

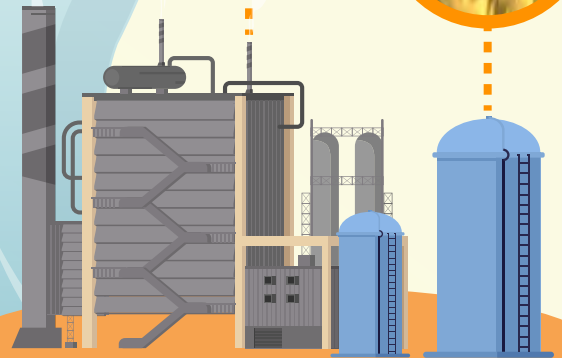
environment



Research and Development



smart farming



commercial

SUSTAINABILITY REPORT 2021

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

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MESSAGE FROM VICE CHAIRMAN

Crop Integration , Rice ,
Transportation and Services Business

INNOVATIVE ORGANIZATION

"Innovation development isn't just a matter of policy but should be conscious mind of every employee"

Our vision is to become an organization that fosters innovation, creating economic, social and environmental benefits for the entire world. Charoen Pokphand Produce Co., Ltd. and companies in the Crop Integration Business Group are focus on creating a culture of exchanging knowledge along with encouraging

employees to create innovations. To step towards sustainable business growth in terms of economy, society, and environment.

Environment

"It is our responsibility to strike the right balance between development and the conservation of our natural resources while respecting the rights of all of our stakeholders"

Charoen Pokphand Produce Co., Ltd. and companies in the Crop Integration Business Group are constantly seeking ways to share knowledge with and build the capabilities of the communities we impact while also ensuring we do all we can to help ecosystems and biodiversity flourish.

This will help ensure that the natural resources, on which our business depends, remain sustainable and abundant.

Mr. Prasit Damrongchietanon

MESSAGE FROM CHIEF EXECUTIVE OFFICER
CROP INTEGRATION BUSINESS GROUPHAVE THE KNOWLEDGE TO
LEARN NEW THINGS.

Include the Charoen Pokphand Group just in case, don't forget the words "3 benefits" in every country that they invest in, which is good that the success of various businesses. The important thing with responsibility and accountability to the questions that the surrounding social community grows together.

Crop Integration Business Group which operates upstream of the production sector and will be a part that makes farmers earn and bring growth because it is considered various technologies to increase production efficiency to be transferred to farmers. At the same time, employees are encouraged to participate in creating new innovations, to become a learning organization and business growth in terms of economy, society, and environment in a sustainable manner.

"Everything around us can be innovative. Start with interest and action. Don't let fear makes us dare not think or do something different. If you try it and you get an error reviewed and made improvements. Our company is ready to support employees to participate in creating new things that are beneficial to the organization and society."

REWARD YOU LAND BY TAKING CARE OF THE ENVIRONMENT

Our company places importance on participation in conservation. Rehabilitation of natural resources and the environment in collaboration with the agency and network partners in many areas. Continue to take care of important watershed forests, as well as encouraging employees to jointly take care of and planting perennials in the organization's area in the event "Planting forests in the house" to increase green space for the country because of participation in nature conservation considered as one of the goals to repay the land, that the integrated plant business intends to operate.

Mr. Sumeth Pinyosnit

SUMMARY OF KEY PERFORMANCE IN 2021

(GRI 102-7)

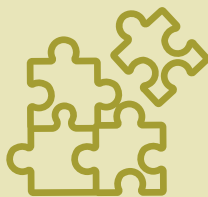
Economic growth



Gross income
7,290.70
Million baht



Employee benefits
166.87
Million baht



Employee training expenses
8.98
Million baht



Taxes paid to the government
175.40
Million baht

Development investment expenses and support society and community

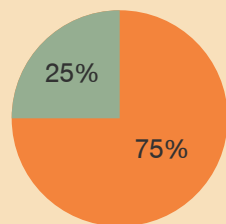


1.51
Million baht

HEART : LIVING RIGHT



Number of employees
4,892
people
(CPP, CPS & CPA)



Proportion of Classified Employees
Male employee **72.16%**
2,784 people
Female employee **27.84%**
1,074 people
New employee **563** people

100%

of employees and leaders trained in sustainability, safety

Safety
2.17 employee
1.44 contractor
Lost time injury rate
(cases per **1,000,000** hours worked)

Leadership Development
Number of trainees from C.P. Leadership Institute : **31** people

Personnel development
5.24 hours
The average training time for all employees

Announcement of the Charoen Pokphand Group's Code of Conduct
"Code of Conduct of the Charoen Pokphand Group is our practice."



Evaluate and identify key issues
Human Rights 4 Issues

HEALTH : LIVING WELL

Number of farmers, small entrepreneurs
14,000 promoted vulnerable groups



Donation **7.89** Million baht
Donate to **90** hospitals
across Thailand through the project
"Give more ... giving more than" #2

Number of students receiving access to education support and skill development required
9,546 people

72.1 Million baht invested in research and development
Number of research and development personnel: **83** people
(Thai and local people)



21 Items number of registrations for plant variety protection in Thailand and India



The savings from completing the Satisfied Project in one day are
120.81 Million baht.



Number of innovators and assistant innovators
309 people

HOME : LIVING TOGETHER

Greenhouse gas emissions (Scope 1 + 2)
14,443.21 ton CO₂e



Share of greenhouse gas emissions Classified by country
Thailand **8,055.70** ton CO₂e
Vietnam **2,574.51** ton CO₂e
India **3,587.67** ton CO₂e
Myanmar **225.33** ton CO₂e

Energy consumption
155,519.25 gigajoules



Proportion of renewable energy 27.29%
Amount of water used **1.41** million cubic meters
Proportion of water reuse / reuse **1.12%**
Amount of waste generated **678.34** tons
Proportion of waste reuse / reuse **29.41%**

Amount of environmental investment
4.9 million baht
with The Safe Nature Project

The number of forest areas that have been restored and taken care of is
17,310 rai.

Amount of water used per income
193.68
m³ / million baht

Note
*Safety data does not include CPS & CPA, as they are in the process of merging and are therefore not taken into account.

Note
*Home data does not include CPS & CPA as they are in the process of merger and thus are not taken into account.

PROGRESS OF 15 SUSTAINABILITY GOALS 2021



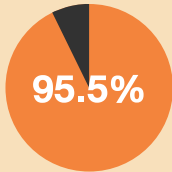
HEART :
LIVING RIGHT



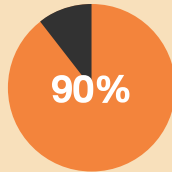
Corporate Governance
The business received a recognized assessment of corporate governance performance (Ethisphere)



Human Rights and Labor Practices
Businesses that assess human rights impacts from corporate activities and regular high-risk direct partners



Education and reducing inequality
Supporting 9,546 children, youth and adults to have the opportunity to access education and developing necessary skills from Target 100,000 people

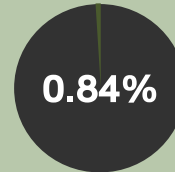


Leadership and Human Resources Development
Trained staff and regularly participate in sustainability activities or projects every year



Cyber Security and Data Protection
Certified by Cyber Security Standards

HEALTH :
LIVING WELL



Good health and well-being
Sales generated from products and services, both B2B and B2C, that promote good health and well-being



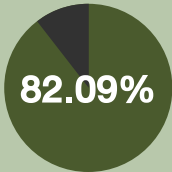
Social Impact
Promoting career and quality of life 14,000 farmers and vulnerable groups from the target of 10,000



Occupational health and safety
The lost time accident rate is 2.17 cases/1,000,000 working hours.

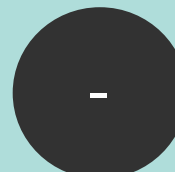


Innovation Management
Number of registered patents and petty patents 21 out of 18 targets

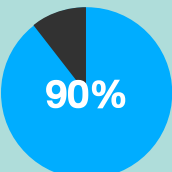


Building engagement with stakeholders
Key stakeholder engagement score From a survey of businesses, 82.09% from the target 80%

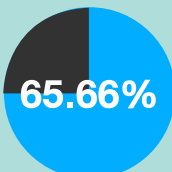
HOME :
LIVING TOGETHER



Climate change adaptation
GHG emissions per revenue unit decreased by 17.96% compared to the base year 2020



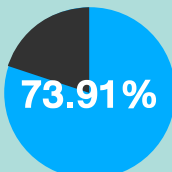
Circular economy
All plastic packaging used Can be reused, reused, or compostable.



Taking care of water resources
Water consumption per revenue unit decreased by 65.66% from the target of 30% reduction compared to the base year 2020



Protecting ecosystems and biodiversity
1 project, The Safe Nature Project made in conjunction with outside organizations



Responsible Supply Chain Management
Of the 23 first-tier business partners, 17 were audited for sustainability.

AWARDS AND STANDARDS

Safety Health and Environment Management-Outstanding Model



Establishment Award Occupational safety and working environment

- Seed Processing Plant Soi 19 (National Level 19th years)
- Seed Processing Plant Soi 12 (National Level 15th years)
- Organic Fertilizer Plant (National Level 5th years)
- Chemical Fertilizer Packing and Mixing plant (Provincial Level)

ด้านบริหารจัดการพลังงาน



Energy Management Thailand Energy Award 2020 : Person Responsible Energy for Designated Factory

- Miss Sawaros Kittisopa
Senior Energy Manager Seed Processing Plant

Zero Accident Campaign Award (Zero Accident Campaign Activity)



- Seed Processing Plant Soi 19 (6th years Bronze Level and 3rd years Silver Level)
- Seed Processing Plant Soi 12 (1st Beginning Level)
- Seed Processing Plant Soi 19
- Seed Processing Plant Soi 12

ด้าน CSR



Corporate Social Responsibility (CSR) CSR-DIW Award

- Seed Processing Plant Soi 19 (Continuous award 4th years)
- Seed Processing Plant Soi 12 (Continuous award 4th years)
- Chemical Fertilizer Packing and Mixing Plant

International Standard Systems and Certification



Protection standard award and Solve drug problems (TSRI)

- Seed Processing Plant Soi 19
- Seed Processing Plant Soi 12
- Organic Fertilizer Plant
- Chemical Fertilizer Packing and Mixing Plant

ISO 9001: 2015 (Quality Management)



- Seed Processing Plant Soi 19
- Seed Processing Plant Soi 12
- Organic Fertilizer Plant
- Chemical Fertilizer mixing and packing plant
- Seed Processing Plant (Vietnam)

ISO 14001 : 2015 (Environmental Management)



- Soil and Fertilizer service Laboratory
- Chemical Fertilizer Laboratory has certified testing laboratory accreditation by Department of Agriculture, Ministry of Agriculture and Cooperatives.

ISO 17025 : 2017 (Laboratory International Standard)



- Soil and Fertilizer service Laboratory
- Chemical Fertilizer Laboratory has certified testing laboratory accreditation by Department of Agriculture, Ministry of Agriculture and Cooperatives.

BUSINESS BASE OF CROP INTEGRATION BUSINESS GROUP

(GRI 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-16,102-45)

MYANMAR

- Seed and Fertilizer Laboratory
- Seed Processing Plant
- Chemical Fertilizer Plant

INDIA

- Research and Development Stations
- Biotechnology Laboratory
- Seed Processing Plan

VIETNAM

- Seed Laboratory
- Seed Laboratory
- Seed Processing Plant

THAILAND

- Research and Development Stations
- Biotechnology Laboratory
- Seed Laboratory
- Plant and Microbial Laboratory
- Soil and Fertilizer Laboratory
- Seed Processing Plant
- Chemical Fertilizer Plant
- Organic Fertilizer Plant
- Integrated crop factories (rice, coconut, mango, rubber)

4 integrated crop factories (rice, coconut, mango, rubber)

10 COUNTRIES IN BUSINESS*

4 Research and Development Stations

8 Laboratories

5 Seed Processing Plants

3 Fertilizer Plants

Number of Employees

4,892 people

(4 Countries : Thailand, Myanmar, Vietnam and India)

1,040,000 Corn farmers

estimated number of corn farmers covering countries in business

Note : *10 Countries in business : Thailand, Lao PDR, Cambodia, Vietnam, Myanmar, India, Bangladesh, Pakistan, Nepal and Sri Lanka

CROP INTEGRATION BUSINESS GROUP

MAIN BUSINESS

From the fact that the Charoen Pokphand Group operates an Integrated Agricultural Business and Animal Feed Production for domestic and international, corn being one of the crucial raw materials due to its high protein content. Therefore, to support the production shortfall of corn with stable and good quality for raising animals, Crop Integration Business Group plays an important role in the upstream production consisting of R&D of corn hybrids to be suitable to climate change and cultivation behavior of growers

As well as seed production without contamination through controlled seed production facilities to produced corn hybrid seeds that meet the quality requirement of growers. In addition, the company provides and transfers knowledge about cultivation technology, know how to apply fertilizer to increase production or adding organic fertilizer to improve the soil fertility to member farmers. Last but the most crucial factor is water resources management and irrigation to enable all year round planting which will result in increasing income and farmers' standard of living according to CP's Three Benefits Principle : Farmers, Countries and Organization.

MAIN COMPAN

Charoen Pokphand Produce Co., Ltd.	Thailand
C.P. Seeds (Vietnam) Co.,Ltd.	Vietnam
CPP Fertilizer Co.,Ltd	Myanmar
Charoen Plantation Co.,Ltd.	Cambodia
Charoen Pokphand Produce (Lao) Co., Ltd.	Lao PDR
Charoen Pokphand Seeds (India) Pvt., Ltd.	India
CPP Myat Min Agro Co.,Ltd (Mega farm)	Myanmar
Charoen Pokphand Seed Co., Ltd.	Thailand
C.P. Major Co., Ltd.	Thailand
C.P. C.P. Starlanes Co., Ltd.	Thailand
Charoen Pokphand Agriculture Co., Ltd.	Thailand



OPPORTUNITIES AND CHALLENGES

ECONOMIC DIMENSION

- Governance and Business Ethics
- Customer Relationship Management
- Health & Well-Being
- Supply Chain Management
- Risk Management

SOCIAL DIMENSION

- Social Impact on Community
- Human Rights
- Occupational Health and Safety
- Human Capital Development
- Talent Attraction and Retention

ENVIRONMENTAL DIMENSION

- Operational Eco-Efficiency
- Ecosystem and Biodiversity
- Raw Material Sourcing

VISION

To be a leader in B2C integrated agriculture on sustainable irrigated agricultural areas.

MISSION

"Farmers are Life Partner"

Maintain farmers to earn 12 months per year, develop small-scale farmers until they become large plots or partnerships with companies and must be sustainable

SUSTAINABLE UPSTREAM BUSINESS DIRECTION

Crop Integration Business

Farming today tends to face various problems such as a shortage of agricultural labor. Due to the aging society in the agricultural sector is increasing every year. Therefore, the concept of agricultural management by using technology was born. To make the production cost as cheap as possible and to increase the competitiveness. There is also the uncertainty of the market conditions for crops. And most importantly, there are risk factors from weathering, natural disasters and the environment as well. In Thailand, we have more than 137 million rai of agricultural land, with an average of 17 rai of land held by farmers per household. Having an area in small plots It is a problem for the use of agricultural machinery that will bring value to the production scale. therefore came up with the concept of merging land into large plots for crop production activities (Not occupying or owning land) in order to have a reasonable economic size. Both the conditions of the community And the size of the machine is suitable for use in every step of production to reduce management costs. and moving to have continuous work from growing crops throughout the year



Together with the introduction of precise technology used since planting appropriate plant nutrient provision based on soil analysis values care and control of disease and insect pests. Monitoring of plant health throughout the lifespan until harvest Weather forecasting for determining the optimum planting period. and can predict the productivity of satellite technology. Including the use of lot technology to collect data. Create a database of farmers as Big Data for income analysis. The cost of production enables farmers to make informed decisions on how to grow crops. Most importantly, we will focus on growing crops in irrigated areas and creating water sources for agriculture. To help reduce the risk of natural disasters for farmers as little as possible. When there is a water source for farming Farmers will be able to increase cropping cycles in the same area for another 2-3 generations. These factors will be planned on a sustainable upstream agricultural business. And most importantly, it will increase income for farmers to have income throughout the year.



Concept of reducing steps on the supply chain as short as possible, will create stability and sustainability for the Group's and the country's food midstream and downstream businesses by creating a large-scale farming model in the Company's area, such as Mega Farm in Cambodia and renting land for large plots of agriculture as a model for farmers. With the use of modern and appropriate production technology It consists of the availability of people with specific expertise who will provide knowledge and academics in each field, including agricultural machinery. Both drive the power source and various rear trailers. soil and plant nutrients knowing what kind of soil is suitable for plants, providing plant nutrients and creating the right plant nutrients. On the water side, create surface and underground water sources. Utilization and including income from water resources floating electric power aquaculture growing vegetables and fruits in terms of crops, corn, rice, potatoes, sugarcane, beans and fruits and vegetables, including care and protection of plants.



Finally, post-harvest care for maximum efficiency this includes the opportunity to expand large-scale farming by merging small-scale farmer areas. It creates awareness and expands the results continuously, increasing both the amount of space and productivity. as well as the acceptance of farmers and society This will shorten the cluster and supply chain and achieve the best efficiency and cost. Including the company will create a supporting industry for processing. and add value around the planting area within reasonable transport distances These will change the country's agricultural sector. For the benefit of farmers, the nation and the company according to the 3 values of the Charoen Pokphand Group



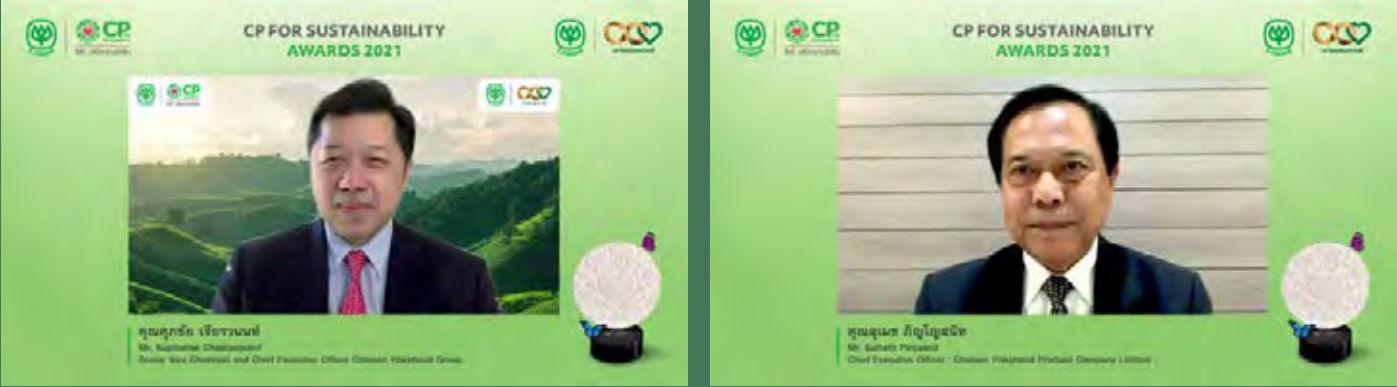
C.P. SIX CORE VALUES

To be a leader in B2C integrated agriculture on sustainable irrigated agricultural areas.

 <div>Three Benefits</div>	<p>CPP has always operated our business by adhering to the Three-Benefit Principle. This states that our business should benefit not just our Company and our employees but also the communities we engage with and the countries we operate in.</p>
 <div>Speed with Quality</div>	<p>Modern businesses must be fast moving, without compromising on quality. We must be able to adapt to new circumstances, adopt the latest technologies, respond to changing consumer tastes and preferences, all the while responding to evolving regulatory systems.</p>
 <div>Simplification</div>	<p>We are therefore committed to implementing technology and innovation to streamline our systems and operations across the entire Business Group, which leads to improved efficiency and greater effectiveness.</p>
 <div>Accept Change</div>	<p>Our key strategy is to embrace change. This allows us to manage our response to evolving circumstances across all our markets. To ensure this, we encourage all our employees to stay informed about new opportunities so that we can deliver more to our customers</p>
 <div>Innovation</div>	<p>We actively encourage innovation in our employees and our goal is to foster innovation across all our businesses to enable us to deliver the best products and services to our customers.</p>
 <div>Integrity</div>	<p>Since the day we were founded, we have operated our business with integrity, and this applies to every action we take, whether large or small. We firmly believe that a business that focuses solely on enriching itself without regard to these values will ultimately erode the trust of all its stakeholders and will not be able to operate in the long term.</p>

CP for Sustainability Awards 2021

Awards for companies in the Charoen Pokphand Group for driving towards the 2030 Sustainability Goals.



“

Mr. Suphachai Chearavanont Chief Executive Officer Charoen Pokphand Group or C.P. Group revealed that in the past year the C.P. Group has been very successful in implementing strategies and sustainability goals. It has received international awards and has also been invited to drive sustainability from world-class organizations, such as being selected as a Leader by the United Nations Sustainable Development Cooperation Framework or UNGC. Only 38 companies worldwide have been granted this status. Out of more than 10,000 companies reviewed by the UNGC, it has been awarded one of the world's most ethical companies by the Ethisphere Institute and has joined the Business Commission to Tackle Inequality (BCTI). of the World Business Council on Sustainable Development (WBCSD) and has also received many national awards such as the Sustainable Business Awards from the Sustainable Business Awards (Thailand) by the Global Initiative and the Low Carbon and Sustainable Business Award. from Thailand Greenhouse Gas Management Organization (Public Organization), etc.

The key factors that make the C.P. Group successful in driving sustainability is that leaders and employees of all business groups seriously put sustainability strategies into practice. Until being able to achieve the goal satisfactorily on this success, the C.P. Group would like to thank the executives and employees of all business groups in the group both domestically and internationally.

”



Charoen Pokphand Produce Co., Ltd. and Crop Integration Business Group received the C.P. for Sustainability Awards. Outstanding Sustainability Performance. Types of Voluntary Sustainability Reporting.

SUSTAINABILITY MANAGEMENT

Charoen Pokphand Produce Co.,Ltd. and companies in Crop Integration Business Group believe in delivering value through quality products and services that meet according to the Sufficiency Economy Philosophy, customers and consumers want the business to operate sustainably on the basis of social and environmental responsibility. This can be seen from the adherence to the 3 benefit philosophy that always focuses on creating benefits for the nation, society and the company, as well as applying the C.P. Excellence approach to business operations for human development.

In addition, CPP is also committed to conducting business sustainably beyond complying with the rules, regulations and standards of the countries in which it operates by adhering to international principles of sustainability, such as the UN Global Compact, Principle. UN Guiding Principles on Business and Human Rights (UNGP) and the UN Sustainable Development Goals (UN SDGs) practice.



Sustainability Strategy



Sustainability Governance



Materiality Assessment

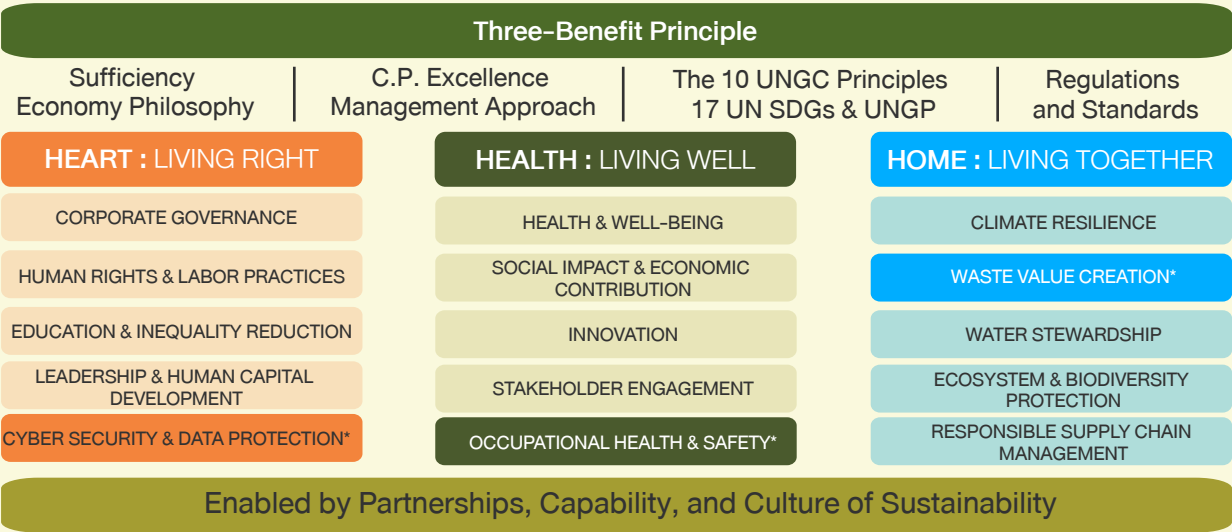


About this Report

STRATEGIES AND SUSTAINABILITY GOALS TO 2030



To be a leading tech and innovation conglomerate, providing food for body and mind that creates shared value and brings health and well-being for all



In 2016, Crop Integration Business Group has adopted a sustainability strategy and the 2021 sustainability goals of the Charoen Pokphand Group as a framework for sustainable operations Under the 3Hs framework,

- HEART – Commitment to doing business with a sustainable mind
- HEALTH – Commitment to a sustainable society
- HOME – Commitment to a sustainable environment








The Sustainability Strategy of the C.P. Group consists of 4 main components, which are at the heart of business operations and the foundation of the Group's sustainability, namely the 3-Benefit Philosophy aimed at creating benefits for the nation, society and the company.







