changes, as well as to reinforce positive experiences for our employees to be proud for taking a part in CP Intertrade's success.

Central to this is CP Intertrade **'Workforce 4.0'** Human Resources Strategy, which is guided by the Six Core Values, digital information, and technology. The strategy consists of five core pillars and focuses on developing up a new generation of leaders through real-life learning experiences, with the CPLI being central to these efforts. It also focuses on creating a human resources management ecosystem to promote recruitment of ethical and competent individuals, learning from various world-class advisors, career planning and development, and transforming to an 'agile' organization to enhanced the Group's adaptability to business changes and changes prompted by generational gaps.



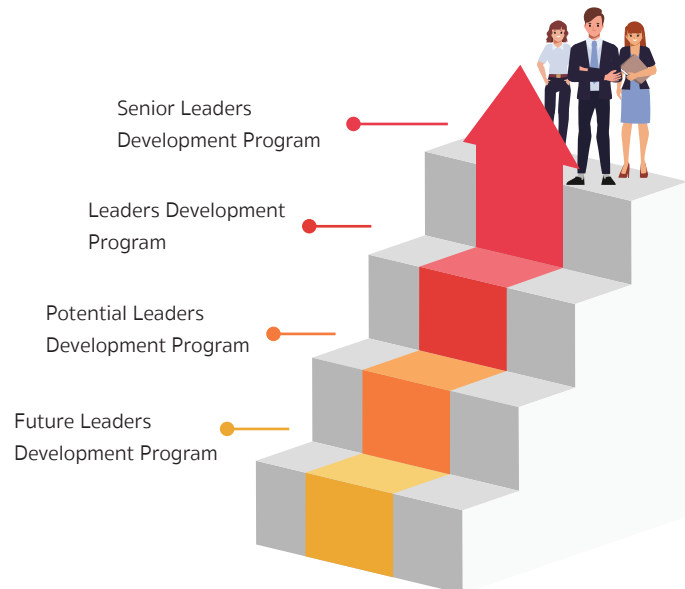
### C.P. Group WORK FORCE 4.0



# LEADERSHIP DEVELOPMENT TRAINING

## MANAGEMENT APPROACH DEVELOPMENT THROUGH LEADERSHIP DEVELOPMENT COURSES

Human resources development at C.P. Group aims to develop leaders at all levels. With the CPLI at the center, courses are designed to suit the qualifications of all participants. All courses are developed based on real-life applications, focusing on learning through practicing by implementing cross-business and cross-function projects. The projects reinforce trainees to enhance business problem-solving skill and learn from experiencing actual impacts.



OPERATIONAL PROGRAM			STRATEGIC PROGRAM
COURSE OVERVIEW			
The first training course for the Group's 'Young Talents' in Thailand and overseas, which aims to build well-equipped leaders according to the Group's leadership model.	A leadership development course for employees with proven leadership potentials focuses on business development and integrated management within the scope of their responsibilities, aiming to generate profit and revenue for the sustainable business growth.	A development course for leaders at the operational level is designed to help them manage strategic operational projects. It focuses on reforming processes for efficiency and quality, stimulating cross functional actions, and maximizing resources used.	The course focuses on enhancing and sustainably developing C.P. Group through the formulation of strategic projects that execute C.P. Group's vision.
PARTICIPANT QUALIFICATIONS			
New graduates and young talents from business groups	Graduates of the FLP Program and employees from business groups	Managing directors and mid-level executives	Top-level executives
PARTICIPANT QUALIFICATIONS			
CEO and CEO-1	CEO and CEO-1	CEO and CEO-1	CEO and Group Chairman





## CPCRT Townhall 2024 WE ARE ONE

On March 21, 2024, Mr. Prasit Damrongchitanon, Vice Chairman of the Integrated Crop Business – Rice, Transport, and Services, delivered the business vision and strategic direction under the theme **“WE ARE ONE”** to executives and employees. The strategy aligns with the 6 core values of Charoen Pokphand Group, emphasizing product and service quality, growth through tools and technology, and sustainable upstream agriculture in all dimensions.

The initiative **“Learn to be, Train to be”** aims to develop leaders who are both virtuous and competent, inspiring personnel to pursue continuous learning throughout the supply chain.

During the event, a CSR SPIRIT Reward 2024 pin ceremony was held to honor 53 volunteer employees who met the selection criteria. In 2023, these employees collectively contributed 10,483 volunteer hours across 101 community service activities, reflecting their dedication and positive impact on society. The recognition serves to uplift and encourage employees who selflessly serve the greater good.



## FACTORY MANAGER TRAINING COURSE



Opportunity for new generations of leaders to learn and exchange experiences with expert speakers on December 21, 2023, Office of Sustainability Management, Governance and Compliance with Regulations. Integrated plant business, rice, transportation and services Organized training course for factory managers, batch 2, year 2023, at Nakhon Luang Rice Factory.

To support the development of the potential of the new generation of personnel It was honored by qualified speakers. and have knowledge and experience in related fields, consisting of Mr. Adisak Pramuanmitra, Executive Deputy Managing Director, Rice, Transportation and Service Business, Mr. Apichart Inchuphong, Executive Deputy Managing Director Integrated plant business and Mr. Thammawit Srikrirkrit, Senior Deputy Managing Director, Rice Production Line, together shared strategies. and operating techniques as well as listening to various problems and obstacles and exchange experiences with all 31 trainees from integrated plant businesses, rice, transportation and services. including rice seed improvement plants, corn, rubber plants, rice quality improvement plants, rice mills, and chemical and organic fertilizer production plants.



In this regard, the integrated crop, rice, transportation and service business places importance on developing potential. and encourage new generations of personnel to continuously learn various skills along with learning strategies and exchange work experiences with senior executives With greater awareness that today's business operations face a variety of challenges. The new generation of leaders must also be creative and have knowledge and ability in various technologies Should be flexible and adaptable to changes that occur. as well as being able to work as a team Therefore, it will be able to drive the business to grow sustainably.

## Growth Mindset for Effective Work

Ayutthaya Port and ICD organized a training course titled **"Growth Mindset for Effective Work"** to enhance work efficiency.

Mr. Denchai Khunprom, Manager of Ayutthaya Port and ICD, presided over the opening ceremony. The course aimed to promote positive attitudes and skills in applying a growth mindset to work, encouraging continuous organizational development. The training was held at the Nakornluang Rice Plant in Phra Nakhon Si Ayutthaya Province.

To ensure the training was effective and met its objectives, Mr. Arthit Tantikovit, from Pro Experience Co., Ltd., was invited to deliver the session and share his expertise.







# CYBER SECURITY AND DATA PROTECTION

GRI 103-1, 103-2, 103-3, 410-1

## OPPORTUNITIES AND CHALLENGES

C.P. Intertrade Co., Ltd. and companies in Rice Business Transportation and Service commitment to operations includes technologies, processes, and practices designed to protect networks, devices, programs and data from attacks or intentional unauthorized access. To protect business assets from all threats of cyberattacks, including securing personal information of employees and customers. The goal is to have the business group be certified in accordance with international cybersecurity and data protection standards.



## 2030 GOALS



# 50%

businesses certified on  
international standard of  
data security and data privacy

## SUPPORTING THE SDGs

### SDG 4



### Quality Education

4.4

Increase the number of youth and adults who have relevant financial skills.

### SDG 16



### Peace, Justice, and Strong Institutions

16.10

Ensure public access to information and protect fundamental freedoms in accordance with national legislation and international agreements.

## KEY OPERATING RESULTS IN 2024



### CYBERSECURITY TRAINING

100%

of all employees have been trained or raise cybersecurity awareness.



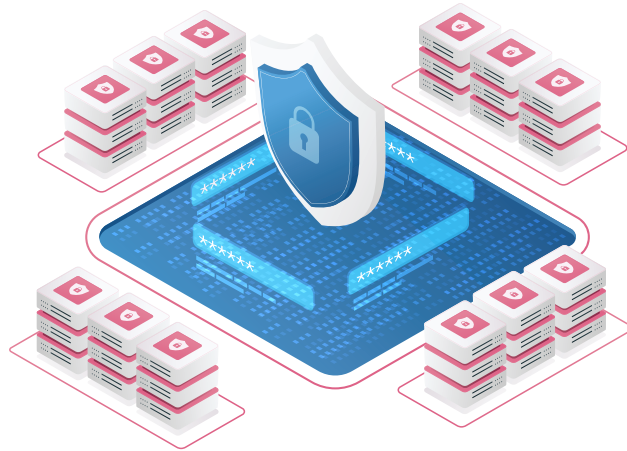
### Cyber Security Risk Assessment

100%

the company's access channels have been assessed for cybersecurity risks.

## CYBER SECURITY & DATA PROTECTION

Security Operations and Cyber Security It is important for any organization. Whether it is the public or private sector To prevent data loss violation of privacy or being attacked by someone who does not wish well Our company has a systematic management approach in this area. By considering the nature of the business and the needs of customers.



OUR MANAGEMENT APPROACH CONSISTS OF THE FOLLOWING SECTIONS:



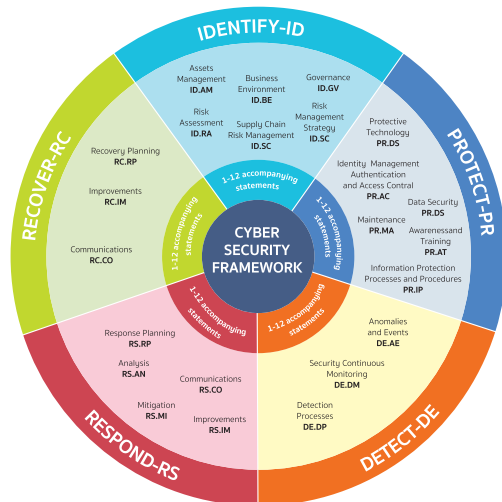
DEPARTMENT AND EMPLOYEES	PLAN AND PROCEDURES	TECHNOLOGY
We have established a unit responsible for setting and monitoring implementation of the policy package. And there are personnel who have knowledge and skills in managing cyber security and safety. From now on, we also focus on providing relevant knowledge to all employees.	We have set standards, regulations and practices in accordance with principles that are appropriate to our business. and in accordance with relevant laws and regulations.	We use modern and effective technology to prevent, detect, resolve, and resolve issues related to security and cybersecurity.

Through a process of analysis, evaluation and continuous improvement. To ensure that our operations are consistent with changing circumstances and needs.

## PROTECTION OF PERSONAL INFORMATION

To create cyber security stability Cybersecurity risk management is an organization's focus on system flaws. Threat trends and the most important attack on the business first

Cyber security framework of the National Institute of Standards and Technology (NIST) is one of the frameworks for cyber security. which is very popularly used nowadays. This Framework brings together a wide range of best practices. To help business organizations determine guidelines for enforcement. and improve security guidelines.



Origin: NIST-Framework-Visual-with-Functions-and-Categories(expertip.net)

NIST Cyber Security Framework Functions help create an effective cyber risk prevention strategy. The operation is divided into 5 steps: Identify, Protect, Detect, Respond, Recover.

### RECOVER

Recovery consists of identifying appropriate activities to maintain plans for resiliency and to recover impaired services during a cybersecurity event that occurs. The main objective is to return the incident to a state equal or better than before the incident.

### IDENTIFY

Identification helps develop business and organizational understanding of risk management to systems, people, assets, information, and capabilities. The main objective is to identify all people, processes, or systems that may be vulnerable to this type of threat.

### PROTECT

Protection supports the ability to limit or control the impact of a threat. The main objective is to limit the threat of attacks by eliminating or closing vulnerabilities.

### DETECT

Activity sensing to identify events that occur in a timely manner. The main objective is to, if not be able to stop the threat. How do you know what is happening? and businesses and organizations are increasingly exposed to cyber threats.

### RESPOND

Response including appropriate activities regarding cyber threats to reduce their impact. The main objective is to be aware of threats. Prevent further damage. reputational damage or violation of privacy



## INFORMATION SECURITY : PERSONNEL MANAGEMENT INFORMATION

Rice, transportation and service business Consider the importance of personal data management (PDPA) of employees at all levels. To meet international standards and protect personal information. from unrelated people Both about requesting information Data collection Information Transfer and Destruction Office of Sustainability Management, Governance and Compliance with Regulations Therefore proceeded as follows.



1



Workshop to provide knowledge to employees on the topic of preparing to support the Personal Data Protection Act on May 25, 2022, with the objective of making each agency aware of its role and methods of dealing with the case. Various things according to the Act, including clarification of the following matters:

- Guidelines for management or related agencies in the case of customers or employees exercising their rights. According to the Personal Data Protection Act
- Case management guidelines Personal information has been violated or leaked.

2



The company organizes knowledge training and annual PDPA tests for all employees through the group's online system.

3



Design PDPA guidelines on Data Subject Request / Data breach for use within the organization.





## CYBER SECURITY OPERATION FOR CONTINUOUS PROTECTION

Technology and information systems It is an important tool for driving businesses and organizations to progress and quickly. As a result, those businesses and organizations face increased risks from cyber threats. Security monitoring for cyber threats Therefore, it plays a very important role in businesses and organizations. The company therefore places importance on monitoring security from cyber threats, including personnel, processes, and information technology tools used.



The company has a Security Operation Center (SOC) that is ready to detect and monitor threats on the organization's network and information technology systems in real-time 24 hours a day, with security experts taking care of them. Analyze and notify when adverse events occur. or discover new vulnerabilities as well as resolve problems in a timely manner before the incident escalates.

Cyber Security Operation is a continuous and non-stop operation. To be able to effectively track and prevent attacks from malicious people. To ensure the highest security of the organization's data and assets. The company has a team with knowledge and experience in dealing with cyber threats. and use modern and efficient tools In order to carry out the Cyber Security Operation effectively and according to international standards







# HEALTH LIVING WELL

Corporate governance is an important foundation for achieving sustainable growth in a business. C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, C.P.Group has implemented a corporate governance system to promote and ensure compliance in the following areas: Corporate Governance Principles, Business Code of Conduct, Policies and ethical best practices, and Supplier Code of Conduct, all of which are related to laws, social norms, and corporate regulations in the value chain. These principles also respect human rights and labor practices within our organization. We also focus on human capital and leadership development, as well as stakeholder engagement to promote efficiency within our organization. Such activities are crucial to our success and for continually building the level of trust in CP Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service C.P. Group. consisted of,



HEALTH &  
WELL-BEING



OCCUPATIONAL  
HEALTH & SAFETY



STAKEHOLDER  
ENGAGEMENT



SOCIAL IMPACT AND  
ECONOMIC CONTRIBUTION



INNOVATION  
MANAGEMENT



## HEALTH AND WELL-BEING

GRI 103-1, 103-2, 103-3, 201-1, 413-1

### OPPORTUNITIES AND CHALLENGES

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service intend to develop products and push forward programs to promote health and well-being of consumers, especially products that are the main products in accordance with the guidelines for the health of Thailand and international by using the potential, Company resources and stakeholders to prevent and solve health problems of All groups of people. To support the Sustainable Development Goals, Goals 2 and 3 focus on hunger and promoting health and well-being.

## 2030 GOALS



Total sales volume of consumer products and services help promote health and well-being.

## SUPPORTING THE SDGs

### SDG 2



#### Zero Hunger

**2.1** Access to food that is nutritious and safe based on international standards

**2.2** End all forms of malnutrition

### SDG 3



#### Health and Well-being

**3.4** Reduce mortality from non-communicable diseases and support good well-being

**3.B** Support research, development, and access to affordable essential medicines and vaccines

## KEY OPERATING RESULTS IN 2024



### FOOD SAFETY PRODUCTS

**100%** of all products.



## PRODUCT DEVELOPMENT FOR HEALTH



### HEALTH PRODUCT RESEARCH AND DEVELOPMENT CENTER

CP Intertrade is determined to research and develop products to improve consumers' health and well-being, including continuously introducing new products through research and development that leverage modern food technology and meet international standards. To achieve this, the Group established a food research and development center that supports expert food researchers' and developers' creativity and showcases their ability to test new products and emphasizes their determination to research and develop healthy products. Furthermore, different people have different food demands at different ages, and therefore it is necessary to develop food innovations that promote a good quality of life for global consumers. To accomplish this, they use pilot factories to test and develop products that can immediately respond to different market demands.



The Company has developed products for better health and well-being in response to vastly changing consumers' food consumption trends. Consumers currently consider the benefits and nutrition of food as their top priority. C.P. Intertrade have continuously produced products for better health and well-being at research and development center is in Nakhon Luang District, Phra Nakhon Si Ayutthaya Province.

## MANAGEMENT GUIDELINES AND MANAGEMENT OF HEALTH PRODUCT INNOVATION



### MANAGEMENT APPROACH

Promoting health and well-being for all people is a common priority for all countries. CP Intertrade views this as an opportunity to develop products and services using our expertise in agribusiness and food, retail and distribution, and pharmaceuticals

The Group is committed to investing in research and development, operating according to international standards, controlling and monitoring

quality throughout the value chain, and promoting understanding of good nutrition for society. We focus on increasing the capacity of our employees (People), developing processes based on international standards (Process), offering products for promote good health and well-being (Product), and promote understanding of health issues (Promotion of Health) by providing product information and initiatives.



#### PEOPLE



We strongly believe that to produce safe, high-quality food, we must look to the quality of our **“employees.”** Therefore, we invest heavily in the recruitment, training and development of our staff, working with industry experts to ensure that we are able to efficiently manage risk and quality control. This is important along the entire value chain from the sourcing of raw materials through to manufacture and delivery to our consumers.

#### PROCESS



We believe good manufacturing **“processes”** require good systems and standards. As a result, we are continually improving our food quality and safety systems, using laboratory analysis, automation, traceability systems and regular certification to international standards, such as ISO/IEC 17025 accreditation, by both internal and external parties.

## PRODUCT



We believe that **“product innovation”** plays a vital role in improving health and well-being, and are dedicated to investing in it. We have created more diverse product ranges, improving both taste and nutritional value and continue to do so. We also focus on developing new products for different target groups, including functional and medical foods.

## PROMOTION OF HEALTH



We believe that clear and accurate **“product information”** can help consumers make good decisions. As a result, we have a strong focus on communicating clear, accurate, and sufficient information to our customers. In addition, we engage in a number of projects to support public education on appropriate levels of consumption, food hygiene and nutrition as well as initiatives that provide consumers with better access to nutritious food products.

## RD 43 RICE

## “GOOD HEALTH IN EVERY MEAL ”

Currently, most consumers Pay more attention to eating. Whether it’s sweet or savory, they tend to choose products that have relatively little sugar. For the health of yourself and those you love.

Chat Lite rice (RD 43) is therefore the answer to the selection problem. Similar to when we order less sweet coffee, Chat Light rice is therefore **“light sweet rice”** with a glycemic index value. medium rather low Suitable for those who are health conscious and suitable for giving to those you love. Because it is soft rice Less sugar but still delicious, Jasmine style.



ข้าว 43

ย่อยช้า อิ่มนาน...

**ข้าวกข.43**

“สุขภาพดีได้ทุกมื้อ”

น้ำตาลน้อย นุ่ม อร่อย สดใสหอมมะลิ

เหมาะกับใคร?

- ผู้ที่ใส่ใจสุขภาพ
- ผู้ที่ต้องการควบคุมน้ำตาล
- ผู้ที่ต้องการควบคุมน้ำหนัก
- เหมาะสำหรับผู้สูงอายุ

**น้ำตาลน้อย**

Medium to Low GI

57.8

“ข้าวกข 43 สายพันธุ์แท้ (ได้รับการรับรองจากกรมการข้าว)”





## Thai Rice Consumption Campaign “Thai Children Eat Thai Rice”



The event was honored by Mr. Udom Srisomsong, Deputy Director-General of the Department of Internal Trade, who presided over the opening ceremony. Mr. Yongyuth Pruekmadumrong, Deputy Managing Director of Royal Umbrella Rice and President of the Thai Packaged Rice Manufacturers Association, also attended the event and presented awards to finalists of the rice cooking contest featuring students from participating schools. A special highlight was the Royal Umbrella rice ice cream, made from freshly harvested Thai jasmine rice, offered to attendees.



The campaign was organized by the Department of Internal Trade in collaboration with the Thai Packaged Rice Manufacturers Association on February 19, 2024, at Zone A, 4<sup>th</sup> Floor, MBK Center.



**The Thai Packaged Rice Manufacturers Association and the Department of Internal Trade jointly hosted a seminar titled “Eating Rice Doesn’t Make You Fat – Rice Is Not the Villain”**

Thai Packaged Rice Manufacturers Association and Department of Internal Trade Host Panel Discussion “Eating Rice Doesn’t Make You Fat – Rice Is Not the Villain” Held at Thailand Rice Fest 2024, Queen Sirikit National Convention Center, Hall The panel featured:



Mr. Yongyuth Pruekmadumrong, President of the Thai Packaged Rice Manufacturers Association Ms. Krongthip Thanathawonlap, Secretary-General of the Association Mr. Kritthana Thongprasert, Director of Agricultural Product Trade Promotion Division 1, Department of Internal Trade, Ministry of Commerce Chef Tuck Nuti Hutasinha, owner of the page **“TUCK the CHEF”** Moderated by Mr. Changnoi Kunchon Na Ayutthaya, Managing Director of Cloud & Ground Co., Ltd.





Mr. Yongyuth stated that, according to data from the Department of Internal Trade over the past 10 years, Thai people's rice consumption has decreased from 100 kg per person per year to 70 kg per person per year, a 30% drop. This decline is attributed to changing lifestyles and, importantly, the misconception that **"eating rice makes you fat."**

The Thai Packaged Rice Manufacturers Association and the Department of Internal Trade are therefore working to promote accurate knowledge about rice consumption. They aim to show that rice is beneficial and not the villain. Rice is converted into energy essential for daily activities and bodily functions. With the right knowledge and appropriate consumption, no food should be labeled as harmful.

Additionally, many consumers are confused about the differences between 100% Jasmine Rice, Mixed Jasmine Rice, and White Rice. To verify authentic 100% Jasmine Rice, look for the **"Wai"** symbol (hands pressed together in a Thai greeting) from the Department of Internal Trade on the front of the rice packaging.

Mr. Kritthana added that the Department of Internal Trade, in collaboration with the Association, has been running campaigns for the past 4–5 years to raise awareness among youth and the new generation that rice does not cause weight gain and is not the enemy. Data shows that rice consumption in Thailand has now stabilized, which is a positive sign for all stakeholders in the rice industry, especially farmers, who are a vital part of the supply chain.







# SOCIAL IMPACT AND ECONOMIC CONTRIBUTION

GRI 103-1, 103-2, 103-3, 201-1, 413-1

## OPPORTUNITIES AND CHALLENGES

Inequality has become a critical factor contributing to social polarization and a lack of social trust. In today's environment, low levels of trust within society pose significant reputational and regulatory risks for businesses, as well as increased scrutiny from governing bodies. These conditions may adversely affect long-term business performance.

Therefore, inequality is no longer merely a social issue—it has evolved into a material business risk. To address this challenge, businesses must strengthen the connection between corporate operations and societal needs by integrating social expectations into organizational objectives and strategies.

## 2030 GOALS



# 100,000 peoples

Supported to generate  
incomes for small farmers  
and vulnerable groups  
along our supply chain.

## SUPPORTING THE SDGs

### SDG 1



#### No Poverty

**1.2** Reduce poverty by at least 50%

**1.4** Equal rights to ownership, basic services, technology, and economic resources

### SDG 4



#### Quality Education

**4.4** Increase the number of people with the necessary financial skills

### SDG 8



#### Decent Work and Economic Growth

**8.6** Substantially reduce the proportion of youth not in employment, education or training

### SDG 10



#### Reduced Inequalities

**10.1** Reduce income inequality

## KEY OPERATING RESULTS IN 2024



### FARMERS

**7,294 peoples**

receiving career promotion and income.



### VULNERABLE GROUP

**25,680 peoples**

who received promotion of occupation and quality of life.



### SUPPORT COMMUNITY AND SOCIETY

**3,301,051 Bath**

## KEY PERFORMANCES 2023



## STRATEGIES TO INCREASE SOCIAL VALUE

### MANAGEMENT APPROACH

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service Group's Social Value Creation Strategy has been developed based on the core values that represent our identity, namely gratitude and honesty, the Three-Benefit Principle, the C.P. Excellence Management Approach, and the Sustainable Development Goals according to the 2030 Strategy. Besides these internal factors, the Group has also taken into account community concerns and the United Nation's Sustainable Development Goals in order to balance between meeting the community's and society's needs and the Group's business growth.

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service Group's Social Value Creation Strategy actively focuses on three keys issues, namely promoting jobs and income for farmers, supporting knowledge and increasing distribution channels for small entrepreneurs, and supporting a better quality of life for vulnerable

groups. Furthermore, the CP for Sustainability Project has also been implemented to drive the strategy and encourage the engagement of executives and employees worldwide in harmonizing social activities.







## SUPPORTING FARMERS (for a Better Quality of Life)

### MANAGEMENT APPROACH

The agricultural sector is still an integral part of the economies of Thailand and many other countries around the world, as it is relevant to the livelihood of many people. Yet, most farmers are still in poverty due to the lack of capital, knowledge, technology, and access to markets. Meanwhile, C.P. Intertrade has the resources and can collaborate with relevant parties in order to improve the farmers' quality of life, especially to eradicate poverty as part of addressing Goal 1 of the SDGs.



CP Intertrade holistic operations seek to support farmers by developing their skills and enhancing their land management capability. Our operations prioritize programs that can create economic, social, and environmental values and align with the Four-in-One approach comprising the public sector, private sector, financial institutions, and farmers. We also support the legislation of Contract Farming and other integrated projects to ensure self-sufficiency and sustainability for farmers.



Marketing and sales channel support for farmers



Supporting contract farmers



Four-in-One innovative projects for modern and sustainable agriculture



Knowledge, technology, and skill development & Employment of local farmers



Promoting farmers' access to funding



Social Enterprise (SE) Development



Direct purchase of agricultural raw materials from farmers

## PERFORMANCE TO SUPPORT FARMERS TO GROW RICE DURING



**173,814** Rai  
Promoted Farmland



**7,294** Persons  
Farmers have been trained on cultivation properly according to academic principles. To reduce costs, increase productivity



Jasmine rice

**6**  
provinces

Sisaket, Yasothon, Buriram, Surin, Roi Et, Phayao

RD 43 Rice

**3**  
provinces

Suphan Buri, Nakhon Sawan, Phitsanulok

RD 79 Rice

**7**  
provinces

Suphan Buri, Chainat, Nakhon Sawan, Phichit, Phitsanulok, Sukhothai, Kamphaeng Phe

Sticky Rice

**2**  
provinces

Phayao, Chiang Rai

## SUSTAINABILITY AGRICULTURE



**Goal**  
from farm to table 100% Traceability



**Driving Force**  
Sustainable Value Chain

### KEY STRATEGY

**Strategy 1 :** Synergy Traceability system entire Value Chain



Connect to product traceability system in the C.P. Group throughout the value chain

**Strategy 2 :** Set Pilot Project-expansion



Prototype the inspection process Return that covers the entire value chain

**Strategy 3 :** Multi Platform Integration



Collect/Improve/Develop Traceability program that can connect Both CP Group and can provide information to customers.

### KPI & Target

KPI	FY19	FY20
Product prioritize	100%	100%
Role model of BU	90%	100%
Analyze and platform integration	90%	100%

### Technology & Investment

- F2F
- Block chain



## SUSTAINABILITY AGRICULTURE



## Goal

- Sustainable Value Chain
- Support CPG Traceability's Goal



## Driving Force

- Sustainable Value Chain
- Customer demand

## KEY STRATEGY

**Strategy 1 :** Upstream Raw material Development Program

Data linkage management technology (two-way) from the level of cultivation, production, transportation, distribution points all the way.

**Strategy 2 :** Sustainability Rice Strategy

Raise the quality of life of farmers with production standards for agricultural and industrial products (Sustainable Agriculture : Economy/ Society/Environment)

**Strategy 3 :** 3<sup>rd</sup> party Verification by TUVNORD

Verify and ensure traceability by outside agencies.