In addition, Crop Integration Business Group it also places importance on conducting business on the basis of good governance, transparency and accountability. Including social and environmental responsibility. reflected throughout the Group's operationswith the aim of long-term sustainability and for the utmost benefit of all groups of stakeholders.









So that sustainability operations cover all sustainability issues. This is in line with the strategy of the Charoen Pokphand Group. Crop Integration Business Group has received 3 additional policies, strategies and goals for sustainability towards the year 2030 :






- 1. Cyber Security & Data Protection
- 2. Occupational Health & Safety
- 3. Waste Value Creation

SUSTAINABILITY ACTION CONCEPT

MATERIAL ISSUE	CORPORATE GOVERNANCE
2021 Goal	100% of the Integrated Crop Business Group get a recognized evaluation. of corporate governance operations (Ethisphere)
2030 Goal	100% of the Integrated Crop Business Group get a recognized evaluation. of corporate governance operations (Ethisphere)
SDGs	 
MATERIAL ISSUE	HUMAN RIGHTS AND LABOR PRACTICES
2021 Goal	100% of the Integrated Crop Business Group where human rights impacts from activities of high-risk organizations and direct suppliers are regularly assessed
2030 Goal	100% of the Integrated Crop Business Group where human rights impacts from activities of high-risk organizations and direct suppliers are regularly assessed
SDGs	   
MATERIAL ISSUE	LEADERSHIP & HUMAN CAPITAL
2021 Goal	100%of the integrated crop business group leaders and employees Through training to develop knowledge and understanding of sustainability
2030 Goal	100% of employees receive training and participate in sustainability activities or projects annually.
SDGs	  

MATERIAL ISSUE	EDUCATION
2021 Goal	Supporting 9,546 children, youth and adults to have the opportunity to access education and developing the necessary skills from the goal of 100,000 people
2030 Goal	Support children, youth and adults to have the opportunity to access education and developing the necessary skills from the goal of 100,000 people
SDGs	  
MATERIAL ISSUE	CORPORATE GOVERNANCE
2021 Goal	100% Certified Cyber Security Standards
2030 Goal	100% of the Integrated Crop Business group certified to international cyber security and data protection standards
SDGs	  

GOOD HEALTH & WELL-BEING	
2021 Goal	0.84% of sales come from B2B and B2C products and services that promote health and wellness.
2030 Goal	Sales generated from B2B and B2C products and services that promote health and wellness.
SDGs	<div></div> <div></div>
SOCIAL IMPACT	
2021 Goal	100% Promote occupations and quality of life for farmers and vulnerable groups 14,000 out of the target of 10,000
2030 Goal	Number of farmers, small entrepreneurs vulnerable groups and others throughout the supply chain that has been supported to generate income for all 100,000
SDGs	<div></div> <div></div> <div></div> <div></div>
OCCUPATIONAL HEALTH & SAFETY	
2021 Goal	The lost time accident rate was 2.17 cases/1,000,000. working hours
2030 Goal	Lost time accident rate is zero.
SDGs	<div></div> <div></div>

MATERIAL ISSUE		INNOVATION	
2021 Goal	Number of registered patents and petty patents 21 out of 18 targets		
2030 Goal	There are a total of 50 registered patents and petty patents.		
SDGs	  		
MATERIAL ISSUE		STAKEHOLDER ENGAGEMENT	
2021 Goal	The survey found that The Integrated Crop Business Received 82.09% stakeholder engagement score from the target 80%		
2030 Goal	80% of multi-stakeholder engagement surveys score positively		
SDGs	 		

SUSTAINABILITY ACTION CONCEPT

MATERIAL ISSUE

CLIMATE CHANGE MANAGEMENT

2021 Goal

The amount of greenhouse gas emissions has increased.
17.96% per revenue unit compared to the base year 2020

2030 Goal

100% of direct and indirect greenhouse gas emissions
(Scope1 and Scope2) net zero.

SDGs



MATERIAL ISSUE

CIRCULAR ECONOMY

2021 Goal

N/A

2030 Goal

All plastic packaging used is more than 90% recyclable,
reusable or compostable.

SDGs



MATERIAL ISSUE

WATER STEWARDSHIP

2021 Goal

Reduced water consumption 66.79% per revenue unit from
the target of 30% compared to the base year 2020

2030 Goal

Reduce water consumption by 30% per revenue unit. compared
to the base year 2020

SDGs



MATERIAL ISSUE

ECOSYSTEMS AND BIODIVERSITY PROTECTION

2021 Goal

1 project, Safe Nature Project done in conjunction with external
organizations

2030 Goal

Number of projects with relevant international partners To manage
and monitor biodiversity in business operations.

SDGs



MATERIAL ISSUE

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

2021 Goal

73.91% of businesses with a traceability process of the 23 first-tier
business partners, 17 were audited for sustainability.

2030 Goal

100% of high-risk raw materials are traceable and high-risk
suppliers audited.

SDGs



MATERIALITY ASSESSMENT RESULTS OF CROP INTEGRATION BUSINESS GROUP

Material Issue	Topic	Business Line			
		Agricultural Integration Business	Seed Business	Fertilizer Business	Crop Integration Business
Corporate Governance	Governance and Business Ethics	●	●	●	●
	Risk and Crisic Management	●	●	●	●
	Cyber Security & Deta Protection	●	●	●	●
Human Rights and Labor Practices	Labor Practices and Human Rights (Excluding Occupational Health & Safety)	●	●	●	●
	Safety, occupational health and working environment	●	●	●	●
Leadership & Human Capital Development	Human Resource Management	●	●	●	●
Stakeholder Engagement	Stakeholder Engagement	●	●	●	●
	Customer Relationship Management	●	●	●	●
Social Impact	Corporate Citizenship and Philanthropy (excluding education activities)	●	●	●	●
	Social Impacts from Operations, Products, and Services	●	●	●	●
Health & Well-being	Health & Well-being	●	●	●	●
	Animal Welfare	●	●	●	●
Education	Social Inclusion in Education	●	●	●	●
Innovation	Innovation Management	●	●	●	●
Climate Change	Climate Change Impact	●	●	●	●
	Energy Management	●	●	●	●
	Effluent and Waste Management	●	●	●	●
	Resource Efficiency	●	●	●	●
Water Stewardship	Water Management	●	●	●	●
Ecosystem & Biodiversity Protection	Raw Material Sourcing / Biodiversity and Ecosystems	●	●	●	●
Responsible	Packaging	●	●	●	●
Supply Chain	Management Responsible Supply Chain Management	●	●	●	●

● No Impact

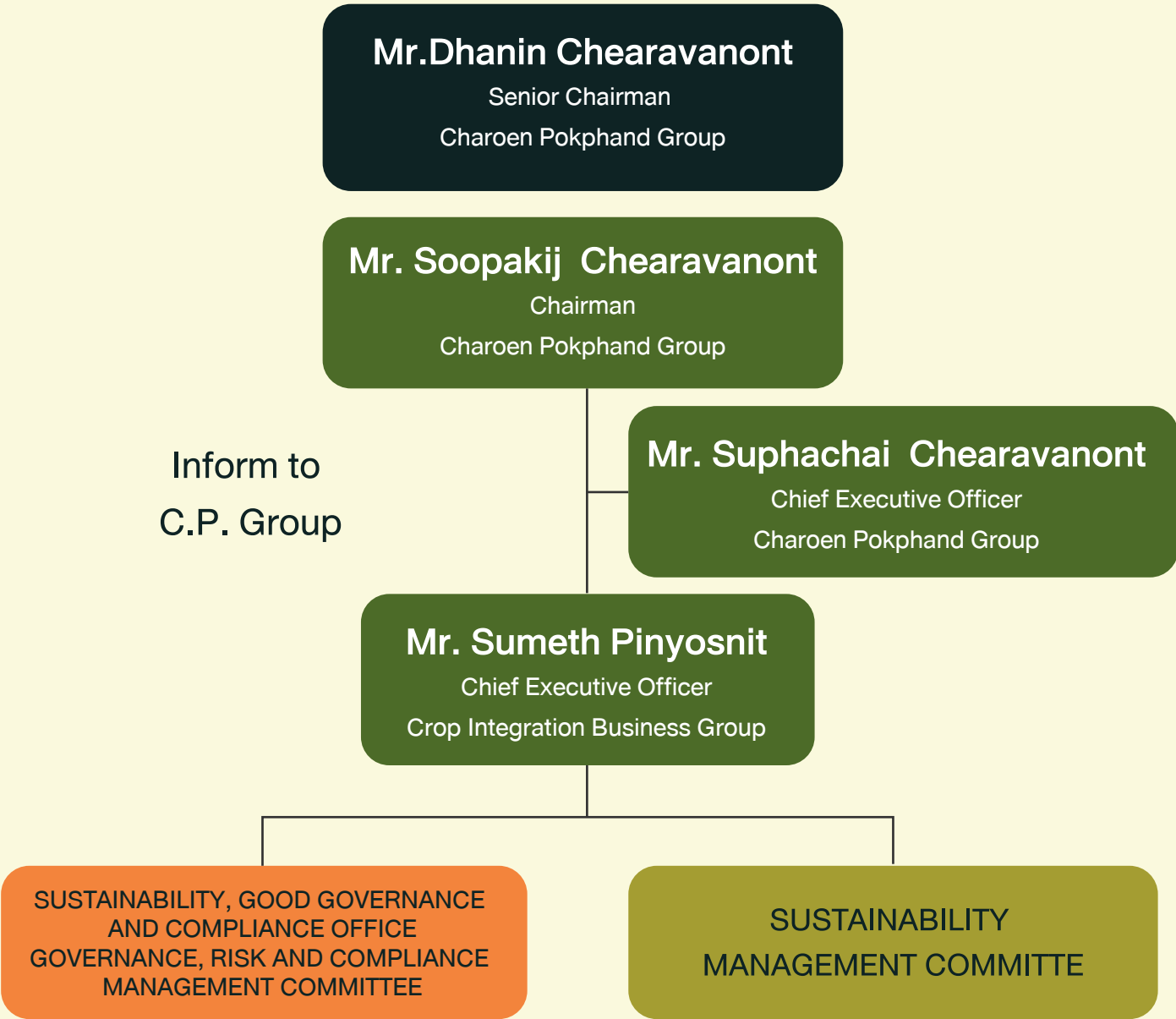
● Middle Impact

● Very High Impact

● Little impact

● High Impact

GOVERNANCE STRUCTURE



Roles and Responsibility

- Consider and scrutinize policies and guidelines for governance, risk and compliance management with the rules of business group. Establish strategies and guidelines for the management of governance, risk and compliance with business group rules. They can assess, monitor and control the risks to an appropriate level.
- Supporting the working group on personnel, budget, necessary resources in line with their responsibilities.
- Report to the C.P. Group Corporate Governance Committee.
- Risk monitoring and compliance with the rules of business regularly about the risk management of the business group Including things that need to be improved to comply with the established policies and strategies.

Roles and Responsibilities

- Participate in determining directions, making decisions, giving information, opinions and suggestions and coordinate with those involved in the business group In the process of developing sustainability strategy.
- Collaborate with the Sustainability Management, Governance and Corporate Communications Office Charoen Pokphand Group In bringing the strategy to practice, monitoring and measuring performance. And prepare the annual sustainability report of the Charoen Pokphand Group.
- Jointly report ideas, operational guidelines, and the performance of the Charoen Pokphand Group.

MATERIALITY ASSESSMENT PROCESS

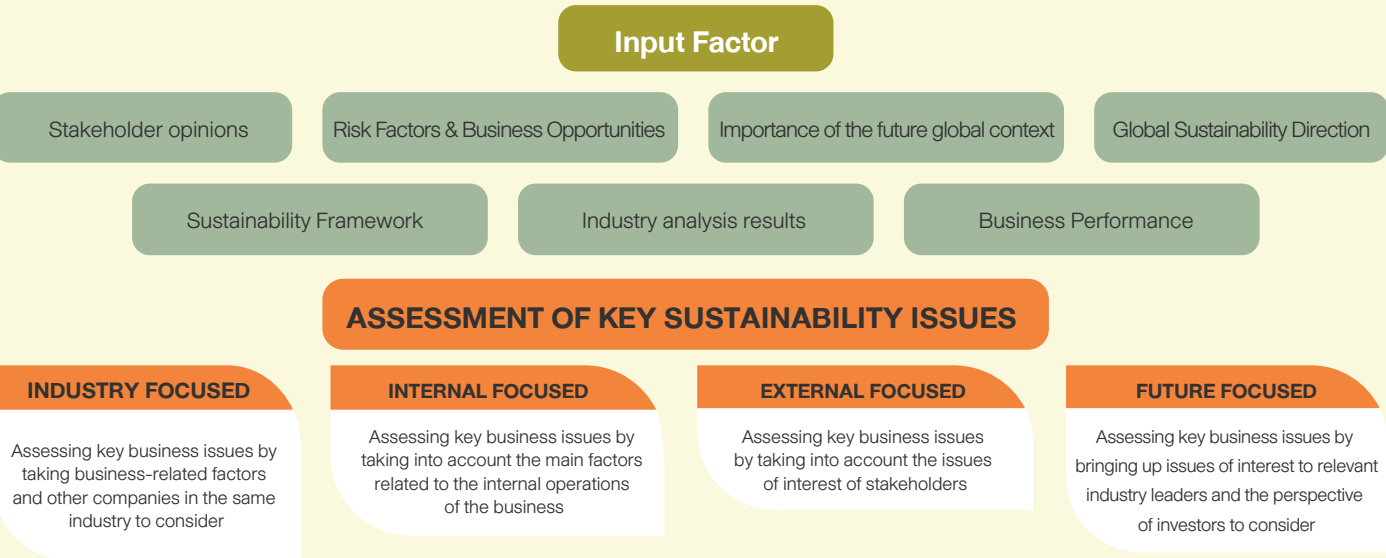
(GRI 102-2, 102-15, 102-32, 102-46, 102-47, 102-54, 103-1)

The content and quality of this report has been determined by considering Crop Integration Business Group as a foundation as well as the material issues impacting the economy, society, and environment, from the perspective of both internal and external stakeholders. Our company has adopted the international sustainability reporting guidelines, GRI Sustainability Reporting Standards as a core option, as a framework for preparing reports. It considers both internal and external factors related to operations. To assess important sustainability issues. with various processes and steps to assess sustainability issues under the 10 key principles of the GRI Standards.

The content of the report consists of Stakeholder Inclusion Sustainability context, subject matter, and completeness; and to determine the quality of the report, which consists of Accuracy, balance, clarity, comparison, reliability and timeliness key process and the process of evaluating materiality is mentioned below



SUSTAINABILITY STRATEGY 2030



MATERIALITY ASSESSMENT PROCESS

(GRI 102-2, 102-15, 102-32, 102-46, 102-47, 102-54, 103-1)

The content and quality of this report has been determined by considering Crop Integration Business Group as a foundation as well as the material issues impacting the economy, society, and environment, from the perspective of both internal and external stakeholders. Our company has adopted the international sustainability reporting guidelines, GRI Sustainability Reporting Standards as a core option, as a framework for preparing reports. It considers both internal and external factors related to operations. To assess important sustainability issues. with various processes and steps to assess sustainability issues under the 10 key principles of the GRI Standards.

The content of the report consists of Stakeholder Inclusion Sustainability context, subject matter, and completeness; and to determine the quality of the report, which consists of Accuracy, balance, clarity, comparison, reliability and timeliness key process and the process of evaluating materiality is mentioned below

IDENTIFICATION OF KEY POINTS

Research, analyze, collect and identify material sustainability issues related to the Group's business. Covering all activities of the Integrated Crop Business Group, taking into account the diversity of related industries.

STEPS TO IDENTIFY KEY ISSUE

- Key takeaways are drawn from the conclusions drawn from the 2016 Executive Sustainability Workshop and information gathered from suppliers. Which will be reviewed every year once a year
- 2021 significant issues review results of C.P.Group and Business Group This is the information for preparing this report.
- Compare with the sustainability issues of companies in the same industry. It includes the Sustainable Development Goals (SDGs), the UN Global Compact, the Business Council for World Environment (World Business Council for Sustainable Development: WBCSD), Dow Jones Sustainability Index.
- Identify stakeholder groups based on supplier survey data. Group's Stakeholder Information And the stakeholder group information from the social responsibility (CSR) standard system can be a total of 14 groups.
- Collection of material issues of C.P. Group companies that have prepared sustainability reports. and arrange a forum to listen to opinions with additional stakeholders from questionnaire survey

PRIORITIZATION

- Sustainability Management Committee meeting to consider information on important issues on sustainability. Classified by stakeholder group which is data from survey results and significant issues of C.P.Group
- Employee representative survey management team of the business group and online stakeholder representatives
- Employee representative survey management team of the business group and online stakeholder representatives
 - Business group weight
 - Weights of each stakeholder group
 - Stakeholder priorities
 - Business priorities
 - Prepare Materiality Matrix

VERIFICATION OF ACCURACY AND RELIABILITY

Verify the process of preparing sustainability reports according to the principles of reporting on the key issues of the GRI standard to complete all 4 aspects of the verification process for accuracy and reliability as follows:

- Verify the process of preparing sustainability reports according to the principles of reporting on the key issues of the GRI standard to complete all 4 aspects of the verification process for accuracy and reliability as follows:
- Management considers and approve significant issues and priorities
- Reviewed and validated the sustainability reporting process by an independent agency.

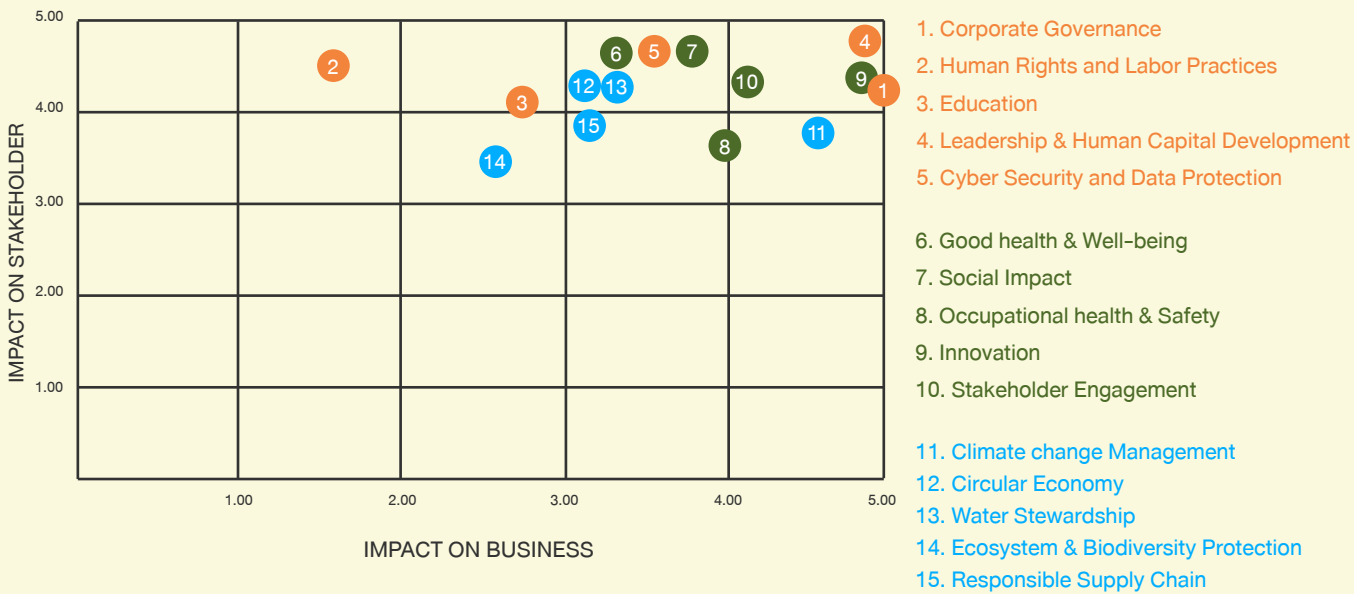
CONSTANTLY EVOLVING

Crop Integration Business Group ready to listen to everyone's opinions, for the development of sustainability reports in the future to be able to meet the expectations of stakeholders therefore has opened a variety of contact channels

SCOPE OF MATERIALITY ASSESSMENT

Topic	Sustainability Issues	Related GRIs	Scope										
			Inside Organization	Outside Organization									
			Employee	Customers / Consumers	Community & Society	Partners	Shareholders / Investors	Media / Online media	Government Agency	Supplier	Competitor	NGOs	Creditor / Bank
HEART เศรษฐกิจ	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 and 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	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 and Data Protection	102-19,102-20,103-1,103-2,103-3,418-1	/	/				/					
HEALTH สังคม	Good health & Well-being	103-1,103-2,103-3, 417-1	/	/									
	Social Impact	103-1,103-2,103-3, 201-1, 413-1	/		/	/			/			/	
	Occupational health & Safety	103-1,103-2,103-3, 403-9,403-10	/	/	/								
	Innovation	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 สิ่งแวดล้อม	Climate change Management	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	103-1,103-2,103-3, 204-1, 308-1,/414-1	/	/		/				/			

CPP MATERIALITY ASSESSMENT 2022



IMPACT ON BUSINESS

HEART :
LIVING RIGHT

1. Corporate Governance
2. Human Rights and Labor Practices
3. Education
4. Leadership & Human Capital Development
5. Cyber Security and Data Protection

HEALTH :
LIVING WELL

6. Good health & Well-being
7. Social Impact
8. Occupational health & Safety
9. Innovation
10. Stakeholder Engagement

HOME :
LIVING TOGETHER

11. Climate change Management
12. Circular Economy
13. Water Stewardship
14. Ecosystem & Biodiversity Protection
15. Responsible Supply Chain

ABOUT THIS REPORT

SUSTAINABILITY REPORTING

Crop Integration Business has prepared the 2021 Sustainability Report, the third edition, which was published to the public on *October 1, 2022.*



PURPOSE OF THIS REPORT

This report is prepared to communicate the commitment to conduct business towards sustainability in terms of economy, society and environment.



OPERATION SCOPE

This report presents the overall performance of companies in the Crop Integration Business covering 4 production base countries. from 1 January to 31 December 2021



REPORT SCOPE

The Company has prepared this Sustainability Report. Complies with Global Reporting Initiatives (GRI) standards and discloses information in accordance with Core Option guidelines.



THIRD PARTY CERTIFICATION

This report has been assessed and verified for credibility by TUV NORD (Thailand) Co., Ltd., an internationally recognized independent certification body. For the reviewed data, it includes *GRI 101, GRI 102, GRI 102-16, GRI 102-17, GRI302-1, GRI303-3, GRI 305-1, GRI 305-2, GRI 306-3, GRI 306-4, GRI 306-5, GRI 403-9 and GRI 403-10*

OPERATION PROGRESS REPORT

The company has continuously presented progress in implementing the principles of the United Nations Global Compact since 2015. Since 2019, the company has raised the level of transparency into the progress report according to the principles of the United Nations Global Compact. 21 United Nations



UNITED NATIONS SUSTAINABILITY DEVELOPMENT GOALS

The Company is committed to operating in accordance with the 17 Sustainable Development Goals (SDGs) of the United Nations.



COMPANIES IN THE SCOPE OF THE REPORT

Human resources performance covered all companies in the Crop Integration Business Group (100%), while energy, water, waste, air and safety performance covered all of the company's four production countries. Charoen Pokphand Produce Co., Ltd. but does not include Charoen Pokphand Seed Co., Ltd. and Charoen Pokphand Agriculture Co., Ltd. due to a merger.



CONTACT US

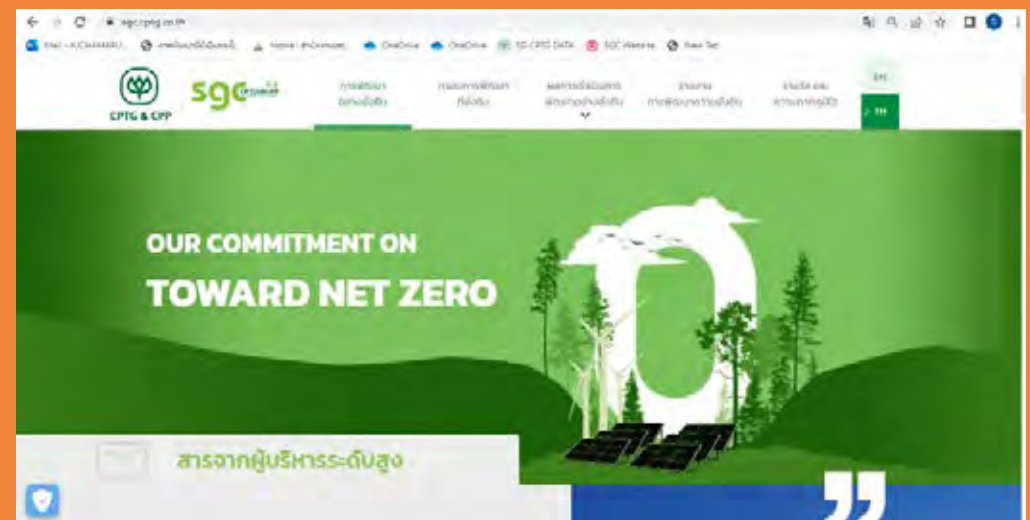
Sustainability Governance and Compliance Office (SGC) ,
AIA Capital Center,
28th Floor Ratchadapisek Road,
Din Daeng, Bangkok 10400
Phone : +66 (0) 2646-7200
Email : sgc.cpp@cptg.co.th
[https : //sgc.cptg.co.th](https://sgc.cptg.co.th)



COMMUNICATION CHANNELS

Crop Integration Business, Charoen Pokphand Group values stakeholder participation and listen to opinions, suggestions and criticisms in order to improve the operational process to be more efficient as well as directly responding to the needs of stakeholders by providing a variety of communication channels to be able to communicate quickly and easily to business groups.

WEBSITE



OFFICE

Sustainability Governance and Compliance Office (SGC)
AIA Capital Center,
28th Floor Ratchadapisek Road,
Din Daeng, Bangkok 10400
Phone : +66 (0) 2646-7200
Email : sgc.cpp@cptg.co.th

HEART

Crop Integration Business Group aware of the important foundation for achieving sustainable growth in a business. Our company 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. The entire 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 essential to our success and build a level of trust in the organization continually.

- 1) *Corporate Governance*
- 2) *Human Rights and Labor Practices*
- 3) *Education*
- 4) *Leadership & Human Capital Development*
- 5) *Cyber Security and Data Protection*

[INTRODUCTION](#)
[SUSTAINABILITY MANAGEMENT](#)
[HEART](#)
[HEALTH](#)
[HOME](#)
[APPENDIX](#)

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)

The Directors of Company believes that good corporate governance is a significant aspect to increasing the Crop Integration Business Group competitiveness and to ensure long-term sustainable growth, as well as to add value for stakeholders over the long term. Having good corporate governance is reflective of an efficient, transparent, and accountable management system that has the ability to build stakeholder trust across the value chain. However, to achieve these substantial results, corporate governance ultimately relies on the determination and cooperation of employees at all levels, starting with the Board of Directors and executives who support implementing corporate governance initiatives.

The challenge of organization is about building a solid understanding of the importance of goodness. corporate governance. This will help create and instill a workplace culture that promotes responsibility and standardized practices across the company

Sustainable Development Goals



SDG 12

Responsible Consumption and Production



SDG 16

Peace, Justice, and Strong Institutions

- 16.5 Substantially reduce corruption and bribery in all their forms
- 16.7 Ensure Responsive, Inclusive and Representative Decision-Making
- 16.B Promote and enforce non-discriminatory laws and policies for Sustainable Development

100%

2030 Goal : 100% Crop Integration Business Group has received a recognized assessment. Of corporate governance operations (Ethisphere)

KEY PERFORMANCE IN 2021

1. Corporate Governance	
1.1 The company received a recognized assessment of corporate governance (Ethisphere)	100%
1.2 Corporate Governance Policy	Announce and monitor policy compliance
1.3 Risk Management	ERM and E&C Risk Management
1.4 Compliance	Follow up and report periodically, along with taking disciplinary action in case of violation of the rules.
1.5 กระบวนการรับข้อร้องเรียน	Complaint Process

CODE OF CONDUCT

Crop Integration Business Group aiming to raise awareness and instilling a sense of responsibility for work according to the standards of good conduct as well as being transparent and verifiable for directors, executives and employees at all levels a course on business ethics has been included in the orientation of new employees. Along with continually organizing training courses to refresh knowledge on business ethics. along with an ethical knowledge test and practice on an annual basis.

Has also prepared a code of conduct for business partners. and encourage business partners to realize the importance and comply with so that the supply chain management takes place in a concrete way and business

CPTG.CPP.HR
To

จรรยาบรรณธุรกิจ

สิ่งสำคัญที่หนึ่ง! ที่พนักงานเครือเจริญโภคภัณฑ์ต้องยึดมั่นและยึดถือ
เป็นแนวทางในการปฏิบัติงานเพื่อความยั่งยืนขององค์กร

#6CoreValues #Integrity #คุณธรรมและความซื่อสัตย์

Learning and testing E- Learning 100%

Total
4,892
employees

Tested & Passed
4,892
employees

100%
of all employees

hr CPP

ร่วมแสดงความยินดี เครือเจริญโภคภัณฑ์

1 ใน 135 บริษัทที่มีจริยธรรมมากที่สุดในโลก

เนื่องด้วย เครือเจริญโภคภัณฑ์ ได้รับ
คัดเลือกให้เป็น 1 ใน 135 บริษัทที่มีจริยธรรมมากที่สุดในโลก
ประจำปี 2564 จากสถาบัน Ethisphere

ในการนี้ กลุ่มธุรกิจพืชสวน (ข้าวโพด)
ได้ร่วมแสดงความยินดีกับเครือเจริญโภคภัณฑ์ ผ่านงาน
Virtual World's Most Ethical Companies (WME)
Honoree Gala ซึ่งเป็นงานที่ทางสถาบัน Ethisphere
จัดขึ้นในรูปแบบงานการจำลองไฮม์ เพื่อแสดงความยินดี
กับบริษัทที่ได้รับรางวัลดังกล่าว

โดยทางกลุ่มธุรกิจพืชสวน (ข้าวโพด)
ได้ร่วมขับเคลื่อนมาตรฐานการดำเนินงานธุรกิจที่มีจริยธรรม
ภายใต้นโยบายของเครือเจริญโภคภัณฑ์ เสมอมา

คลิกที่นี่

ขอเชิญชวนเพื่อนพนักงานร่วมเป็นส่วนหนึ่งในการแสดงความยินดี
กับเครือเจริญโภคภัณฑ์ โดยสามารถคลิกชม Clip จากงานกาล่านี้ได้เลย:

RECEIVING COMPLAINTS



Total number of complaints

4 cases

Pending

2 cases

Information as 31 Dec. 2022



Channel for complaints via email **100%**

Inspection completed within **30** days 1 case



Top 5 complaints

Corruption	2 cases
Conflict of Interest	1 case
Internal Control	1 case



Complaint Statistics

2019	-	case
2020	-	case
2021	4	cases

PERFORMANCE ETHISPHERE

2022 Ethics Quotient Scores for Charoen Pokphand Produce Co.,Ltd.

Average 2022 Honoree
Overall Ethics Quotient Score

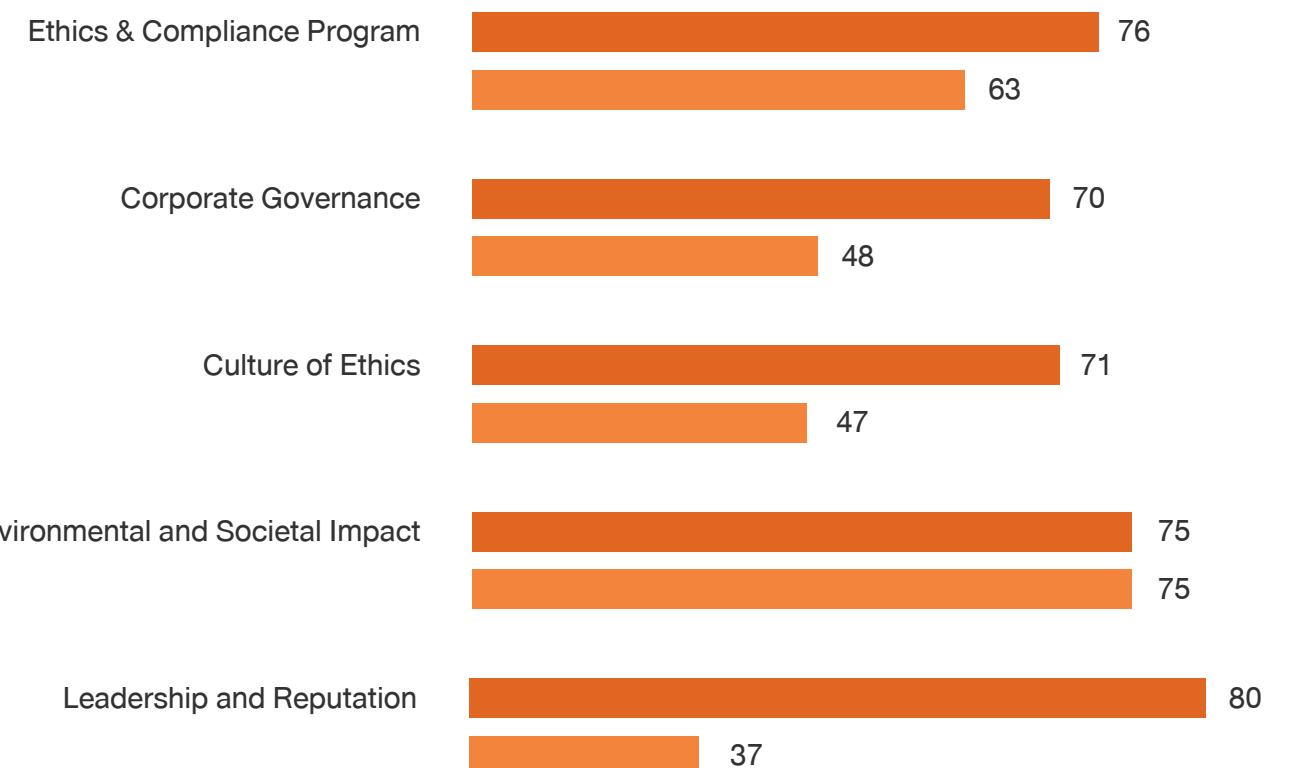
74

Charoen Pokphand Produce Co.,Ltd.
Overall Ethics Quotient Score

58

Charoen Pokphand Produce Co.,Ltd. 2022 Ethics Quotient Category Scores

■ 2022 WME Honoree Average ■ Charoen Pokphand Produce Co.,Ltd. Score



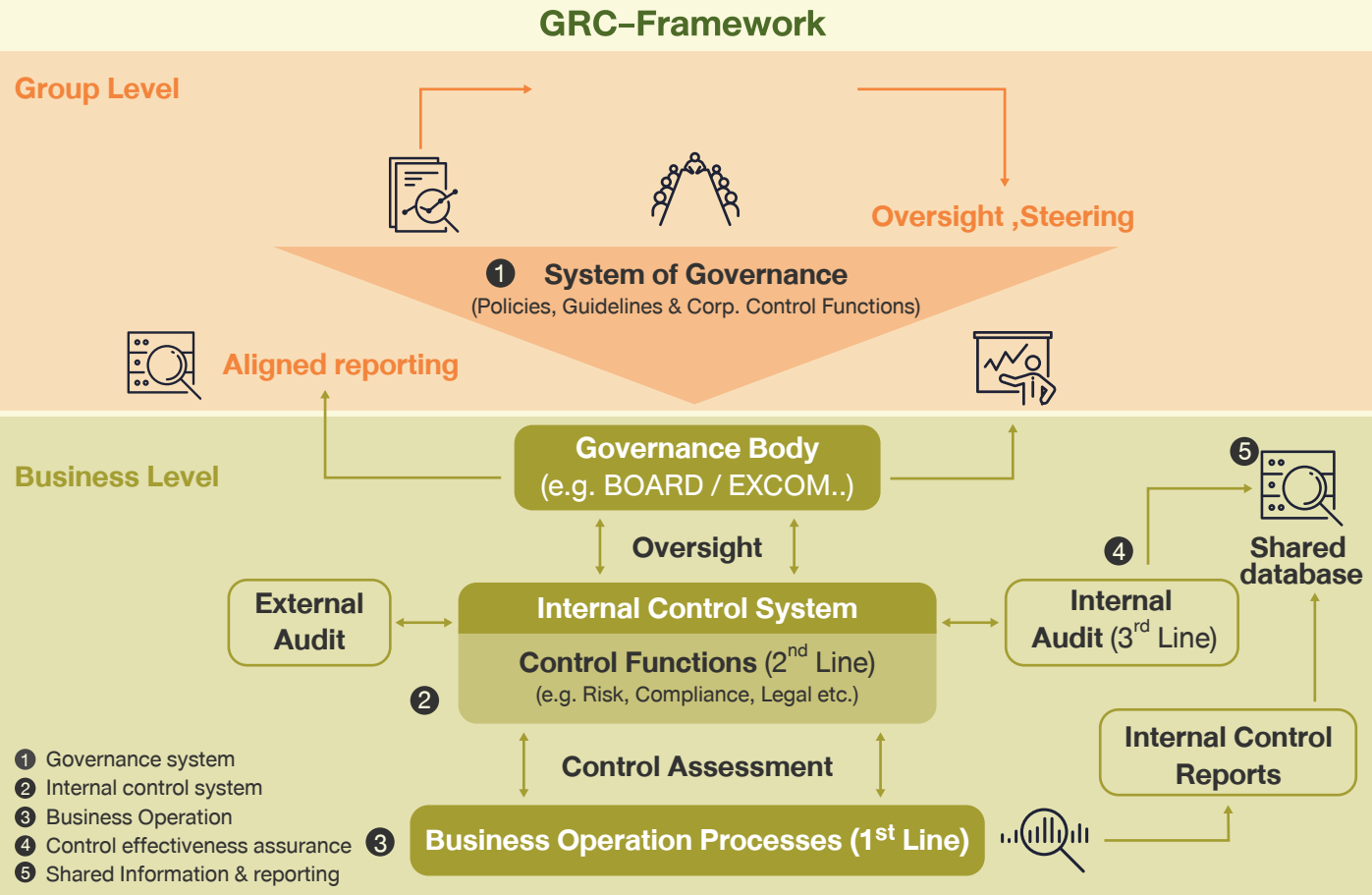
CORPORATE GOVERNANCE

MANAGEMENT APPROACH

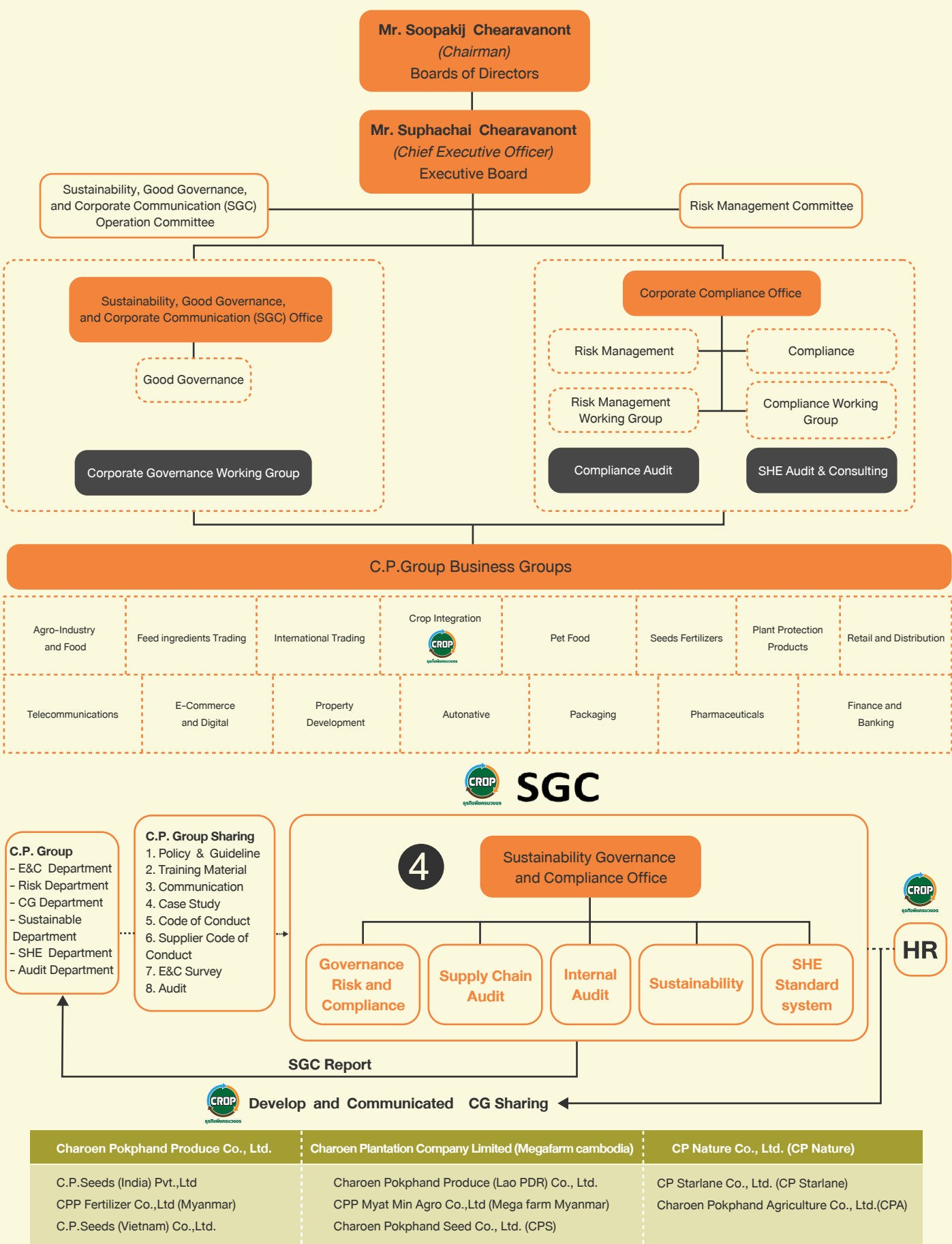
Our business believes that governance good business, risk management and compliance with relevant regulations and laws (Governance, Risk Management and Compliance – GRC) GRC is the cornerstone of the organization's sustainable success and confidence in management and stakeholders.

- 1
- 2
- 3
- 4
- 5
- Compliance Policy
- Risk Management Policy
- Human Rights Policy & Labor Practices
- Occupational safety, health and working environment policy
- Responsible Supply Chain Management Policy

GOVERNANCE, RISK MANAGEMENT & COMPLIANCE



STEERING COMMITTEE LEVEL



CPP policy deployment and communication

Management Approach



CAC Focus 2021



คำประกาศเจตนารมณ์ เข้าร่วม แนวร่วมต่อต้าน คอรัปชันของภาคเอกชนไทย

บริษัท เจริญโภคภัณฑ์โปรดิ๊วส จำกัด และบริษัทในธุรกิจพืชครบวงจร เครือเจริญโภคภัณฑ์ ขอประกาศว่าบริษัท มีความตั้งใจที่จะเข้าร่วมเป็นสมาชิกแนวร่วมปฏิบัติของภาคเอกชนไทยในการต่อต้านการทุจริต (CAC) เพื่อร่วมเป็นส่วนหนึ่งของความพยายามในการแก้ไขปัญหาการทุจริตคอรัปชันโดยภาคธุรกิจของประเทศไทย

โดยการประกาศเจตนารมณ์ที่จะเข้าร่วมเป็นสมาชิก CAC บริษัท เจริญโภคภัณฑ์โปรดิ๊วส จำกัด และบริษัท ในธุรกิจพืชครบวงจร เครือเจริญโภคภัณฑ์ ตกลงที่จะปฏิบัติตามดังต่อไปนี้

- 1.ปฏิบัติตามเกณฑ์ที่ CAC กำหนดเพื่อยื่นขอการรับรองจากคณะกรรมการ CAC ภายในกรอบเวลา 18 เดือน นับตั้งแต่วันที่ประกาศเจตนารมณ์
- 2.สนับสนุนการขยายเครือข่ายธุรกิจสะอาดโดยการเชิญชวนคู่ค้า บริษัทในอุตสาหกรรมเดียวกัน และผู้มีส่วนได้เสีย กับบริษัทกลุ่มอื่นๆ ให้มาเข้าร่วมเป็นสมาชิก CAC
- 3.สนับสนุนให้เกิดการปรับปรุงประสิทธิภาพ เพื่อเพิ่มความปลอดภัยของการรับและให้บริการภาครัฐ และการทำธุรกรรมระหว่างภาครัฐกับเอกชน

อุดมการณ์ของ CAC ตามเอกสารแนบท้าย ถือเป็นส่วนหนึ่งของคำประกาศเจตนารมณ์ฯ นี้ และมีผลผูกพันบริษัทที่เข้าร่วมโครงการ CAC ทุกประการ จ้าพเข้าในฐานะตัวแทน บริษัท เจริญโภคภัณฑ์โปรดิ๊วส จำกัด และบริษัทในธุรกิจพืชครบวงจร เครือเจริญโภคภัณฑ์ ได้อ่านและเข้าใจข้อความของคำประกาศเจตนารมณ์ฯ ฉบับนี้ รวมถึงเอกสารแนบท้ายทุกฉบับแล้ว จึงได้ลงลายมือชื่อไว้เป็นสำคัญ