## KPI &amp; Target

KPI	FY19	FY20
IT System of Traceability	100%	-
Input Farmer data	100%	100%
Verification	100%	100%
• F2F		
• Crop INN		
• Internal Control System		
• Third Party Verification		

## Project Partners :

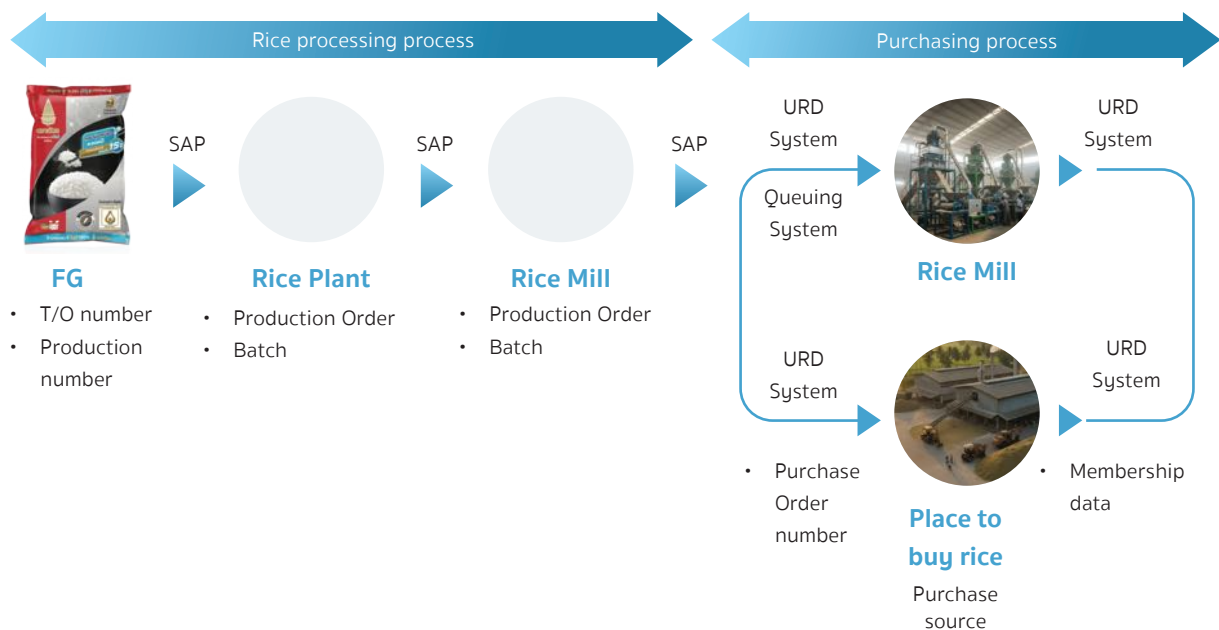
- IT
- URD
- CSO
- TUVNORD / Control Union

**Strategy 1 :** Upstream Raw material Development Program

## Scan

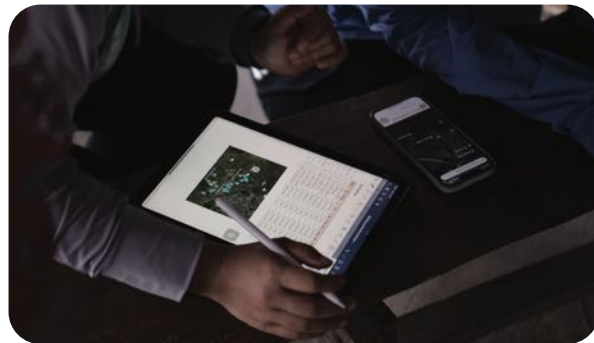


## F2F program





## PROMOTE FARMERS TO PLANT



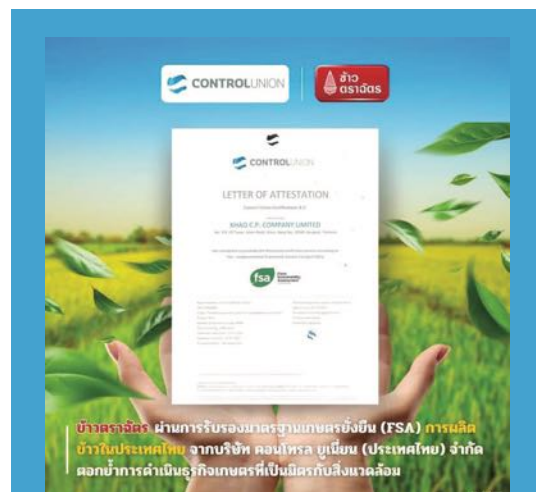
## “Royal Umbrella Rice”

### Farm Sustainability Assessment (FSA)



“Royal Umbrella Rice” Achieves Farm Sustainability Assessment (FSA) Certification for Sustainable Rice Production in Thailand, awarded by Control Union (Thailand) Co., Ltd., reinforcing its commitment to environmentally friendly agricultural practices.

C.P. Rice Co., Ltd. (Royal Umbrella Rice) has successfully passed the Farm Sustainability Assessment (FSA) for sustainable rice cultivation in Thailand. The certification covers jasmine rice producers in Buriram, Sisaket, Yasothon, and Phayao provinces, with over 5,000 participating farmers. The company received the Silver Level Certification.



The certification follows the Farm Sustainability Assessment 3.0 (FSA Version 3.0), which outlines international agricultural standards under the Sustainable Agriculture Initiative (SAI) Platform. It includes over 300 criteria covering economic, social, and environmental aspects. The assessment was conducted by Control Union (Thailand) Co., Ltd., a globally recognized sustainable agriculture auditing organization.

## Thai Rice Forum 2024



### Royal Umbrella Rice Supports the Thai Rice Foundation in Organizing the Thai Rice Forum 2024 “As the World Changes, Rice Must Adapt – RICE UP SUMMIT”

Mr. Thiti Lujintanon, Chief Operating Officer of the Rice Business under CPCRT, Charoen Pokphand Group, representing Royal Umbrella Rice, donated 200,000 baht to support the Thai Rice Forum 2024 under the theme “**RICE UP SUMMIT: Adapting Rice to a Changing World**”, held at the Queen Sirikit National Convention Center. The donation was received by Dr. Sumet Tantivejkul, Chairman of the Thai Rice Foundation under Royal Patronage.”

The event featured a keynote speech titled “**Policy for the Development of Thai Rice and Farmers**” by Dr. Namanita Klabbankaoh, Assistant Minister of Agriculture and Cooperatives, and another keynote by Dr. Sumet Tantivejkul on “**The Philosophy of Sufficiency Economy Towards Sustainable and Eco-Friendly Thai Rice.**”

Mr. Sumet Laomoraporn, Assistant Vice Chairman of the Integrated Plant Business Group, Rice, Logistics, and Services, Charoen Pokphand Group, joined a panel discussion on “**Thai Rice Industry: Adapting to a Changing World.**” He emphasized that it is time for the Thai rice industry to undergo immediate and comprehensive reform. Overuse of resources has not yielded the desired outcomes—farmers remain poor, production costs are rising, and the industry is struggling to move forward.

If changes and adaptations are made promptly, all stakeholders—from farmers and rice mills to packaged rice producers and consumers—will benefit, leading to sustainable national growth.

Dr. Sadudee Supanphai, Deputy Managing Director of the Office of Sustainability Management, Governance, and Compliance, participated in a panel titled “**Is It True? Carbon Credit Trading in Rice Fields.**” Dr. Sadudee emphasized the importance of communicating the concept of “**carbon credits**” clearly and widely to farmers. Although the process of carbon credit trading in agriculture remains complex, if successful, it could generate downstream income and strengthen farmers’ livelihoods.

Rice farming is often blamed for methane emissions and greenhouse gases. While planting trees is often proposed as a solution, it is not the ultimate answer. Achieving carbon neutrality requires carbon sequestration in the soil.

The agricultural sector is currently implementing continuous carbon reduction processes to achieve carbon neutrality by 2030.





## “Khao Tra Chat” products



### “Khao Tra Chat”

Royal Umbrella Rice joined the “Commerce Mega Sale 2025” campaign, bringing a wide range of products to spread happiness to the public during the New Year festival.

Royal Umbrella Rice joined the “Commerce Mega Sale 2025” campaign, organized by the Ministry of Commerce, to bring happiness to the public during the New Year festival. The initiative supports the government’s policy to stimulate the economy, encourage consumer spending, and reduce the cost of living.

Ms. Puntarik Tatiyaphaiboon, Assistant Managing Director, represented Royal Umbrella Rice at the event, offering high-quality rice products at special discounted prices, including: New Jasmine Rice 100% Hom Mali Rice Premium Selected Hom Mali Rice And many other quality products.

The event was held from December 17–19, 2024, at the Multipurpose Area, 3<sup>rd</sup> Floor, Ministry of Commerce With promotional discounts of over 10%, the campaign aimed to ease the financial burden on consumers.





## SUPPORT FOR VULNERABLE GROUPS

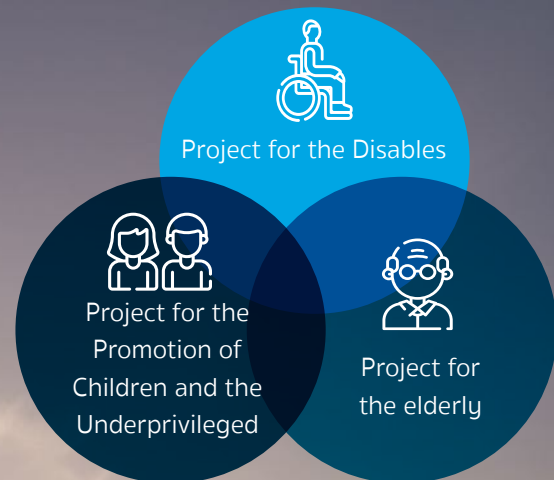
### MANAGEMENT APPROACH

The challenge affecting the world today is the global population. continually increasing Promotion and development of quality of life so that vulnerable populations receive equality in society. Something that should be of great importance to reduce inequality society formed under the concept that **“Building a strong business foundation must go hand in hand with building a foundation. quality of life of people in society”** thus making the business group Have ideas and awareness of continual support for people in society.



The company believes that the business can grow sustainably. Community and society must develop at the same time, so we recognize the importance of supporting social and community activities. and with awareness of the roles and duties of a good citizen and the philosophy of 3 benefits to the sustainability of the company (to the country, the people and the company)

Therefore, we aim to promote activities that benefit vulnerable groups such as the disabled, the elderly, children, the socially disadvantaged, especially around the areas where the company operates. using knowledge and expertise in making a positive impact on society through a variety of support forms including: Supporting money, giving things, doing volunteer work, including transferring knowledge in various forms. especially about access to nutritious food and comprehensive education. To contribute to building a stable society and beneficial to the overall development of the country.





## “THIS KINDNESS PROJECT FROM BROTHERS”

The Company operates based on social and environmental responsibility, aligned with the Sustainable Development Goals (SDGs), specifically Goal 4: Quality Education.

The business is committed to creating opportunities and promoting educational equity by supporting students living near its facilities (factories, farms, Farm Pro centers, and sales areas nationwide) who demonstrate good behavior and volunteer spirit but face financial hardship and are at risk of dropping out of the education system.

To reduce educational inequality, the business has initiated a fundraising campaign among executives and employees to provide scholarships, enabling youth to access quality education. This initiative also fosters active participation from executives and CSR SPIRIT volunteer employees in helping communities, in line with Charoen Pokphand Group’s **“Three Benefits”** philosophy — benefiting the country, the people, and the organization.



## Providing Scholarships to Create Educational Opportunities



Scholarship  
775,000 baht

Through fundraising by administrators and employees to pass on educational opportunities to students in the area.



Student  
123 People

Students with good behavior  
Volunteers are given educational opportunities through scholarship support.



School  
29 Plants

Distribute scholarships to students from primary schools and secondary schools throughout the country



## PROMOTE PEOPLE WITH DISABILITIES



### “Sharing kindness to the disabled”

**Royal prosthetic leg unit issued in collaboration with the Prosthetic Leg Foundation**

Her Royal Highness Princess Maha Chakri Sirindhorn graciously presided over the Prostheses Foundation under the Patronage of Her Royal Highness the Princess Mother in Mae Rim District, Chiang Mai Province.

Mr. Thianchai Jupattanakul, Deputy Managing Director for Corporate Communications and Social Activities, had the honor of attending the royal visit and receiving a commemorative plaque in recognition of the company’s support for the foundation’s mobile prosthetic unit, which provides prosthetic legs to amputees of all races and religions free of charge.





The Integrated Plant Business – Rice, Logistics, and Services has continuously supported the Prostheses Foundation of Her Royal Highness Princess Srinagarindra for 17 consecutive years in organizing mobile prosthetic leg units. These units provide free prosthetic legs to amputees of all genders, ages, and ethnicities, helping them regain independence and pursue meaningful livelihoods.



In 2024, the business supported six mobile prosthetic leg missions across the provinces of Sisaket, Trat, Roi Et, Nakhon Pathom, Trang, Phitsanulok, and Nong Khai, serving a total of 696 amputees. The initiative aims to restore mobility and dignity to people with disabilities, enabling them to live normal lives.



Additionally, Royal Umbrella Rice was provided to the foundation and local units throughout the missions. The team also set up a booth serving Royal Umbrella rice with omelets, offering 3,700 plates to amputees and participants, nourishing both body and spirit.





PROJECT FOR THE ELDERLY  
“CREATING HAPPINESS  
FOR THE ELDERLY,  
YEAR 12<sup>th</sup>”



Recognizing the growing impact of an aging society in Thailand, the Integrated Agriculture, Rice, Logistics, and Services Business Group has united the efforts of executives and employees, in collaboration with government agencies, to provide basic health check-ups and well-being support. This initiative aims to create value and spread happiness to the elderly, including bedridden patients, people with disabilities, and vulnerable groups.

The program also includes the distribution of essential consumer goods to alleviate hardship and uplift the spirits of senior citizens living around the company’s facilities and sales zones nationwide. This effort reflects the Charoen Pokphand Group’s core philosophy of delivering benefits to the country, the people, and the organization—reaching a total of 1,200 individuals.



# OCCUPATIONAL HEALTH AND SAFETY

GRI 103-1, 103-2, 103-3, 403-9, 403-10

## OPPORTUNITIES AND CHALLENGES

The Company attaches importance to Safety Occupational Health and Environment, It is no less important than product quality. Therefore, every process must be safe. Do not affect the health of employees and does not affect the environment Therefore, there is a process for hazard identification and risk assessment of all activities performed, including when there are new activities or new machines hazards must be identified and assess the risks first every time before starting work In order to know the dangers that will occur along with finding ways to improve and prevent.



## 2030 GOALS



# Zero Accident

Achieve zero lost time injury frequency rate

## SUPPORTING THE SDGs

### SDG 3



### Good Health and Well-Being

3.4

Reduce mortality from non-communicable diseases and support well-being

### SDG 8



### Decent Work and Economic Growth

8.8

Protect labor rights and promote safe and secure working environments for all workers, including migrant workers

## KEY OPERATING RESULTS IN 2023



### SAFETY AWARDS

Outstanding workplace safety Occupational health and work environment.

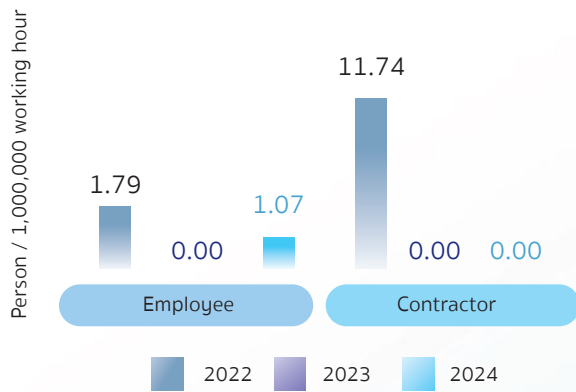


### LOST TIME INJURY RATE

Employee **1.07** no. per 1,000,000 working hours

# OCCUPATIONAL HEALTH & SAFETY MANAGEMENT DASHBOARD

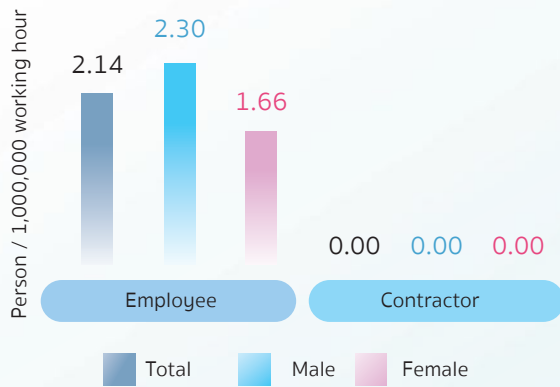
Lost-Time Injury Frequency Rate (LTIFR)



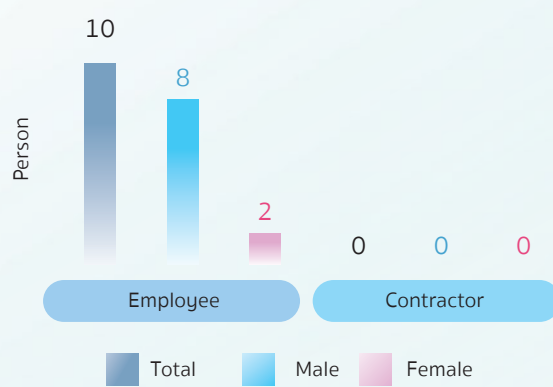
Number of injuries (off work)



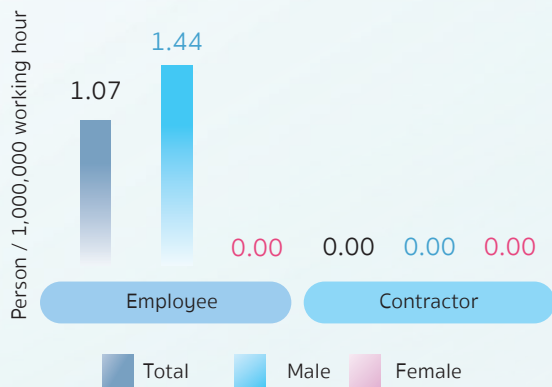
Rate of recordable work-related injury



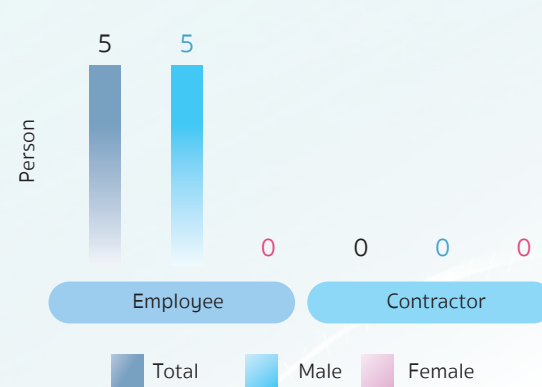
Number of recordable work-related injury



Lost-Time Injury Frequency Rate (LTIFR)



Number of injuries (off work)

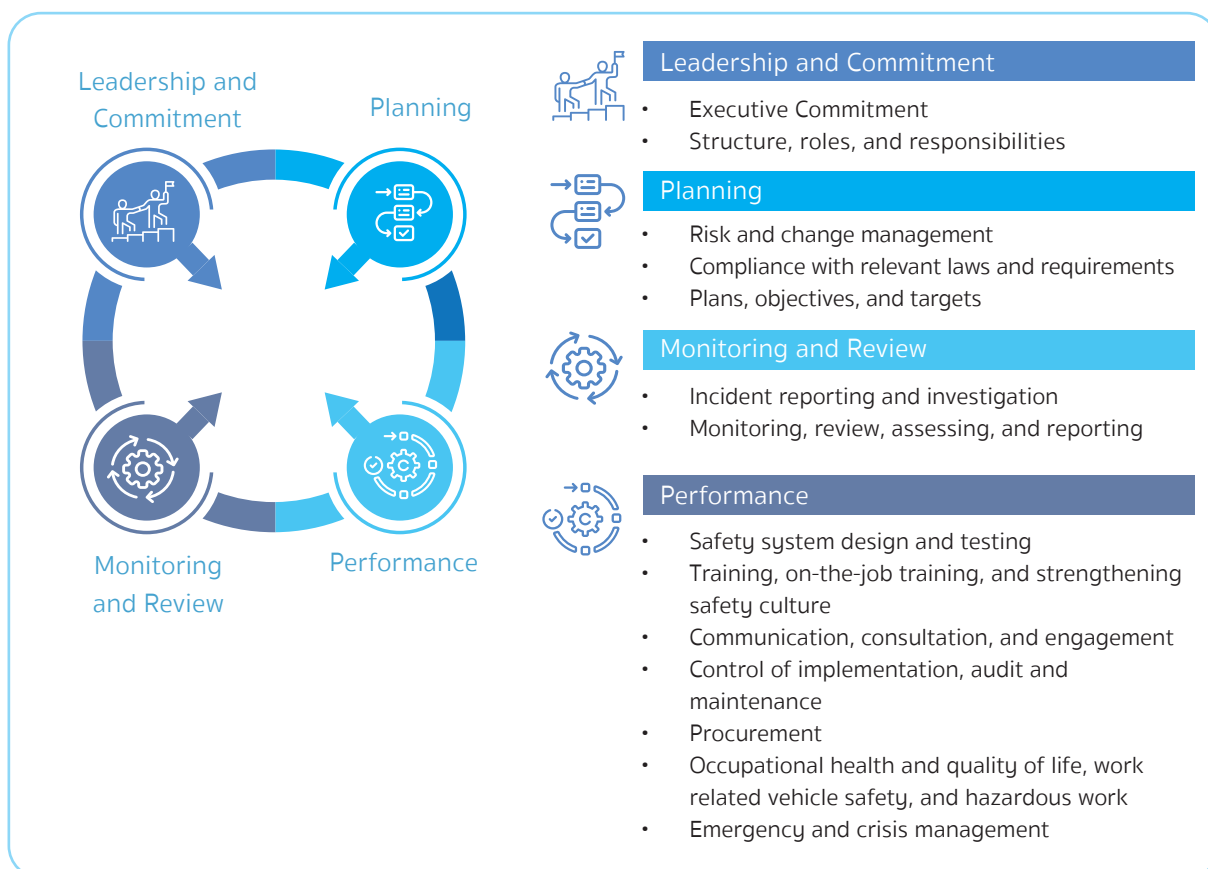


## OCCUPATIONAL HEALTH, SAFETY AND WORK ENVIRONMENT MANAGEMENT APPROACH

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, Charoen Pokphand Group focuses on and prioritizes work safety by adhering to the care of employees, contractors, visitors. As well as stakeholders in the business as well as the supply chain, the Company has established a policy of safety, occupational health and work environment as a guideline and enhance the safety operations of the organization with guidelines for Do as follows:

1. Comply with laws related to safety, occupational health and work environment at the national, local level, customer and agency requirements and comply with international standards.
2. The Company pays attention to the prevention of occupational injuries and illnesses. The Company assesses the risks of occupational hazards and takes steps to ensure that the risk prevention and remediation systems are implemented effectively.
3. Provide advice and focus on participation of employees and related parties in the area of safety, occupational health. And working environment, as well as developing knowledge, creating awareness that will lead to practice until it is a safety culture
4. Support the resources involved in the implementation of the safety, occupational health system. And working environment with adequate and appropriate
5. Follow up, review and evaluate the implementation of the safety, occupational health and work environment policies and plans, continually improving and sustainable development.

## ZERO ACCIDENT OPERATIONS STRATEGY







## TRAIN THE TRAINER FOR FORKIIFT According to Charoen Pokphand Group standards

The company has announced the appointment of a person to test forklift driving operations for the rice business. Transport and services To train and test employees responsible for using forklifts at each factory. which requires training and tested according to the standards of the Charoen Pokphand Group But with such job positions, there is frequent driver turnover. As a result, each factory faces the problem of waiting a long time to send employees to receive training and according to the group's standards, affecting the opexaminationeration of the factory. Therefore, the above duties have been appointed for training and testing forklift driving of employees at each factory. By following the standard curriculum of the Charoen Pokphand Group.

Therefore, it is necessary to organize this training course. For the assigned person to be in charge of testing the operation of driving a forklift in the rice business. Transportation and services, knowledge, understanding and skills as an instructor Tester for driving forklifts correctly according to Charoen Pokphand Group standards. To continue issuing forklift driving certificates according to Charoen Pokphand Group standards.



### TRAINER (people)

C.P. Intertrade

1

Wang Daeng Rice  
Factory

4

Nakhon Luang Rice  
Factory

5

Suphanburi Rice  
Factory

5

Kamphaeng Phet Rice  
Factory

4

Buriram Rice Factory

3

Ayutthaya Port and ICD

3



## Training for forklift driving instructors and examiners according to Charoen Pokphand Group standards

Ayutthaya Port and ICD, in collaboration with the Granular Chemical Fertilizer Mixing and Packaging Plant, organized a training course on Proper Operation and Safety (Excavators and Loaders).

Mr. Sanguan Onphotha, Maintenance Department Manager and representative from Ayutthaya Port and ICD, delivered the opening speech for the training course on Proper Operation and Safety (Excavators and Loaders). The training aimed to refresh knowledge and understanding of safety practices and ensure the effective use of equipment to achieve operational goals. The event was held at Ayutthaya Port and ICD Co., Ltd., Phra Nakhon Si Ayutthaya Province, with Mr. Promma Lanamthiang from Metro Machinery Co., Ltd. serving as the instructor for this session.







## “OCCUPATIONAL SAFETY OFFICER TRAINING COURSE FOR SUPERVISORS – BATCH 2”

On September 16–17, 2024, the Training Center of C.P. Rice Co., Ltd. organized the **“Occupational Safety Officer Training Course for Supervisors – Batch 2”** for 54 supervisors responsible for workplace safety. The objective was to provide participants with knowledge of safety regulations, requirements, and precautions, delivered by certified experts approved by the Department of Labour Protection and Welfare. The training took place at the Nakornluang Rice Plant in Nakornluang District, Phra Nakhon Si Ayutthaya Province.



In addition to gaining knowledge and understanding of safety practices in the workplace and the roles and responsibilities of safety supervisors, participants also learned about relevant laws and the Ministry of Labour’s hazard prevention and control measures. This knowledge enables them to supervise and manage work operations safely, while minimizing risks and hazards in the workplace.

The Training Center of C.P. Rice Co., Ltd. is certified under license number 13-67-104 by the Department of Labour Protection and Welfare. The center is committed to continuously providing safety training for employees in the integrated plant, rice, logistics, and services business, aiming to raise safety standards and reduce workplace risks in line with Charoen Pokphand Group’s goal of becoming an accident-free organization by 2030.





## CPTG SHEEE DAY 2024

The Rice, Transport, and Services Business organized the Safety, Health, Environment, Energy, and 5S Day to promote workplace safety and well-being for employees.

Mr. Thamwit Srikrikrit, Senior Deputy Managing Director, together with plant managers, presided over the opening ceremony of the Safety, Health, Environment, Energy, and 5S Day (SHE & 5S Day). He emphasized the importance of maintaining safety and good health during year-end operations, aiming to raise awareness and encourage understanding of organizational sustainability practices among employees at all levels.



The event was organized with the collaboration of the Department of Welfare and Labor Protection and local public health agencies, who provided information, shared accident case studies, and offered health guidelines to prevent non-communicable diseases (NCDs).

Activities included knowledge stations on Life-Saving Rules, KYT (Kiken Yoshi Training), and SHE & 5S-themed games to enhance employee awareness and understanding. These activities were conducted for employees at Buriram Rice Mill, Nakhon Luang Rice Plant, and Suphanburi Rice Mill.



# INNOVATION MANAGEMENT

GRI 103-1, 103-2, 103-3

## OPPORTUNITIES AND CHALLENGES

The economic challenge of the 4.0 era is rapidly changing consumer demand and direction. World class at C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service Charoen Pokphand Group It needs to be adjusted accordingly. Moreover, the business context places greater emphasis on social and environmental responsibility. Innovation is our priority, and we believe that it will help drive the business forward with sustainability on the basis of rapid change



## 2030 GOALS



# 100

## Million Baht

Cost saving from the project to reduce costs , increase efficiency and innovation.