WHISTLE BLOWING SYSTEM

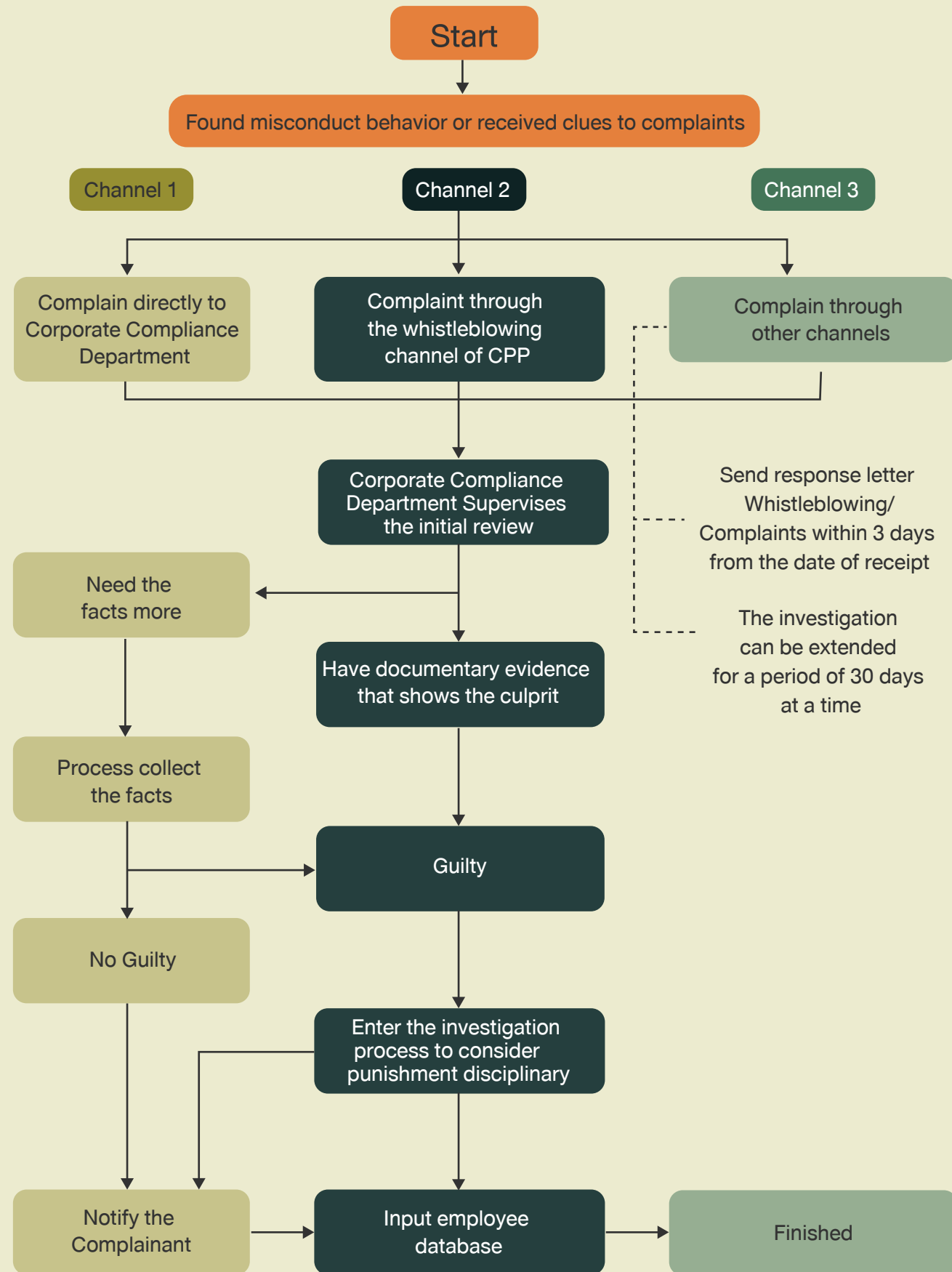
Charoen Pokphand Produce Co., Ltd. and companies in the Crop Integration Business Group saw the importance of providing channels for whistle blowing and complaints to listen to opinions Suggestions or complaints both from executives employees at all levels and from outsiders that are affected or are at risk of being affected by the business operations or from unlawful acts or business ethics Including behaviors that fall within the scope of personnel corruption. Which is a surveillance tool track business and is a source of information used to improve management and services to be concise and more efficient



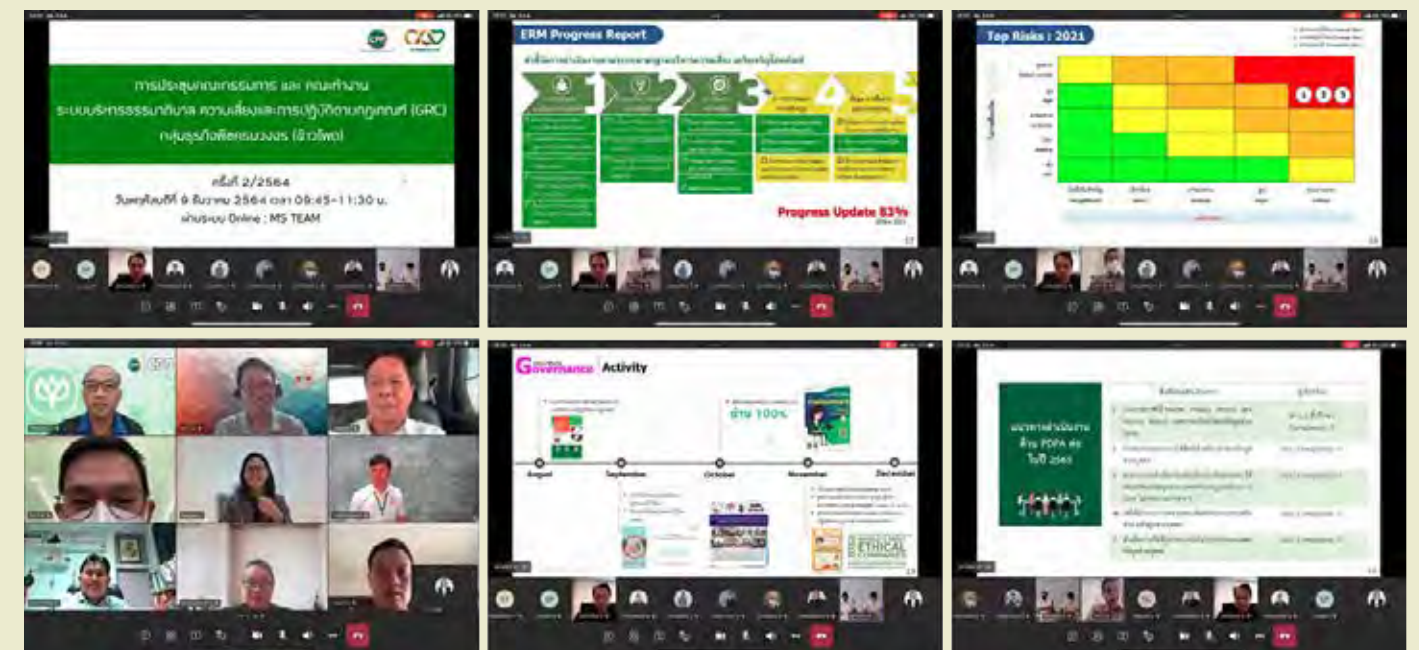
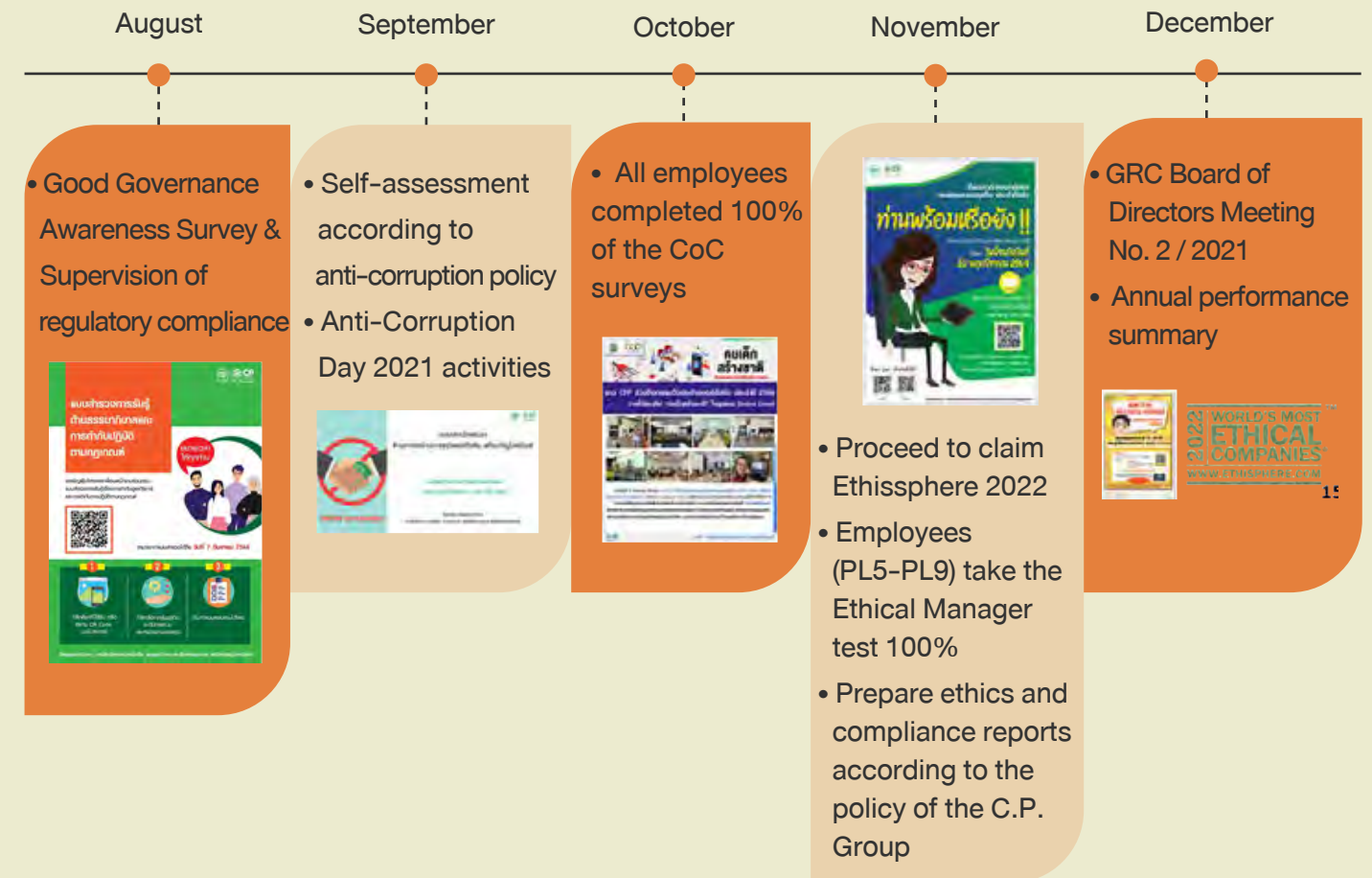
SYSTEM FOR RECEIVING COMPLAINTS AND NOTIFYING



WHISTLEBLOWING PROCESS



CASE STUDY GRC ACTIVITY 2021



ANTI-CORRUPTION

Management Approach

Crop integration Business Group is committed to conducting business with transparency and Against all forms of corruption in work Follow the Code of Conduct However, company directors, executives and employees will not commit or accept any form of corruption under any circumstances. Established guidelines Operational measures and roles of responsibility. And to regularly verify and review the implementation of this anti-corruption policy in order to corresponds to changes in business, regulations andapplicable laws.

Which is one of the company’s most popular words In addition, in order to completely prevent fraud. Our company has announced the Supplier Code of Conduct including Suppliers, Partners,Procurement Companies, Distributors and Subcontractors must strictly adhere to the anti-corruption practices It is strictly communicated and specified as the terms of the business contract.

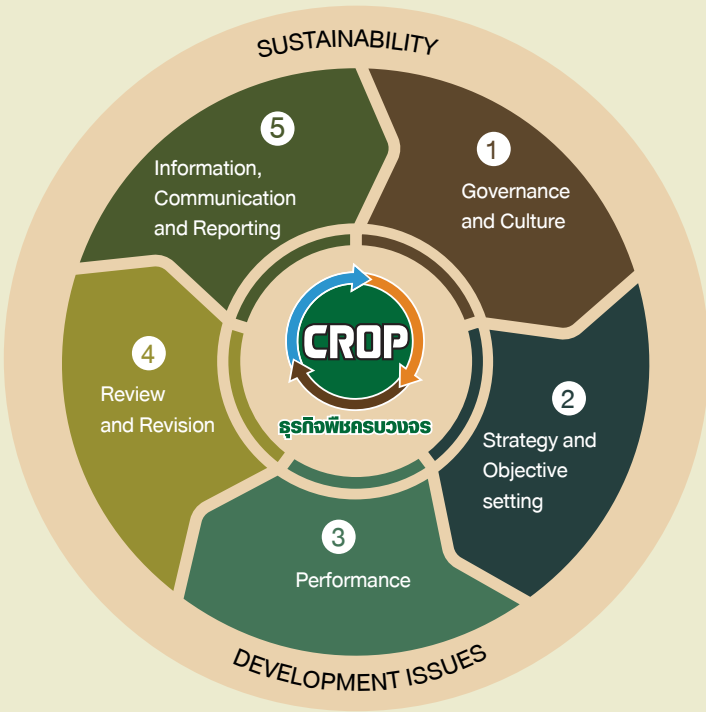
2021 PERFORMANCE

In 2020, Crop integration Business Group participated in the National Anti-Corruption Day Activity hosted by the Anti-Corruption Organization of Thailand in collaboration with partners from the government sector, the private sector, the civic sector, and the media under the theme “Power of Data” It was meant to announce commitment to transparentbusiness operations against all forms of corruption.



Risk Management

(GRI 102-11, 102-15, 102-20, 102-29,102-30,103-1,103-2)



Crop Integration Business Group has supervised risk management and compliance through the Corporate Governance, Risk and Compliance Committee. (GRC) with continuous review and monitoring. Includingreporting results to the C.P. Group’s Risk Management Committee, having a risk management framework used as a common standard within In line with internationally accepted management principles (COSO – Enterprise Risk Management 2017). It is also committed to managing risks by making a risk management plan that will lead to a crisis event and communicate the awareness risk awareness to executive and management levels (Risk Owners)

GRC Committee identifying risk from each unit in the CPP , prepared risk mitigation measures and control risks report and monitor risk management results from all departments as well as communicate the process in every step to executives and employees for acknowledgment And review the risks twice a year, including training to create a culture of organizational risk management for employees on an ongoing basis. In addition, CPP has proactively planned for potential critical conditions and prevent the potential impact of business interruption through Business Continuity Management (Business Continuity Plan: BCP), which is consistent with the business continuity policy Governance and Culture.

COMPLIANCE MANAGEMENT

Now, changes is happening rapidly in terms of laws, rules, regulations and standards has significantly increased the concentration. Charoen Pokphand Produce Co., Ltd. and companies in Crop Integration Business Group are required to regularly evaluate their performance. To manage issues that are inconsistent with corporate and international directions as well as preparing for operations in 2 areas as follows :

1
Announcement of Conflicts of Interest (COI) policies and guidelines which covers all companies in CPP both in Thailand and Overseas

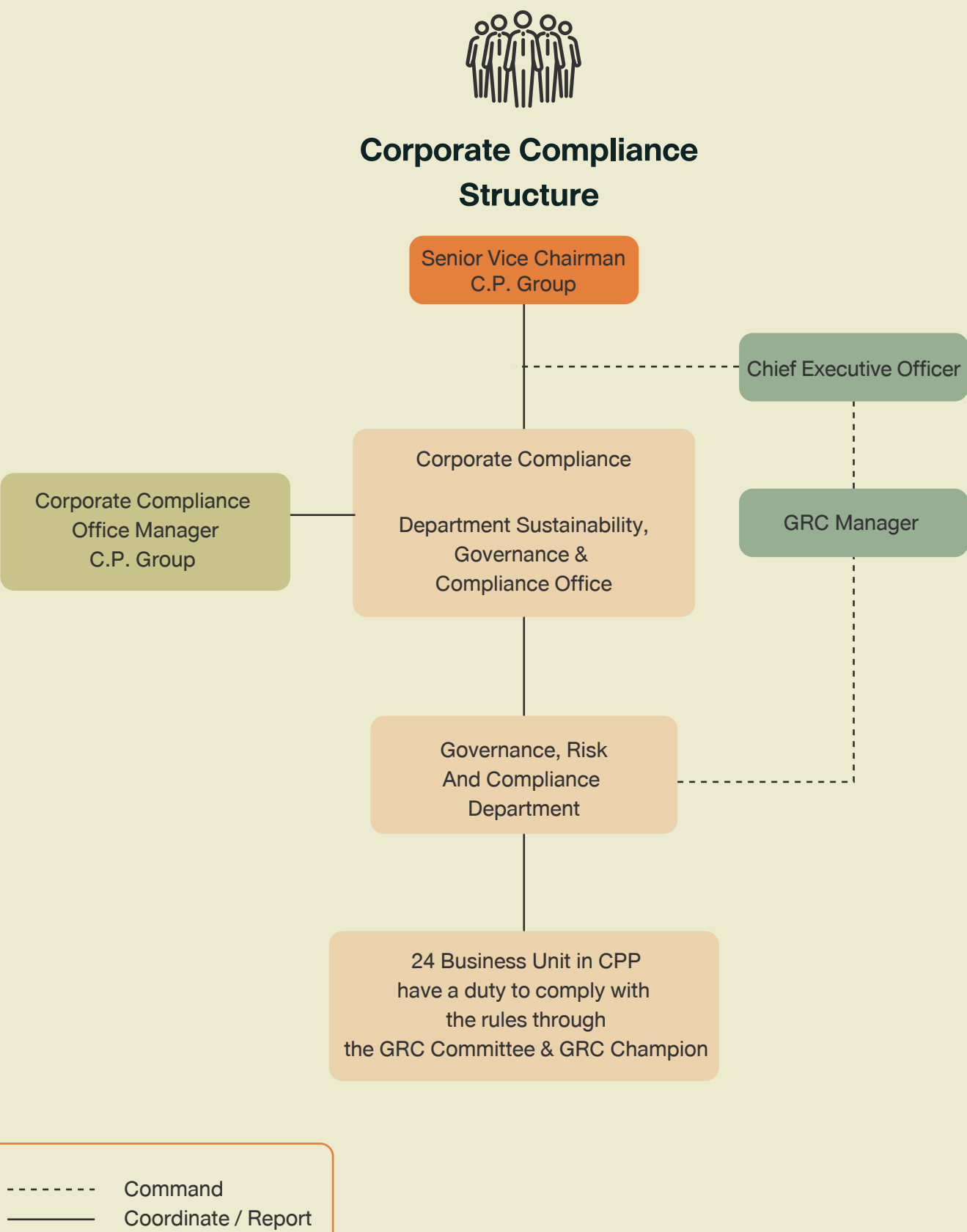
2
Establishment of the management structure of the Compliance Department responsible for overseeing compliance with policies and guidelines as well as to find ways to develop and improve for more efficient implementation Including reporting on the performance according to the policies, practices and regulations.



EMPOWERING THE ORGANIZATION

In addition to developing responses to assessment results, CPP plans to achieve compliance governance objectives effectively within company. This will be accomplished through projects such as the Compliance Ecosystem, collaboration among C.P. Group companies to prepare for the inclusion of compliance governance into operational processes in a systematic way, where integration will be encouraged between each unit. CPP's efforts in this area have received the 'Tone at the top' and the support of executives from Group companies, who have mandated that there be a "Compliance Network". That will take on a oordinating role in this Network to liaise with C.P. Group and create awareness, oversee compliance, and establish a system to report performance data to executives. In 2020, C.P. Group organized workshops on compliance governance for management and relevant employees. These workshops helped build their knowledge and understanding of how to operate according to compliance governance guidelines. C.P. Group also arranged trainings on the topics of Compliance & Compliance Audit, Ethical Audit, and Control Self-Assessment Introduction.

CORPORATE COMPLIANCE STRUCTURE



CASE STUDY

RISK MANAGEMENT

In the Situation of the Coronavirus Disease 2019 (COVID-19) Outbreak

Situation of the epidemic of the COVID-19 virus that occurred during 2020-2021, affecting all industries well-being and lifestyle of the population around the world The decision or consideration of various issues by the management team is therefore a matter of great significance affecting the operation of the organization under such circumstances. It also has to consider the expectations of various stakeholder groups for quick response of the organization and minimal impact. Our company has implemented measures to prevent the spread of the COVID-19 virus. for protection against the COVID-19 virus Including setting measures for employees to work from home (Work from Home), measures for flexible working hours (Flexible Time) and measures on welfare. To take care of employees and their families who have been affected by the COVID-19 epidemic situation.

RISK MANAGEMENT IN THE COVID-19 SITUATION

Committee Management Plan

Phase 1	Phase 2	Phase 3	Phase 4
Prevent <ul style="list-style-type: none"> • Covid Committee • Training • Focus Worker • BCP 	Control <ul style="list-style-type: none"> • Safety Zone • Key Man • Vistor • Minimum Std. • Internal Audit • Separate area 	Strict & Moral <ul style="list-style-type: none"> • Stop traveling • Clearing • 6 Rule • Moral & CSR 	NEW NORMAL

CASE STUDY

GOOD ANGLES AND ANGLES THAT NEED IMPROVEMENT FROM THE RESULTS OF THE INTERNAL AUDIT ASSESSMENT BY AUDITORS FROM THE COMPLIANCE OFFICE C.P.GROUP

AUDITING AND EVALUATING BUSINESS ETHICS COMPLIANCE

C.P. Group has driven to have corporate governance in accordance with the principles of good governance. By having announced the use of business ethics in conducting business, which Charoen Pokphand Produce Co., Ltd. and companies in the Crop Integration Business Group has already been implemented to ensure that the Group's business ethics are applied. as specified Including to bring improvements and review the enforcement of the Group's business ethics for maximum efficiency and effectiveness Therefore, there has been an inspection and evaluation of compliance with the business ethics by auditors from the Compliance Office which covers various activities between 2019 - 2021 :

1. The organization has / proclaimed the Charoen Pokphand Group's Code of Conduct as a guideline for conducting business.
2. The organization oversees compliance with the Charoen Pokphand Group's Code of Conduct by high-ranking executives and appropriately and adequately delegating authority and responsibility
3. The organization has communication and training on business ethics and policies of the Group thoroughly and efficiently (including related policies such as giving/receiving gifts conflicts of interest, etc.)
4. The organization has monitoring, review, inspection and reporting such as collection and reporting according to related policies.
5. The organization has measures to promote whistleblowing and punishment in case of violation of rules and business ethics, as well as analysis of the causes. and setting measures to prevent violations / violations

Assessment results



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

Crop Integration Business Group focuses on promoting the human rights of the foundation of grayness, rights, freedom and equality of ideas. Acts that can not be offensive and must respect the Local laws of each country in order to comply with the way of life, traditions, culture and the practice of good Governance. By avoiding involvement in all forms of human rights violations.

The challenge in our company is the expectation of equal treatment in the labor force of companies, partners or other stakeholders of the supply chain in all dimensions related to human rights. This includes periodic human rights risk assessments

SUPPORTING THE SDGs



SDG 3
Good Health and Well-Being



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

100%

2030 Goal : 100% Businesses that regularly assess the human rights impacts of their activities and their high-risk direct suppliers.

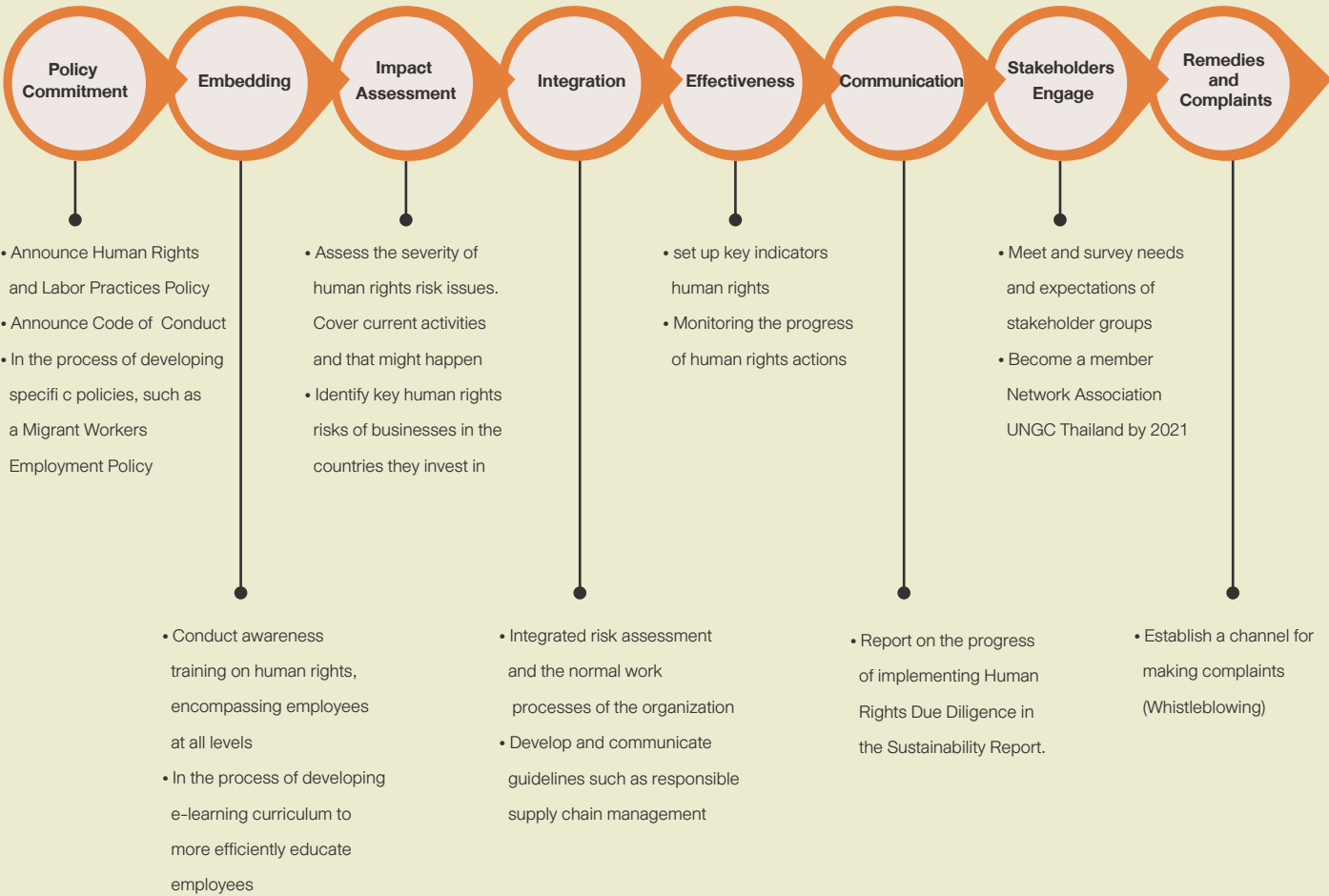
KEY PERFORMANCE IN 2021

1. Human Rights	
1.1 Human rights impacts from the activities of high-risk organizations and direct suppliers are regularly assessed.	100%
1.2 Declare commitment to respect human rights	According to the United Nations Guiding Principles on Business and Human Rights
1.3 Female Executive	0.60% of senior management are women 0.71% of middle managers are women
1.4 Disabled Staff	1.22 % of employees are disabled

Management Approach

Charoen Pokphand Produce Co., Ltd. and companies in the Crop Integration Business Group conduct business by adhering to the philosophy of 3 benefits (benefit to the country, people and the company) and operating with fairness. It is assumed that the personnel is a valuable resource of the organization The company therefore provides opportunities for everyone to show their talents and be open to advancement opportunities. Create equality for everyone in every country. in which the company has invested Along with developing everyone to have knowledge and skills to work. There is respect for each other's rights and duties. Appreciate the gratitude of your own boss. and subordinates to create value for everyone in the organization

Our company is part of the global community. Therefore, it is of great importance to maintain a philosophy and good practice in taking care of personnel within the organization, as well as striving to expand the scope of operations in respect of human rights. The dignity and equality of all people including customers and partners. and everyone in the supply chain According to international guidelines, which include the Universal Declaration of Human Rights (UDHR) of the United Nations (United Nation) and the Declaration on the Principles and Fundamental Rights at Work of the International Labor Organization. Country (International Labor Organization: ILO) to practice in order to prevent violations. or create human rights impacts both in community and social organizations from the operation of the business, the human rights policy has been established. and labor practices as follows :



HUMAN RIGHTS PERFORMANCE

Occupational Health	
<p>Approach</p> <ul style="list-style-type: none"> 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 	<p>Results</p> <ul style="list-style-type: none"> of every organization are aware of the importance and contributions to efforts on safety In 2020 Lost time injury rate Employees : 2.17 no. per 1,000,000 working hours (4 people) Number of employee working hours: 1,842,441 hours Contractor : 1.44 no. per 1,000,000 working hours (1 people) Number of working hours for contractors: 692,629 hours
Forced Labor and Foreign Worker	
<p>Approach</p> <ul style="list-style-type: none"> Human rights and labor practices Policy and Guideline 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 	<p>Results</p> <ul style="list-style-type: none"> Established operating and governance standards on foreign workers Ethical Recruitment
Discrimination	
<p>Approach</p> <ul style="list-style-type: none"> Code of Conduct Training to educate employees about rights, equality and coexistence practices. 	<p>Results</p> <ul style="list-style-type: none"> Communicated through an e-learning system to every employee in all business groups to raise awareness and verify Employed 23 people with disabilities in the business group
ENVIRONMENTAL IMPACT	
<p>Approach</p> <ul style="list-style-type: none"> Policy and Target on Environmental Management Environmental Plan Raising awareness and environmental knowledge Surveys to identify community opinion and concerns 	<p>Results</p> <ul style="list-style-type: none"> Performed according to policy and standards Developed action plans to respond to community concerns No environment-related grievances reported

CARING EMPLOYEES

Management Approach

“People are the souls that bring the organization to life” Charoen Pokphand Produce Co., Ltd. and companies in Crop Integration Business Group, respect and appreciate the values of all people in the organization. Cultivate and develop to be a good person which will be a role model for those around them at work, family and society overall lead to love ties to the countries, communities and lastly the company according to the three benefits, with guidelines Operations as follows

<p>Building a working society</p> <ul style="list-style-type: none"> Attention to ability and Assign valuable and challenging tasks. Make people in the CPP 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 CPP 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. 	<p>Mind and soul care</p> <ul style="list-style-type: none"> Promote morality in the mind. Promote a mindfulness. Promote Gratitude 	<p>Building stability in life</p> <ul style="list-style-type: none"> 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 CPP
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HUMAN RESOURCES MANAGEMENT

EMPOWERMENT OF FEMALE EMPLOYEES 2021



29.71%

The proportion of female employees at the level All Executives



0.60%

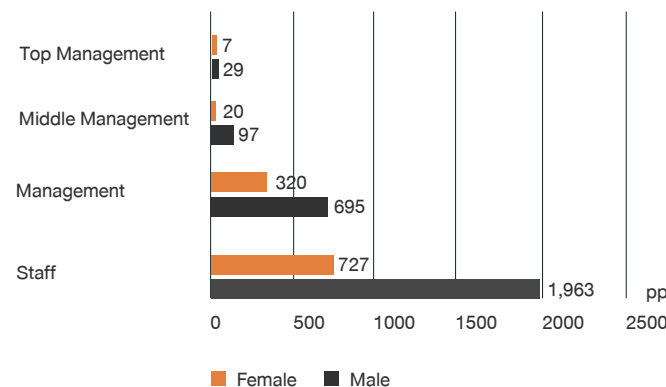
The proportion of female employees at the level Middle Management



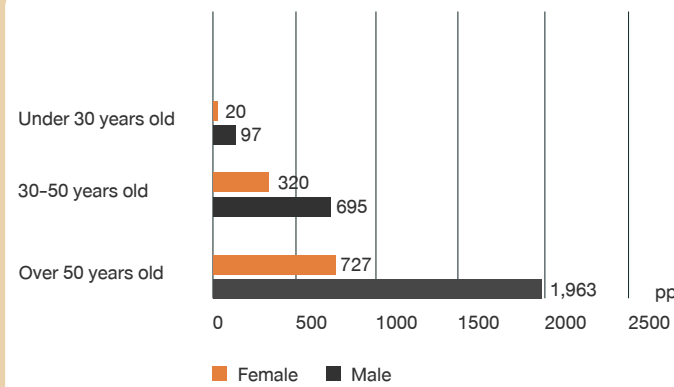
1.71%

The proportion of female employees at the level Senior Management

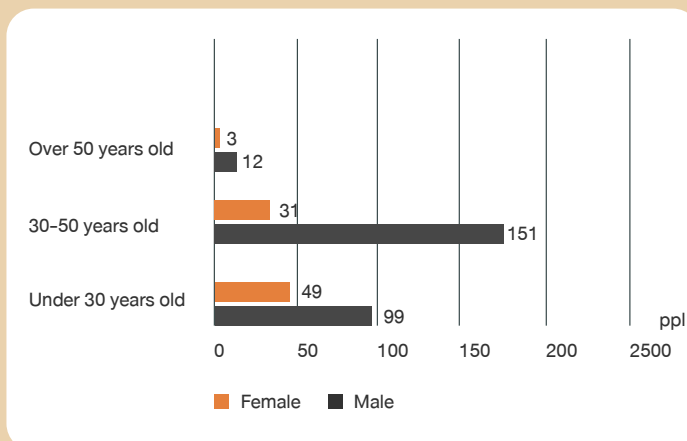
DIVERSITY OF EMPLOYEES



New hire : 563 People



Resignation : 345 People



PROVIDENT FUND

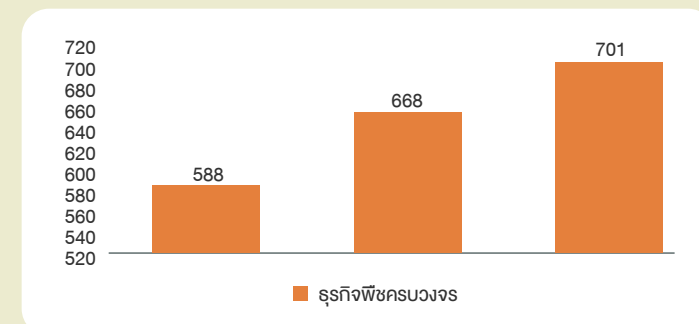
Crop Integration Business Group recognize that employees need financial security. Especially having savings to spend after retirement, leaving work, disability or as a guarantee for the family in the event of death. Therefore, in order to create morale Motivation to work for employees It also creates a bond with the organization. as well as being an incentive to attract good people talented people to stay with the organization the business group therefore agrees to have a provident fund welfare for employees in 2019, which is operated in a way that both employers and employees jointly established voluntarily

Employees will pay contributions to the fund in proportion appropriate to themselves by deducting from the salary account and the company contributes part of the money to the fund with the fund management committee Supervise the operations of the selection and management of asset management companies. and various funds to provide information for decision-making for employees on an ongoing basis as well

Number of employees participating in the provident fund

	2019	2020	2021
Crop Integration Business Group	588	668	701

สรุปจำนวนสมาชิกกองทุนสะสมธุรกิจพืชครบวงจร



EDUCATION

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

OPPORTUNITIES AND CHALLENGES

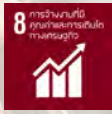
Education is one of the main issues that needs to be addressed urgently and continuously to further develop world population and support societal change. In digital transformation era, multifaceted changes will have a significant impact on the lives of people, society, and the modern economy. As working conditions have now changed, universities and their graduates might have difficulty catching up with the business and industrial sectors. Therefore, developing people with the knowledge, abilities, and skills as required by the sectors has now become more challenging. These challenges, however, can be seen as opportunities as new technologies have emerged, the internet has become more accessible, technology has adapted to enhance effective learning, education expenses have decreased, and there is now more support for educational development. Charoen Pokphand Produce Co., Ltd. and companies in Crop Integration Business Group, recognizes the challenges and opportunities to support and develop education, as well as the competitiveness of both domestic and international human capital.

SUPPORTING THE SDGs



SDG 4

Quality Education
4.3 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

100,000 บาท

2030 Goal : 100,000 people supported through educational support, lifelong learning, and upskilling

KEY PERFORMANCE IN 2021

1. Education	
1.1 Number of children, youth and adults are encouraged to access education and develop necessary skills.	9,546 people
1.2 Support learning about sustainability with schools around the plant.	4 hours/person/year
1.3 Number of scholarships sponsored	104 scholarships

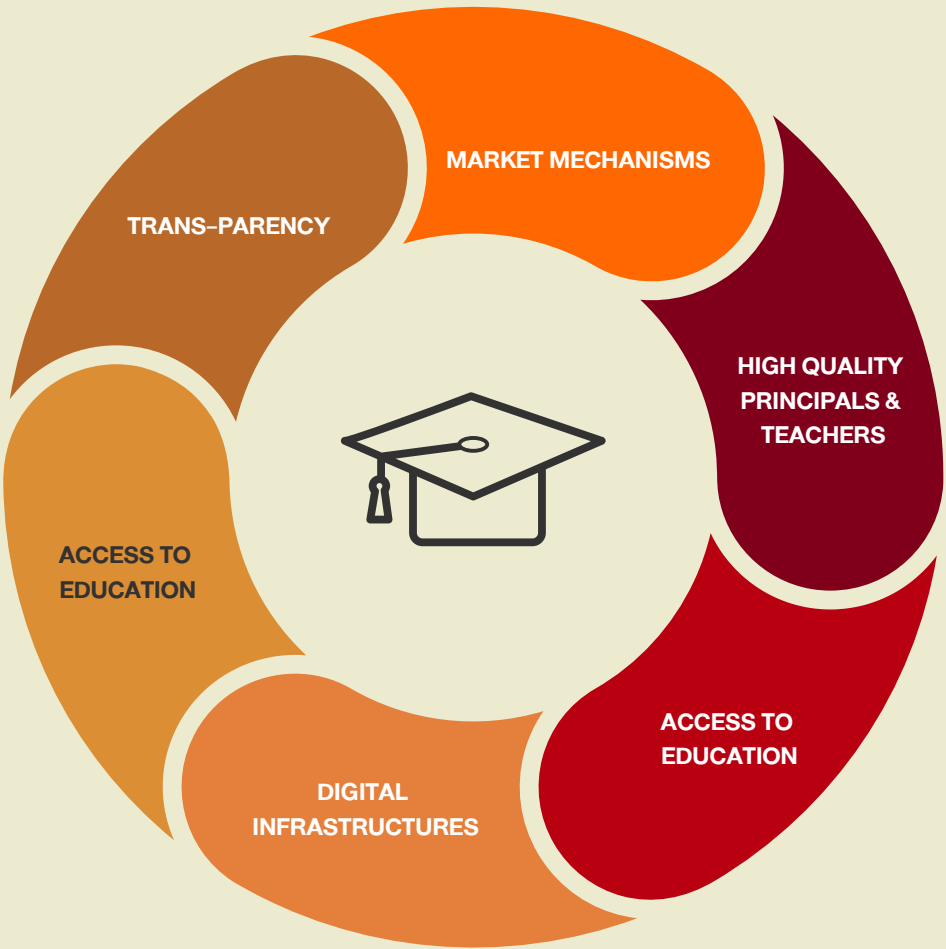
EDUCATION MANAGEMENT

Management Approach

Charoen Pokphand Produce Co., Ltd. and companies in the Crop Integration Business Group, firmly believes that building an inclusive culture for education and creating opportunities for knowledge access involves developing the potential of Thai youths and adults of all ages. This will prepare them to tackle various challenges, reduce inequalities, and increase Thailand’s competitiveness. CPP adheres to five key strategies in our effort to sustainably enhance the quality of education management in Thailand, in accordance with global megatrends. These are: transparency; market mechanisms and an inclusive culture; developing high quality principals and teachers; creating value and a child-centric curriculum; and providing access to basic digital education infrastructure.

Our company is committed in supporting the UN Sustainable Development Goals (UNSDGs), and has developed an implementation plan for UNSDGs alignment with targets that focuses on eliminating inequalities in education, providing opportunities and expanding access, and improving the capabilities of students and teachers to improve the quality of life for all.

EDUCATION DEVELOPMENT FRAMEWORK



CASE STUDY

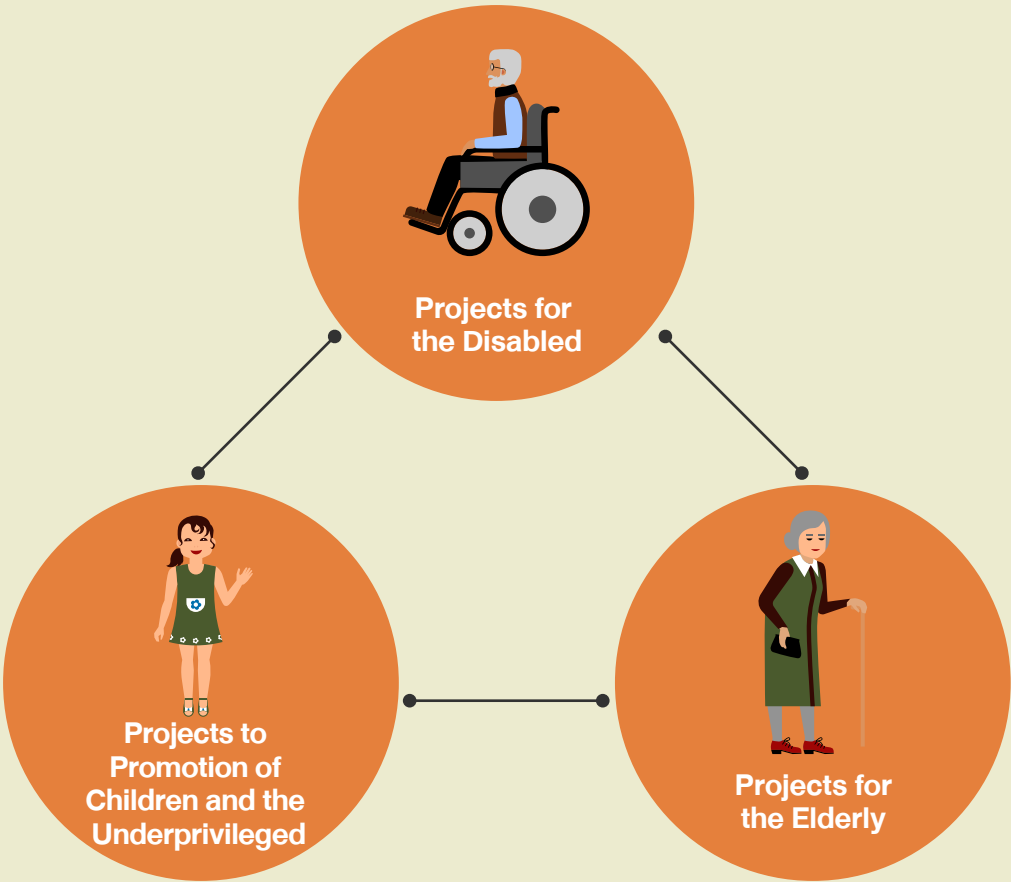
SUPPORT FOR VULNERABLE GROUP

MANAGEMENT APPROACH

Challenges affecting the world today is the number of the world's population that continues to increase Promoting and improving the quality of life for vulnerable populations to gain equality in society Therefore, it is something that should be given great importance. to reduce social inequalities that occur under the concept that "Building a strong business foundation must go hand in hand with building a foundation for the quality of life of people in society." There is an idea to continuously support people in society. Because the company believes that Business can grow sustainably. Community and society must develop together.

Our company therefore places great importance on supporting activities for society and communities, and is aware of the roles and responsibilities of good citizens and the philosophy of 3 benefits for the sustainability of the company (to the country, the people and the company). Benefits vulnerable populations such as the disabled, the elderly, children, and the socially disadvantaged. Starting from the communities surrounding the area where the company operates.

Bring your knowledge and expertise to create a positive impact on society through a variety of support formats including : money support giving of things volunteer activities as well as the transfer of knowledge in various forms especially about access to nutritious food and thorough education in order to build a stable society and beneficial to the overall development of the country



CASE STUDY

NATIONAL CHILDREN’S DAY

Crop Integration Business Group , organizes National Children's Day activities regularly. We recognize the importance of children and youth who will be important forces for the country’s future development. and has organized activities continuously for 15 years in this year 2020, activities under the concept of “Safety and Hygiene” are organized to make Thai children aware of the importance of health care and having good hygiene, far away from disease, having a healthy body, bright mind, ready for openness to creativity and a vital force for the development of the country. through various activities the details are as follows.

1. To make youths realize the importance of health care and good hygiene
2. To create engagement between the organization and the community
3. To raise awareness and focus on children and youth which will be the future of the country
4. To enhance the development of children and youth to show their knowledge and abilities in various skills



16

Event space

5,088

Number of children participating in the activity

CASE STUDY

SCHOLARSHIP FOR EMPLOYEES' CHILDREN

Maejo University student and the children of forest rangers

SCHOLARSHIP FOR EMPLOYEES' S CHILDREN

C.P. Group Realizing the importance of education which is the main factor in the youth development of the nation Therefore, it has a policy to support the education of employees' children. By awarding scholarships to employees' children who have good academic performance and good behavior. To have the opportunity to receive education until graduation and be a valuable resource in the future

Crop Integration Business Group continuing the policy to support the education of employees' children of the C.P. Group each year, scholarships are given to employees' children. With good academic performance and good behavior, in 2021, there are 26 scholarships for employees' children, divided into 15 middle school scholarships, 12 high school scholarships, vocational certificate 7 scholarships, and high vocational certificates. 3 scholarships and a bachelor's degree, 1 scholarship. In addition, 1 person has been honored.



MAE JO UNIVERSITY STUDENT SCHOLARSHIP

Also offers scholarships to undergraduate students. Mae Jo University with good grades good behavior This has continued since 2013 and in 2021, the company has awarded scholarships to qualified students, totaling 7 scholarships worth 15,000 baht each.

SCHOLARSHIPS FOR CHILDREN AND GRANDCHILDREN OF FOREST RANGERS

Crop Integration Business Group by Safe Nature Project donate scholarships to the children of forest rangers Huai Kha Khaeng Wildlife Sanctuary in the amount of 10 scholarships / year since 2016, which grants scholarships to the children of forest rangers It is the morale and encouragement for the forest rangers to carry on the intention of Khun Seub Nakhasathien to conserve natural resources and wildlife in the Huai Kha Khaeng forest.



CASE STUDY

SCHOOL PARTNER CPP, CONNEXT ED PROJECT

Charoen Pokphand Produce Co., Ltd. and companies in the Crop Integration Business Group emphasis on technological innovation has become the cornerstone of education transformation. Including upgrading the skills that are essential for working in modern times. with an emphasis on being a model organization Rapid changes in technological innovation have resulted in disparities in many areas around the world, such as education and job security. Learning that can occur continuously at all ages (Lifelong Learning Pathways) Using Innovation for Education (Education Innovation)

The school that was selected was Soi 26 Sai 4 Left School, Phatthana Nikhom District, Lop Buri Province, organized an Action Learning English development project, planning a learning style. by recruiting staff to teach English online for students to practice using English



สานอนาคตการศึกษา
CONNEXT ED



ธุรกิจพืชครบวงจร

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

Crop Integration Business Group committed to business development to operate a full-service business by upgrading the business from B2B to B2C (C is farmers) in order to reach farmers. listen to problems Bring information to develop research and knowledge to be used to increase production potential. Transmitted back to farmers which is comparable to a "life partner" that the company must take care of closely Let farmers be part of the business. moving forward together sustainably.

Determine missions, visions, directions and strategies to support these changes. Focus on potential development and increase the capabilities of "personnel" as the core The company pays attention to building readiness of personnel to cope with various changes. in the organization effectively Driving the company's human resources strategy in line with global standards.

The challenge of the company is an increasing number of engagement and engagement channels for employees at all levels to retain talented personnel to stay with the company Become a new leader Accumulate experience, learn and grow with the company.

4

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.

5

SDG 5
Gender Equality
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making.

17

SDG 17
Partnership for the Goals
17.6 Enhance cooperation and access to science, technology and innovation, and enhance knowledge sharing.

100%

2030 Goal :
100% Employees engaged in sustainability training and initiatives.

KEY OPERATING RESULTS IN 2021	
1. Leadership Development and Human Resources	
1.1 Leader and staff	100% Trained to develop knowledge and understanding in sustainability and business ethics
1.2 Employee training hours	5.24 hours/person/year
1.3 Employee training costs	8,985,969 baht /year

PERSONNEL MANAGEMENT

MANAGEMENT APPROACH

Crop Integration Business Group, 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 CPP 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 CPP’s success.

Central to this is CPP “Workforce 4.0” Human Resources Strategy, which is guided by the 6 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 enhance the Group’s adaptability to business changes and changes prompted by generational gaps.