## SUPPORTING THE SDGs

### SDG 8



### Decent Work and Economic Growth

3.4

Achieve higher levels of economic productivity through diversification and innovation

### SDG 9



### Industry, Innovation and Infrastructure

9.5

Increase research and technological capabilities of industrial sectors

9.B

Support domestic technology development and industrial diversification

### SDG 17



### Partnership for the Goals

17.17

Support effective partnership

## KEY OPERATING RESULTS IN 2024



ECONOMICAL RESULTS FROM THE PROJECT TO REDUCE COSTS AND INCREASE EFFICIENCY

**64.31** Million Baht



THE NUMBER OF INNOVATORS WHO HAVE INVENTED INNOVATIVE PROJECTS, REDUCED COSTS AND INCREASE EFFICIENCY

**9.82%** of all employees



## การบริหารจัดการนวัตกรรม

### RESEARCH & DEVELOPMENT INVESTMENTS



**13** Persons  
Number of R&D  
Person



**1** Center  
R&D Center



**13.38** Million THB  
R&D Spending



**2** Issues  
Patents and Petty  
Patents



**185** Persons  
C.P. Group  
'Innovators'



**64.31** Million THB  
Savings from the  
Cost Productivity  
Improvement Program  
and Innovation

### MANAGEMENT APPROACH



It is an important strategy and in line with the implementation of the values **"innovate"** innovation will result in the organization's leapfrog change, increase its competitiveness and create sustainable growth and able to deliver value to the stakeholders of the organization continuously. C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service has set directions, objectives, goals and strategies to develop the organization to become an organization of Innovation consists of setting up, policy of innovation, creation of innovation, management of intellectual, as well as creating an innovative organization to drive systematically and continuously develop.

The company focuses on cultivating employee attitudes and subconscious minds to improve Develop and innovate It also encourages employees to grow and progress along with the organization. The company has held a contest every 2 years continuously to share knowledge and exchange experiences for employees in the company. In addition, the company promotes innovation by creating incentives for rewards and has a system for awarding innovator contributions as personal reward points for employees.





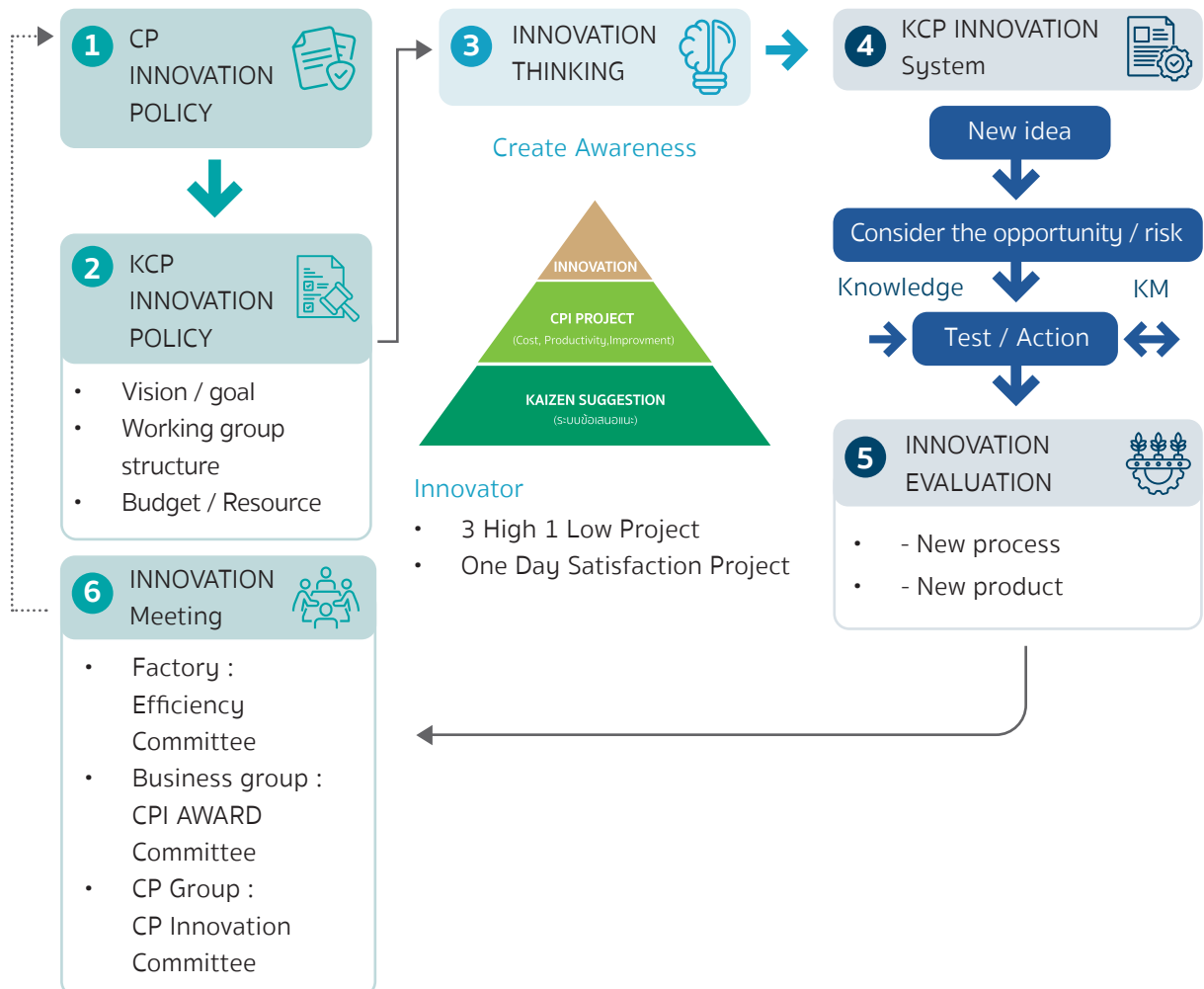
### Policy formulation of innovation management



### Policy formulation of innovating management



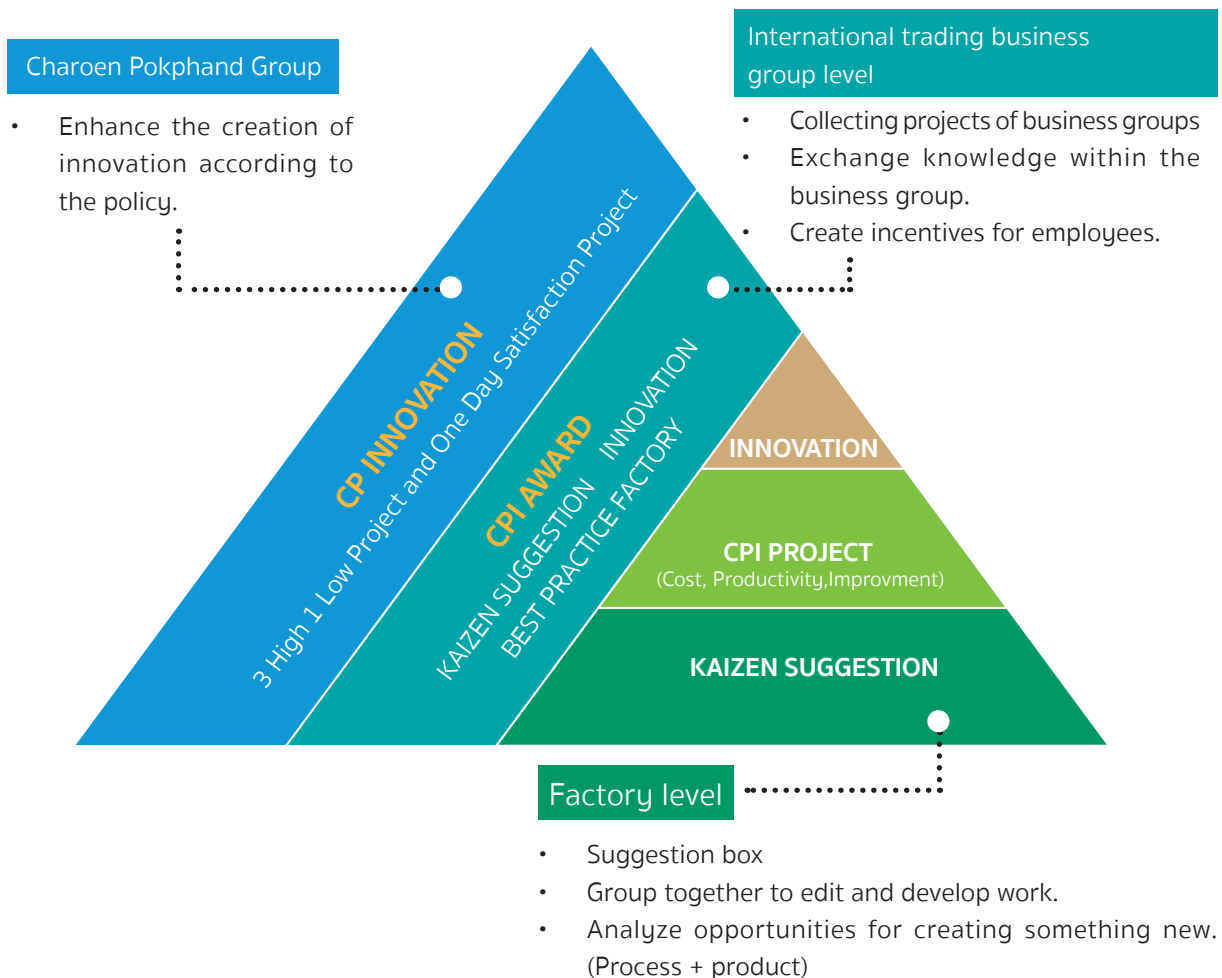
### Policy-based innovation



## CREATING AN INNOVATIVE ORGANIZATION

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service community recognizes the importance of cultivating and creating a positive attitude towards creation, innovation and development create innovation covering 3 areas: economy, technology and society. The company started by focusing on the operations of the operational staff. By focusing on employees to solve problems on-site by themselves, a feedback system (Kaizen Suggestion), and it provides incentives by creating a platform for employees to present their management as they develop and develop into a certain culture. Next, there is a goal for employees to work together, so there is a

teamwork set. Using the concept of QCC System allows employees to group together. Solving tougher problems, decisions are made between teams to achieve joint resolution through the CPI Project process, covering optimization, cost reduction and continuous improvement. Then focus on cooperation as “Cross Function” develop into the Innovation System process sent to “CP INNOVATION” of the group. Employees show their potential in the CPI Award performance contest with the aim of recognizing innovators who invented their work and to share. Employees’ knowledge and experience exchange, and works will be developed and upgraded to the Group’s innovation competition.





## ONE DAY SATISFACTION PROJECT



From the goal of bringing values to action through a One Day Satisfaction Project by initiation Improve their own creativity which gives employees an attitude of accepting change. Satisfied with the present success in just one day and always looking for ways to work in the present. By creating new things, making difficult things easy or do it quickly and with quality to create benefits for oneself outside company or society. However, the business group has encouraged employees to invent projects in 3 forms as follows:



KAIZEN  
SUGGESTION



CPI PROJECT



INNOVATION



This concept has helped employees develop a more concrete understanding of the Group's values, and a core part of this Project involves encouraging employees to participate more actively in projects. Afterwards, participating employees receive scores that go towards the criteria for recognizing them as a Group **'Innovator.'**

The One Day Satisfaction Project is now in its third year, and as of year-end 2024, a total of 300 employees participated in 514 work improvement projects. The participating employees also collected scores to become **'Innovators'** resulting in a total of 185 'Innovators' from all levels. Likewise, it has enabled employees to adopt a good perspective on improving their own work through new ideas and methods. This is the idea of putting values into practice, which is one of the essential foundations for becoming an innovative organization.



PROJECT  
514 project



'INNOVATOR' SUPPORTERS  
137 persons

> 10 Score



INNOVATOR 1  
44 persons

> 50 Score



INNOVATOR 2  
4 persons

> 135 Score

## “New Normal Packaging”

“How can rice be ordinary, when the packaging is anything but?”



We’re redefining rice packaging with the concept of **“Design for Lifestyle”** — crafted for the modern way of living. It’s a fresh, stylish, and convenient experience that fits seamlessly into every lifestyle.

Introducing our Cheer pack with a large spout cap — easy to open, easy to pour, and mess-free. The cone-shaped interior ensures smooth pouring with no leftover grains stuck in the corners. Plus, it’s fully compatible with industrial-level filling machines for efficient production.

The market loves it! Sales of our new small-size Chartrath Jasmine Rice have soared by 1,846 tons per year (+35%), generating over 2.44 million baht in profit. Premium rice, with packaging that fits your life.

This innovation isn’t just “designed for convenience” — it’s about creating a deeper connection. It’s a design that builds lasting bonds between consumers and Khao Tra Chat.

A journey that goes

**“From Lifestyle to Loyalty”**



## “TRA CHAT JASMINE RICE – SCREW CAP, STAND-UP POUCH”

Khao Tra Chat joins forces with 7-ELEVEN to launch Thailand’s first “New Chartrath Jasmine Rice – Screw Cap, **Stand-Up Pouch**”

Mr. Yongyuth Pruekmadumrong, Senior Vice President of C.P. Rice Co., Ltd. (Chartrath Rice), together with Mr. Thapthep Jeeraditwong, Senior Vice President of CP ALL Public Company Limited, operator of 7-Eleven and 7-Delivery, officially launched the new **“Chartrath Jasmine Rice – Screw Cap, Stand-Up Pouch”** at C.P. Tower, Silom.





Through a collaborative consumer behavior study, Chartrath Rice and 7-Eleven identified a growing demand for rice packaging that fits modern lifestyles — easy to store, convenient to use, and hygienic. The result is an innovative packaging design featuring a screw cap for easy opening and closing, protection from insects, and a stand-up pouch that's easy to place and store. The 2kg size is ideal for today's smaller households.

To preserve the rice's signature fragrance, softness, and stickiness all year round, the product is stored using 15°C cold chain technology, keeping it as fresh as newly harvested rice — delicious all year long.

This marks the first and only product of its kind in Thailand, tailored to meet the needs of 7-Eleven customers.

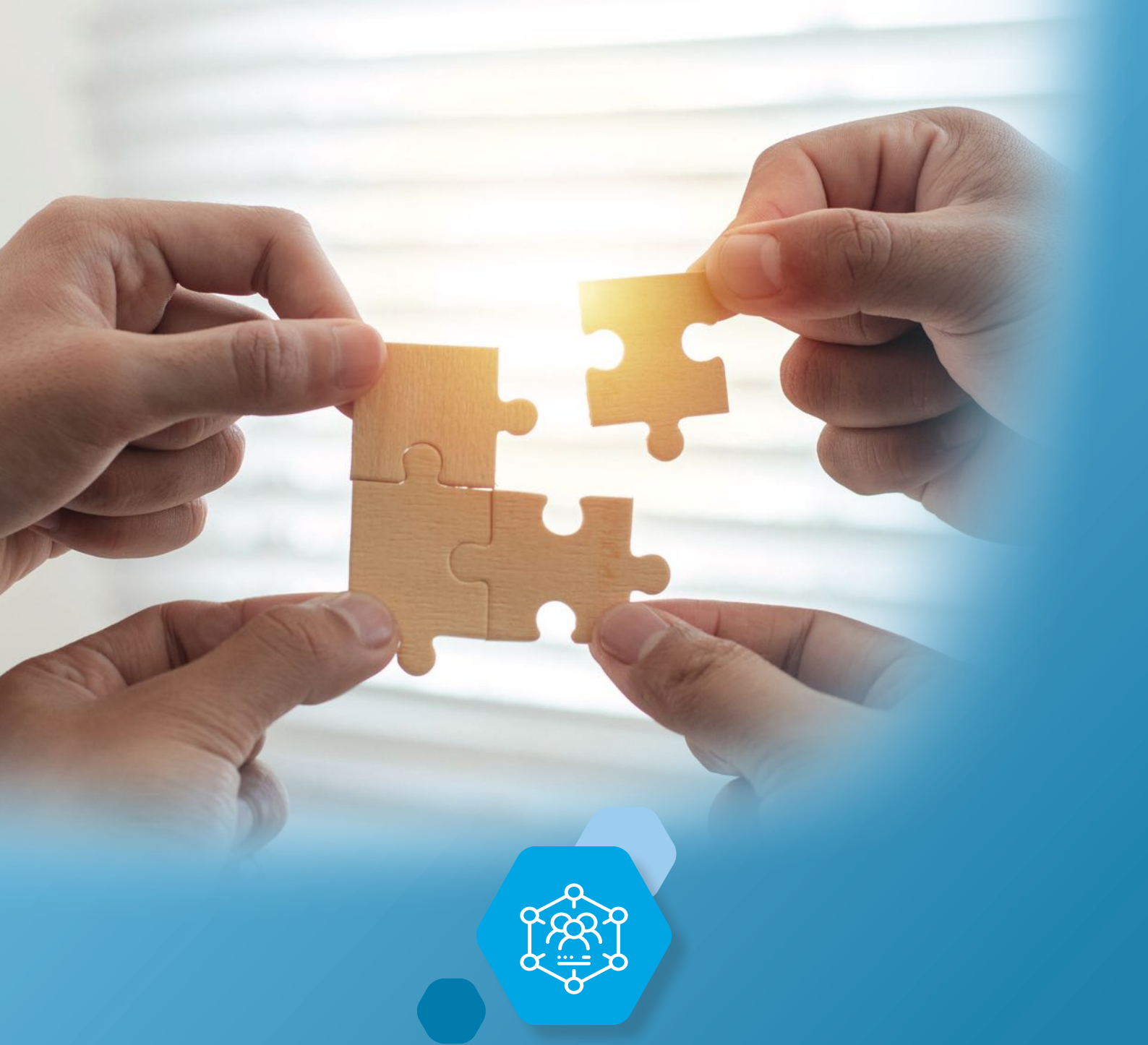


Thailand's first screw cap,  
stand-up pouch rice

**Convenient, clean, easy to pour,  
and stays upright Now available  
at 7-ELEVEN and ALL ONLINE**







# STAKEHOLDER ENGAGEMENT

GRI 102-21, 102-40, 102-42, 102-43, 102-44, 413-1

## OPPORTUNITIES AND CHALLENGES

Comprehensive stakeholder engagement is at the heart and is incorporated into the strategic development of all companies in C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service to balance corporate operations and stakeholder expectations. Stakeholders. As well as building good relationships with stakeholders by considering the needs of the stakeholders to respond in a manageable way that is important to both the business and the stakeholders.

## 2030 GOALS



Multi-stakeholder engagement surveys score positively.

## SUPPORTING THE SDGs

### SDG 16



### Peace, Justice, and Strong Institutions

16.7

Ensure responsive, inclusive, participatory, and representative decision-making at all levels

### SDG 17



### Partnerships for the Goals

17.6

Enhance the global partnership for sustainable development

17.7

Encourage and promote effective partnerships

## KEY OPERATING RESULTS IN 2024



### ALL COMPANIES

**14** Stakeholder groups are defined and looking for needs and expectations.



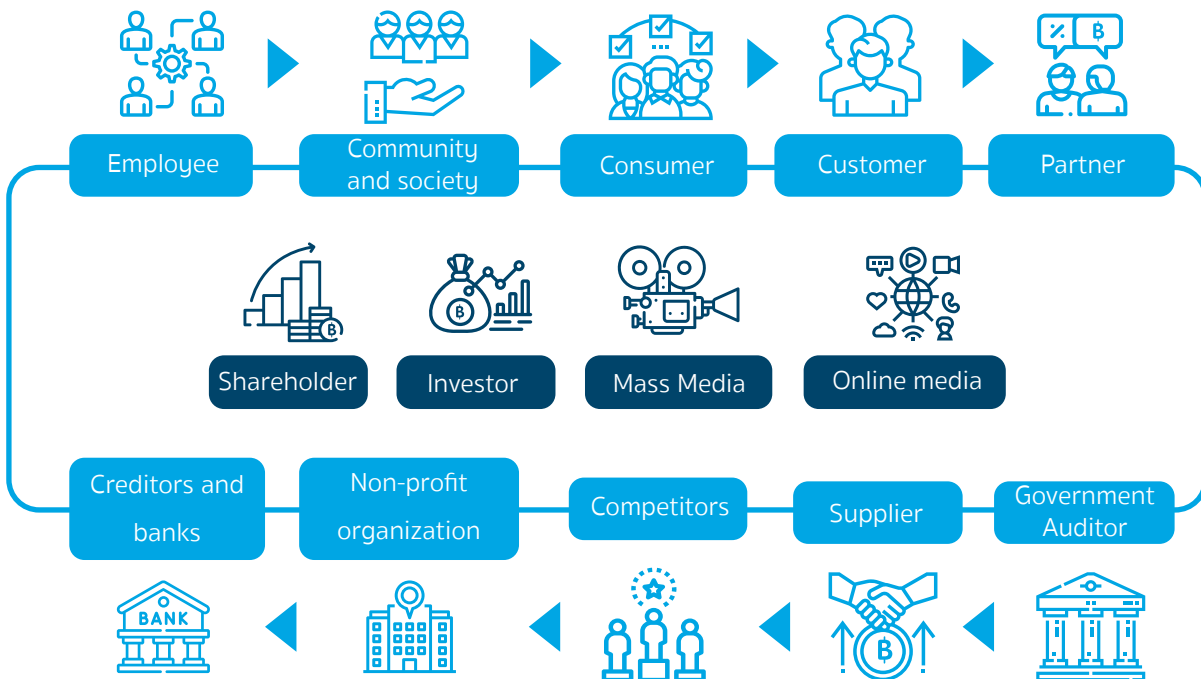
### ENGAGEMENT WITH KEY STAKEHOLDERS FROM THE SURVEY

**87%** of engagement score of multi-stakeholder perception survey

## STAKEHOLDER PERCEPTION SURVEY

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service centers on maintaining a balance between crediting value and building relationship and trust between all stakeholder groups and the organization. The Group places importance in listening to, engaging and cooperating with all stakeholders while combining and analyzing these issues with relevant external issues to drive positive changes. Furthermore, we have collaborated with world-class partners to enhance our management capacity, apply of appropriate practices, and share of knowledge and resources that create benefit throughout the value chain.

In 2024, C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service has conducted the Stakeholder Perception Survey on sustainability management on all business groups for the first time. The survey results were used to review the organization's strategy and operations to better align with stakeholders' interest and expectations as well as increase opportunities for cooperation to create sustainable values.



Stakeholder Perception Survey of Business Groups under C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service 2024 Survey conducted during February - April 2024 with the following survey objectives:

- To assess the quality of intercompany engagement with stakeholders
- To use the survey results to develop strategies for building engagement with the company's stakeholders to be more in line with expectations



Target :  
Engagement Score  
From a survey  
**80%**



## STAKEHOLDER ENGAGEMENT FRAMEWORKS

As a strategic strategy to create meaningful engagement and collaboration with our stakeholders across the value chain, C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service has implemented a stakeholder engagement framework in compliance with the AA1000 Stakeholder Engagement Standard. The framework's three core concepts are inclusiveness, materiality, and responsiveness.

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service assessed the key stakeholders who are expected to be affected during this reporting period. There are 14 stakeholder groups, the same number as previous year. Furthermore, in order to stimulate meaningful engagement with stakeholders, the Group has created a stakeholder engagement guideline in accordance with the AA1000 standard, which applies to all of our Group's operations.



### MATERIALITY

Decision makers should identify and be clear about the sustainability topics that matter.



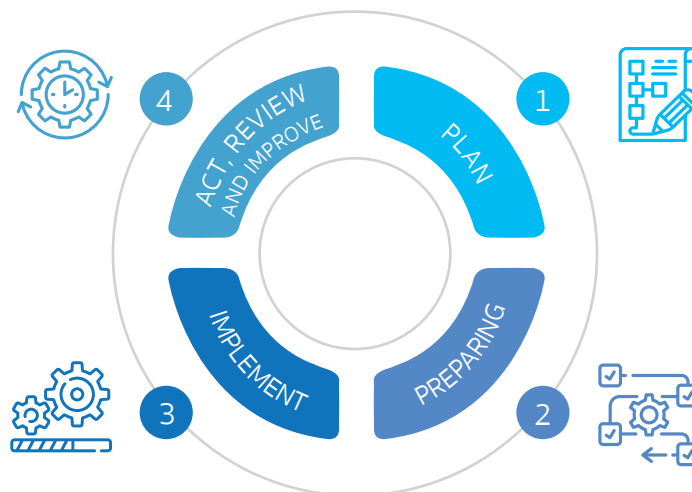
### INCLUSIVENESS

People should have a say in the decisions that impact them.



### RESPONSIVENESS

Organisation's response to stakeholder issues that affect its sustainability performance.



1



### PLAN

- Identify and prioritize stakeholder groups
- Determine engagement methods
- Establish and communicate boundaries of disclosure
- Draft engagement plan

2



### PREPARING

- Mobilize resources according to plan
- Build engagement capacity
- Identify and prepare for engagement risks

3



### IMPLEMENT

- Organize engagement activities according to plan
- Record performance
- Identify and prepare for engagement risks

4



### ACT, REVIEW AND IMPROVE

- Monitor and evaluate engagement through survey
- Develop and follow up on action plan
- Report engagement to the public

## SURVEY GROUP DEMOGRAPHIC





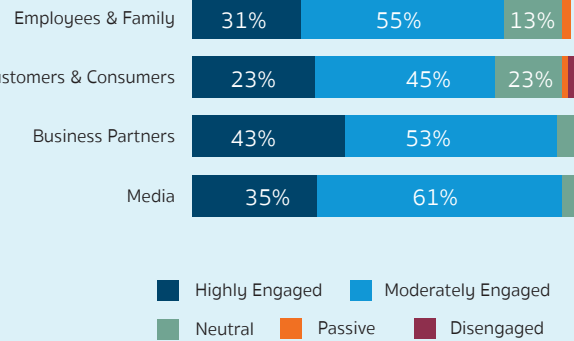
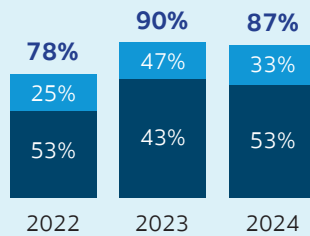
## SUMMARY REPORT

## Stakeholder Engagement Report 2024 by Stakeholder

## OVERALL ENGAGEMENT SCORE

87%

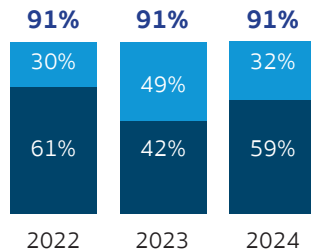
(▼-3.33%)



## SUSTAINABILITY PERFORMANCE

91%

(◆0%)



## Employees &amp; Family



## Customers &amp; Consumers



## Business Partners



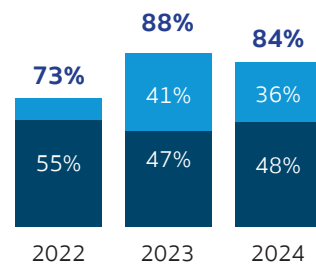
## Media



## CORPORATE COMMUNICATION

84%

(▼-4%)



## Employees &amp; Family



## Customers &amp; Consumers



## Business Partners



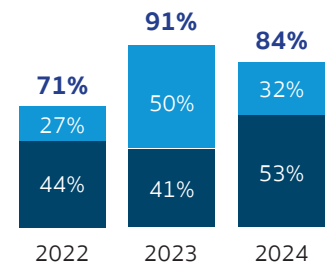
## Media



## OVERALL SATISFACTION

85%

(▼-6%)



## Employees &amp; Family



## Customers &amp; Consumers



## Business Partners



## Media



Excellent

Good

Fair

Poor

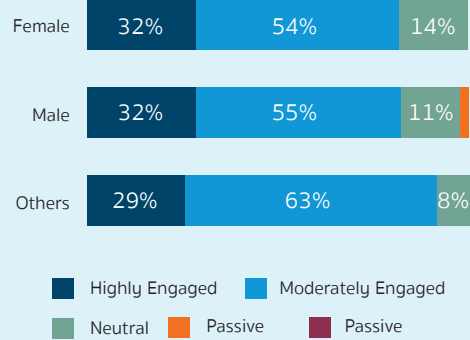
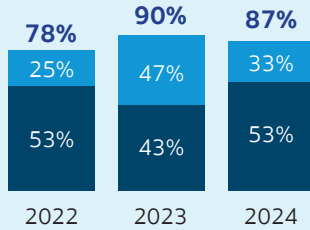
Very Poor



## Stakeholder Engagement Report 2024 by Gender

### OVERALL ENGAGEMENT SCORE

**87%**  
( ▼-3.33%)

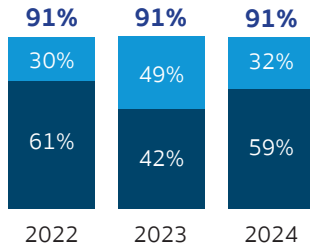


Highly Engaged Moderately Engaged Neutral Passive Passive



### SUSTAINABILITY PERFORMANCE

**91%**  
( ◆0%)



Female



Male

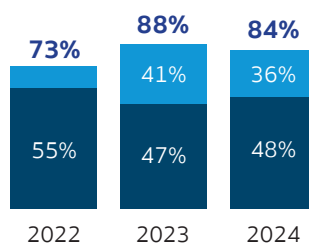


Others



### CORPORATE COMMUNICATION

**84%**  
( ▼-4%)



Female



Male

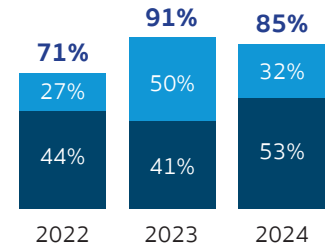


Others



### OVERALL SATISFACTION

**85%**  
( ▼-6%)



Female



Male

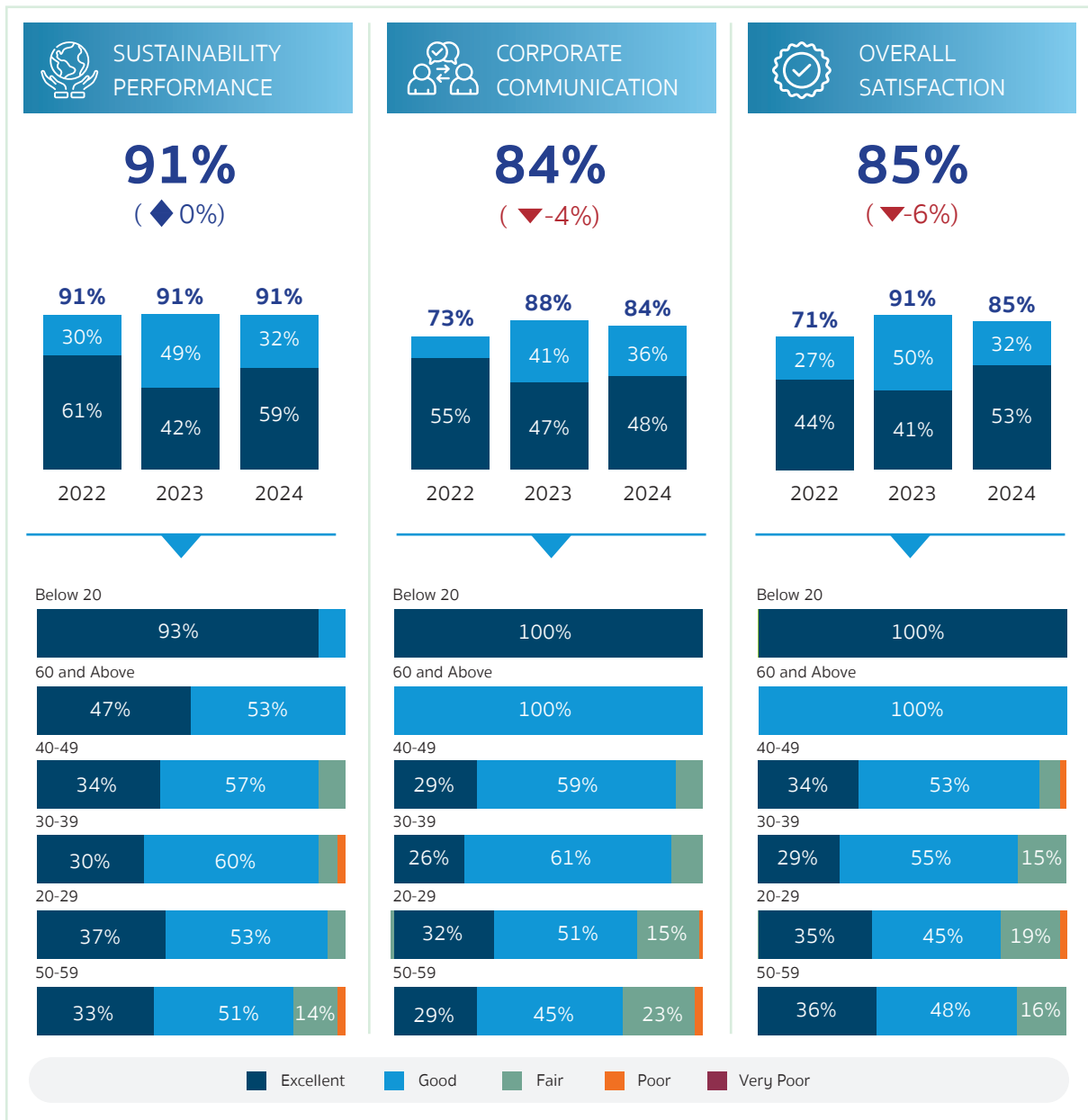
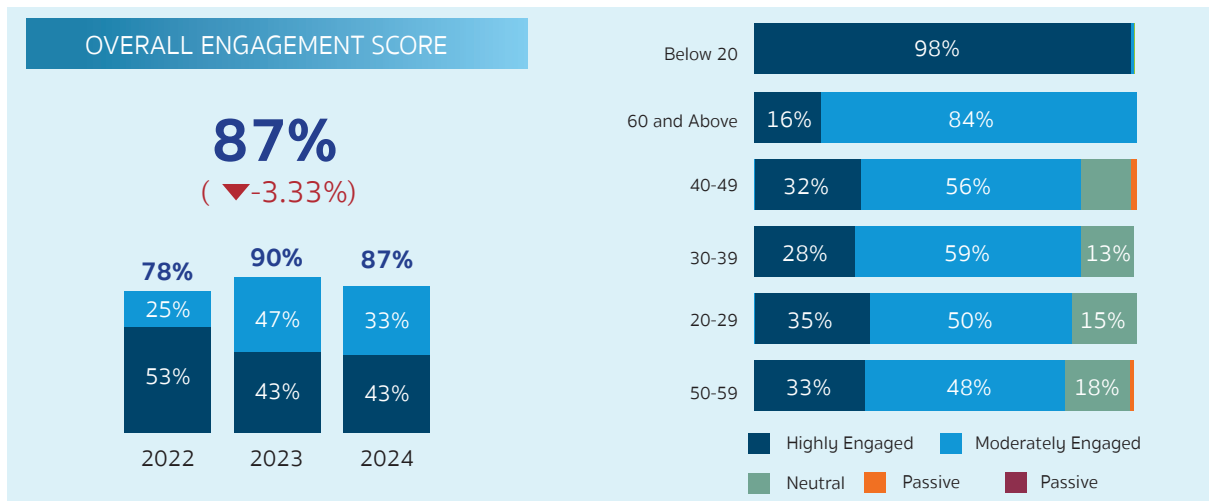


Others



Excellent Good Fair Poor Very Poor

## Stakeholder Engagement Report 2024 by Age

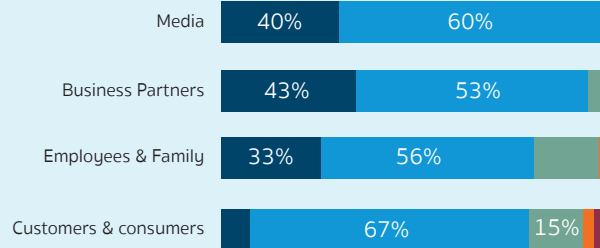
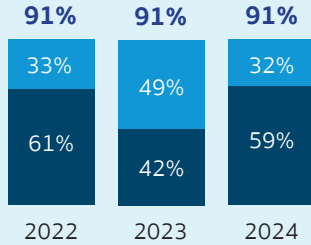


## Stakeholder Engagement Report 2024 : Sustainability Performance Score

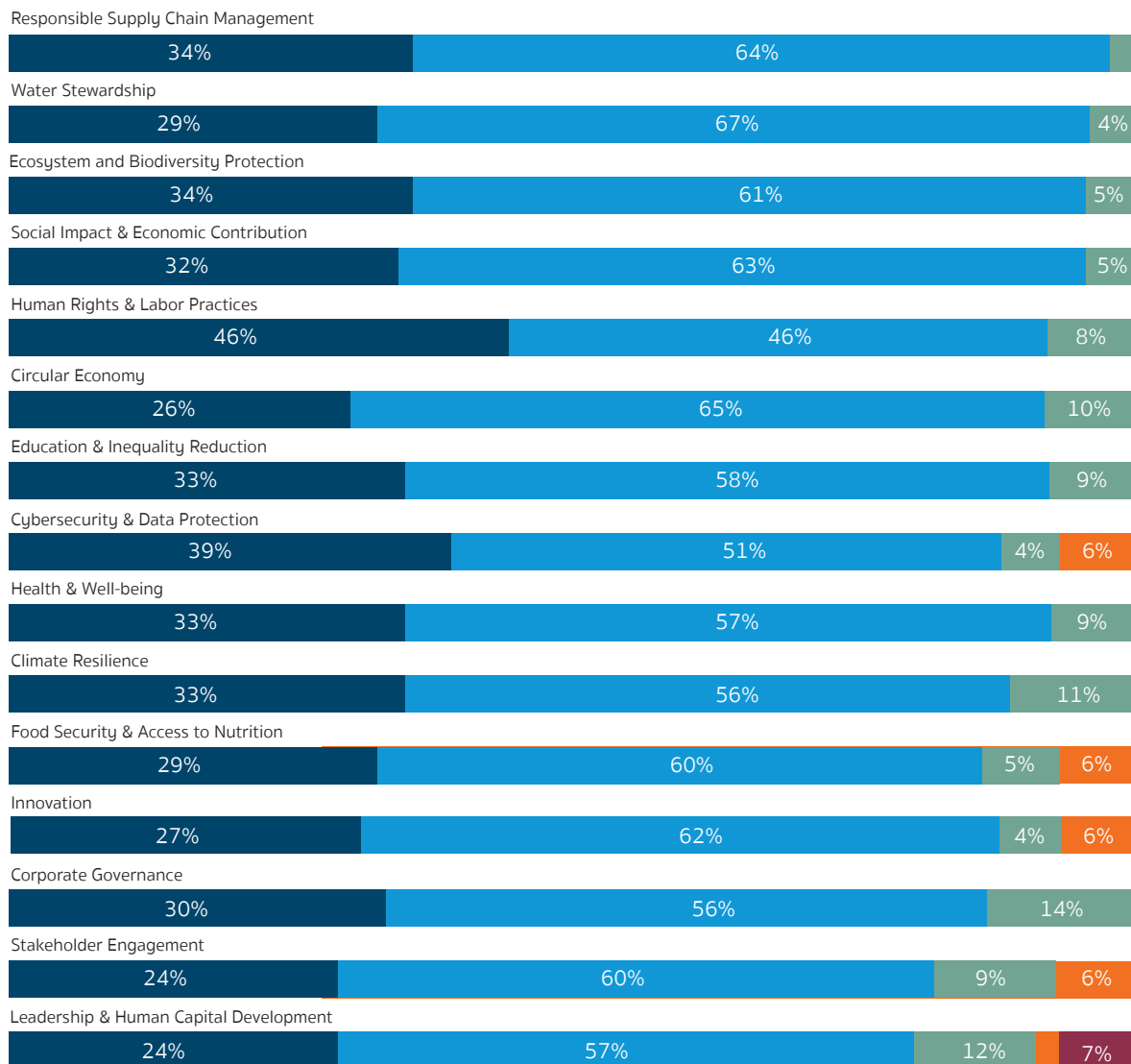
### SUSTAINABILITY PERORMANCE

**91%**

(◆ 0%)



### SUSTAINABILITY PERFORMANCE SCORE by MATERIAL ISSUE



■ Excellent
 ■ Good
 ■ Fair
 ■ Poor
 ■ Very Poor

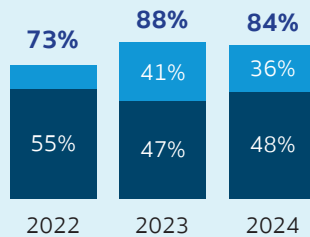


## Stakeholder Engagement Report 2024 : Corporate Communication

### CORPORATE COMMUNICATION

**84%**

( ▼-4%)



Business Partners



Media



Employees & Families



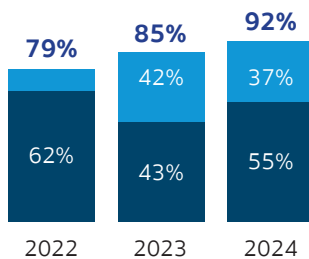
Customers and Consumers



### COMMUNICATION PROCESS

**92%**

( ▲ 7%)



Business Partners



Media



Employees & Families



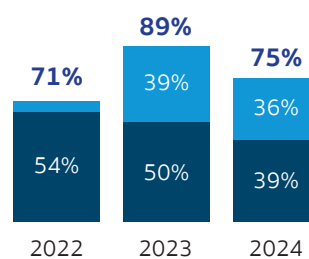
Customers and Consumers



### LISTENING PROCESS

**75%**

( ▼-14%)



Business Partners



Media



Employees & Families



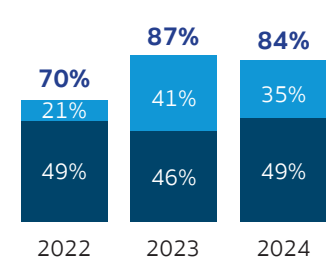
Customers and Consumers



### RESPONDING PROCESS

**84%**

( ▼-3%)



Business Partners



Media



Employees & Families



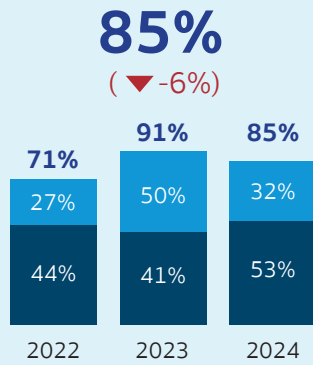
Customers and Consumers



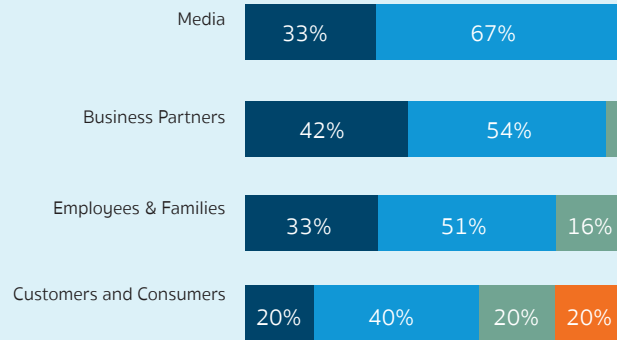
■ Excellent
 ■ Good
 ■ Fair
 ■ Poor
 ■ Very Poor

## Stakeholder Engagement Report 2023 : Corporate Communication

### OVERALL SATISFACTION



### OVERALL SATISFACTION WITH COMPANY



#### Media



#### Business Partners



#### Employees and Families



#### Customers and Consumers



■ Excellent
 ■ Good
 ■ Fair
 ■ Poor
 ■ Very Poor

In 2024, C.P. Intertrade Co., Ltd. and companies in the Rice business Transportation and Service has commenced the formulation of the 2030 Sustainability Strategy. An in-depth stakeholder engagement survey has been conducted by an external consultant. The scope of the survey covered C.P. Group's core businesses both in Thailand and overseas. The survey employed methods such as in-depth interviews, discussions with the target audience, and quantitative opinion surveys in order to accurately learn about the needs and key concerns of each stakeholder groups. This has been carried out in addition to the customary process to gather information on stakeholder needs and expectations by the designated authority.

The process of preparing the Sustainability Report for the year 2024 of CP Intertrade Co., Ltd. and companies in the Rice business Transportation and Service, we create stakeholder engagement at the business level by reviewing the issue of hearing from stakeholders from the year 2024 through various mechanisms to examine the issues of sustainable development of the organization and listen to the opinions, suggestions and expectations of different groups so that we understand the common issues that stakeholders share the same opinion. and has been planned to respond to such issues as well as pushing for continuous improvement of operations and to meet the expectations of interested stakeholders and different expectations, the business group therefore creates a channel for stakeholder participation. Through a communication mechanism that facilitates the relationship exchange views the communication frequency of each group will vary according to plans and needs as shown in the following table:

Supplier	Digital Communication or Reports	Meetings, Discussions, Activities, Collaborative Projects	Complaints or Suggestions Channels	Academic Service and Counselling Center	Satisfaction Survey
Employee	●	●	●	●	●
Customer	●	●	●	●	●
Consumer	●	●	●	●	●
Partner	●	●	●	●	●
Community and society	●	●	●	●	●
Government Auditor	●	●	●		●
Shareholder	●	●	●		●
Investor	●	●	●		●
Supplier	●	●	●	●	●
Mass media	●	●	●		●
Online media	●	●	●		●
Non-profit organization	●	●	●		●
Competitors	●	●	●		●
Creditors and banks	●	●	●		●

● อย่างน้อยปีละ 1 ครั้ง

● เป็นประจำทุกเดือน

● ตลอดเวลา



## STAKEHOLDER ENGAGEMENT



### STAKEHOLDER GROUP **Employee**

#### METHOD OF ENGAGEMENT

- Intranet, CPTG & CROP Connect Mobile Applications
- E-mail and Social Media
- Meetings with executives
- Activities of the Welfare Committee and Safety Committee
- Satisfaction and engagement surveys
- Feedback and grievance channels

#### ISSUES OF INTEREST

- Compensation, benefits, and remuneration
- Career progression
- Work environment
- Occupational health and safety

#### MATERIALITY ISSUES

- Corporate governance
- Human rights & labor practices
- Leadership & human capital development

#### RESPONSE

- Treat employees with respect for human rights principles
- Continuously develop employees' capability
- Retain good and talented employees
- Develop a human resources management system
- Comply with Thai labor standards
- Enact the Safety, Occupational Health and Workplace Policy and Guidelines

#### BENEFITS RECEIVED BY STAKEHOLDERS

- Employees receive appropriate training
- Leadership training and development
- Grievances and whistle-blowing management
- Assessments on safety, occupational health and work place environment



## STAKEHOLDER GROUP Community and society

## METHOD OF ENGAGEMENT

- Sustainability Report
- Opinion survey and listening to recommendations
- Grievance channel
- Dialogues and regular visits
- Activities to promote quality livelihoods

## ISSUES OF INTEREST

- Business impacts on societies, communities, and the environment
- Engagement in promoting community
- Livelihoods
- Fair complaints process
- Transparent and efficient communications on performance

## MATERIALITY ISSUES

- Social impact
- Climate change management
- Water stewardship
- Ecosystem & biodiversity protection

## RESPONSE

- Control efficiency of the pollution prevention system
- Support to increase the quality of life and generate income for the community
- Leverage the Company's competitive advantages as tools to create positive impacts and mitigate negative impacts on societies

## BENEFITS RECEIVED BY STAKEHOLDERS

- Initiatives that create values for society
- Climate change management
- Water stewardship
- Ecosystem and biodiversity protection

## STAKEHOLDER GROUP Consumer/ Customer

## METHOD OF ENGAGEMENT

- Consumer center
- Feedback and grievance channels
- Customer surveys and interviews
- Meetings and site visits
- Websites, E-Mail and Social Media

## ISSUES OF INTEREST

- Good product quality and suitable price
- Food Safety
- Product traceability
- Post-sale information about products and services
- Personal data privacy

## MATERIALITY ISSUES

- Health & well-being
- Ecosystem & biodiversity protection

## RESPONSE

- Develop products and services that meet quality and safety standards
- Help consumers understand products and services through product labeling, and protect customer data privacy
- Develop a product traceability system

## BENEFITS RECEIVED BY STAKEHOLDERS

- Commitment to quality production processes
- Product labels, website, and direct consumer hotline
- Raw material sourcing and traceability

## STAKEHOLDER GROUP Partner

### METHOD OF ENGAGEMENT

- Site visits and joint meetings
- Partner development training courses
- Supplier capacity-building projects, partnerships, and joint innovation development
- Assessments, consultations, and technical
- Services
- Grievance channel

### ISSUES OF INTEREST

- Fair business practices
- Business Equality
- Supplier capacity-building
- Human rights and environmental impacts in the supply chain

### MATERIALITY ISSUES

- Corporate governance
- Responsible supply chain management

### RESPONSE

- Continuously develop supplier partnership projects
- Develop criteria for supplier assessment according to the Sustainable Procurement Policy
- Communicate with suppliers to help them understand requirements
- Treat all suppliers equally and fairly according to business agreements/Business Code of Conduct

### BENEFITS RECEIVED BY STAKEHOLDERS

- Supplier capacity-building
- Communications on the Supplier Code of Conduct
- Operations based on the foundations of ethics and transparency

## STAKEHOLDER GROUP Shareholder / Investor

### METHOD OF ENGAGEMENT

- Meetings and roadshows
- Site visits to operational units
- Sustainability Report
- Grievance channel

### ISSUES OF INTEREST

- Corporate Governance
- Complete, transparent, and efficient performance disclosures
- Enhancing competitiveness and business direction

### MATERIALITY ISSUES

- Corporate governance

### RESPONSE

- Operate in compliance with laws, corporate governance principles, objectives, company's regulations, and decisions of the Shareholders
- Comply strictly with the creditor's conditions
- Listen to the recommendations and reflections from shareholders and investors
- Collaborate with relevant agencies to improve operational efficiency

### BENEFITS RECEIVED BY STAKEHOLDERS

- Good corporate governance
- Corporate sustainability management





## STAKEHOLDER GROUP Mass Media/ Online media

## METHOD OF ENGAGEMENT

- Communications through all formats/channels
- Media visits to operational units
- Press conferences and regular media interviews
- Support and engagement in media activities
- Grievance channel

## ISSUES OF INTEREST

- Corporate governance
- Complete, transparent, and efficient performance disclosures
- Business impacts on societies, communities, and the environment
- Social projects

## MATERIALITY ISSUES

- Stakeholder engagement

## RESPONSE

- Engage media to strengthen good relations
- Provide factual, useful, and timely information for official communication to the public
- Monitor news reports to inform future operational approach

## BENEFITS RECEIVED BY STAKEHOLDERS

- Useful and timely information based on facts
- Good relations with the organization
- Support and participate in media activities

## STAKEHOLDER GROUP Government Auditor

## METHOD OF ENGAGEMENT

- Meetings and visits on various occasions
- Collaboration and support for initiatives,
- project development, and beneficial activities
- Grievance channel

## ISSUES OF INTEREST

- Compliance to relevant laws and regulations
- Being a model business for social and environmental responsibility
- Complete, transparent, and efficient performance disclosures

## MATERIALITY ISSUES

- Corporate governance

## RESPONSE

- Monitor and strictly comply with all relevant laws and operating guidelines
- Collaborate on and support initiatives, and develop projects and activities that will benefit the country
- Communicate and disclose performance in a complete, transparent, and efficient manner, and receive recommendations for improving operational plans

## BENEFITS RECEIVED BY STAKEHOLDERS

- Good corporate governance
- Oversight of compliance across the Group
- Partnerships for sustainable development

## STAKEHOLDER GROUP Supplier

### METHOD OF ENGAGEMENT

- Site visits and joint meetings
- Supplier development training courses
- Grievance channel

### ISSUES OF INTEREST

- Transparent and fair procurement contracts
- Organize capacity-building training courses
- Human rights and labor practices throughout the supply chain

### MATERIALITY ISSUES

- Corporate governance
- Responsible supply chain management

### RESPONSE

- Fair and transparent contracts
- Organize a course to increase the potential for supplier development
- Operate in accordance with human rights policy and labor practices throughout the supply chain

### BENEFITS RECEIVED BY STAKEHOLDERS

- Supplier capacity-building
- Communications on the Supplier Code of Conduct
- Operations based on the foundations of ethics and transparency

## STAKEHOLDER GROUP Competitors

### METHOD OF ENGAGEMENT

- Meetings with third party organizations such as the Federation of Thai Industries
- News and information obtained through public media and forums
- Grievance channel

### ISSUES OF INTEREST

- Compliance with ethics of competition, laws, and trade regulations
- Equitable, transparent and fair competition

### MATERIALITY ISSUES

- Corporate governance

### RESPONSE

- Adhere to the rules/ethics of competition and establish a monitoring mechanism to ensure that there is no conduct associated with gaining trade secrets from competitors
- Prohibit any actions to defame competitors' reputation based on unfounded facts

### BENEFITS RECEIVED BY STAKEHOLDERS

- Good corporate governance
- Anti-corruption



## STAKEHOLDER GROUP Non-profit organization

## METHOD OF ENGAGEMENT

- Regular feedback and dialogues
- Support collaboration through networks as appropriate
- Site visits to operational units
- Grievance channel

## ISSUES OF INTEREST

- Impacts of business operation on societies, communities, and the environment
- Social projects
- Complete, transparent, and efficient performance disclosures to the public

## MATERIALITY ISSUES

- Human rights & labor practices
- Social impact
- Ecosystem & biodiversity protection

## RESPONSE

- Coordinate work locally to jointly address problems
- Listen to recommendations to inform determination of operational approach
- Communicate and disclose performance in a complete, transparent, and efficient manner, and receive recommendations for improving operational plans

## BENEFITS RECEIVED BY STAKEHOLDERS

- Operations that uphold human rights and labor practices
- Value-added initiatives for societies
- Ecosystem and biodiversity protection

## STAKEHOLDER GROUP Creditors and banks

## METHOD OF ENGAGEMENT

- Letters to creditors
- E-mail and Social Media
- Grievance channel

## ISSUES OF INTEREST

- Pay in full and on time
- Complete, transparent, and efficient performance disclosures

## MATERIALITY ISSUES

- Corporate governance

## RESPONSE

- Provide accurate and complete financial information
- Comply with contract terms
- Strictly follow the conditions
- Pay off debts on time

## BENEFITS RECEIVED BY STAKEHOLDERS

- Good corporate governance
- Anti-corruption



## ROYAL PROSTHETIC LEG



Join in supporting the launch of a mobile royal prosthetic leg unit for amputees of all ages, regardless of race. Free of charge for the 17<sup>th</sup> consecutive year to help create opportunities for people with disabilities to help themselves. able to pursue a career Ready to give encouragement to people with disabilities to live a valuable life.



### Omelet rice booth “Tra Chat”

Executives and employees of CSR SPIRIT joined in the Chat Brand Omelette Rice Booth to strengthen the spirits of amputees in 6 provinces and those who came to participate in the activity. Total number: 3,700 people

Support prosthetic legs for disabled people with missing legs.



#### Prosthetic leg delivery

Through fundraising by administrators and employees to pass on educational opportunities to students in the area.

696  
People



#### Disabled person

Send encouragement Giving disabled people the opportunity to return to living their lives like normal people.

696  
People



#### Area

Delivering prosthetic legs to amputees across the country

6  
Area



#### Create participation

Create participation between internal, external agencies and civil society.

12,200  
People

## CREATING HAPPINESS FOR THE ELDERLY, YEAR 12th



Thailand has entered the Elderly Association, so we recognize its importance. and the impact of an aging society In order to create value for the elderly Executives and employees join forces to pass on happiness to the elderly. Including bedridden patients, disabled people, and vulnerable groups across the country. Along with providing consumer goods to relieve suffering Create morale and encouragement in life according to the determination of 3 benefits of the Charoen Pokphand Group.



Executives and volunteer employees of CSR SPIRIT join in passing on happiness to the elderly who live in the area around the business area. Ready to integrate with government agencies to provide services regarding health examinations and basic well-being care. A total of 809 consumer items were also given to the elderly, the disabled, and vulnerable groups.



### Pouring water to ask for blessings from the elderly On Songkran Day

Bringing in the energy of the new generation and the old to join in organizing activities Integrating and continuing good traditions To exist together with the community and future generations will continue. Fulfill happiness for the elderly Create love and connection with the community Maintain good traditions

### Omelet Rice Booth “Tra Chat”

Support food by visiting the homes of poor elderly people, including Tha Ruea District and Nakhon Luang District, Phra Nakhon Si Ayutthaya Province.







## WILL POWER

CPCRT Business Cultivates Positive Values Through Buddhist Principles with the Path of Peace: The Power of Heart – Mindfulness Retreat #6 Executives and employees from the Integrated Plant Business – Rice, Logistics, and Services (CPCRT), Charoen Pokphand Group, participated in the 6<sup>th</sup> “Power of Heart” mindfulness retreat. The program included practicing Dhamma and observing the Eight Precepts (Nekkhamma Bhavana) from September 28–29, 2024, aimed at strengthening inner peace and learning Buddhist teachings to apply in daily life. The retreat was held at Wat Wachirathammas, Lat Krabang, Bangkok.