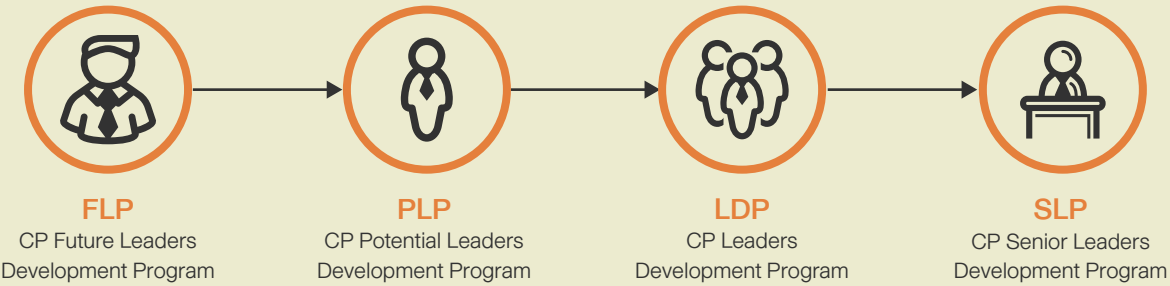


PERSONNEL MANAGEMENT

MANAGEMENT APPROACH

Development through Leadership Development Courses

Human resources development at C.P. Group aims to develop leaders at all levels. With Charoen Pokphand Leadership Institute (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
PROJECT SUPPORTS			
CEO and CEO-1	CEO and CEO-1	CEO and CEO-1	CEO and Group Chairman

CASE STUDY

LEARNING SYSTEM AND HUMAN DEVELOPMENT

Leadership Program

Office of Human Resources of Crop Integration Business Group has taken into account the importance of leadership development which is like an important force in driving the success of the organization to achieve goals and grow sustainably Therefore, a Leadership Program has been organized with the objective of developing leadership for employees in the organization to have the opportunity to learn and develop their management capabilities. and people management to lead the organization to achieve its goals and work efficiently

Employees who attended the Leadership Program

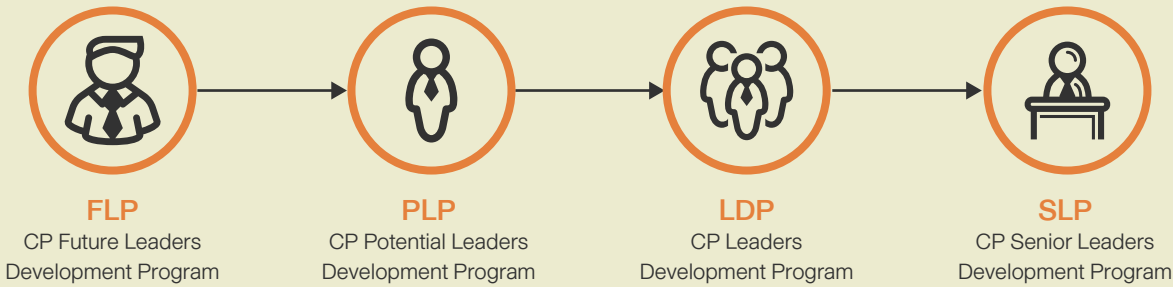
97



Personal development through leadership development courses

from the CPLI , Charoen Pokphand Group

Focus on building leaders at all levels with Charoen Pokphand Leadership Institute (CPLI) is the center There are courses that are suitable for the qualifications of the participants. which all courses are developed from real practice Emphasis is placed on project implementation through learning. Take action It's crossing the line of work and line of business. It's a real business solution. must make decisions and learn from the real impact



Trained leaders & employees from the CPLI

All courses

31 people

APPLYING TECHNOLOGY TO INCREASE THE EFFICIENCY OF HUMAN RESOURCES

PROJECT BACKGROUND:

Crop Integration Business Group with more than 4,000 employees, it is important to manage personnel information accurately, quickly and accurately. The company has applied technology to make operations more efficient.

APPROACH:

Crop Integration Business Group develops the CPTG & CROP Connect system for efficient management of our human resources. The key modes of operation include communication, knowledge sharing and management. It also linked with all relevant systems and accessible worldwide on both computers and smartphones.



KEY MODES



COMMUNICATION

Can search for names and contact through chat room or call and online meeting system. Including following news announcements



KNOWLEDGE SHARING

There is an online library as a knowledge base that can be learned at any time. And there is an area to exchange topics that share common interests.



การบริหารจัดการและเชื่อมโยงถึงระบบต่างๆ

Record your working hours anywhere in the world. and connect to each department's system and various websites Related

100%

Employees have access to the system

8 Portal

Compiled in the system

CASE STUDY

SUSTAINABILITY WORKSHOP PROGRAM

Our company focuses on communication and knowledge on sustainability at all levels. Through training (Training Workshop) and mentoring (Coaching) to the organization on the development of the organization to an organization with social responsibility (Social Responsibility) through standards both at the national level (CSR-DIW) and internationally (ISO Standard) Organization development towards an organization with sustainable development according to Sustainable Excellence Mode Elevated Leadership with the use of modern management tools systematically (Systematized Approach) Determine strategies and diversify strategies for sustainability. (Sustainability Strategy Management) Sustainable innovation process which leads to reporting and communication The Company attaches importance to driving sustainability goals that complies with the SDG Goal guidelines and to create certification and the commitment of the management to do so Communicate to employees at all levels.

From the Executive Board Meeting Charoen Pokphand Group (CPG EXCOM) convened the CPG 2030 Sustainability Strategy Workshop together to consider and set strategies and goals for the sustainability of the C.P. Group to 2030. In order to drive the sustainability work of Crop Integration Business Group to achieve strategic achievements. and sustainability goals of the Charoen Pokphand Group The company therefore organizes meetings and conducts workshops to set the sustainability goals of the business group. with the business group president, executives and the sustainability management working group Join us in setting our 2030 sustainability goals on October 15, 2021 via Microsoft Teams.



CASE STUDY

CPP TOWNHALL 2021

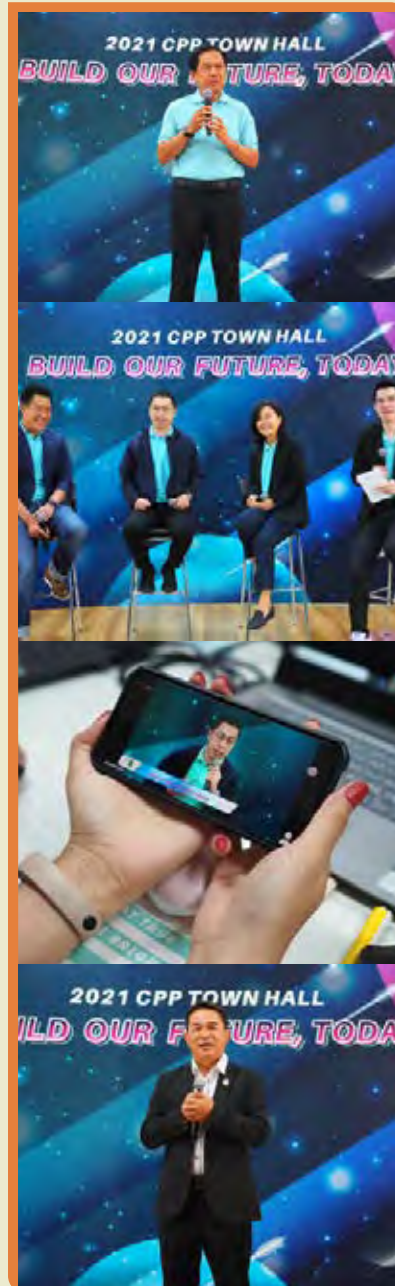
Transmission of vision Strategy and business direction for 2021

On March 4 2021, Crop Integration Business Group organized the 2021 CPP Townhall "Build Our Future, Today" event to convey Charoen Pokphand Group's vision and strategy. And announcing the vision, strategy of the Integrated Crop Business Group for the year 2021, this time the signal was broadcast through an online meeting for the first time. Make it possible to communicate visions and policies. to employees thoroughly

Mr. Sumet Pinyosanit, Chief Executive Officer transmit vision and reinforcing the B2C business policy for being a life partner for farmers and encourage employees to help farmers to have a better quality of life.

In the event, there was also a talk session by executives on the topic "Build Our Future, Today" to build confidence and provide guidance to employees. To help drive the business vision of the business group, which was honored by the executives who participated in the discussion, Mr. Vorasit Sitthiwichai, Executive Vice President Office of Strategy and Business Development, Miss Naiyana Leangaroonwong Senior Deputy Managing Director Office of Human Resources and Khun Poj Jarupanich, Deputy Managing Director The Transformation Management Office (TMO) concludes by highlighting the group's business goals. By Mr. Sayan Hongsa, Chief Operating Officer

It is expected that this event will help employees in the organization understand the vision and goals of the organization. to work together to help farmers according to the vision and policy of the organization and lead the organization to achieve the goals set together



CASE STUDY

CP FUTURE LEADER DEVELOPMENT PROGRAM 2021

Charoen Pokphand Produce Co., Ltd. supports the creation of a new generation of leaders. The new generation of employees has been sent to participate in the CP Future Leader Program or Young Taos Project of C.P. Leadership Institute of Charoen Pokphand Group. This is a 6 month course that allows employees participating in the project to learn and develop themselves through actual business operations, focusing on building a complete leadership in the Group's style, being smart and good people. Discipline in self-management as well as being a person who can draw on their own potential and others to use for maximum benefit.

Now, the CP Future Leader Program or the Tao Kae Noi project has run until the 8th generation and Charoen Pokphand Produce Co., Ltd. has sent people to participate in this program for all generations. own learning base using the name of the project "Three Benefits Project to Generate Farmers" with 5 new generation leaders joining the project, giving opportunities for new generation leaders to learn. And actually planted in the area of 50 rai, Wat Bot District, Phitsanulok Province, and the results were reported to the management of the Group throughout the project.

In 2021, Our company aims to send 2 teams of employees to participate in the 9th generation project together.

"Three benefits project generate income for farmers"

study



take action



CYBER SECURITY AND DATA PROTECTION

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

OPPORTUNITIES AND CHALLENGES

Crop Integration Business Group 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.

SUPPORTING THE SDGs



SDG 16
Peace, Justice, and Strong Institutions
16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels

100%

2030 Goal : businesses certified on international standard of data security and data privacy

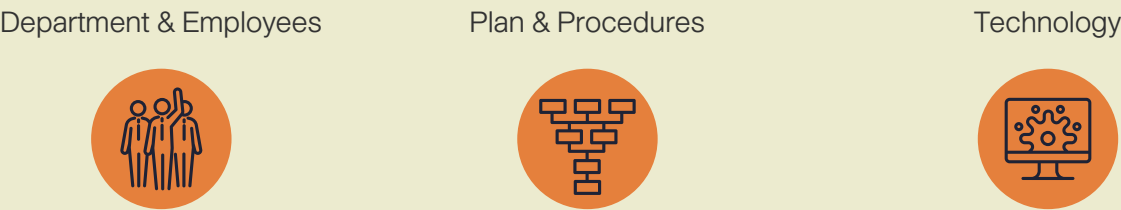
KEY OPERATING RESULTS IN 2021

1. Cyber Security and Data Protection	
1.1 Cybersecurity Training : of all employees have been trained or raise cybersecurity awareness.	100%
1.2 Risk Assessment Cyber Security : the company's access channels have been assessed for cybersecurity risks	100%

CYBER SECURITY & DATA PROTECTION

MANAGEMENT APPROACH

Over the past few years, there have been a growing number of common international data security breach incidents, including : Theft of customers’ commercial and personal information which event These can affect your reputation, image and credibility of the organization, CPI announced the Data Security Management Policy. To secure information technology and Cyber Threat Risk Management It consists of 3 components as follows :



PROTECTION OF PERSONAL INFORMATION

The company operates a policy on personal data protection covering all customers. Employees of the organization and partners in every step the operation. including covering customers who use the company’s services. Crop Integration Business Group announced the Personal Data Protection Policy and Guidelines covers the entire customer. corporate employees and partners, including Covering customers who use the company’s services which has communication with the owner of information as follows :

	Purpose of collection
	Collection period
	Type of person or Department which may be disclosed
	Information or ways to contact the company
	Rights of personal data subject
	Report the consequences of not giving personal data

In this case, the customer can exercise the right to request about the information collected as follows :

	ขอถอนความยินยอม (Opt out)
	เข้าถึงข้อมูลส่วนบุคคลของตนเอง
	ขอรับสำเนา
	ขอคัดค้านการเก็บ การใช้ การเปิดเผย
	ร้องเรียน
	ขอให้โอนข้อมูลส่วนบุคคลของตนไปยังผู้ควบคุมข้อมูลอื่น
	ขอแก้ไขข้อมูลให้เป็นปัจจุบัน
	ขอให้ลบ ทำลาย หรือพักการใช้ข้อมูล

INFORMATION SECURITY : PERSONNEL MANAGEMENT INFORMATION

Human Resources Office Crop Integration Business Group has taken into account the importance of personal data management (PDPA) of employees at all levels. to meet the standards Internationalization and Protection of Personal Data from unrelated people Both about requesting information data collection Information transmission and destruction by the Office of Human Resources has prepared media and public relations. including learning and taking quizzes online privacy matters.

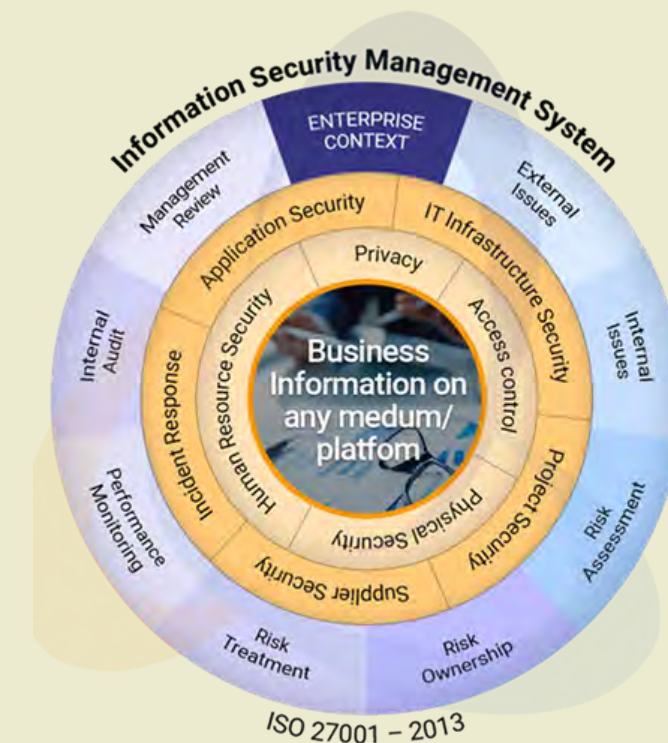


Employees at all levels attend training and test your knowledge of PDPA via online system 100%

CYBERSECURITY AND DATA PROTECTION PRACTICES

MANAGEMENT APPROACH

There have been incidents of data security breaches in the past. On a more general international level, such as the theft of commercial information and personal information of customers. These events may affect the reputation, image and credibility of the organization. secure information technology and cyber threat risk management according to the international standard ISO 27001, the International Standard for Information Security Management Systems (ISMS), this standard is used as a model for risk assessment. Security design and implementation Including security management, keeping both digital data and documents safe.



PROTECTION OF PERSONAL INFORMATION

The Company operates a policy on personal data protection. covering all customers corporate employees and business partners in every step of the operation Including covering customers who use the company's services.

Control the Implementations of Personal Data

Build **trust** in
managing personal data

Create cross functional
collaboration in workplace

Comply with
privacy **regulations**

Reduce the **risk**
of non-compliance

CASE STUDY

CYBER SECURITY IMPROVEMENT

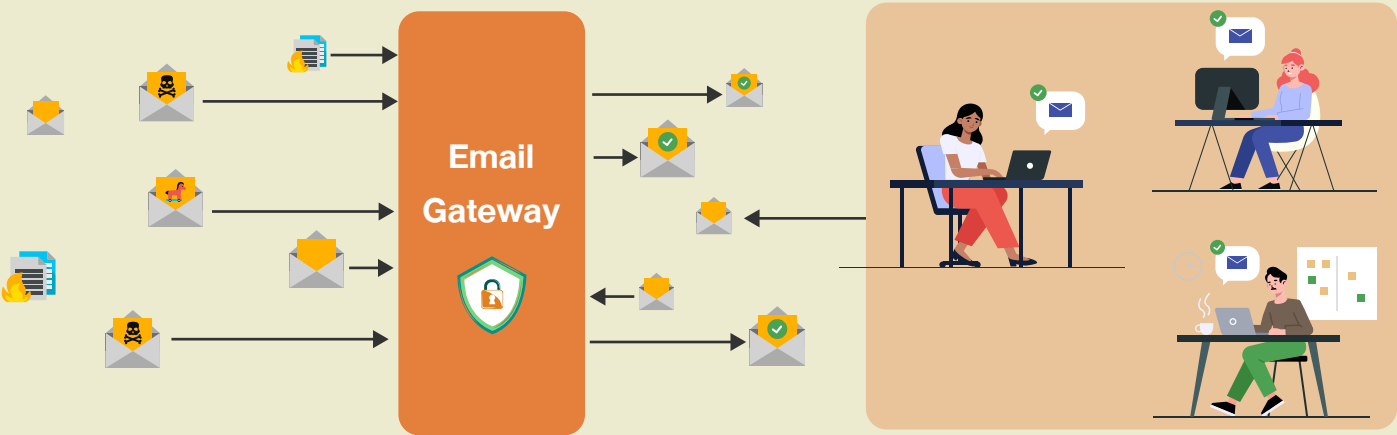
In 2021, the epidemic situation of the COVID-19 virus the number of infected people continues to increase in Thailand, causing organizations to decide to change their work style to Work from home to stop the spread of the virus and maintain the welfare of personnel in the organization but after the modification to such work Instead, the statistics of cybercrimes are on the rise.

THREAT OF PHISHING EMAIL (SCAN EMAIL)

According to a Microsoft report on June 16, 2020, hackers are attracted to phishing attacks because they are easy to do. have a high chance of success Cyber criminals take advantage of the COVID-19 epidemic situation by forging emails. Be the HR personnel of the organization or public health agencies to trick employees into clicking on links fill out personal information Organization email and password to receive welfare For example, a phishing email impersonating the Ministry of Health sends coronavirus information with an attachment titled 'Ministry of Health Coronavirus Urgent Information 2020'.

PROACTIVE THREAT RESPONSE

Proactive Threat Response It has become something that the company is interested and paying more attention to. Because it will help solve the root cause before the threat occurs immediately. Don't wait for damage to happen by implementing the Machine learning / Machine learning (AI/ML) systems involved in email.



The company also prioritizes Multi-Factor Authentication (MFA) to reduce the risk of breaches of access to the system. and also provide a 24-hour vigilant tribal center as well



HEALTH

Crop Integration Business Group is committed to driving society toward sustainability through innovations that help promote good health for consumers. In addition, we implement projects aimed at improving the quality of life and health of people through our shared experiences and knowledge with a focus on comprehensive development in economic, social and environmental aspects.

We also join forces with many organizations to push forward changes at the national level, in line with our core values founded on the “Three-Benefit Principle.”

SOCIAL IMPACT

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

OPPORTUNITIES AND CHALLENGES

Crop Integration Business Group sees the problem of inequality as one of the causes of discrimination in society. and lack of trust This puts the business at risk for reputation. and more supervision from official agencies as well as may affect the performance of the business in the long run Therefore, the problem of inequality is no longer just a social problem that is nearby. But it can b ecome a business risk.

1

ไม่มีคนจนเลย

SDG 4

No Poverty

1.2 Reduce poverty by at least 50%

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

4

มีคุณภาพการศึกษา

SDG 4

Quality Education

4.4 Increase the number of people with the necessary financial skills

8

การจ้างงานที่
เหมาะสมและมี
มาตรฐาน

SDG 8

Decent Work and Economic Growth

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

10

ลดความเหลื่อมล้ำ

SDG 10

Reduced Inequalities

10.1 Reduce income inequality

100,000 คน

2030 Goal : 100,000 people Supported to generate incomes for small farmers, SMEs and vulnerable groups along our supply chain.

KEY OPERATING RESULTS IN 2021

1. Social Impact	
1.1 Farmers who received occupational and income promotion	14,000 people
1.2 Vulnerable groups that receive career and quality of life support	8,939 people
1.3 Investment in social development and support	1.51 million baht

KEY PERFORMANCE 2021

NUMBER OF BENEFICIARIES (PERSONS)

14,000

farmers supported

8,939

members of vulnerable groups supported

CREATING A GOOD IMAGE FOR THE ORGANIZATION

SOCIAL ACTIVITIES



7,894,312 Baht

Charitable Donations



1,510,000 Baht

Community Investment



5,000,000 Baht

มูลค่าสื่อ



1,793,280 Baht

Support community & society



175,000,000 Baht

Tax paid to the government



4,503 Hours

CSR SPIRIT

SUPPORTING FARMERS

Crop Integration Business Group is aware of and prioritizes business operations that may be affected by economic and social roles. by supporting farmers small entrepreneur and vulnerable groups to be part of the business. Encourage participation and creativity with continuous operation to be able to solve problems and help promote the quality of life for the community as well as vulnerable groups to be able to live sustainably

MANAGEMENT APPROACH

1. Provide farmers with groups. (Market leading production) and operating in an integrated manner between the relevant departments.
2. Training to farmers until they can reduce production costs, increase productivity and produce good quality.
3. Let the farmers be managers: manage production, produce and market knowledge.
4. CPP as the market for hedging the risk of price fluctuation, which can help members reduce their debt condition.



CASE STUDY

CORN AFTER RICE PROJECT, PAK CHAN SUBDISTRICT, NAKHON LUANG DISTRICT, PHRA NAKHON SI AYUTTHAYA PROVINCE

Crop Integration Business Group welcomed the Governor of Phra Nakhon Si Ayutthaya Province Visited the area of the rice field corn project, Pak Chan Subdistrict, Nakhon Luang District, as part of the promotion of planting crops that use less water instead of off-season rice farming. and do not burn the stubble but recycled, such as used to make fuel or making organic fertilizers to nourish the soil to reduce environmental impact

To transfer production knowledge from plot preparation, water management, use of organic fertilizers to improve the soil as well as the introduction of modern agricultural technology such as the use of drones for agriculture to increase production efficiency And generate income for farmers in the B2C area. Initially, there are 448 rai of farmers participating in the pilot project in 2021.

After visiting the area The governor of Phra Nakhon Si Ayutthaya Province has given policies to the government, private sector and farmers for the rice field corn project. that the province is ready to support by expanding to potential areas And there is water availability in every district of Phra Nakhon Si Ayutthaya Province.

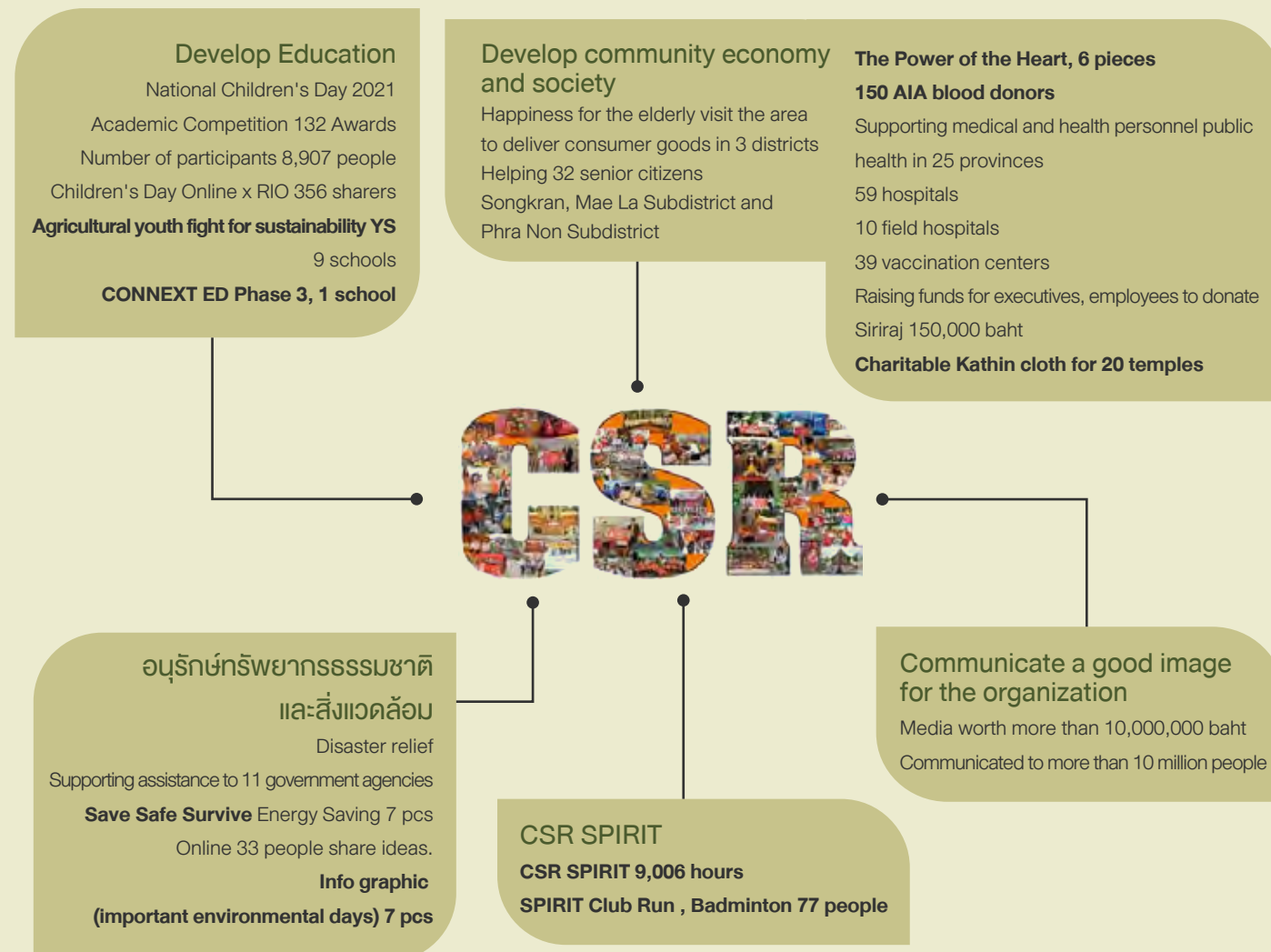


SUPPORTING THE VULNERABLE GROUP

MANAGEMENT APPROACH

Crop Integration Business Group committed to conducting business in accordance with the C.P. Excellence approach based on the awareness of social responsibility according to the philosophy of 3 benefits to sustainability of the Charoen Pokphand Group. Ready to drive sustainable development goals Sustainable Development Goals (SDGs) in all 3 areas, consisting of society, economy and environment. to eradicate poverty promote food security build quality of life share educational opportunities gender equality, Sustainable Water Management access to modern renewable energy Support decent work in line with economic growth Develop industry and infrastructure through innovation. Reduce income inequality have a safe settlement of communities and cities Suitable consumption and production plans take care of the climate marine resources and terrestrial ecosystems Fairness and peace, enhancing cooperation towards the Sustainable Development Goals

2021 PERFORMANCE



HAPPINESS FOR THE ELDERLY

Visiting the poor elderly and the handicapped together with Khun Nuchanart Prathiptheeranan Deputy Governor of Phra Nakhon Si Ayutthaya Province and Mr. Naruemon Phongsuphap, Provincial Social Development and Human Security In the area of Muang District and Bang Pa-in District, Phra Nakhon Si Ayutthaya Province, 22 people, including providing rice with umbrellas and consumer goods To ease the cost of living and boost morale for vulnerable groups affected by the Coronavirus 2019 (COVID-19) epidemic.



CASE STUDY

PAN-IM

“KRUA PAN-IM” PROJECT DONATE LUNCH BOXES AND FACE MASK TO COMMUNITIES IN NEED

Ready to help small shops in the area.

To be able to go through the COVID crisis together

The epidemic situation of the Coronavirus (COVID-19) has severely affected the livelihoods and stomachs of Thai people. For this reason, the Charoen Pokphand Group therefore initiated the project “KRUA PAN-IM” Roi Riengjai fights against COVID-19 by giving away 2 million boxes of free rice in cooperation with more than 100 alliance organizations in hopes to be part of helping alleviate the suffering of brothers and sisters in various communities. and small restaurant business operators to be able to get through the COVID crisis

2 million boxes of rice boxes, consisting of the first part of 1 million boxes, which are rice boxes that the “KRUA PAN-IM” Project Purchasing from a small restaurant and medium-sized in Bangkok and its vicinity, affected by epidemic control, and the second part, 1 million boxes, is ready-to-eat hot food that the CP Group produces daily. Each day consists of a variety of food menus. and has a standardized production process. In addition, there are people who contribute food to charity and have volunteers, various foundations, rescue volunteers and civil society. to help distribute to reach the community and reduce congestion without the people having to wait in line Reduce the risk of infection which has been operating since August 9, 2021



Crop Integration Business Group by Mr. Sumeth Pinyosanit Chief Executive Officer along with executives and volunteer staff in collaboration with Seub Nakhasathien Foundation, Ministry of Social Development and Human Security (MSD), Agricultural Press Association of Thailand “KRUA PAN-IM” were set up in 2 areas out of 40 in total, namely the Din Daeng community area; and the area of Wat Buddha Panya, Nonthaburi Province, to bring boxed rice Face mask and assistance Delivered to people in 2 areas, 1,000 boxes per day every day, totaling 2 months.

“KRUA PAN-IM” Project It is another intention of the Charoen Pokphand Group. In alleviating the suffering of the Thai people by delivering food, drinks and essentials in cooperation with partners and support employees with volunteer spirits Be a part of helping Thai brothers and sisters to go through this COVID-19 crisis together.



CASE STUDY

BLOOD DONATION

SPIRIT Volunteer for International Trade Business Group and Crop Integration Business Group donate blood for the year 2021 under the project "Charoen Pokphand Group Aims for 100 Years Doing Good by Donating Blood" at AIA Capital Center amid the COVID-19 situation causing insufficient blood supply in the treasury shortage of blood

Blood donation is regarded as a great charity. in life extension And also has a good effect on stimulating the circulatory system and this time, 30 CSR SPIRIT employees donated blood.



CASE STUDY

SCHOLARSHIP

Scholarship Students in the areas of Kamphaeng Phet and Tak provinces, totaling 61 scholarships worth 202,500 baht in 28 schools for students with good behavior. Ready to go on the ground to visit students donated chartered rice, CP Mor Din fertilizer, Fah Talai Jone herbal medicine, beverages, CP masks and study materials for students who receive scholarships

Scholarship under "This generous project From Brother to Younger" for the 15th year by raising funds from executives and employees. To provide educational opportunities and encourage students who have good behavior. but shortage of funds Increase the opportunity to access good quality education. and reduce inequality in education. The company is committed to conducting business according to the 3-Benefits of the Charoen Pokphand Group.



CASE STUDY

SPONSORING THE ACTIVITIES OF THE YOTAKA NAVAL SUFFICIENCY ECONOMY CENTER

Naval Sufficiency Economy Center Yotaka Division of Occupational Welfare Naval Welfare Department establishing a sufficiency economy learning center in the area of 89 rai consisting of various learning bases such as local fruits, medicinal plants, aquatic animals Including New Theory Agriculture to be used as a source of learning for the people

The center has asked for 150 bags of Mo Din Organic Fertilizer to improve the soil and take care of the growth of plants. On June 24, 2021, Ms. Suriya Suriyakanon, Senior Vice President of Charoen Pokphand Produce Co., Ltd. gave 6,000 kilograms of C.P. Mor Din organic fertilizer, worth 45,000 baht, to Lieutenant Commander Sam-Ang Yaem Premree, Deputy Chief. center Division of Occupational Welfare Naval Welfare Department to support the Learning Center Project

CSR SPIRIT volunteer team from the Crop Integration Business Group participated in exchanging learning resources for new agricultural theory based on the sufficiency economy concept. Items of King Rama IX that have been used to continue the cultivation of crops animal husbandry organic rice fields and Khok Nong Na Learning Base which is a body of knowledge for the personnel of the Navy and the general public to study 3 Benefits of the Charoen Pokphand Group that focuses on the benefit of the nation people and organizations



HEALTH AND WELL-BEING

(GRI 103-1, 103-2, 103-3)

OPPORTUNITIES AND CHALLENGES
 Crop Integration Business Group is committed to research and development of products to meet production standards and agricultural product standards, with quality controls and checks throughout the value chain.

In addition, the company has promoted knowledge and technology to farmers through comprehensive, easy-to-understand and accurate communication, as well as developing processes according to the standards. International, along with implementing programs to promote health and well-being of employees and people in the community.

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 4
 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



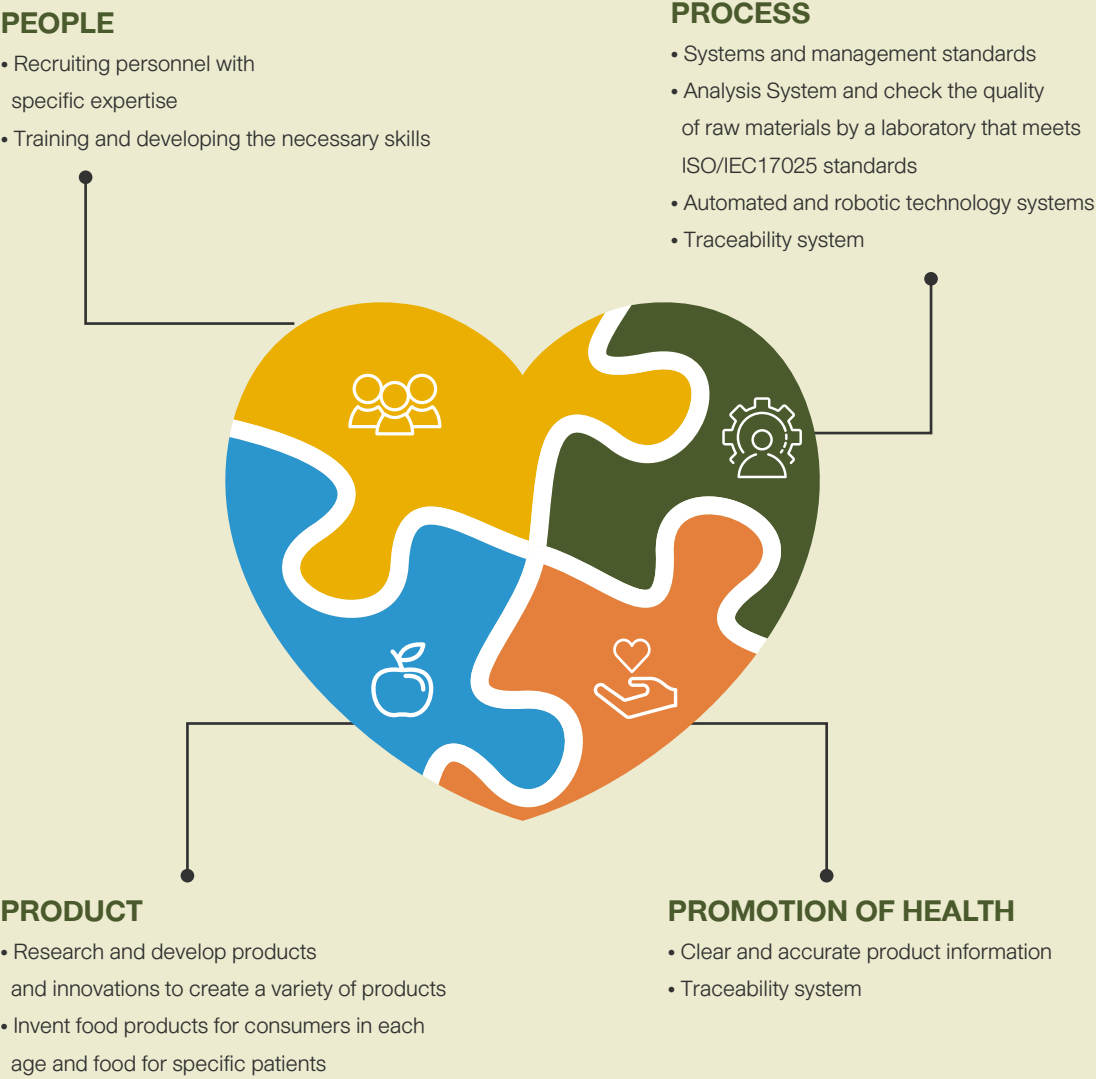
2030 Goal : Sales generated from B2B and B2C products and services that promote health and well-being.

KEY OPERATING RESULTS IN 2021	
1. Good health and well-being	
1.1 Sales generated from B2B and B2C products and services that promote health and well-being	Organic fertilizer products with sales of 0.84%
1.2 Health promotion and assistance in the situation of the COVID-19 epidemic	Giving face masks to employees in risky areas / waiting areas for quarantine in the workplace and vaccination at Bang Sue Central Station

PRODUCT INNOVATION TO PROMOTE HEALTH

The health and well-being of all citizens in each country is an important issue for will help increase the limit capability of that country in the future, as well as reducing the burden of medical expenses at the national level, CPP, as an upstream company of agribusiness, recognizes that it is a part that can help alleviate such problems effectively. by using the potential of presenting products and services that promote quality of life promote the health and well-being of the people

Our company 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 as a whole. 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.



CASE STUDY

RESEARCH ON ORGANIC FERTILIZERS

Research Team, Soil and Fertilizer Quality Assurance (Quality Assurance Department And develop organic fertilizer technology) to develop organic planting material Soil Plus to meet the needs of urban communities. The newgeneration who cares about health

Health conscious trend that is becoming popular among consumers around the world. Both in groups of urban communities, the new generation, including the elderly. Especially during the COVID-19 outbreak situation Causingthe awakening of precautionary measures Including promoting good health

In order to allow urban communities which are limited in space. There is an option to grow vegetables in pots. Or a vertical kitchen garden for consumption in 2021, the integrated crop business group (maize) by the research team, Soil Quality Assurance and Fertilizer (Quality Assurance Department And develop organic fertilizer technology) Kham Pran Organic Fertilizer Factory, Wang Muang Subdistrict, Saraburi Province has developed organic planting materials or Soil Plus from quality agricultural industry materials. and suitable for plant growth, including coconut cob, corn cob, chopped corn Other organic and organic fertilizers.



Collect data and a comparative study of different types of planting materials To develop Soil Plus organic planting materials by selecting quality agricultural materials. from production sources that can be traced back There is also a heavy metal inspection process. and control the fermentation according to academic principles to control the temperature Humidity and increase oxygen to suit the growth of plants. The results of the test at 69 days of age from the seedling date showed that tomato plants and peppers grown in Soil Plus growing media increased 8.6 times and 10.9 times (respectively), which was the best height growth. compared to other planting materials

It has also been tested in conjunction with various groups of green farms such as organic vegetables. and safe vegetables, melon growers group It was found that the results were satisfactory because, in addition to Soil Plus being lightweight, friable, and absorbing water better than other planting materials. It also has a pH value between 6.5-7.5, suitable for plant growth as well. For the next operation, Research Department, Soil Quality Assurance and Fertilizer The Kampran Organic Fertilizer Factory is in the process of developing organic planting material formulas for medicinal plants such as hemp, marijuana, which is a group of producers who want quality organic planting materials.

COMPARE SOIL PLUS WITH OTHER PLANTING MATERIALS

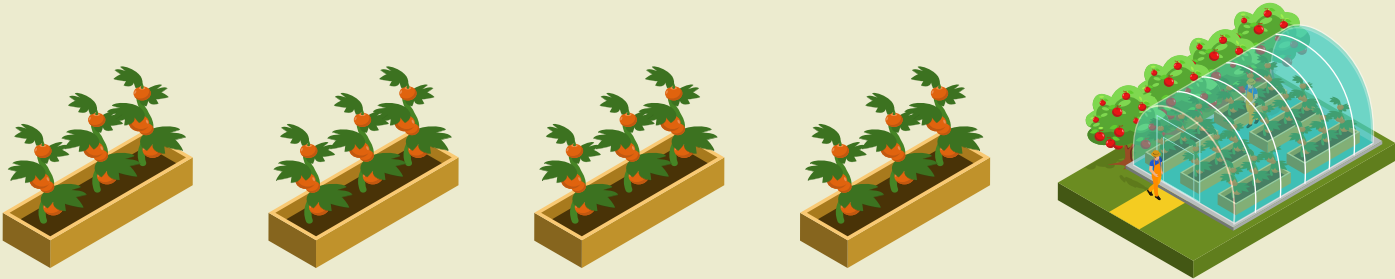
Soil Plus	planting material
Ruamless, light weight Good water absorption, water holding capacity 60-80%	Not crumbling, heavy weight Poor water absorption, 40-50% water holding capacity
Plant roots adhere well to plant material. Transparency 60-70%	Poor adhesion of plant roots to plant material. Transparency 40-50%
6.5-7.5	pH 7.5-8.5
Nutrient content from natural sources enough for growth	Low nutrient content It is necessary to add organic fertilizers. for plants to grow



ความเข้มของใบ ต้นที่ปลูกในวัสดุทั่วไป



ความเข้มของใบ ต้นที่ปลูกใน Soil plus



CASE STUDY

GIVE MORE ... GIVING MORE THAN#2

Crop Integration Business Group operates upstream production businesses such as production and distribution of seeds, plant nutrients, as well as promoting agricultural careers. in parallel with the development of agricultural technology to increase productivity, reduce costs, generate more income for farmers. with experts who provide advice to farmers to be able to do agriculture correctly according to academic principles.

Our company adheres to the philosophy of 3 benefits of the Charoen Pokphand Group. It is a guideline for conducting business towards sustainability. The business group therefore places importance on participation. and return benefits to sharp order Therefore, the project "Give more" has been born since 2020, a project that has been done with farmers. and dealers who support products from the company Pass on health care opportunities to communities in many areas. by purchasing medical equipment for many community hospitals doing business

In 2021, Crop Integration Business Group donated money and essential items worth 7.89 million baht to 90 hospitals across the country through the project "Give more ... Giving More Than #2".



CASE STUDY

TAKE CARE OF CPP EMPLOYEES IN THE SITUATION OF COVID-19

PROVIDE MASKS TO EMPLOYEES

Charoen Pokphand Group is concern for the health of employees in areas at risk of the spread of the COVID-19 situation. Therefore, there is a policy to promote the health and well-being of employees. by procuring and distributing masks to be given to employees working in Bangkok and its vicinity, including affected areas.

In addition to urging all agencies both office and factory follow the measures including strict government guidelines Integrated Crop Business Group also distributed masks to employees in all areas Along with creating a room to accommodate infected employees in order to take care and reduce the risk of employees as another way.



INSURING FOR COVID AND PROVIDING VACCINATION QUOTAS

To increase the confidence of employees in accessing treatment opportunities. and compensation in case of absence from work due to hospitalization from COVID-19 infection human resources office, Crop Integration Business Group has coordinated with insurance companies. to provide additional COVID insurance for voluntary employees

At the same time, it also coordinated with the Social Security Office. to provide vaccination quota for employees at Bang Sue Central Station during Bangkok and the vicinity has a severe outbreak situation. To increase access to vaccination for employees

CASE STUDY

“C.P. PAN PLUK FAH TALAI THIEVES”

Increase the chances of accessing herbal medicines and boosting immunity.

Charoen Pokphand Group join forces within the business group Let's create a good composition through the project "CP Panpluk Fah Talai Jone" and join hands with partners to deliver 30 million capsules of Fah Talai Jone to increase access to Thai herbal medicines. Enhance immunity to prevent disease for Thai people across the region.

Crop Integration Business Group start planting seedlings of Paniculata tree on August 12, 2021 in 2 areas: The first plot is at Salaeng Phan Farm on an area of 30 rai and the other plot is at Kampran Farm on an area of 70 rai using 1 million Fah Lai Jone seedlings from 6 provinces: Nakhon Pathom, Prachin Buri, Sukhothai, Kanchanaburi, Ubon Ratchathani and Phichit. Study and research with talented farmers from many areas. both about species, soil characteristics, and appropriate amount of water as well as the cultivation process and conversion management techniques Including the appropriate harvesting period to obtain a high content of essence.



CASE STUDY

Our company has followed Act on herbal medicines strictly the herbal medicine is registered with the Food and Drug Administration (FDA) with the requirement for the content of the active ingredient, Andrographolide, in raw materials and using a standard accredited laboratory. Along with the inspection from the laboratories of Charoen Pokphand Foods Public Company Limited or CPF

The process of filling capsules Has selected manufacturers that have received GMP PIC / S standards, which is an important standard for pharmaceutical factories. to participate in the project Including gamma radiation must be irradiated with every capsule. so that the product has a longer shelf life before delivering to the people

December 2021 Charoen Pokphand Group has corperated with partner organizations, hospitals, government agencies, private sectors, educational institutions Foundations and volunteer groups as well as business groups in the group With branches and factories in different provinces going to the area to distribute the herb Andrographis Paniculata to various regions that are at risk of infection with COVID-19 with the intention of passing on the Fa Talai Jai Herb to people in society to enhance the immunity of Thai people because I believe that if we have a strong body and willpower will surely get through this crisis.



OCCUPATIONAL HEALTH & 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.

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



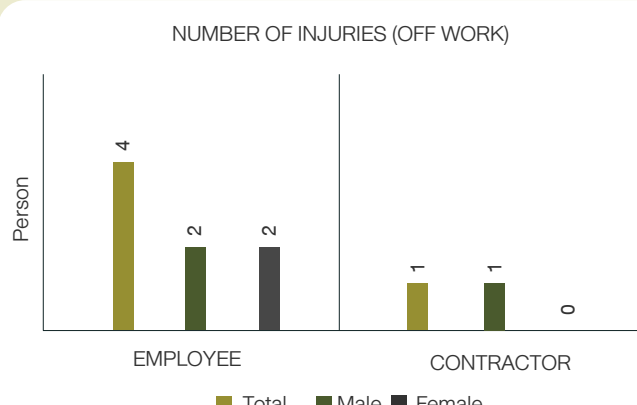
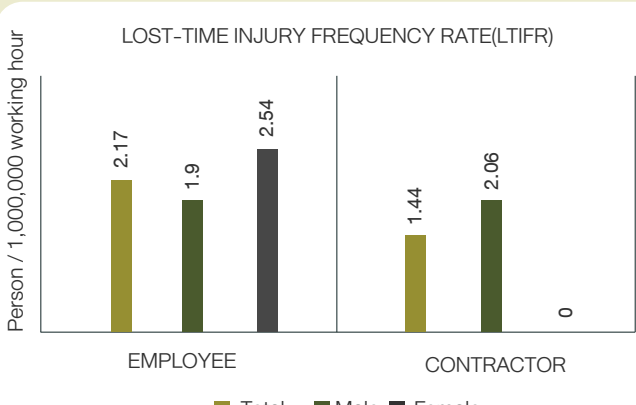
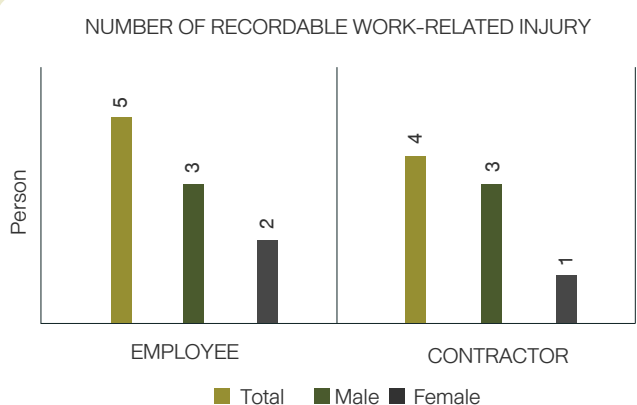
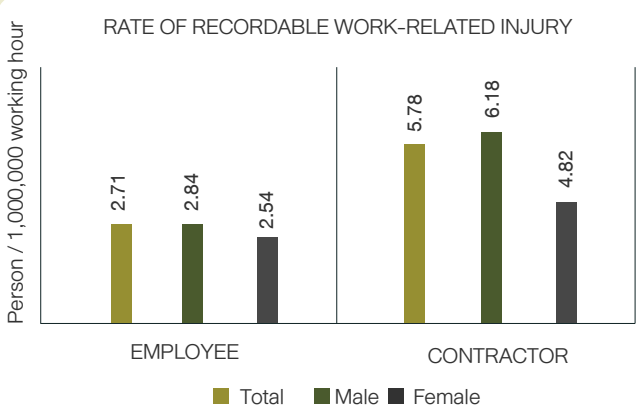
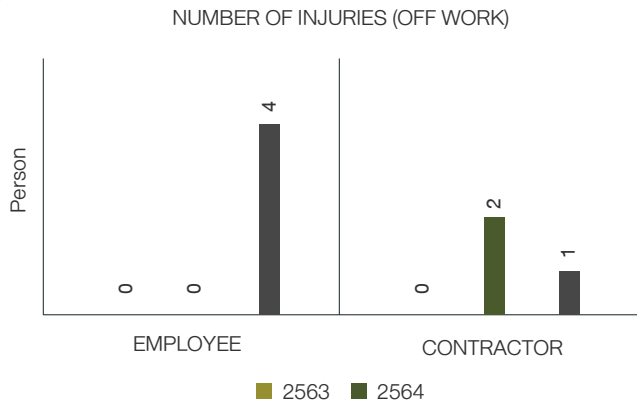
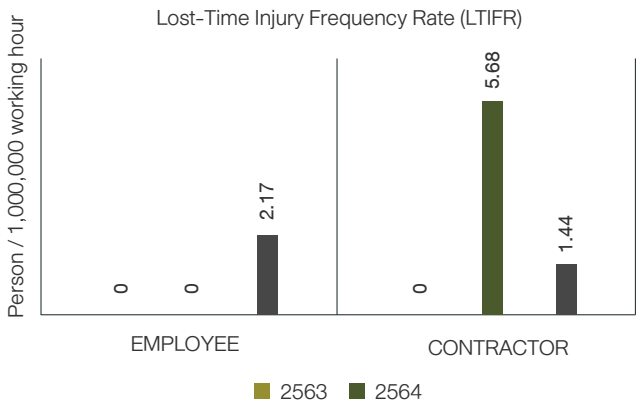
2030 Goal : Zero Accident Achieve zero lost time injury frequency rate.