The participants received guidance and blessings from Phra Kru Vinai Thon Phattharaphon (Phatthapalo), the abbot of Wat Wachirathammas, along with the monastic community. Activities included Vipassana meditation, chanting the Dhammacakkappavattana Sutta, and engaging in merit-making activities such as offering Sanghadana and releasing various species of fish.

This retreat emphasized the three pillars of Buddhist practice: generosity (Dana), morality (Sila), and mental development (Bhavana).

“The greatest merit is the merit of meditation.”



## BLOOD DONATION

Rice business, transportation and service partnered with the National Blood Centre, Thai Red Cross Society to contribute to saving lives by organizing blood donation drives to meet the needs of hospital patients and to maintain a reserve supply for emergency cases.

The initiative included setting up off-site blood donation stations at company premises and collaborating with C.P. Tower 2 (Fortune Town) to establish a donation point at the 2nd floor multipurpose area, welcoming employees and interested individuals from within and around the building to participate. In 2024, CPCRT organized four off-site blood donation events, with a total of 873 participants, resulting in the collection of 641 units of blood.



Fortune Town Plaza,  
2<sup>nd</sup> floor



Number of registrations  
873 people



Blood count  
641



4 times



## Kathi Maha Kusun

### Presentation of the Royal Kathina Robes by His Holiness the Supreme Patriarch

His Holiness Somdet Phra Ariyavongsagatanana, the Supreme Patriarch of Thailand, graciously bestowed the ceremonial robes (Phaa Trai) at the Royal Residence of Wat Ratchabophit Sathitmahasimaram. The robes were presented to Mr. Prasit Damrongchitanon and the executive team of the Integrated Plant Business – Rice, Logistics, and Services (CPCRT) to be respectfully enshrined and offered during the Royal Kathina Ceremony at Wat Tha Tian, Moo 4, Doem Bang Subdistrict, Doem Bang Nang Buat District, Suphanburi Province.

1. Wat Sammakon, Nakhon Luang District, Phra Nakhon Si Ayutthaya Province
2. Wat Kaew, Nakhon Luang District, Phra Nakhon Si Ayutthaya Province
3. Wat Kam Phran, Wang Muang District, Saraburi Province



### Presentation of the Kathina Robes by His Holiness Somdet Phra Maha Veerawong

His Holiness Somdet Phra Maha Veerawong (Suchin Akkachino), Secretary to the Supreme Patriarch of Thailand, graciously bestowed the triple robe set (Phaa Trai) at Wat Ratchabophit Sathitmahasimaram. The robes were presented to the executive team of the Integrated Plant Business – Rice, Logistics, and Services (CPCRT) to be respectfully enshrined and offered during the Kathina Samakkhi (United Kathina) Ceremony at the following three temples:



The company acknowledges and values the importance of preserving religious and cultural traditions, which serve as a vital foundation for harmonious living in society. Religion fosters compassion, kindness, and peaceful coexistence among people.

In 2024, the company collaborated with local communities to organize Kathina ceremonies at a total of 27 temples. Executives and employees participated in the offerings, contributing a total of 1,081,876 baht to support the renovation of religious sites, and to offer monastic robes (Phaa Trai), requisites, and Thai Dharma offerings.

Additionally, the company hosted a fried egg over rice booth to provide food for attendees, strengthening unity among employees and fostering positive relationships with the community. These efforts aim to uphold cherished traditions and ensure the continued presence of Buddhism within the community.

## PERFORM MERITORIOUS ACTS DECEASED EMPLOYEE



His Royal Highness Somdet Phra Maha Wirawong Secretary to the Supreme Patriarch Kindly led a group of 10 monks to chant Buddhist mantras. Perform merit-making for deceased employees From the integrated plant business group, rice, transportation and services Charoen Pokphand Group Come continuously for the 17<sup>th</sup> year at the temple, Wat Ratchabophit Sathitmahasimaram.



Mr. Prasit Damrongchitanon leads the executive team and employees. Collect funds to offer food for Thai Dhamma and offer requiem robes. Dedicated to a total of 144 deceased employees in remembrance of the goodness, love, and relationship with deceased fellow employees. and create awareness of living life with care Be mindful and aware





## ROYAL VOLUNTEER TRAINING

### Royal Volunteer Program 904

Rice business, transportation and service has continuously implemented the Royal Volunteer Training Program to express loyalty to the monarchy and gratitude for the benevolence of His Majesty King Bhumibol Adulyadej the Great. The program also aims to instill a spirit of volunteerism among employees under the **“C.P. Volunteer CSR SPIRIT”** initiative, encouraging them to perform good deeds and dedicate their efforts for the benefit of society.



The business group has led executives and employees to participate in a practical training course and study visit on the Sufficiency Economy Philosophy, focusing on problem-solving based on local contexts, self-reliance, and survival during crises. The training is held at the Volunteer School 904 Training Center (Bang Khen). Volunteers receive hats, scarves, and ID cards under the **“We Do Good Deeds with Our Hearts”** initiative, which are bestowed in front of the royal portrait of His Majesty the King. The training has been continuously organized for employees across the business group and Charoen Pokphand Group under the name **“C.P. Volunteer Citizens,”** with a total of 7 training cohorts.





## WE DO GOOD DEEDS WITH OUR HEARTS



Rice business , transportation and service united to weave acts of goodness and bring together volunteers from all business groups within the conglomerate, forming a unified force to perform good deeds and contribute to society under the **“We Do Good Deeds with Our Hearts”** initiative. This was in honor of His Majesty King Rama X’s 72nd birthday (6<sup>th</sup> cycle) on July 28, 2024. The initiative was led by Senior Chairman Dhanin Chearavanont, Mr. Supakit Chearavanont, Mr. Suphachai Chearavanont, and Mr. Narong Chearavanont, along with executives and employees, in collaboration with government agencies and volunteer citizens. Together, they participated in canal preservation activities at the Prem Prachakorn Canal community in Don Mueang, Bangkok.







The CPCRT business group, led by Mr. Prasit Damrongchitanon, Vice Chairman, and employees, joined in public service activities under the **“We Do Good Deeds with Our Hearts”** initiative to honor His Majesty. Executives and employees engaged in tree planting, cleaning, and landscape improvement activities at six locations both domestically and internationally, including:

- Public service and vegetable garden planting for the Southern Airport Community at Prem Prachakorn Canal, Don Mueang District, Bangkok. Landscape improvement and tree planting at Prasat Nakhon Luang, Phra Nakhon Si Ayutthaya Province, involving participation from Nakhon Luang Rice Plant, Wang Daeng Rice Plant, Suphanburi Rice Mill, Chainat Rice Mill, Main Seed Production Division, Rice and Horticulture Research Center, Organic and Chemical Fertilizer Production Division, B2C Farm and Ayutthaya Port and ICD

## CSR SPIRIT Reward



Mr. Prasit Damrongchitanon, Vice Chairman of the Integrated Plant, Rice, Transportation and Services Business, presented honorary pins and CSR SPIRIT Reward 2023 certificates to volunteer employees and volunteer team of 53 people who passed the selection criteria based on the results of volunteer hours collected for public service throughout 2023, accumulating 10,483 volunteer hours through 101 activities.

To create a network of volunteers, good people and talented people, and to build morale and encouragement for employees who are sacrificing and dedicating themselves to the benefit of the public, we would like to be proud of all employees.









# HOME LIVING TOGETHER

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, Charoen Pokphand Group realizes the importance of environmental sustainability by operating the business under the concept of the use of natural resources for maximum benefit along with the organization's business principles under The concept of “**Green Culture**” is instilled in the activities of the people in the organization, conveying the brand and its products. To achieve our vision to be a leading company in integrated rice and industrial Argo business within the framework of this vision. Mission and Policy : Safety, Occupational Health, Environment Energy and efficiency Therefore, setting the following environmental sustainability goals.



CLIMATE RESILIENCE



CIRCULAR ECONOMY



WATER STEWARDSHIP



ECOSYSTEM &  
BIODIVERSITY  
PROTECTION



RESPONSIBLE SUPPLY  
CHAIN MANAGEMENT



# CLIMATE RESILIENCE

GRI 103-1, 103-2, 103-3, 302-1, 302-3, 305-1, 305-2, 305-4, 306-2, 307-1

## OPPORTUNITIES AND CHALLENGES

The challenge of climate change impact, C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, Charoen Pokphand Group business has foreseen the opportunity from change to drive and support for all business groups. A company that is committed to trying to reduce greenhouse gas emissions and continuous monitoring measures. The company is committed to climate change management, and contribute to reducing the impact on the environment. Adhering to the relevant international principles Integrated with business operations principles that focus on the impact of climate change. In addition, there is support for the government's greenhouse gas reduction mechanism, and a focus on products that have been certified for carbon labels (Carbon footprint). from this commitment, The company aims to reduce the use of plastic for packaging for reuse. Net zero carbon dioxide emissions.



## 2030 GOALS



# Carbon Neutral

Reduce Direct and indirect greenhouse gas emissions (Scope1 and Scope2)

## SUPPORTING THE SDGs

### SDG 7



### Affordable and Clean Energy

7.2

Increase substantially the supply of renewable energy in the global energy mix

7.3

Double the global rate of improvement in energy efficiency

### SDG 11



### Sustainable Cities and Communities

11.6

Reduce the adverse per capita environmental impact of cities

### SDG 12



### Responsible Consumption and Production

12.2

Achieve the sustainable management and efficient use of natural resources

12.3

Halve per capita global food waste

12.5

Substantially reduce waste generation

### SDG 13



### Climate Action

13.3

Improve education, awareness-raising and human and institutional capacity on climate change

## KEY OPERATING RESULTS IN 2024



### GREENHOUSE GAS EMISSIONS PER REVENUE

**0.92** TonCO<sub>2</sub> per income  
1 million baht decrease of

**25.02%** compared to the  
base year 2020



### RENEWABLE ENERGY IN BUSINESS ACTIVITIES

**12.49 %** Proportion of renewable  
energy



## GREENHOUSE GAS EMISSION MANAGEMENT INFORMATION

### 2024 PERFORMANCE

Greenhouse Gas Emission Ratio  
by Scope 1+2+3

2,155,943.23 Ton CO<sub>2</sub>eq



Scope 1

33,531.65

1.56%

Scope 2

20,820.72

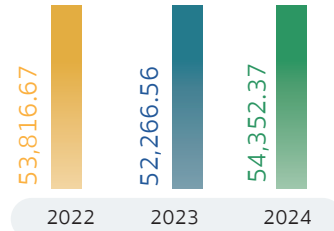
0.97%

Scope 3

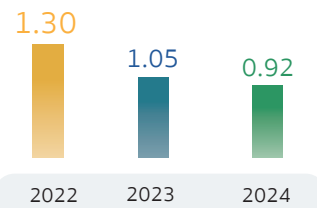
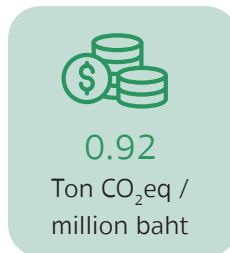
2,101,590.86

97.48%

Greenhouse gas emissions (Scope 1+2)



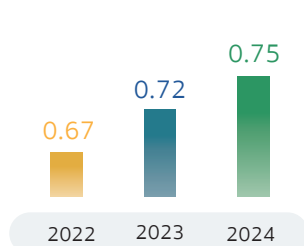
Greenhouse gas emissions (Scope 1+2)



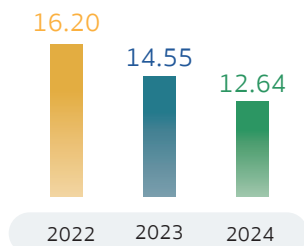
## ENERGY MANAGEMENT INFORMATION

### 2024 PERFORMANCE

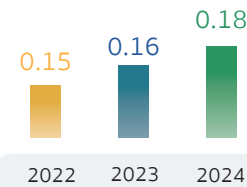
Energy consumption



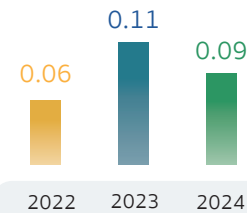
Energy consumption per  
revenues



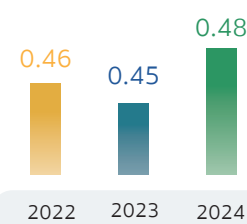
Electricity consumption



Husk consumption



Oil consumption

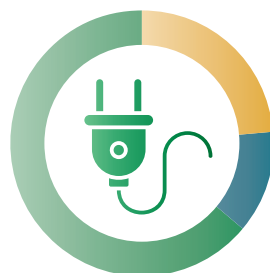


Proportion of renewable  
energy use

12.49%

Electricity 23.78%  
Husk 12.49%  
Oil 63.72%

Power consumption  
ratio by type



## ASSESSMENT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ACCORDING TO TCFD

The company has in place a framework for managing climate change that covers our entire supply chain. We determine policies and targets that encompass energy efficiency, renewable energy use, waste management, and reductions in plastic packaging. We further assess climate risk and opportunities, conduct scenario analyses according to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and develop comprehensive risk management plans that include physical, market, policy and regulatory, and reputational risks. technological



### CLIMATE CHANGE MANAGEMENT FRAMEWORK



## Risks

### POLICY & LEGAL



Policies, international regulations, and various other tools heighten control of greenhouse gas emissions according to UN requirements.

### TECHNOLOGY



Emerging climate change technologies may impact current marketing efforts.

### MARKET



Policies or investments in businesses or low-carbon products reduce the need for high-carbon emitting products.

### REPUTATION



Higher expectations of stakeholders contribute to a decrease in revenue, reputation, and brand value.

### PHYSICAL RISKS



Natural disasters, changing sea levels, coastal erosion, higher incidences of drought owing to higher temperatures, the impact of warming on human fatalities, and the spread of pandemics affect both plants and animals, among others.



## Opportunities

### RESOURCE EFFICIENCY



The efficient use of renewable energy and reduction in energy costs.

### ENERGY SOURCE



More diverse energy sources for manufacturing operations.

### PRODUCTS/SERVICES



The increase in development of new low-carbon products and services to market, to respond to the changing needs of consumers.

### MARKET



Marketing efforts that align with trends in climate change to create and enhance competitiveness.

### RESILIENCE



Reputational opportunities and increase in brand value.





**GOVERNANCE**

Establish committees at both the Group and Business Group levels, to manage the company's climate-related risks and opportunities.

**STRATEGY**

Outline a strategy for climate change management that aligns with our Group-level financial strategy and planning.

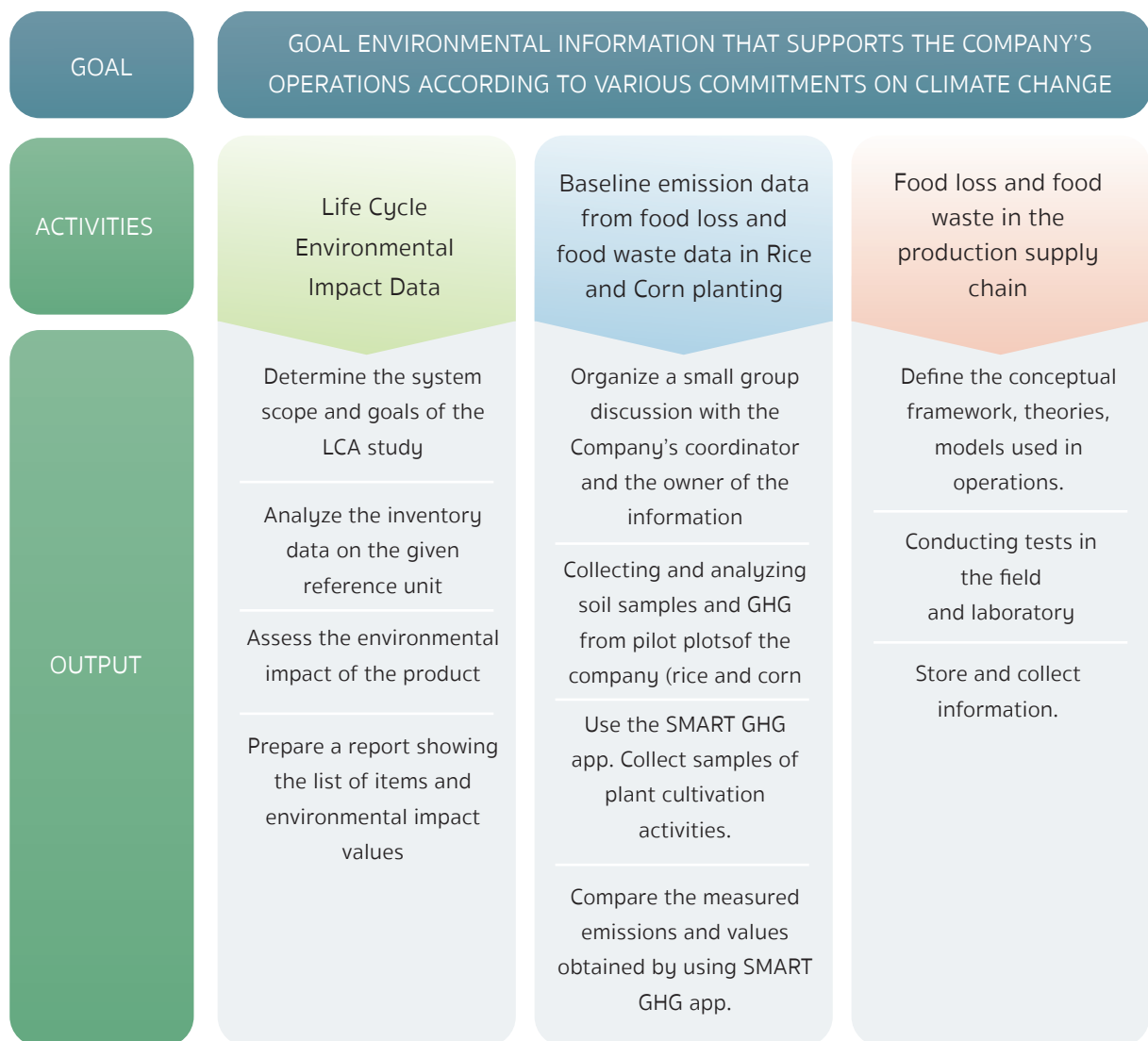
**RISK MANAGEMENT**

Apply risk and opportunity assessment results and integrate the local context of operations in each country to develop climate change management approaches.

**METRICS & TARGETS**

Determine indicators and targets for assessing and managing climate related risks and opportunities that align with the Group's risk management.

## GUIDELINES FOR MANAGING GREENHOUSE GAS EMISSIONS



## ENERGY MANAGEMENT OPERATIONS

Meetings : 4 times/year



### Energy Management Working Group

- Establish and review energy conservation policies, operational plans, and goals.
- Supervise and ensure the plant's energy management methods are implemented efficiently.

Once a year



### Compliance with the law

- Appoint an energy manager.
- Prepare an energy management report and report the results of energy management audits and certification.

## KEY PROJECTS IN 2024

### 1 Organize training and activities on efficient energy use

#### Operation overview

Organize training and activities on efficient energy use to encourage employees to be aware of efficient energy use and save energy.

#### Operating results for 2024

**100%** of employees participated in the activity project.



### 2 Prepare energy management reports and energy management audit and certification reports.

#### Operation overview

Comply with the Energy Conservation Promotion Act, which is part of the legal implementation to ensure efficient energy use and reduce environmental impacts.

#### Operating results for 2024

compliance with legal requirements

**100%**





### 3 Thailand Energy Awards 2024 Outstanding Controlled Factory Category

#### Operation overview

The factory is aware of the importance of energy conservation and has applied it in its operations. Therefore, it has entered the Thailand Energy Awards 2024 competition in the Outstanding Controlled Factory category.

#### Operating results for 2024

Received the Energy Conservation Award in the Outstanding Controlled Factory category.



#### Operating results for 2024

- Savings of 18 million baht.
- Renewable energy use represents 3.42% of total energy use (1.68 megawatt-hours).
- Greenhouse gas emissions reductions of 846 tons of carbon dioxide equivalent were achieved through the greenhouse gas emission reduction project.

#### Operation overview 2024

- Rooftop solar power project for electricity generation
- Improved production system
- 100% legally compliant construction project

### 4 Rooftop solar power project for electricity generation

The factory promotes the use of solar energy to promote renewable energy and reduce carbon dioxide levels in the atmosphere.



#### Operating results for 2024

- Increased the proportion of solar rooftop power generation by installing new 6 megawatts of rooftop power generation in five rice factories.
- Consumes 1.68 megawatt-hours of rooftop solar power annually.
- Reduces greenhouse gas emissions by 842 tons of carbon dioxide equivalent.



## 5 Improve the production system

### Operation overview

The factory has implemented projects to introduce new technologies and improve the production process to reduce costs and increase efficiency, totaling more than 26 projects, such as changing light bulbs to LED, increasing the amount of raw material storage by 7 floors, The pneumatic system returns the sample rice to the raw material truck, changes the type of paper used to cover the floor of the Walmart container, improves the design of the polishing machine's weight shaft, and increases the product packing capacity, etc.

### Operating results for 2024

- Reduce total energy costs by 13 million baht per year



## ASSESSING ENVIRONMENTAL IMPACTS THROUGHOUT THE LIFE CYCLE OF RICE CULTIVATION IN PILOT PLOTS



### FARMER 30 PEOPLE

- Yasothon 6 farmer 135 rai
- Sisaket 9 farmer 225 rai
- Phayao 15 farmer 484 rai



### PRODUCT YEAR 2024

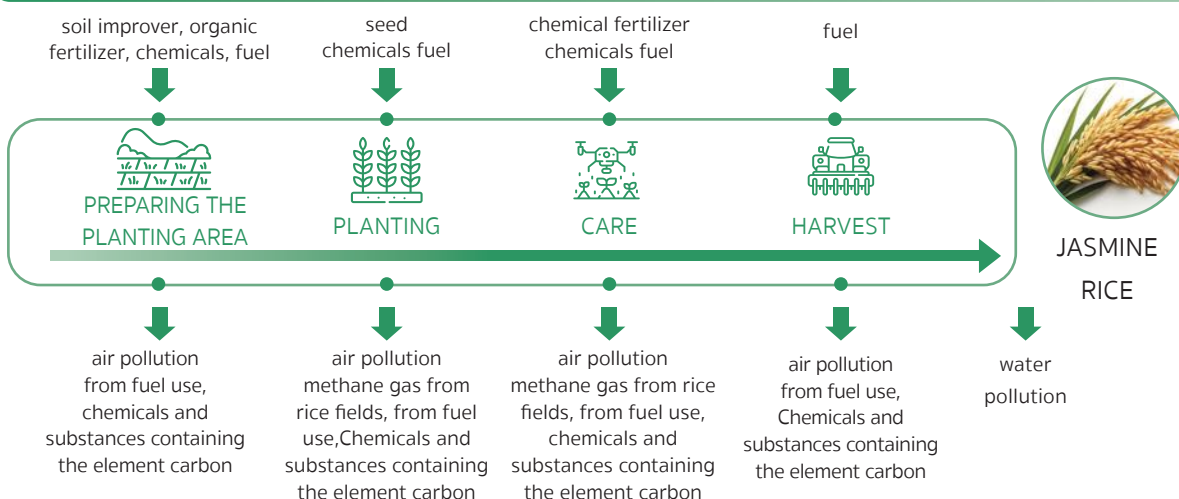
- Average yield 625 kg/rai
- Average yield Yasothon 514 kg/rai
- Average yield Sisaket 512 kg/rai
- Average yield Phayao 751 kg/rai
- Maximum yield 1,032 kg/rai
- Lowest yield 333 kg/rai



### LIFE CYCLE ASSESSMENT

- Cradle to Gate
- FU Jasmine rice 105 : 1 kg Average annual rice production (2014 – 2016) in general rice fields outside the irrigation area (TGO, 2018)
- Yasothon 340 kg/rai
- Sisaket 352 kg/rai
- Phayao 461 kg/rai

### SCOPE OF STUDY



## ENVIRONMENTAL IMPACT OF PRODUCING 1 KILOGRAM OF JASMINE RICE.

IMPACT TYPE	UNIT	IMPACT					
		AREA PREPARATION	PLANTING	CARE	GHG FROM RICE FIELDS	HARVEST	TOTAL
Global Warming	kg CO <sub>2</sub> eq	0.38	0.17	0.071	1.49*	0.024	2.14
Ozone depletion	kg CFC-11 eq	1.9E-07	8.6E-08	3.7E-08		8.4E-09	3.21E-07
Terrestrial Acidification	kg SO <sub>2</sub> eq	0.0017	0.00053	0.00090		3.0E-05	0.0032
Freshwater Eutrophication	kg P eq	0.0016	1.4E-05	0.0016		3.0E-08	0.0032
Human carcinogenic toxicity	kg 1,4-DB eq	0.53	0.12	0.16		0.0072	0.82
Human non-carcinogenic toxicity	kg 1,4-DB eq	0.00025	0.00013	6.6E-05		5.6E-06	0.00045
Terrestrial ecotoxicity	kg 1,4-DB eq	0.00070	0.0003	0.00024		9.4E-06	0.0012
Freshwater ecotoxicity	kg 1,4-DB eq	0.017	0.0051	0.0062		0.00028	0.029
Land use	m <sup>2</sup> a crop eq	0.0034	0.0057	0.0016		1.5E-05	0.011
Water consumption	m <sup>3</sup>	0.0012	0.0013	0.00038		7.7E-06	0.0029

\* Calculate greenhouse gases generated in rice fields. (according to the manual IPCC Guidelines 2006 and 2019 Refinement to the 2006 Tier 1)





## Rice Business Training Workshop

### RICE Low Carbon

Mr. Thiti Lujintanon, Chief Operating Officer, led executives and staff from domestic and international rice operations under CPCRT in a hands-on RICE Low Carbon workshop. The training aimed to prepare producers for low-carbon rice products, enhancing Thailand's competitiveness in environmentally conscious global markets.



Mr. Warasit Sithivichai, COO of Integrated Plant Business in Myanmar and Carbon Credit Business Project Leader, emphasized CP's commitment to reducing greenhouse gas emissions across all sectors. The rice business, which has promoted GAP (Good Agricultural Practices) since 2011, aligns with sustainable agriculture and presents an opportunity to develop low-carbon products.

Dr. Sadudee Supanpai, Deputy Managing Director of CPCRT's Sustainability Office, provided insights into carbon certification standards recognized locally and internationally. The session helped participants from various departments—marketing, sales, production, quality control, procurement, and support—gain confidence and understanding in producing safe, eco-friendly rice.





## “Khao Tra Chat” is a product choice that reduces global warming for consumers.

### Received the Carbon Footprint Reduction Label Certification

Khao Tra Chat demonstrates its commitment to developing high-quality products with environmental care, aiming to become a sustainable business that achieves Net Zero greenhouse gas emissions across all activities—from upstream to downstream. This includes selecting authentic jasmine rice varieties from the best cultivation areas and promoting the production of Low Carbon Jasmine Rice, which has been verified and certified under the Farm Sustainability Assessment (FSA) standard.



Khao Tra Chat reinforces its position as a sustainable rice producer by receiving two types of Carbon Footprint Labels for the year 2024 from the Thailand Greenhouse Gas Management Organization (Public Organization) – TGO:

- Carbon Footprint of Product : CFP
- With a carbon emission value of 3.82 kg CO<sub>2</sub>equivalent per 1 kg of milled rice
- Carbon Footprint Reduction label : CFR) or **“Global Warming Reduction Label”**

- Achieved a carbon emission reduction of 11.3% throughout the product lifecycle
- These certifications apply to jasmine rice products cultivated in the company’s promoted areas, with traceability verified and registered.



Khao Tra Chat joins forces with the Charoen Pokphand Group’s Carbon Program to promote sustainable jasmine rice production (Low Carbon Rice).

Khao Tra Chat has set ambitious sustainability goals: achieving carbon neutrality by 2030 and reaching net zero greenhouse gas emissions by 2050.





Ms. Rinyaphat Patrasakwattana, Deputy Managing Director and representative of ChaTraMue Rice, summarized that this initiative marks an important opportunity for food industry partners such as CPF Global Food Solution, Thai VietJet Airlines, and Chef Cares, all of whom share the goal of reducing greenhouse gas emissions. These partners have engaged with jasmine rice farmers in low-carbon rice production areas to elevate the quality and environmental responsibility of Thai rice products delivered to consumers.

This effort represents a strong commitment from the business sector to environmental stewardship and sustainability. It reflects the principle of “compensating something with something else”, with the hope that our planet will remain a livable and beautiful place for future generations.



## CARBON FOOTPRINT OF PRODUCTS : CFP

A project of analyzing and evaluating the amount of greenhouse gas emissions from its products. throughout a product's life cycle, beginning with raw material sourcing, and continuing with transportation, assembly, and use, and finally to the end-of-life treatment of the product. It is calculated in the form of carbon dioxide equivalents. This is a comprehensive approach to environmental impact mitigation management. aim to reduce the impact to the point Charoen Pokphand Group has adopted the concept of environmental impact assessment throughout the life cycle in the field of climate change. and apply for the Carbon Footprint of Product label from the Greenhouse Gas Management Organization. (Public Organization), from 2010 until the present. There are 4 products in operation as follows:







## PLANTING TREES ON MOTHER'S DAY

Mr. Chana Laoweerakul, Chairman of the Executive Board Transportation and service business, led the CSR SPIRIT volunteer team, together with Lieutenant Commander Rachanavee Meunsri, representative of the Naval Ordnance Department, in organizing the Mother's Day tree planting activity for the second consecutive year. The initiative supports the carbon credit enhancement and climate change mitigation project.

A total of 200 trees were planted across a one-rai area to promote biodiversity and expand green spaces in Thailand. The event took place at the Naval Ordnance Department in Sattahip District, Chonburi Province. CP Group's Transport and Services Business recognizes the importance of protecting natural resources and is committed to conducting environmentally friendly and sustainable business practices.

Increase green space, area size 1 rai,  
210 trees of various types







## CPCRT Home Reforestation Project

Charoen Pokphand Group Provides tree seedlings to agencies and businesses in Suphan Buri Province.

Recently, Mr. Phrom Yennathi, Manager of Kamphaeng Phet Rice Mill; Ms. Wiyada Wongthongdee, Administrative Manager of Suphanburi Rice Mill; together with Ms. Sirilak Jankarnwanit, Senior Specialist from the Office of Sustainability Management, Integrated Plant Business – Rice, Transport and Services (CPCRT), Charoen Pokphand Group, jointly donated 500 Indian Ashoka saplings to various agencies and establishments in Suphanburi Province. The saplings are intended to be planted as wind and dust barriers, as well as to increase green spaces in the area. The donation ceremony was attended by Mr. Chaiyut Polsen, Advisor to the President of the Suphanburi Provincial Administrative Organization, along with executives and officials from various agencies. A total of six organizations received the Indian Ashoka saplings.



1. Sruangsutthawitthaya School
2. Wang Wa Ratsadorn Samakkhi School
3. Sri Prachan Hospital
4. Suphanburi Provincial Public Health Office
5. Bang Pla Ma Hospital
6. Suphanburi Sports Stadium

The Indian Ashoka trees were supported by the Phetchabun Provincial Seedling Nursery Station. Scientifically known as *Polyalthia longifolia*, this tree has a narrow, upright canopy resembling a pine tree. It provides shade and helps purify the air, making it a popular species often planted along fences and in residential housing projects. In addition to serving as an effective barrier against dust and wind, its fragrant flowers offer a calming effect and can also be consumed to help nourish the body.





# CIRCULAR ECONOMY

GRI 103-1, 103-2, 103-3, 306-1, 306-2, 306-3, 306-4, 306-5

## OPPORTUNITIES AND CHALLENGES

C.P. Intertrade Co., Ltd. and companies in Rice Business Transportation and Service is committed to work that focuses on careful resource management so that no part will be wasted products and materials are stored, reused, remanufactured and recycled as long as those resources are used in the most efficient way to create added value to the waste that occurs do not manage waste by landfill and develop new sustainable packaging design guidelines with the goal of companies in the business group ((1) Reduce the amount of food waste to zero (Zero Food Waste), (2) no general waste disposal by landfill (Zero Waste to Landfill), and (3) all used plastic packaging can be recycled. reusable, reusable or biodegradable.



## 2030 GOALS



## SUPPORTING THE SDGs

### SDG 11



### Sustainable Cities and Communities

11.6

Reduce the adverse per capita environmental impact of cities

### SDG 12



### Responsible Consumption and Production

12.2

Achieve the sustainable management and efficient use of natural resources

12.3

Halve per capita global food waste

12.5

Substantially reduce waste generation

## KEY OPERATING RESULTS IN 2024



Announcement of the circular economy policy food waste reduction policy and food waste sustainable packaging policy and waste management policy.



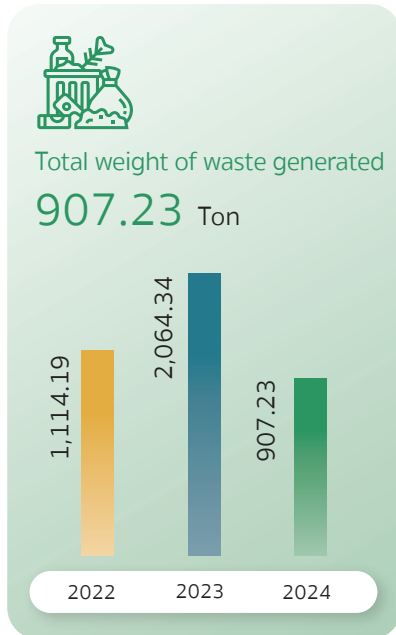
Modify waste data reporting according to GRI 306: WASTE (2020)



Create a baseline on the loss in the production supply chain. (Food Loss)

## WASTE MANAGEMENT INFORMATION

### 2024 PERFORMANCE



#### The amount of waste classified by type



Non-hazardous waste

99.66%  
904.17 Ton



Hazardous waste

0.34%  
3.06 Ton

#### Separated by waste management methods



73.75%



669.11 Ton  
Recycling

25.91%



235.09 Ton  
Landfilling

0.34%



3.06 Ton  
Incineration (with energy recovery)

\*Note 1 :

1. All waste is processed offsite.
2. The amount of the company's waste Ayutthaya Port and ICD operate together with Khao C.P. (Nakhon Luang Rice Factory).
3. The waste management process employs waste disposal contractors licensed by the government, namely, Better World Green Public Company Limited, Professional Waste Technology (1999) Public Company Limited.

#### The amount of waste per revenue



Total amount of waste

0.02 Ton/ Million Baht



\*Note 2 :

Dynamic Transport Co., Ltd. and Advance Transport Co., Ltd. have insignificant amounts of waste, so they are not taken into account and total income of Rice Business Transportation and Services for all 8 companies.

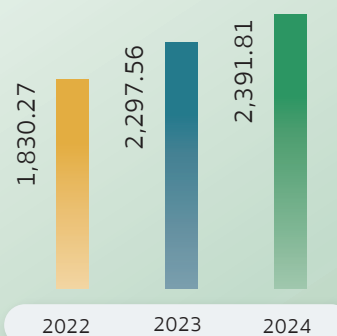
#### SUSTAINABLE PLASTIC

##### PACKAGING INFORMATION



2024 PERFORMANCE

2,391.81 Ton



PE 89.92%

2,150.71 Ton

PP 10.08%

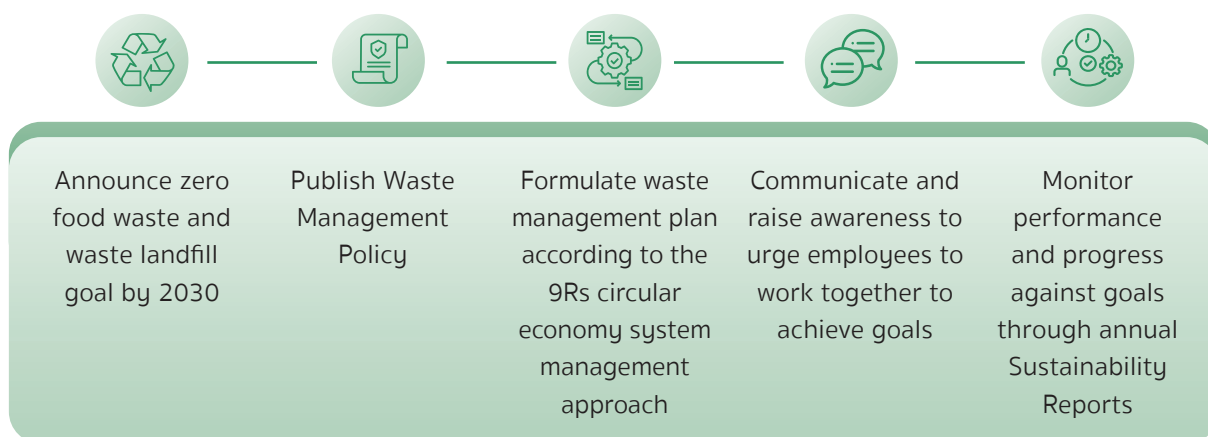
241.09 Ton

## WASTE MANAGEMENT

Waste management is an important aspect of all process along C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service Charoen Pokphand Group's value chain. In 2024, the Group announced the implementation of the Waste Management Policy, which is part of the Group's Environmental Policy and Guidelines, providing direction for all business groups to strive towards achieving the zero-food waste and zero waste to landfill goal by 2030.

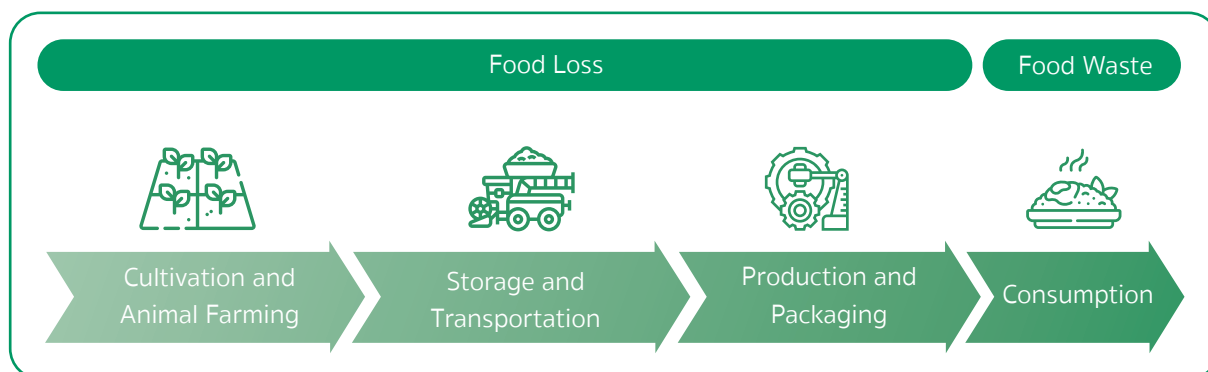


Waste management guidelines have been defined as follows:



## FOOD LOSS AND FOOD WASTE MANAGEMENT

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service Charoen Pokphand Group's core businesses include production and distribution of food and beverages. We take into account food loss and food waste management throughout the supply chain from the process of crop cultivation and animal farming through to customer consumption. The Group is committed to reducing food loss and achieve the goal to eliminate food waste and waste to landfill by 2030.







## Project to develop agricultural systems to restore ecosystems

### Project to develop agricultural systems to restore ecosystems

Dr. Sadudee Supanpai, Deputy Managing Director of the Office of Sustainability Management Integrated plant business, rice, transportation and services Along with Ms. Suda Wimoninsap General Manager of Sales of C.P. Foodstore Company Limited welcomed Ms. Caroline Guillaume, Camille Raivavae Marketing – Regional and the company’s group Unilever visits the area to study the cooperation area for the project to develop agricultural systems and restore ecosystems. (Regenerative Agriculture) for cooperation in reducing greenhouse gas emissions and creating added value in agricultural supply.

The project is a collaboration between integrated plant, rice, transportation and service businesses. Charoen Pokphand Group and partner Unilever through the Livelihood Fund, which has experts from Kasetsart University. Participate in project development in rice growing areas in Buriram and Sisaket provinces Currently, there are a total of 6 farmers participating in the project, with a total cultivation area of 55 rai. In 2024, the goal is to expand the number of farmers in the project to 500 and have a total cultivation area of 5,000 rai.











# WATER STEWARDSHIP

GRI 103-1, 103-2, 103-3, 303-1, 303-3

## OPPORTUNITIES AND CHALLENGES

Half of the world's people will suffer from water scarcity if it also uses abundant water. World Economic Council states that water resources issues. It is one of the most important issues in the year. The security of natural resources, especially clean water, is an issue that the private sector needs to focus on. Factors that are important to running a business. The challenges and importance of maintaining water resources throughout the supply chain by striving to manage water resources throughout the value chain are necessary. Continually develop processes, technology, innovation, and infrastructure to respond to this change to drive efficient water management.



## 2030 GOALS



Reduce the amount of water used per unit of income by 10% compared to base year 2020

## SUPPORTING THE SDGs

### SDG 6



### Clean Water and Sanitation

- 6.3** Improved water quality through safe treatment and recycling
- 6.4** Increased water use efficiency and ensure sustainable supply
- 6.5** Implement integrated water resources management
- 6.B** Support the participation of local community in improving water and sanitation management

### SDG 12



### Responsible Consumption and Production

- 12.2** Achieve the sustainable management and efficient use of natural resources

### SDG 14



### Life Below Water

- 14.1** Reduced marine pollution

## KEY OPERATING RESULTS IN 2024



REDUCTION OF WATER PER REVENUES Increase of **10.68%** compared to the target **reduction of 10%** from the base year 2020

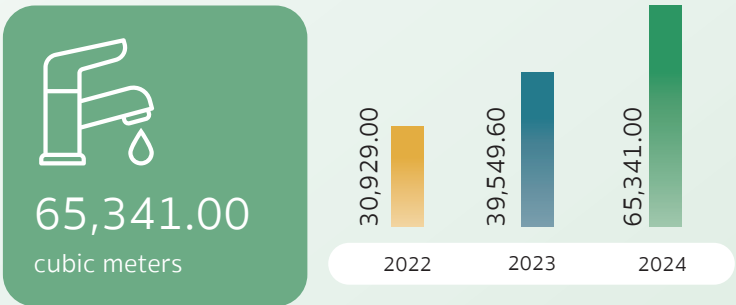


WATER RISK ASSESSMENT  
**86%** of areas with high water risk

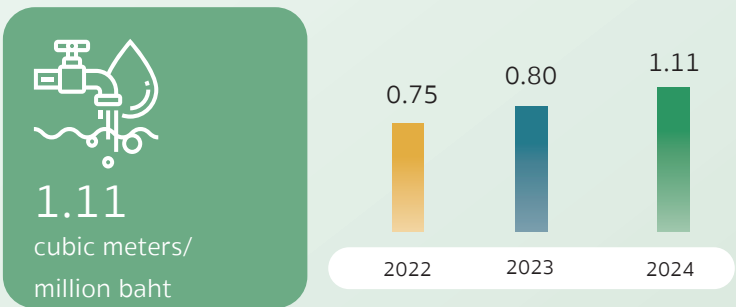
# WATER RESOURCE MANAGEMENT INFORMATION

## 2024 PERFORMANCE

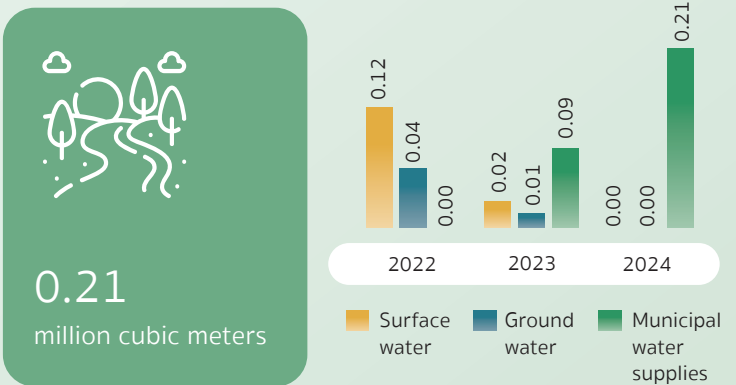
### WATER CONSUMPTION



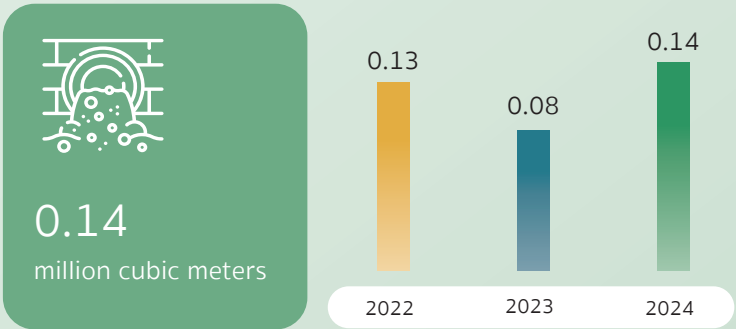
### AMOUNT OF WATER USED PER REVENUE



### SEPARATE BY WATER SOURCE



### WATER DISCHARGE



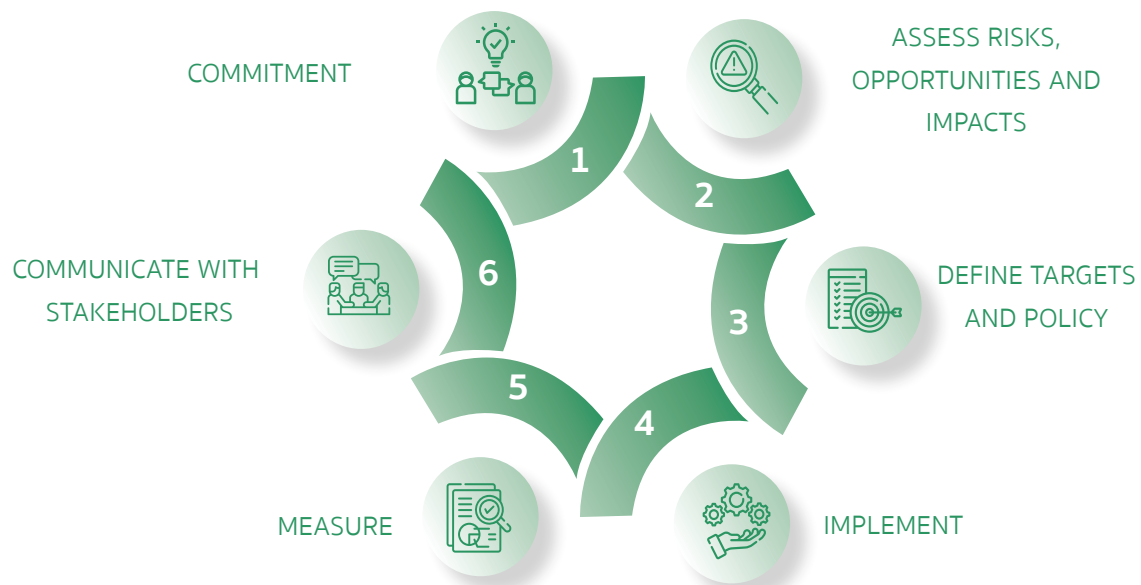
# WATER CONSERVATION

## MANAGEMENT APPROACH

Our business operates on water stewardship under the UN Global Compact and Water Stewardship policy, and the Water Stewardship Framework. These serve as guidelines, facilitating the business to achieve its strategic goal to assess water scarcity risk.



## WATER STEWARDSHIP MANAGEMENT FRAMEWORK



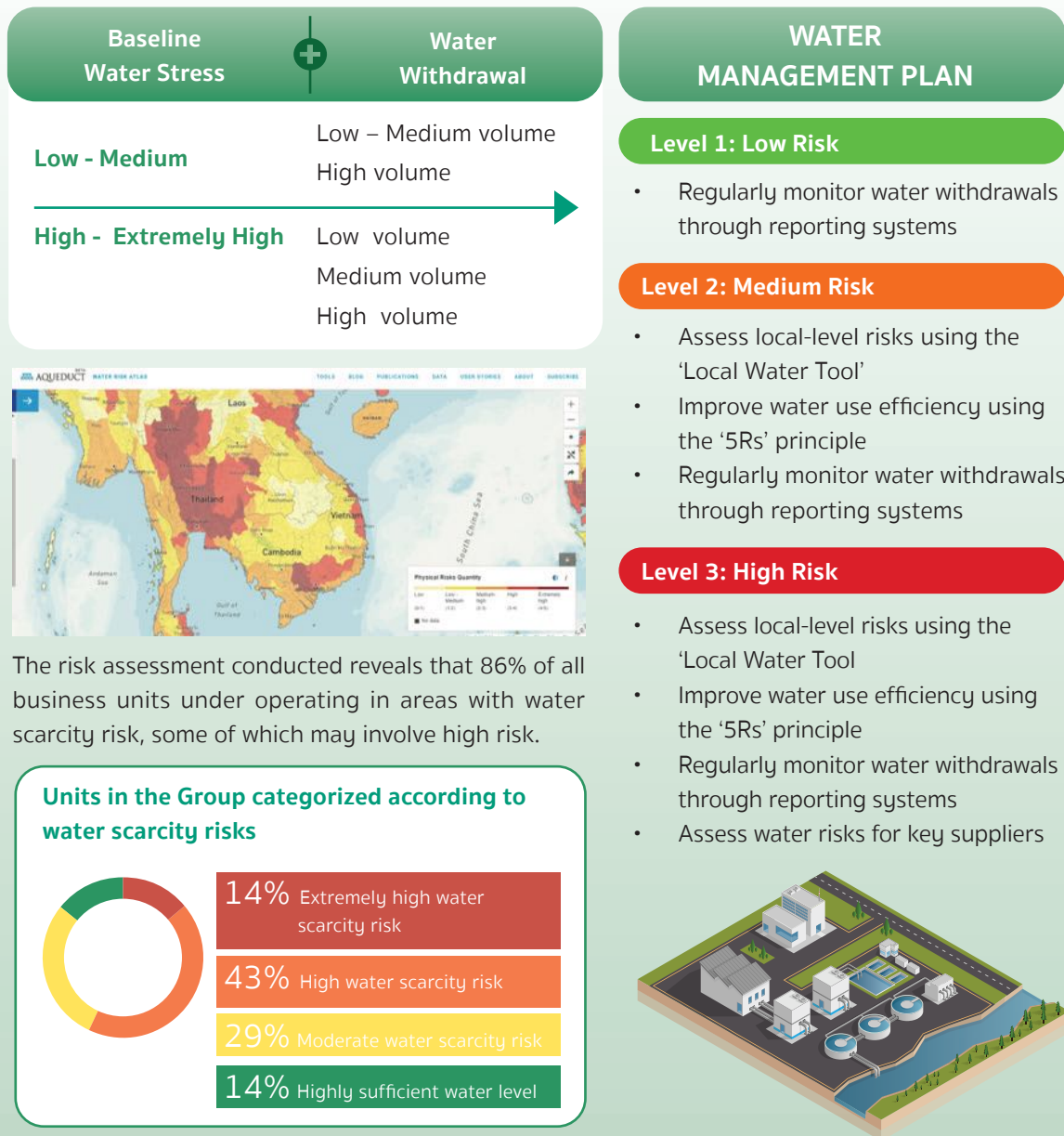
<b>COMMITMENT</b> Take responsibility to enhance the efficiency of water usage and support water stewardship throughout the supply chain.	<b>ASSESS RISKS, OPPORTUNITIES AND IMPACTS</b> Assess and manage water risks holistically to encompass the physical risks, the quantity and quality of risks, the regulatory risks, and the Group's reputational risks.	<b>DEFINE TARGETS AND POLICY</b> Establish the Group's Sustainability Policy regarding the environment and the 2024 Sustainability Targets that reference water stewardship
<b>IMPLEMENT</b> Implement water stewardship throughout the supply chain.	<b>MEASURE</b> Monitor and analyze progress against targets to identify operational gaps to be improved.	<b>COMMUNICATE WITH STAKEHOLDERS</b> Communicate strategy and progress, as well as foster collaboration with external stakeholders.



## INTEGRATED WATER RISK ASSESSMENT

Our business has developed a water resources risk assessment framework that is applied across all of its units and Business Groups. The assessment evaluates risk factors in various dimensions, including the volume of water withdrawal by organization, and baseline water stress levels. Our business has adopted the internationally-recognized Aqueduct Water Risk Atlas tool of the World Resources Institute (WRI) for use as our preferred assessment tool. The results of the assessment are ranked according to three levels of water risk and are then used to develop appropriate management plans.

### WATER RISK ASSESSMENT FRAMEWORK



## WATER MANAGEMENT FOR SUPPLIERS



### MANAGEMENT APPROACH

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service is committed to using water resources sustainably and implementing effective water management throughout the entire supply chain. In view of this, the Group has developed a management approach for our suppliers who are the key stakeholders to our business with the aim to promote water-use efficiency, reduce water shortage risks, and jointly campaign for the conservation of water resources.



#### WATER RISK ASSESSMENT

Conduct water risk assessment for suppliers to classify them by water stress level using internationally recognized tools

#### PROMOTION OF WATER RESOURCES CONSERVATION ACTIVITIES

Collaborate with suppliers in promoting water-saving measures as well as provide knowledge and understanding about the importance of water resources conservation

#### WATER MANAGEMENT SYSTEM

Collaborate with suppliers in water management planning to optimize water-use efficiency

#### SUPPLIER WATER MANAGEMENT AUDIT

Evaluate suppliers' water management system, wastewater treatment to ensure compliance with wastewater standards.



## CHAT KASET TO KNOW

### Show ideas to measure water level in modern rice fields!!!

The “**water level**” in rice fields is important for rice growth as well as beneficial for weed control. By providing water that efficiently. The water needs of rice must be taken into account in each growing period, which is divided into 4 stages: seedling stage, tillering stage, and gestational flowering stage milk and cooked rice.



Therefore, the farmer must constantly measure the level of the plot appropriately. The wisdom that has been used since the past is that “water pipes” can be easily made by using a PVC pipe, 30 cm long, 4 inches in diameter, drilled 4-5 rows of holes around the pipe, each hole is 5 cm apart from Then buried 30-40 cm deep into the soil, allowing the mouth of the pipe to emerge 5 cm above the soil surface. (or if the soil is dug before the pipe is buried, the soil is not removed) to allow the water in the field to flow into the drilled hole.

Usually, the peasants you will have to look at the water level in this pipe from time to time. In order to maintain the water level appropriately (so it should be equalized across the plot for water level accuracy) if there is enough time there should be no problem. But if a person has little time, there are many fields, and each plot is far apart will take the same time.

“**Mr.Itthipol Channum**” is one of the farmers. Generation children-grandchildren which inherited from ancestors with a regular career. Therefore, there is not much time. Let’s come to see the water in the field every day. I can’t do it. Makes you think of solving problems using technology to help try to see that. What technology is that?









# ECOSYSTEM & BIODIVERSITY PROTECTION

GRI 102-9, 103-1, 103-2, 103-3, 304-2

## OPPORTUNITIES AND CHALLENGES

C.P. Intertrade Co., Ltd. And companies in the Rice Business Transportation and Service Charoen Pokphand Group Recognize the problems that arise and are committed to taking part in reducing impacts and protecting the integrity of biodiversity and ecosystems through the participation of businesses and industries. To take care of and mitigate these impacts, the company Also assessed Continued biodiversity risks. It is committed to conserving and utilizing marine resources responsibly, protecting, restoring and promoting the sustainable use of terrestrial ecosystems, forests and natural diversity.

## 2030 GOALS



# 800,000 Rai

The number of areas that have been undertaken to protect and restore terrestrial ecosystems.

## SUPPORTING THE SDGs

### SDG 6



### Clean Water and Sanitation

- 6.6** Protect and restore water-related ecosystems

### SDG 14



### Life Below Water

- 14.2** Reduced marine pollution
- 14.4** Sustainable fishing
- 14.5** Conserve coastal and marine areas

### SDG 15



### Life on Land

- 15.1** Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services
- 15.2** Halt deforestation, restore degraded forests
- 15.4** Ensure the conservation of mountain ecosystems
- 15.5** Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity

## KEY OPERATING RESULTS IN 2024



### 100%

of rice cultivation can be traced back.



### POLICY ANNOUNCEMENT

Environment and biodiversity policy



### PROTECT, RESTORE AND SUPPORT

### 173,814 Rai

The process of promoting rice cultivation Sustainability Culture



## ECOSYSTEM & BIODIVERSITY PROTECTION

### MANAGEMENT APPROACH

Our business is committed to operating responsibly and conserving the environment to protect biodiversity. We have upheld these principles from the very start, by choosing to operate on sites that are not located within natural resource and environmental conservation areas. We also strictly adhere to rules, regulations, standards, and ministerial regulations; conduct regular impact assessments and implement measures to protect and mitigate the impacts of our business operations. In addition, the Group focuses on agricultural raw material sourcing, making sure that raw materials come from responsible sources that do not encroach upon forest and marine resources. Finally, we encourage the protection and restoration of terrestrial and marine ecosystems to ensure ecosystem balance and biodiversity.



### ECOSYSTEM AND BIODIVERSITY PROTECTION FRAMEWORK



#### COMMIT

Management Commitment  
Assume joint responsibility for protecting ecosystems and biodiversity throughout the supply chain.



#### ASSESS

Assess risks, opportunities, and Impacts Assess the impacts of business operations reliance on natural capital by using the Natural Capital Protocol.



#### DEFINE

Define targets and policies  
Focus Environmental Sustainability Policy and 2024 sustainability goals on ecosystem and biodiversity protection.



#### IMPLEMENT

Implement the policies  
Protect ecosystems and biodiversity throughout the supply chain.



#### MEASURE

Measure results Monitor progress against goals and analyze ways to improve performance.



#### COMMUNICATE

Communicate with stakeholders  
Communicate with stakeholders on strategy and implementation progress, and promote collaboration with external stakeholders

## RAW MATERIAL SOURCING AND TRACEABILITY

Consumers are now more attentive to product information. Information on labels that indicate properties and expiration dates may not be enough for the consumer when they still want to know where the product was made, quality in the manufacturing process, how well it was made. Safe, non-contaminated and other information that will help build confidence in food and merchandise purchases.

The traceability system has therefore played an increasingly important role in providing food routing information from ingredients, Through the production process until it reaches the consumer. It also helps manufacturers reduce the loss of product recalls, which can be retrieved accurately, precisely and quickly.

The company has developed a comprehensive information system and traceability process from farmers to consumers, which can be considered as a model for developing such processes in the rice business supply chain.



### RISK ASSESSMENTS

The company has developed a self-assessment system. Sustainability for business partners used as a selection criteria new business partner with business partners in the main raw material group for risk management in the supply chain.



### DEVELOP BUSINESS PARTNERS

The company has a policy of sustainable procurement and guidelines for business partners to create participation and exchange of knowledge with business partners, communities, farmers, independent organizations, and government sectors to develop business operations capabilities and promote standards of Responsible sourcing throughout the supply chain.



### COMMUNICATION

Our company progress report to Charoen Pokphand Group and its partners through the Sustainability Action Conference and annual sustainability report.

### FARMERS



- 3 Benefits
- Project GAP+

Raw materia  
development program

### RICE MILLS



- Good quality, fresh ingredient
- Increased production efficiency and reduced waste
- Manage the production period

SCADA



### RICE PROCESSING



- Automatic production system
- Standard system
- Food safety(BRC)

SCADA



### CONSUMER



- Believe in the product
- Use a raw materials from responsible resources

Sustainability App  
e-Brochure

## MEASURING NATURAL CAPITAL TO PROTECT ECOSYSTEMS AND BIODIVERSITY

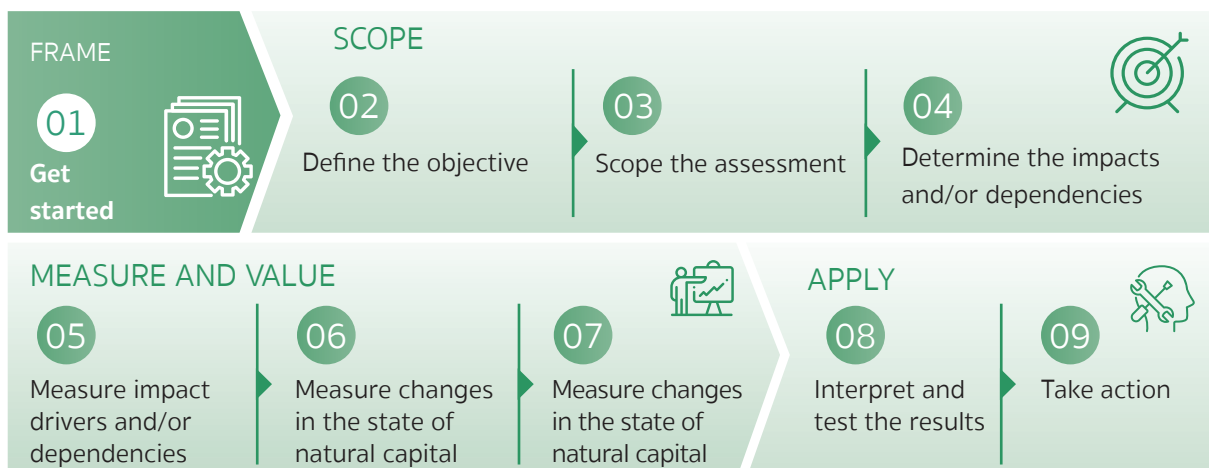


C.P. Intertrade Co., Ltd. has cooperated with Charoen Pokphand Group entry as a member of the World Business Council for Sustainable Development (WBCSD), we brought in the Natural Capital Protocol a natural capital assessment framework developed by WBCSD in collaboration with global organizations including Conservation International, The B Team, PwC, and Sustain Value to use as a framework for measuring the organization's natural capital.

The Protocol helps us to understand the capacity and degradation of ecosystems and biodiversity, to value them in economic terms, and to apply those valuation results to identify ways of balancing between using and protecting natural resources. Ecosystem and Biodiversity Protection Framework the impacts of our business operations. In addition, the Group focuses on agricultural raw material sourcing, making sure that raw materials come from responsible sources that do not encroach upon forest and marine resources. Finally, we encourage

the protection and restoration of terrestrial and marine ecosystems to ensure ecosystem balance and biodiversity. The Group selected the Nakhon Luang Rice Mill, under C.P. Intertrade Company Limited and Khao C.P. Company Limited, as the pilot site for the natural capital assessment. We selected this site because the rice mill is located on the banks of Pa Sak River in Nakhon Luang District, Ayutthaya Province, and uses the river's waterways to transport goods quickly and efficiently through the Ayutthaya Therefore, the Group was able to realize the importance of determining the ecosystem and biodiversity value of this resource Port and Inland Container Depot (ICD). Given this, the Nakhon Luang Rice Mill directly benefits from these waterways, and it is possible to witness both the impacts from and dependencies on this natural resource. as key natural capital for the rice mill.

### NATURAL CAPITAL PROTOCOL FRAMEWORK





## รักลุ่มน้ำป่าสัก

### รักลุ่มน้ำป่าสักปีที่ 4 ณ เขื่อนป่าสักชลสิทธิ์



#### Adding diversity

to the aquatic ecosystem of the Pa Sak River Rak Pa Sak Nam Pasak, Year 4<sup>th</sup>

The Integrated Crop, Rice, Transport, and Services Business launched the **“Love Pa Sak River Basin Project – Year 4,”** releasing native fish species to restore ecological balance at the Pa Sak Jolasid Dam. The initiative aims to conserve aquatic natural resources for the Pa Sak River at Pa Sak Jolasid Dam, Nong Bua Subdistrict, Phatthana Nikhom District, Lopburi Province.

The event was presided over by Mr. Kittiphop Khongphanititham, Chief District Officer of Phatthana Nikhom, along with representatives from government agencies, including the Water Allocation and Irrigation System Improvement Division of Pa Sak Jolasid Dam, the Lopburi Inland Fisheries Research and Development Center, and Kam Phran Subdistrict Municipality.



The **“Love Pa Sak River Basin Year 4”** project is a valuable initiative for conserving natural resources, especially through the release of native fish species such as the Yellow Mystus, which has significantly declined in the Pa Sak River. Alongside this, White and Golden Barb fish were also released—totaling 60,000 fish—to help restore ecological balance in the river. The collaboration between government and private sectors, along with the presence of the **“Chao Chao Jasmine Rice Omelet”** booth at the event, reflects a well-integrated approach to environmental and social sustainability.



#### Releasing Fish

Participate in releasing carp and catfish. Add ecological diversity

**60,000** Fish



#### Volunteer

**15** people

Executives and volunteer employees join in driving the activity. Integrate cooperation to conserve natural resources and the environment



#### Network

**20** Network

There has been cooperation among various agencies to conserve natural resources and the environment in the Pa Sak River basin

## CSR Term Break

### “Big semester break for conservationists hearts”

CSR SPIRIT organized a training program to provide agricultural knowledge to five local communities in Nakhon Ratchasima Province. The sessions were led by experts from Suranaree University of Technology and held at the Agricultural Sufficiency Learning Center, following the royal initiative in Pak Thong Chai District.

The objective was to strengthen the communities and enhance their agricultural capabilities, promoting sustainable and resilient agricultural networks in the area. Activities included demonstrations on composting, growing home garden vegetables, and raising fish in earthen ponds, all conducted in collaboration with university specialists.

The program received positive feedback from participants, who actively engaged in discussions to explore further community development strategies.

Additional information about the CSR SPIRIT project and related activities can be found on the Learning Center’s website. For inquiries or suggestions, please contact the center directly via its official phone number.











# RESPONSIBLE SUPPLY CHAIN MANAGEMENT

GRI 102-9, 103-1, 103-2, 103-3, 308-1, 308-2, 414-1, 414-2

## OPPORTUNITIES AND CHALLENGES

We recognize that the strength of a chain also depends on the least strong chain link. For this reason, the company has taken part in Strengthen the strength of business partners throughout the supply chain to strive for excellence in all dimensions, economic, social and environmental aspects. The company poses a great challenge in the drive to bring about positive change, such limitations do not stop the company or give up but on the other hand. To develop the potential of our business partners for the better, we will think together to build towards sustainability at the same time. In addition, the company also supports the Sustainable Development Goals to develop the countries in which the Company has operated or Invest in 3 benefits.



## 2030 GOALS



# 100%

Business groups with high-risk raw material traceability processes including sustainability audits with high-risk trading partners.

## SUPPORTING THE SDGs

### SDG 4



### Quality Education

4.4

Increase the number of youth and adults who have relevant skills, and promote Entrepreneurship

### SDG 8



### Decent Work and Economic Growth

8.3

Promote development-oriented policies that support decent job creation, entrepreneurship

### SDG 9



### Industry, Innovation, and Infrastructure

9.4

Upgrade infrastructure to make them sustainable, with increased resource-use efficiency and greater adoption of technologies

## KEY OPERATING RESULTS IN 2024



COMMUNICATION OF THE SUPPLIER  
CODE OF CONDUCT

**692 Supplier**

businesses have been communicated



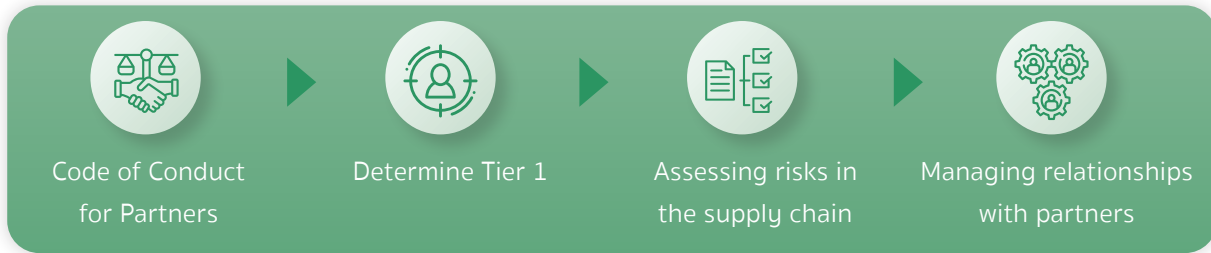
ALL COMPANIES IN THE BUSINESS  
GROUP HAVE ASSESSED AND IDENTIFIED

Critical Supplier

## 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.

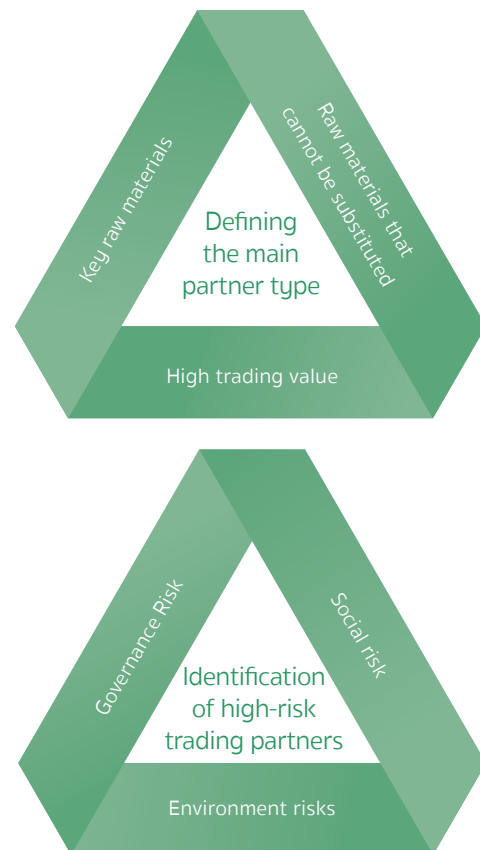


### RAISING AWARENESS AND RISKS

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:



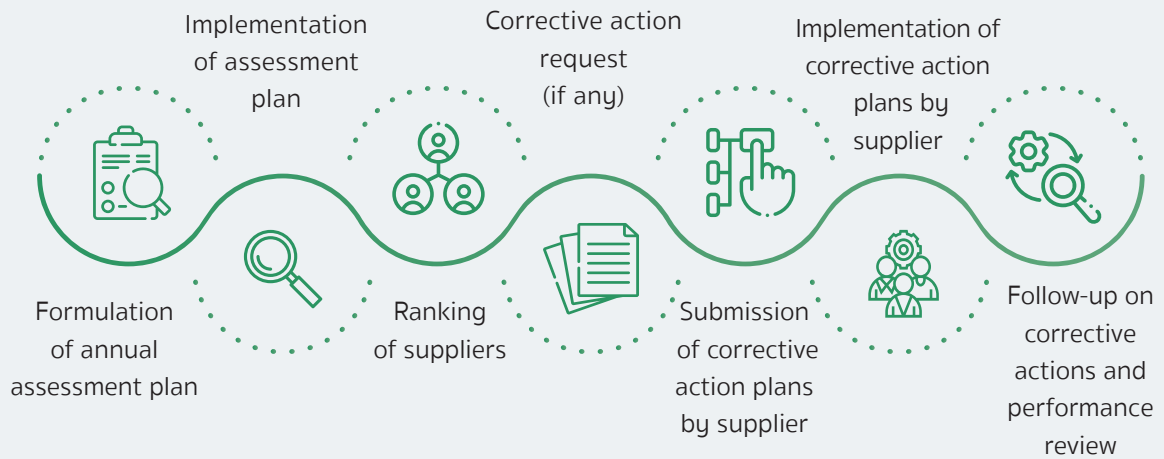
In addition, it was identified to find business partners who are at risk by assessing sustainability risks throughout the supply chain through two-dimensional assessment criteria, namely the severity of the impact. and the likelihood of risk, which the risk issue used in the assessment is taken from 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).







## 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.

### KNOWLEDGE SHARING



- Using resources efficiently
- Food safety
- Occupational health and safety
- Sustainability principles

### MANAGEMENT SYSTEM



- Good Agricultural Practices (GAP)
- Good Manufacturing Practices (GMP) for food
- Traceability system
- International standards

### INCREASING VALUE



- Product development
- Increasing efficiency
- Using modern agricultural tools
- Identifying production inputs using theoretical principles

### SYNERGY



- Building learning networks
- Joining forces with the public sector
- Sharing experiences and best practices
- Creating agricultural equipment networks to reduce costs

### DIGITAL TECHNOLOGY



- Using digital platforms to develop cultivation plans
- Creating communication and learning channels
- Registering farmers
- Receiving recommendations and complaints

### MARKETING/ FINANCE

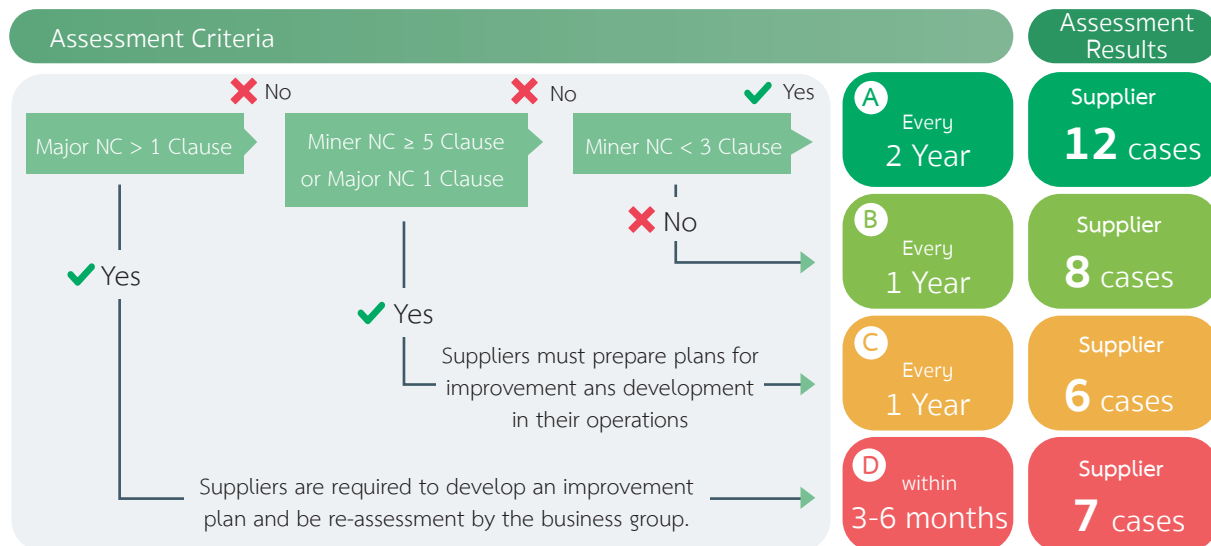


- Setting fair prices
- Guaranteeing Product price buyback
- Planning production based on actual market needs
- Promoting credit

## ASSESSMENT OF IMPORTANT SUPPLIERS

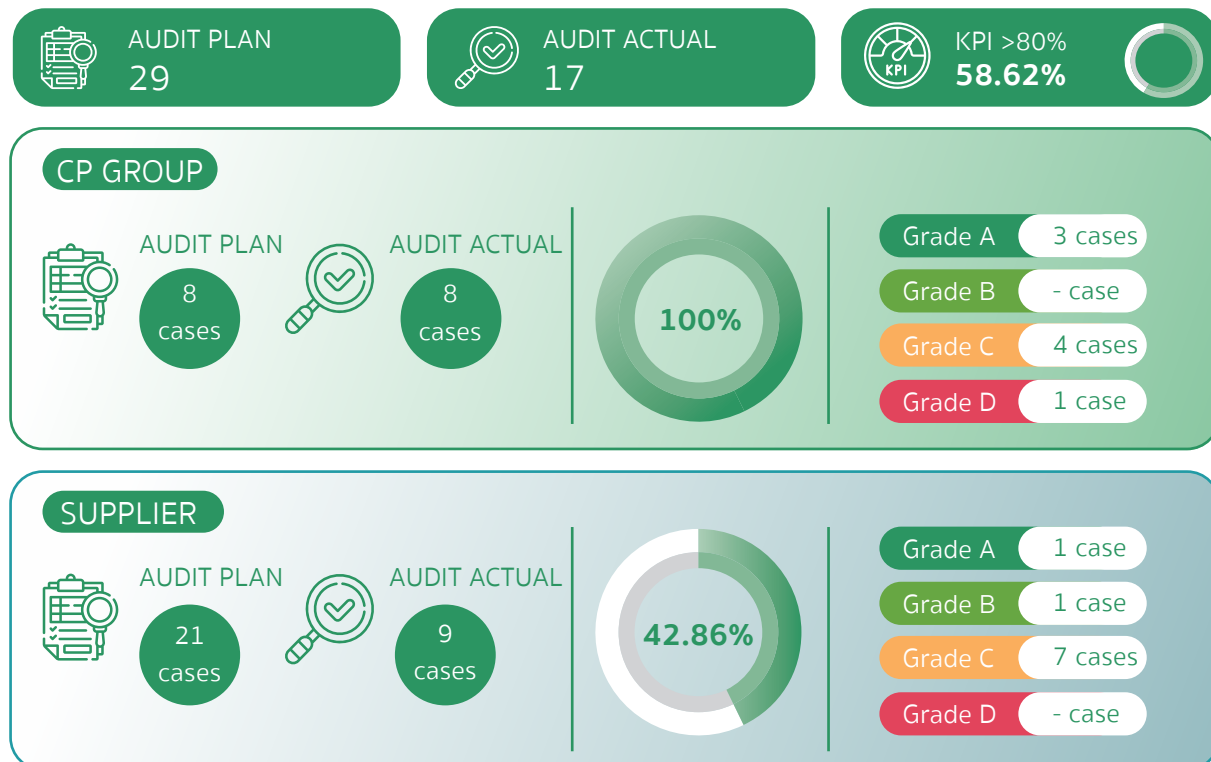
There is a committee to assess compliance with the rules. Commitment to business as a standard and operating guidelines Establish a registry of key business partners (Critical 1Tier Supplier), including set criteria for evaluating business partners and operating standards. After grading the assessment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

### CRITICAL PACKAGING SUPPLIER ASSESSMENT CRITERIA



### KEY SUPPLIER ASSESSMENT PERFORMANCE

#### CRITICAL SUPPLIER TIER1 AUDIT 2022 (case)





## CPCRT Partner Day 2024

### Growing Together Sustainably

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. 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.

In addition, awards and certificates of recognition were presented to business partners who consistently maintained good evaluation standards, categorized as follows:



Outstanding CPCRT Partner  
Award Platinum

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



Outstanding CPCRT Partner  
Award 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.





#### Lecture on Climate Change

**By Mr. Teerapong Laopongpitch,**  
Senior Environmental Specialist,  
Director of Climate Change Risk  
Analysis Group



#### Lecture on Human Rights and Labor

**By Ms. Daoruedee Saengjuaywong,**  
Deputy Director of Sustainability  
Development, Charoen Pokphand  
Group



#### Lecture on Environmental Practices

**By Mr. Methira Seriratchawat,**  
Deputy Director of Sustainability  
Development, Charoen Pokphand  
Group



#### Introduction and Proposal of Business Partner Assessment Guidelines

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





# APPENDIX





## SUSTAINABILITY PERFORMANCE 2021-2024

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

GRI Standard	Performance	Unit	2021	2022	2023	2024				
CORPORATE GOVERNANCE										
DEPARTMENTS THAT ARE WITHIN THE SCOPE OF THIS SUSTAINABILITY REPORT										
	Rice Factory	Plants	6	6	6	6				
	Transportation Company	Plants	3	3	3	3				
	CP Intertrade Company and companies in the business group	Plants	1	1	1	1				
ECONOMIC PERFORMANCE										
G4-EC1	Revenes	Million baht	38,157.83	41,243.10	49,561.05	59,015.99				
	Employee benefits	Million baht	1,492.70	1,435.69	1,445.78	1,461.79				
	Taxes paid to the government and local authorities	Million baht	14.25	27.12	33.26	36.95				
	Research and development and innovation expenses	Million baht	22.11	12.58	19.23	13.38				
SOCIAL PERFORMANCE										
HUMAN RIGHTS AND LABOR PRACTICES										
102-8	NUMBER OF WORKERS									
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Total Workforce	Persons	1,600		899		1,816		1,907	
			924	676	472	427	1,361	455	1,426	481
	SEPARATE BY CONTRACT TYPE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MAL	FEMALE
	Employees	Persons	1,314		899		1,816		1,907	
			727	587	472	427	1,361	455	1,426	481
	Workers/Contractors	Persons	286		0		0		0	
			197	89	0	0	0	0	0	0
405-1	EMPLOYEE DIVERSITY									
	SEPARATE BY LEVEL		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Unclassified [C level and above]	Persons	9	3	10	6	11	5	5	0
	Top Management	Persons	23	15	31	35	34	33	8	7
	Management	Persons	151	151	84	108	314	244	33	32
	Professional / Sup / Operations White-Collar	Persons	544	418	347	278	1,002	173	328	264
	Operations Blue-Collar	Persons							1,052	178
	SEPARATE BY AGE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Under 30 years old	Persons	266	180	97	53	280	56	305	126
	30 - 50 years old	Persons	419	355	355	356	1,024	379	1,016	323
	Over 50 years old	Persons	42	52	20	18	58	19	105	32





GRI Standard	Performance	Unit	2021		2022		2023		2024	
401-1	NEW HIRES									
	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of new hires	Persons	174		55		405		391	
			99	75	41	14	316	89	299	92
	SEPARATE BY AGE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Under 30 years old	Persons	63	59	26	10	65	11	147	57
	30 - 50 years old	Persons	35	16	13	0	238	74	152	35
	Over 50 years old	Persons	1	0	2	4	13	4	0	0
	TURNOVER									
	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of Turnover	Persons	397		187		384		341	
			226	171	122	65	272	112	259	82
	SEPARATE BY AGE		128	79	28	19	17	10	102	50
	Under 30 years old	Persons	80	74	81	36	215	238	140	25
	30 - 50 years old	Persons	18	18	13	10	1	1	17	7
	Over 50 years old	Persons	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	PARENTAL LEAVE (Employee)		0	18	0	5	0	0	0	6
	Number of parental leave	Persons	0	18	0	5	0	0	0	6
	Employee back to work after parental leave	Persons	0	18	0	5	0	0	0	6
404-1	SOCIAL PERFORMANCE									
	TRAINING AND DEVELOPMENT OF EMPLOYEES		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Average training hours for all employees	Hours per person per year	9.09		4.17		4.57		8.66	
6.63			12.12	5.19	3.04	5.11	3.07	7.75	11.55	
OCCUPATIONAL HEALTH AND SAFETY INFORMATION										
DJSI 3.7.3	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Lost-Time Injury Frequency Rate (LTIFR)	person / 1,000,000 working hour	2.82		1.79		0.00		1.07	
			2.91	2.55	1.36	3.10	0.00	0.00	1.44	0.00
	Number of Lost-Time Injuries	Persons	13.00		7.00		0.00		5.00	
			10.00	3.00	4.00	3.00	0.00	0.00	5.00	0.00
	Occupational Disease Rate (ODR)	person / 1,000,000 working hour	-		-		-		-	
			-	-	-	-	-	-	-	-
	Lost Day Rate (LDR)	person / 1,000,000 working hour	-		-		-		-	
			-	-	-	-	-	-	-	-

GRI Standard	Performance	Unit	2021		2022		2023		2024	
DJSI 3.7.4	CONTRACTOR		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Lost-Time Injury Frequency Rate (LTIFR)	person / 1,000,000 working hour	4.16		11.74		0.00		0.00	
			5.52	0.00	11.65	11.83	0.00	0.00	0.00	0.00
	Number of Lost-Time Injuries	Persons	1.00		4.00		0.00		0.00	
			1.00	0.00	2.00	2.00	0.00	0.00	0.00	0.00
	Occupational Disease Rate (ODR)	person / 1,000,000 working hour	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Lost Day Rate (LDR)	Lost days/1,000,000 workinghours	-		-		-		-	
			-	-	-	-	-	-	-	-
403-9(a)	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Rate of Fatalities as a result of work related injury	person / 1,000,000 working hour	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Number of fatalities as a result of work-related injury	Persons	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Rate of High-consequence work-related injury : (excluding Fatalities)	person / 1,000,000 working hour	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Number of High-consequence work-related injury : (excluding Fatalities)	Persons	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Rate of recordable work-related injury	person / 1,000,000 working hour	5.20		3.07		1.10		2.14	
			5.82	3.40	2.72	4.13	1.44	0.00	2.30	1.66
	Number of recordable work-related injury	Persons	24.00		12.00		4.00		10.00	
			20.00	4.00	8.00	4.00	4.00	0.00	8.00	2.00
403-9(b)	CONTRACTOR		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Rate of Fatalities as a result of work related injury	person / 1,000,000 working hour	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Number of fatalities as a result of work-related injury	Persons	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

GRI Standard	Performance	Unit	2021		2022		2023		2024	
	Rate of High-consequence work-related injury : (excluding Fatalities)	person / 1,000,000 working hour	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Number of High-consequence work-related injury : (excluding Fatalities)	Persons	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Rate of recordable work-related injury	person / 1,000,000 working hour	4.16		14.67		0.00		0.00	
			5.52	0.00	17.47	11.83	0.00	0.00	0.00	0.00
	Number of recordable work-related injury	Persons	1.00		5.00		0.00		0.00	
			1.00	0.00	3.00	2.00	0.00	0.00	0.00	0.00
403-10 (a)	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of Fatalities as a result of Work-related ill health	Persons	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Number of cases of recordable work-related ill health	Persons	0.00		0.00		0.00		0.00	
0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00	
403-10 (b)	CONTRACTOR		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of Fatalities as a result of Work-related ill health	Persons	0.00		0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Number of cases of recordable work-related ill health	Persons	0.00		0.00		0.00		0.00	
0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00	

#### Remarks:

- Accident data does not include information in the office of C.P. Intertrade Co., Ltd. and C.P. Food Store Co., Ltd.)
- The severity level of an injury is calculated from the number of absent workdays. 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)





GRI Standard	Performance	Unit	2021	2022	2023	2024
<b>ENVIRONMENTAL PERFORMANCE</b>						
<b>ENERGY</b>						
302-1 (e)	Total Energy Consumption	Million GJ	0.76	0.67	0.72	0.75
302-1 (a)	Fuel Consumption	Million GJ	0.47	0.46	0.45	0.48
302-1 (b)	Renewable energy	Million GJ	0.12	0.06	0.11	0.09
302-1 (c)	Electricity Consumption	Million GJ	0.17	0.15	0.16	0.18
302-3 (a)	Energy intensity ratio	GJ/Million baht	20.02	16.20	14.55	12.64
<b>GREEN HOUSE GAS (GHG) EMISSION</b>						
	Green House gas (GHG) emission	Ton CO <sub>2</sub> eq	57,855.90	53,816.67	1,908,105.04	2,155,943.23
305-1 (a)	Green House gas (GHG) emission (Scope 1)	Ton CO <sub>2</sub> eq	35,650.85	35,253.34	32,196.55	33,531.65
305-2 (a)	Green House gas (GHG) emission (Scope 2)	Ton CO <sub>2</sub> eq	22,205.04	18,563.32	20,070.01	20,820.72
305-3 (a)	Green House gas (GHG) emission (Scope 3)	Ton CO <sub>2</sub> eq	22,205.04	18,563.32	1,855,838.48	2,101,590.86
305-4 (a)	GHG emissions intensity ratio	Ton CO <sub>2</sub> eq	1.52	1.30	1.05	0.92
<b>WATER (2020)</b>						
303-5	Water Consumption.	m <sup>3</sup>	35,300.00	30,929.00	39,549.60	65,341.00
303-3 (a)	Total volume of water withdrawn	Million m <sup>3</sup>	0.18	0.16	0.11	0.21
303-3 (c)	Surface water	Million m <sup>3</sup>	0.14	0.12	0.02	0.00
	Ground water	Million m <sup>3</sup>	0.04	0.04	0.01	0.00
	Rain water	Million m <sup>3</sup>	0.00	0.00	0.00	0.00
	Municipal water supplies	Million m <sup>3</sup>	0.00	0.00	0.09	0.21
303-4 (a)	Total water discharge	Million m <sup>3</sup>	0.14	0.13	0.08	0.14
303-4 (b)	Surface water	Million m <sup>3</sup>	0.14	0.13	0.08	0.14
	Water withdrawn intensity ratio	m <sup>3</sup> /Million baht	0.93	0.75	0.80	1.11
<b>WASTE (2020)</b>						
306-3 (a)	Total weight of waste generated	Ton	756.58	1,114.20	2,064.34	907.23
	Total weight of hazardous waste generated	Ton	6.49	2.69	412.81	3.06
	Total weight of non-hazardous waste generated	Ton	750.09	1,111.50	1,651.53	904.17
306-4 (a)	Total weight of waste diverted from disposal	Ton	512.78	651.88	1,989.61	669.11
306-4 (b)	Total weight of hazardous waste diverted from disposal	Ton	0.00	2.69	342.77	0.00
	Preparation for reuse	Ton	0.00	0.00	0.00	0.00
	Recycling	Ton	0.00	2.69	342.77	3.06



GRI Standard	Performance	Unit	2021	2022	2023	2024
306-4 (c)	Total weight of non-hazardous waste diverted from disposal	Ton	512.78	649.18	1,662.39	669.11
	Preparation for reuse	Ton	0.00	0.00	1,646.84	0.00
	Recycling	Ton	512.78	649.18	15.55	669.11
	Composting; (Not Included food waste)	Ton	0.00	0.00	0.00	0.00
	Feed Material	Ton	0.00	0.00	0.00	0.00
	Constuction Material	Ton	0.00	0.00	0.00	0.00
306-5 (a)	Total weight of waste directed to disposal	Ton	243.80	462.32	0.00	238.13
306-5 (b)	Total weight of hazardous waste directed to disposal	Ton	6.49	0.00	74.73	3.06
	Incineration (without energy recovery).	Ton	3.40	0.00	70.04	3.06
	Incineration (with energy recovery).	Ton	0.00	0.00	0.68	0.00
	Landflling.	Ton	3.10	0.00	60.04	0.00
	Other disposal operations.	Ton	0.00	0.00	9.32	0.00
306-5 (c)	Total weight of non-hazardous waste directed to disposal	Ton	237.31	462.32	0.00	235.07
	Incineration (with energy recovery).	Ton	0.00	231.16	4.69	0.00
	Incineration (without energy recovery).	Ton	0.00	5.74	0.00	0.00
	Landflling.	Ton	237.31	225.42	0.00	235.07
	Other disposal operations.	Ton	0.00	0.00	4.69	0.00
	Waste generated intensity ratio	Ton/Million baht	0.02	0.03	0.04	0.02
PLASTIC PACKAGING						
	All plastic packaging	Ton	5,252.81	1,830.27	2,297.56	2,391.81
	Recyclable Plastic Packaging *Category Mono Layer	Ton	0.00	0.00	0.00	0.00

#### Remarks:

- The calculation method under this Sustainability report is in accordance with GRI Standards (GRI 302-1) - Total fuel consumption = the sum of all types of fuel resource consumption x its heating value (in each) - Unit in GJ per month (the conversion factors are based on Thailand Energy Efficiency Situation report 2018 by Department of Alternative Energy Development and Efficiency)
- Electricity consumption = The sum of electricity used (in kWh) x 3.6 - Unit in GJ per month) Total energy consumption = non-renewable energy consumption + renewable energy consumption + electricity consumption (Unit in GJ per month)
- Energy types included in the calculation of intensity per revenue are non-renewable energy including coal, fuel oil, diesel, gasoline, bunker oil, LPG, and natural gas as well as renewables including biogas, biomass (such as rice husk, charcoal, cashew nutshell, firewood/ scrap wood/woodchips, corn cob, pal kernel shells, and sawdust) and biodiesel, and electricity consumed within the organization only (GRI 302-3)
- Reporting scope of GHG emissions covers CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O The Global Warming Potential (GWP) used in the calculation is referred to the given values of IPCC, while the greenhouse gas emission factors are based on the information from the Thailand Greenhouse Gas Management Organization (Public Organization) and Energy Policy and Planning Office, Ministry of Energy, which is available at the time of disclosure of this Sustainability Report. (GRI 305-1, GRI 305-2, and GRI 305-4)
- Reporting scope of GHG intensity includes only GHG scopes 1 and 2 (GRI305-4)
- Total water consumption is collected by using data from water meter, water bill, calculation from flow rate of water pump and average volume of rainwater from Meteorological Department (GRI 303-3 : 2018)
- Total reused/recycled water is calculated by using data from water meter and flow rate of water pump (GRI 303-3 : 2016)
- Total hazardous and non-hazardous waste stored within organization is an accumulated figure in previous year (GRI 306-3)
- Total waste generated is a figure of non-hazardous waste and hazardous waste generated in each year. For the amount of waste stored within the organization, the calculation is from an accumulated figure of waste in the present year - an accumulated figure of in the previous year (GRI 306-4)
- All information about waste disposal methods have already been approved by waste disposers or waste disposal manifest from waste disposers (GRI 306-5)





## GRI CONTENT INDEX

### GRI 102: GENERAL DISCLOSURES

DISCLOSURES		PAGE/WEBSITE	EXTERNAL ASSURANCE
<b>Organizational Profile</b>			
102-1	Name of the organization	<ul style="list-style-type: none"><li>Business base of C.P. Intertrade</li><li>About this Report</li></ul>	-
102-2	Activities, brands, products, and services	<ul style="list-style-type: none"><li>Business base of C.P. Intertrade</li></ul>	-
102-3	Location of headquarters	<ul style="list-style-type: none"><li>Business Overview</li></ul>	-
102-4	Location of operations	<ul style="list-style-type: none"><li>Business Overview</li><li>Business base of C.P. Intertrade</li></ul>	-
102-5	Ownership and legal form	<ul style="list-style-type: none"><li>Business base of C.P. Intertrade</li></ul>	-
102-6	Markets served	<ul style="list-style-type: none"><li>Business Overview</li><li>Business base of C.P. Intertrade</li></ul>	-
102-7	Scale of the organization	<ul style="list-style-type: none"><li>2024 Highlights</li><li>Business Overview</li></ul>	-
102-8	Information on employees and other workers	<ul style="list-style-type: none"><li>Appendix</li></ul>	-
102-9	Supply chain	<ul style="list-style-type: none"><li>Responsible Supply Chain Management</li></ul>	-
102-10	Significant changes to the organization and its supply chain	<ul style="list-style-type: none"><li>About this Report</li></ul>	-
102-11	Precautionary Principle or approach	<ul style="list-style-type: none"><li>Climate Resilience</li><li>Water Stewardship</li></ul>	-
102-12	External initiatives	<ul style="list-style-type: none"><li>Stakeholder Engagement</li></ul>	-
102-13	Membership of associations	<ul style="list-style-type: none"><li>Stakeholder Engagement</li></ul>	-
<b>Strategy</b>			
102-14	Statement from senior decision-maker	<ul style="list-style-type: none"><li>Message from the Vice-Chairman</li></ul>	-
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"><li>Message from the Vice-Chairman</li><li>Business base of C.P. Intertrade</li><li>Climate Resilience</li><li>Water Stewardship</li></ul>	-
<b>Ethics and Integrity</b>			
102-16	Values, principles, standards, and norms of behavior	<ul style="list-style-type: none"><li>Vision &amp; Mission</li><li>Six Core Values</li></ul>	-
102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"><li>Corporate Governance</li></ul>	-
<b>Governance</b>			
102-18	Governance structure	<ul style="list-style-type: none"><li>Corporate Governance</li></ul>	-
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"><li>Corporate Governance</li></ul>	-

DISCLOSURES		PAGE/WEBSITE	EXTERNAL ASSURANCE
<b>Stakeholder Engagement</b>			
102-40	List of stakeholder groups	• Stakeholder Engagement	-
102-41	Collective bargaining agreements	• Human Rights and Labor Practices	-
102-42	Identifying and selecting stakeholders	• Stakeholder Engagement	-
102-43	Approach to stakeholder engagement	• Stakeholder Engagement	-
102-44	Key topics and concerns raised	• Stakeholder Engagement	-
<b>Reporting Practice</b>			
102-45	Entities included in the consolidated financial statements	• Business base of C.P. Intertrade • Reporting Boundary	-
102-46	Defining report content and topic Boundaries	• Materiality Assessment	✓
102-47	List of material topics	• List of Material Issues	✓
102-48	Restatements of information	• Independent Assurance Statement	-
102-49	Changes in reporting	• About this Report	-
102-50	Reporting period	• About this Report	-
102-51	Date of most recent report	• About this Report	-
102-52	Reporting cycle	• About this Report	-
102-53	Contact point for questions regarding the report	• Materiality Assessment • About this Report	-
102-54	Claims of reporting in accordance with the GRI Standards	• About this Report	-
102-55	GRI content index	• GRI Content Index	-
102-56	External assurance	• Appendix	-



DISCLOSURES		PAGE/WEBSITE	EXTERNAL ASSURANCE	EXTERNAL ASSURANCE
<b>Economic Performance</b>				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Vision & Mission	-	-
	103-2 The management approach and its components	• Vision & Mission	-	-
	103-3 Evaluation of the management approach	• Vision & Mission	-	-
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	• 2024 Highlights	-	-
<b>Indirect Economic Impacts</b>				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Social Impact And Economic Contribution • Education & Inequality Reduction • Innovation Management	-	-
	103-2 The management approach and its components	• Social Impact And Economic Contribution • Education & Inequality Reduction • Innovation Management	-	-
	103-3 Evaluation of the management approach	• Social Impact And Economic Contribution • Education & Inequality Reduction • Innovation Management	-	-
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	• Social Impact And Economic Contribution • Education & Inequality Reduction	-	-
	203-2 Significant indirect economic impacts	• Social Impact And Economic Contribution • Education • Innovation Management	-	-
<b>Anti-corruption</b>				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Corporate Governance	-	-
	103-2 The management approach and its components	• Corporate Governance	-	-
	103-3 Evaluation of the management approach	• Corporate Governance	-	-
GRI 205: Anti-Corruption	205-2 Communication and training about anti-corruption policies and procedures	• Corporate Governance	-	-
<b>Energy</b>				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Climate Resilience	-	-
	103-2 The management approach and its components	• Climate Resilience	-	-



	DISCLOSURES	PAGE/WEBSITE	EXTERNAL ASSURANCE	EXTERNAL ASSURANCE
	103-3 Evaluation of the management approach	• Climate Resilience	-	-
GRI 302: Energy	302-1 Energy consumption within the organization	• Appendix	-	✓
	302-3 Energy intensity	• Appendix	-	-
	302-4 Reduction of energy consumption	• Appendix	-	-
<b>Water</b>				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Water Stewardship	-	-
	103-2 The management approach and its components	• Water Stewardship	-	-
	103-3 Evaluation of the management approach	• Water Stewardship	-	-
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	• Water Stewardship	-	-
	303-2 Management of water discharge-related impacts	• Water Stewardship	-	-
	303-3 Water withdrawal	• Water Stewardship • Appendix	-	✓
	303-4 Water discharge	• Water Stewardship • Appendix	-	✓
	303-5 Water consumption	• Water Stewardship • Appendix	-	✓
<b>Biodiversity</b>				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Ecosystem & Biodiversity Protection	-	-
	103-2 The management approach and its components	• Ecosystem & Biodiversity Protection	-	-
	103-3 Evaluation of the management approach	• Ecosystem & Biodiversity Protection	-	-
GRI 304: Biodiversity	304-3 Habitats protected or restored	• Ecosystem & Biodiversity Protection	-	-
<b>Emissions</b>				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Climate Resilience	-	-
	103-2 The management approach and its components	• Climate Resilience	-	-
	103-3 Evaluation of the management approach	• Climate Resilience	-	-



DISCLOSURES		PAGE/WEBSITE	EXTERNAL ASSURANCE	EXTERNAL ASSURANCE
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"><li>Climate Resilience</li><li>Appendix</li></ul>	-	✓
	305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"><li>Climate Resilience</li><li>Appendix</li></ul>	-	✓
	305-4 GHG emissions intensity	<ul style="list-style-type: none"><li>Climate Resilience</li><li>Appendix</li></ul>	-	-
Wastes				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"><li>Climate Resilience</li></ul>	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"><li>Climate Resilience</li></ul>	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"><li>Climate Resilience</li></ul>	-	-
GRI 306: Waste	GRI 306-3: Waste generated	<ul style="list-style-type: none"><li>Circular Economy</li><li>Appendix</li></ul>	-	✓
	GRI 306-4: Waste diverted from disposal	<ul style="list-style-type: none"><li>Circular Economy</li><li>Appendix</li></ul>	-	✓
	GRI 306-5: Waste directed to disposal	<ul style="list-style-type: none"><li>Circular Economy</li><li>Appendix</li></ul>	-	✓
Supplier Environmental Assessment				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"><li>Ecosystem &amp; Biodiversity Protection</li></ul>	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"><li>Ecosystem &amp; Biodiversity Protection</li></ul>	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"><li>Ecosystem &amp; Biodiversity Protection</li></ul>	-	-
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"><li>Ecosystem &amp; Biodiversity Protection</li></ul>	-	-
Employment				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"><li>Human Rights and Labor Practices</li></ul>	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"><li>Human Rights and Labor Practices</li></ul>	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"><li>Human Rights and Labor Practices</li></ul>	-	-
GRI 401: Employment	401-1 New employee hires and employee turnover	<ul style="list-style-type: none"><li>Appendix</li></ul>	-	-

DISCLOSURES		PAGE/WEBSITE	EXTERNAL ASSURANCE	EXTERNAL ASSURANCE
Occupational Health and Safety				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Human Rights and Labor Practices	-	-
	103-2 The management approach and its components	• Human Rights and Labor Practices	-	-
	103-3 Evaluation of the management approach	• Human Rights and Labor Practices	-	-
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	• Human Rights and Labor Practices	-	-
	403-2 Hazard identification, risk assessment, and incident investigation	• Human Rights and Labor Practices	-	-
	403-3 Occupational health services	• Human Rights and Labor Practices	-	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	• Human Rights and Labor Practices	-	-
	403-5 Worker training on occupational health and safety	• Human Rights and Labor Practices	-	-
	403-6 Promotion of worker health	• Human Rights and Labor Practices	-	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• Human Rights and Labor Practices	-	-
	403-9 Work-related injuries	• Occupational Health and Safety • Appendix	-	✔
	403-10 Work-related ill health	• Occupational Health and Safety • Appendix	-	✔
	Training and Education			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Leadership and Human Capital Development	-	-
	103-2 The management approach and its components	• Leadership and Human Capital Development	-	-
	103-3 Evaluation of the management approach	• Leadership and Human Capital Development	-	-
GRI 404: Training and Education	404-1 Average hours of training per year per employee	• Appendix	-	-





DISCLOSURES	PAGE/WEBSITE	EXTERNAL ASSURANCE	EXTERNAL ASSURANCE
<b>Human Rights Assessment</b>			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Human Rights and Labor Practices	-
	103-2 The management approach and its components	• Human Rights and Labor Practices	-
	103-3 Evaluation of the management approach	• Human Rights and Labor Practices	-
GRI 412: Human Rights Assessment	412-1 Operations that have been subject to human rights reviews or impact assessments	• Human Rights and Labor Practices	-
<b>Local Communities</b>			
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Social Impact • Health and Well-being • Education • Water Stewardship • Ecosystem & Biodiversity Protection • Responsible Supply Chain Management	-
	103-2 The management approach and its components	• Social Impact • Health and Well-being • Education • Water Stewardship • Ecosystem & Biodiversity Protection • Responsible Supply Chain Management	-
	103-3 Evaluation of the management approach	• Social Impact • Health and Well-being • Education • Water Stewardship • Ecosystem & Biodiversity Protection • Responsible Supply Chain Management	-
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	• Social Impact • Health and Well-being • Education • Water Stewardship • Ecosystem & Biodiversity Protection • Responsible Supply Chain Management	-



DISCLOSURES		PAGE/WEBSITE	EXTERNAL ASSURANCE	EXTERNAL ASSURANCE
<b>Supplier Social Assessment</b>				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Ecosystem & Biodiversity Protection	-	-
	103-2 The management approach and its components	• Ecosystem & Biodiversity Protection	-	-
	103-3 Evaluation of the management approach	• Ecosystem & Biodiversity Protection	-	-
GRI 414 Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	• Ecosystem & Biodiversity Protection	-	-
<b>Product and Service Labelling</b>				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Health and Well-being	-	-
	103-2 The management approach and its components	• Health and Well-being	-	-
	103-3 Evaluation of the management approach	• Health and Well-being	-	-
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	• Health and Well-being	-	-
<b>Healthy and Affordable Food</b>				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	• Health and Well-being • Innovation	-	-
	103-2 The management approach and its components	• Health and Well-being • Innovation	-	-
	103-3 Evaluation of the management approach	• Health and Well-being • Innovation	-	-



## SPECIFIC STANDARD DISCLOSURES

Goal	Description	Chapter
1	End poverty in all its forms everywhere	<ul style="list-style-type: none"><li>• Social Impact and Economic Contribution Jobs</li></ul>
2	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	<ul style="list-style-type: none"><li>• Cyber Security &amp; Data Protection</li><li>• Health &amp; Well-being</li></ul>
3	Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"><li>• Human Rights &amp; Labor Practices</li><li>• Cyber Security &amp; Data Protection</li><li>• Health &amp; Well-being</li><li>• Occupational Health &amp; Safety</li></ul>
4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"><li>• Education &amp; Inequality Reduction</li><li>• Leadership &amp; Human Capital Development</li><li>• Social Impact and Economic Contribution Jobs</li><li>• Responsible Supply Chain Management</li></ul>
5	Achieve gender equality and empower all women and girls	<ul style="list-style-type: none"><li>• Human Rights &amp; Labor Practices</li><li>• Leadership &amp; Human Capital Development</li></ul>
6	Ensure availability and sustainable management of water and sanitation for all	<ul style="list-style-type: none"><li>• Water Stewardship</li><li>• Ecosystem &amp; Biodiversity Protection</li></ul>
7	Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none"><li>• Climate Resilience</li></ul>
8	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<ul style="list-style-type: none"><li>• Human Rights &amp; Labor Practices</li><li>• Education &amp; Inequality Reduction</li><li>• Social Impact and Economic Contribution Jobs</li><li>• Occupational Health &amp; Safety</li><li>• Innovation Management</li><li>• Responsible Supply Chain Management</li></ul>
9	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	<ul style="list-style-type: none"><li>• Education &amp; Inequality Reduction</li><li>• Innovation Management</li><li>• Responsible Supply Chain Management</li></ul>
10	Reduce inequality within and among countries	<ul style="list-style-type: none"><li>• Human Rights &amp; Labor Practices</li><li>• Social Impact and Economic Contribution Jobs</li></ul>
11	Make cities and human settlements inclusive, safe, resilient and sustainable	<ul style="list-style-type: none"><li>• Climate Resilience</li><li>• Circular Economy</li></ul>
12	Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"><li>• Corporate Governance</li><li>• Climate Resilience</li><li>• Water Stewardship</li></ul>
13	Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none"><li>• Climate Resilience</li></ul>
14	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	<ul style="list-style-type: none"><li>• Water Stewardship</li><li>• Ecosystem &amp; Biodiversity Protection</li></ul>
15	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	<ul style="list-style-type: none"><li>• Ecosystem &amp; Biodiversity Protection</li></ul>
16	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	<ul style="list-style-type: none"><li>• Corporate Governance</li><li>• Cyber Security &amp; Data Protection</li><li>• Stakeholder Engagement</li></ul>
17	Strengthen the means of implementation and revitalize the global partnership for sustainable development	<ul style="list-style-type: none"><li>• Leadership &amp; Human Capital Development</li><li>• Innovation Management</li><li>• Stakeholder Engagement</li></ul>



## Independent Assurance Statement



# LRQA Independent Assurance Statement

## Relating to C.P. INTERTRADE COMPANY LIMITED AND SUBSIDIARIES IN RICE BUSINESS, TRANSPORTATION AND SERVICES' Sustainability Report for the calendar year 2024

This Assurance Statement has been prepared for C.P. INTERTRADE COMPANY LIMITED AND SUBSIDIARIES IN RICE BUSINESS, TRANSPORTATION AND SERVICES in accordance with our contract but is intended for the readers of this Report.

### Terms of engagement

LRQA (Thailand) Ltd. was commissioned by C.P. INTERTRADE COMPANY LIMITED AND SUBSIDIARIES IN RICE BUSINESS, TRANSPORTATION AND SERVICES (CPTG) to provide independent assurance on its Sustainability Report 2024 "the report" against the assurance criteria below to a moderate level of assurance and at the materiality of the professional judgement of the verifier, using Accountability's AA1000AS v3<sup>1</sup>, where the scope was a Type 2 engagement.

Our assurance engagement covered CPTG's subsidiaries in Thailand only includes the rice business, transportations, and services and specifically the following requirements:

- Evaluating CPTG's adherence to AA1000 Accountability Principles (2018) of Inclusivity, Materiality, Responsiveness, and Impact.
- Confirming that the report is in accordance with:
  - GRI Standards (2021)
- Evaluating the reliability of data and information for only the selected indicators listed below: <sup>1</sup> - *Environmental*:
  - GRI 302-1 Energy consumption within the organization, GRI 303-3 Water withdrawal, GRI 303-4 Water discharge, GRI 303-5 Water consumption, GRI 305-1 Direct (scope 1) GHG emissions, GRI 305-2 Energy indirect (scope 2) GHG emissions, GRI 306-3 Waste generated, GRI 306-4 Waste diverted from disposal and GRI 306-5 Waste directed to disposal.
- *Social*:
  - GRI 403-9 to 10 Work-related injuries and ill health.

Our assurance engagement excluded the data and information of CPTG's subsidiaries within Thailand where it has no operational control, all operations, and activities outside of Thailand and suppliers and any third parties mentioned in the report.

LRQA's responsibility is only to CPTG. LRQA disclaims any liability or responsibility to others as explained in the end footnote. CPTG's responsibility is to collect, aggregate, analyze and present all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by and remains the responsibility of CPTG.

### LRQA's Opinion

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

- Met the requirements above
- Disclosed reliable performance data and information as no errors or omissions were detected
- Covered all the issues that are important to the stakeholders and readers of this report.

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

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

### LRQA's approach

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

- Assessing CPTG's approach to stakeholder engagement to confirm that issues raised by stakeholders were captured correctly. We did this by interviewing CPTG's management who engage directly with stakeholder groups as well as reviewing documents and associated records.

<sup>1</sup> GHG quantification is subject to inherent uncertainty.



- Reviewing CPTG's process for identifying and determining material issues to confirm that the right issues were included in their report. We did this by benchmarking reports written by CPTG and its peers to ensure that sector specific issues were included for comparability. We also tested the filters used in determining material issues to evaluate whether CPTG makes informed business decisions that may create opportunities which contribute towards sustainable development.
- Auditing CPTG's data management systems to confirm that there were no significant errors, omissions or mistakes in the report. We did this by reviewing the effectiveness of data handling processes, and systems, including those for internal verification. We also spoke with key people in various departments responsible for compiling the data and drafting the report.
- Visited CPTG's operations as business representative (Kamphaeng Phet Rice Mill and Logistics office in Bangkok) to sample performance data and information for the selected specific standard disclosures to confirm its reliability.

### Observations

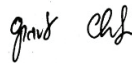
Further observations and findings made during the assurance engagement are:

- Stakeholder inclusivity: We are not aware of any key stakeholder groups that have been excluded from CPTG's stakeholder engagement process. CPTG has addressed the key stakeholder group's opinion regarding their impacts.
- Materiality: We are not aware of any material issues concerning CPTG's sustainability performance that have been excluded from the report. CPTG has processes for identifying and determining material issues based on a set of unbiased criteria and qualitative impact valuation.
- Responsiveness: CPTG has addressed the concerns of stakeholders in relation to transition plan for climate change. However, we believe that future reports should disclose safety practices and improve progress in all CPTG operations.
- Reliability: Data management systems are well defined, but the implementation of these systems varies across CPTG's operational facilities.
- Impact: CPTG has addressed impacts valuation of an agriculture products, food loss and climate change related.

### LRQA's standards, competence and independence

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification is the only work undertaken by LRQA for CPTG and as such does not compromise our independence or impartiality.



Opart Charuratana  
Lead Verifier

Dated: 15 August 2025

On behalf of LRQA (Thailand) Limited  
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# SUSTAINABILITY REPORT 2024

C.P. INTERTRADE CO., LTD.  
AND COMPANIES IN THE RICE BUSINESS TRANSPORT  
AND SERVICE CHAROEN POKPHAND GROUP









บริษัท ซี.พี. อินเตอร์เทรด จำกัด  
ธุรกิจข้าว ขนส่ง และบริการ เครือเจริญโภคภัณฑ์

สำนักบริหารความยั่งยืน ธรรมาภิบาลและกำกับการปฏิบัติตามกฎหมาย

อาคารฟอร์จูนทาวน์ ชั้น 23 เลขที่ 1 ถนนรัชดาภิเษก แขวงดินแดง เขตดินแดง กรุงเทพมหานคร 10400