KEY OPERATING RESULTS IN 2021

1. Safety Awards	Outstanding workplace safety, Occupational health and work environment.
2. Lost time injury rate	Employee 2.17 no. per 1,000,000 working hours (4 people) Contractor 1.44 no. per1,000,000 working hours (1 people)

OCCUPATIONAL HEALTH & SAFETY

MANAGEMENT DASHBOARD



***REPORT INFORMATION AND OPERATIONS AND OCCUPATIONAL HEALTH

- Seed Processing Plant Soi 12
 - Seed Processing Plant Soi 19
 - Chemical Fertilizer plant
 - Organic Fertilizer Plant
 - Foundation Seed Production :
Salangpan-Kampran Farm
- Commercial Seed Porduction , Maesot Center
 - Commercial Seed Porduction , Phobpra Center
 - Commercial Seed Porduction , Phrae Center
 - Sawankalok Research Station
 - Salangpan Research Station
- C.P. Seeds (Vietnam) Co.,Ltd.
 - Charoen Pokphand Seeds (India) Pvt., Ltd.
 - CPP Fertilizer Co.,Ltd (Myanmar)

OCCUPATIONAL HEALTH, SAFETY AND WORK ENVIRONMENT MANAGEMENT

MANAGEMENT APPROACH

Crop Integration Business 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. Safety, occupational health and working environment It is the duty and responsibility of the executives. and employees at all levels and consider the success of the operation as part of the performance evaluation.
2. Support the budget. and resources for the development of safety operations to allow all employees to participate in the implementation of the policy. Including communicating to related parties to acknowledge the results of the operation.
3. Let employees at all levels receive training, knowledge, ability to work. to meet the standards of safety at work To realize the importance of having a good safety system to participate in the efficient use of resources. It is a culture of safety, occupational health and working environment.
4. Manage safety risks properly according to international standards. And integrate with all activities of business operations at all levels throughout the supply chain. for protection And reduce the impact from harm, reduce injuries, illnesses of employees. and those involved Including damage to reputation and property and does not affect external communities
5. Comply with the laws related to safety, occupational health and working environment both nationally and internationally. local level and complies with international standards Requirements of customers and agencies
6. Monitor and report effectiveness Management of safety, occupational health and working environment for executives at all levels to be continuously improved in accordance with the reporting format according to international standards

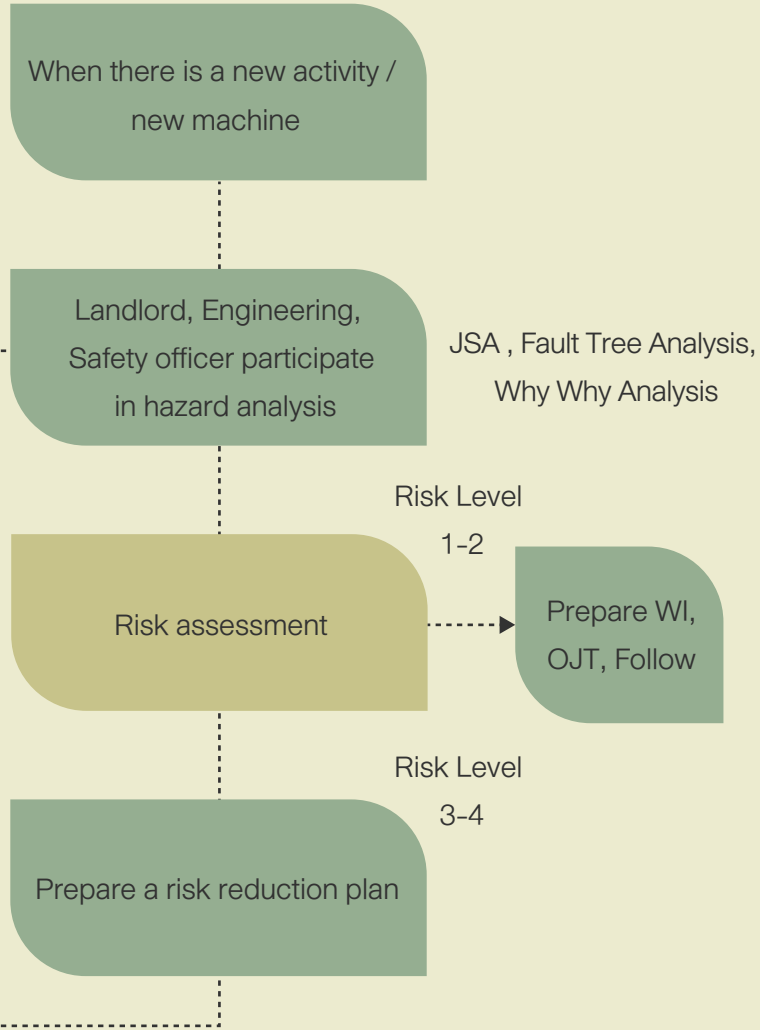
ZERO ACCIDENT OPERATION STRATEGY

1. Upgrading the operational standards for safety, occupational health and the environment to be the same standard in every country (SHE STANDARD)
2. Occupational safety, health and environment contest for business groups through the CEO AWARDS project.
3. Outstanding Safety Establishment Contest Occupational health and working environment at the national level
4. Zero Accident Campaign Contest with NSO

HAZARD IDENTIFICATION PROCESS AND ASSESS THE RISKS

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.

1. All executives are required to carry out hazard identification and risk assessment in all activities.
2. Together with supervisors, safety officers and engineering staff analysis of hazards using JSA tools, Fault Tree Analysis, Why Why Analysis.
3. Together with supervisors, safety officers and cotton engineering staff risk assessment according to the prescribed criteria.
4. Assessing risks at level 1-2, establishing safe working procedures (W) training to educate employees and an annual review (OJT) supervisor checks the compliance of safety procedures every day.
5. Assessing risks at level 3-4, prepare plans to improve and reduce risks at level 1-2.



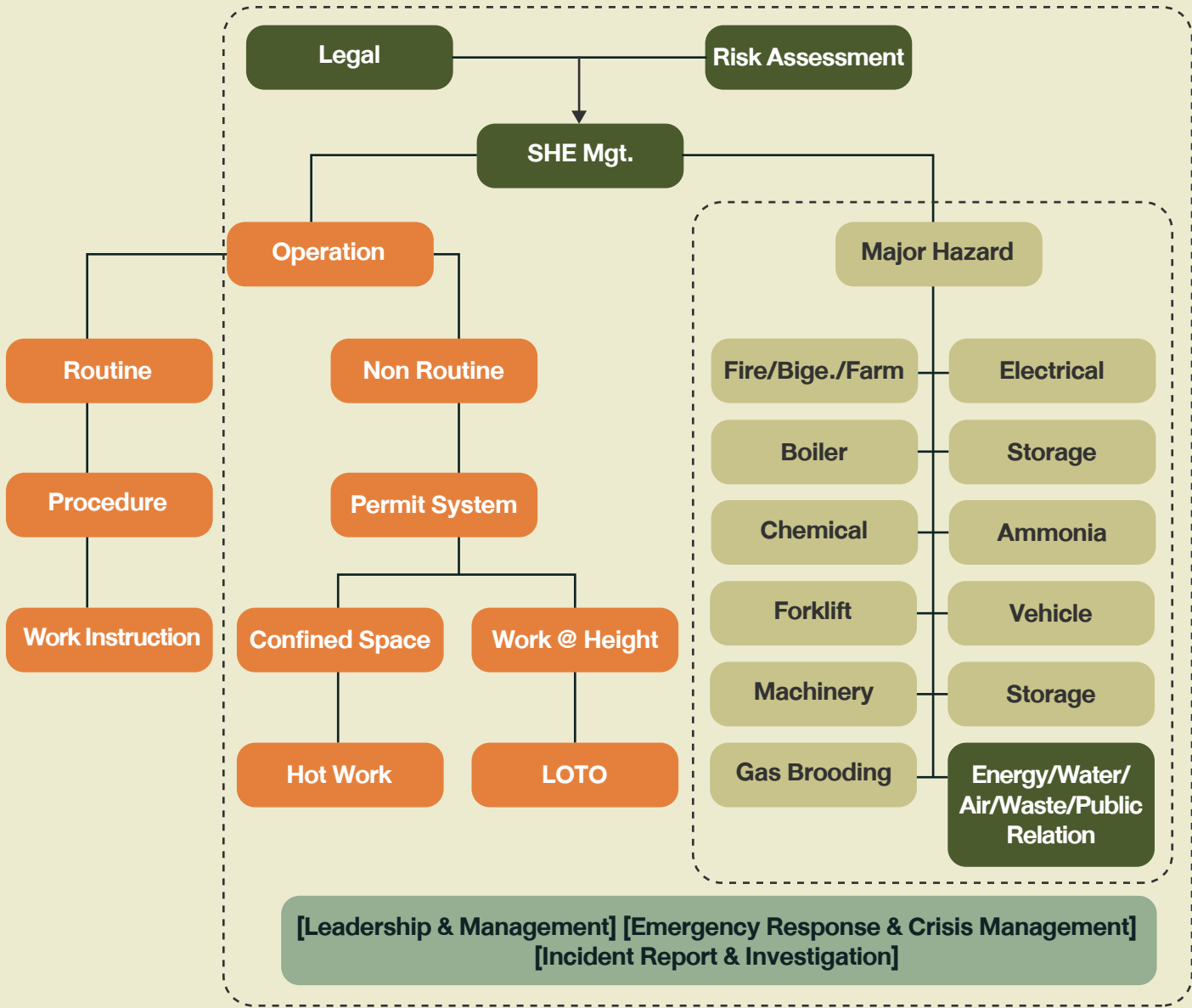
บริษัท ไทยพาณิชย์ จำกัด (มหาชน) - บริษัท ไทยพาณิชย์ จำกัด (มหาชน)									
แบบฟอร์มการประเมินความเสี่ยง (Risk Assessment Form)									
วันที่ประเมิน: 15/05/2564									
โดย: 1. นายสมชาย ใจดี 2. นางสาวสมใจ ใจดี 3. นายสมศักดิ์ ใจดี 4. นางสาวสมศรี ใจดี 5. นายสมชาย ใจดี 6. นางสาวสมใจ ใจดี 7. นายสมศักดิ์ ใจดี 8. นางสาวสมศรี ใจดี 9. นายสมชาย ใจดี 10. นางสาวสมใจ ใจดี 11. นายสมศักดิ์ ใจดี 12. นางสาวสมศรี ใจดี 13. นายสมชาย ใจดี 14. นางสาวสมใจ ใจดี 15. นายสมศักดิ์ ใจดี 16. นางสาวสมศรี ใจดี 17. นายสมชาย ใจดี 18. นางสาวสมใจ ใจดี 19. นายสมศักดิ์ ใจดี 20. นางสาวสมศรี ใจดี 21. นายสมชาย ใจดี 22. นางสาวสมใจ ใจดี 23. นายสมศักดิ์ ใจดี 24. นางสาวสมศรี ใจดี 25. นายสมชาย ใจดี 26. นางสาวสมใจ ใจดี 27. นายสมศักดิ์ ใจดี 28. นางสาวสมศรี ใจดี 29. นายสมชาย ใจดี 30. นางสาวสมใจ ใจดี 31. นายสมศักดิ์ ใจดี 32. นางสาวสมศรี ใจดี 33. นายสมชาย ใจดี 34. นางสาวสมใจ ใจดี 35. นายสมศักดิ์ ใจดี 36. นางสาวสมศรี ใจดี 37. นายสมชาย ใจดี 38. นางสาวสมใจ ใจดี 39. นายสมศักดิ์ ใจดี 40. นางสาวสมศรี ใจดี 41. นายสมชาย ใจดี 42. นางสาวสมใจ ใจดี 43. นายสมศักดิ์ ใจดี 44. นางสาวสมศรี ใจดี 45. นายสมชาย ใจดี 46. นางสาวสมใจ ใจดี 47. นายสมศักดิ์ ใจดี 48. นางสาวสมศรี ใจดี 49. นายสมชาย ใจดี 50. นางสาวสมใจ ใจดี 51. นายสมศักดิ์ ใจดี 52. นางสาวสมศรี ใจดี 53. นายสมชาย ใจดี 54. นางสาวสมใจ ใจดี 55. นายสมศักดิ์ ใจดี 56. นางสาวสมศรี ใจดี 57. นายสมชาย ใจดี 58. นางสาวสมใจ ใจดี 59. นายสมศักดิ์ ใจดี 60. นางสาวสมศรี ใจดี 61. นายสมชาย ใจดี 62. นางสาวสมใจ ใจดี 63. นายสมศักดิ์ ใจดี 64. นางสาวสมศรี ใจดี 65. นายสมชาย ใจดี 66. นางสาวสมใจ ใจดี 67. นายสมศักดิ์ ใจดี 68. นางสาวสมศรี ใจดี 69. นายสมชาย ใจดี 70. นางสาวสมใจ ใจดี 71. นายสมศักดิ์ ใจดี 72. นางสาวสมศรี ใจดี 73. นายสมชาย ใจดี 74. นางสาวสมใจ ใจดี 75. นายสมศักดิ์ ใจดี 76. นางสาวสมศรี ใจดี 77. นายสมชาย ใจดี 78. นางสาวสมใจ ใจดี 79. นายสมศักดิ์ ใจดี 80. นางสาวสมศรี ใจดี 81. นายสมชาย ใจดี 82. นางสาวสมใจ ใจดี 83. นายสมศักดิ์ ใจดี 84. นางสาวสมศรี ใจดี 85. นายสมชาย ใจดี 86. นางสาวสมใจ ใจดี 87. นายสมศักดิ์ ใจดี 88. นางสาวสมศรี ใจดี 89. นายสมชาย ใจดี 90. นางสาวสมใจ ใจดี 91. นายสมศักดิ์ ใจดี 92. นางสาวสมศรี ใจดี 93. นายสมชาย ใจดี 94. นางสาวสมใจ ใจดี 95. นายสมศักดิ์ ใจดี 96. นางสาวสมศรี ใจดี 97. นายสมชาย ใจดี 98. นางสาวสมใจ ใจดี 99. นายสมศักดิ์ ใจดี 100. นางสาวสมศรี ใจดี									
ลำดับที่	รายละเอียดของกิจกรรม	อันตรายที่อาจเกิดขึ้น	ผลกระทบ	ระดับความเสี่ยง	มาตรการป้องกัน	ผู้รับผิดชอบ	วันที่ดำเนินการ	สถานะ	หมายเหตุ
1	การปฏิบัติงานในโรงงาน	การเกิดอุบัติเหตุ	บาดเจ็บ	สูง	1. ใช้เครื่องมือที่ปลอดภัย 2. ตรวจสอบสภาพเครื่องจักรก่อนใช้งาน 3. ปฏิบัติตามกฎระเบียบ	นายสมชาย ใจดี	15/05/2564	เสร็จสิ้น	
2	การปฏิบัติงานในโรงงาน	การเกิดอุบัติเหตุ	บาดเจ็บ	สูง	1. ใช้เครื่องมือที่ปลอดภัย 2. ตรวจสอบสภาพเครื่องจักรก่อนใช้งาน 3. ปฏิบัติตามกฎระเบียบ	นายสมชาย ใจดี	15/05/2564	เสร็จสิ้น	
3	การปฏิบัติงานในโรงงาน	การเกิดอุบัติเหตุ	บาดเจ็บ	สูง	1. ใช้เครื่องมือที่ปลอดภัย 2. ตรวจสอบสภาพเครื่องจักรก่อนใช้งาน 3. ปฏิบัติตามกฎระเบียบ	นายสมชาย ใจดี	15/05/2564	เสร็จสิ้น	
4	การปฏิบัติงานในโรงงาน	การเกิดอุบัติเหตุ	บาดเจ็บ	สูง	1. ใช้เครื่องมือที่ปลอดภัย 2. ตรวจสอบสภาพเครื่องจักรก่อนใช้งาน 3. ปฏิบัติตามกฎระเบียบ	นายสมชาย ใจดี	15/05/2564	เสร็จสิ้น	
5	การปฏิบัติงานในโรงงาน	การเกิดอุบัติเหตุ	บาดเจ็บ	สูง	1. ใช้เครื่องมือที่ปลอดภัย 2. ตรวจสอบสภาพเครื่องจักรก่อนใช้งาน 3. ปฏิบัติตามกฎระเบียบ	นายสมชาย ใจดี	15/05/2564	เสร็จสิ้น	
6	การปฏิบัติงานในโรงงาน	การเกิดอุบัติเหตุ	บาดเจ็บ	สูง	1. ใช้เครื่องมือที่ปลอดภัย 2. ตรวจสอบสภาพเครื่องจักรก่อนใช้งาน 3. ปฏิบัติตามกฎระเบียบ	นายสมชาย ใจดี	15/05/2564	เสร็จสิ้น	
7	การปฏิบัติงานในโรงงาน	การเกิดอุบัติเหตุ	บาดเจ็บ	สูง	1. ใช้เครื่องมือที่ปลอดภัย 2. ตรวจสอบสภาพเครื่องจักรก่อนใช้งาน 3. ปฏิบัติตามกฎระเบียบ	นายสมชาย ใจดี	15/05/2564	เสร็จสิ้น	
8	การปฏิบัติงานในโรงงาน	การเกิดอุบัติเหตุ	บาดเจ็บ	สูง	1. ใช้เครื่องมือที่ปลอดภัย 2. ตรวจสอบสภาพเครื่องจักรก่อนใช้งาน 3. ปฏิบัติตามกฎระเบียบ	นายสมชาย ใจดี	15/05/2564	เสร็จสิ้น	
9	การปฏิบัติงานในโรงงาน	การเกิดอุบัติเหตุ	บาดเจ็บ	สูง	1. ใช้เครื่องมือที่ปลอดภัย 2. ตรวจสอบสภาพเครื่องจักรก่อนใช้งาน 3. ปฏิบัติตามกฎระเบียบ	นายสมชาย ใจดี	15/05/2564	เสร็จสิ้น	
10	การปฏิบัติงานในโรงงาน	การเกิดอุบัติเหตุ	บาดเจ็บ	สูง	1. ใช้เครื่องมือที่ปลอดภัย 2. ตรวจสอบสภาพเครื่องจักรก่อนใช้งาน 3. ปฏิบัติตามกฎระเบียบ	นายสมชาย ใจดี	15/05/2564	เสร็จสิ้น	

INFORMATION AND OPERATIONS ON OCCUPATIONAL SAFETY AND HEALTH

Safety Management Efficiency Assessment Manual Occupational health and environment within the agency for the year 2021



Site Safety Management Best Practice



INNOVATION

(GRI 103-1, 103-2, 103-3)

OPPORTUNITIES AND CHALLENGES

The business challenge in the 4.0 era is the transformation of technology innovates rapidly in order to be able to respond and comply with changing consumer behavior in the agroindustry, which needs to be improved and innovated, as well as a focus on social and environmental responsibility.

Innovation is therefore one of the Crop Integration Business Group’s priorities, both in terms of investment in infrastructure development. Human resource development in research and development and believe that it will help drive the business forward with sustainability in the mindset of rapid change Including creating value for society and the environment at the same time

SUPPORTING THE SDGs



SDG 8
Decent Work and Economic Growth
8.2 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 partnerships

100%

2030 Goal : 50 Registered patents and petty patents

KEY OPERATING RESULTS IN 2021

1. Number of registered patents and petty patents	21 patents
2. Saving results from One Day Satisfaction Project	120.81 million baht
3. Number of innovators who have invented innovation project Reduce costs and increase efficiency	309 people

INNOVATION MANAGEMENT

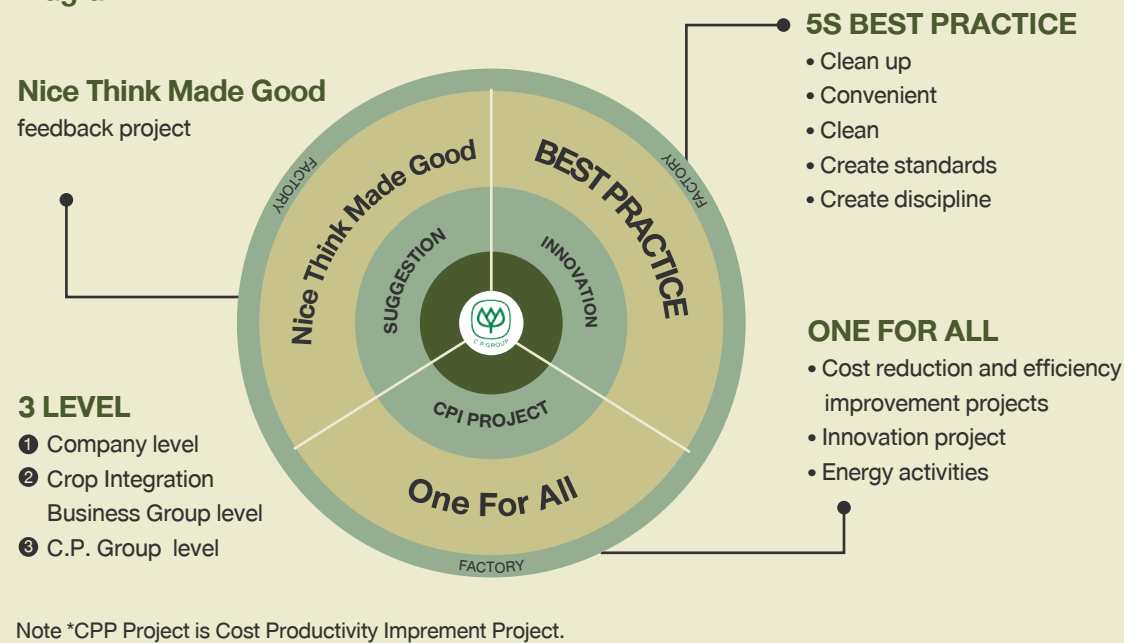
Research and development investment



MANAGEMENT APPROACH

Support the changes that will enter the digital age or the 4.0 era, Crop Integration Group believes that Innovation will be an important tool that will keep us abreast of global changes or Mega Trends. Therefore, we have determined and implemented the company's innovation management framework, consisting of platform creation, personnel development. and organizational culture (People) process development (Process) including open innovation and management of intellectual property (Pipeline), the basis of which is the use of digital technology to transform the organization. to systematically drive innovation and is constantly evolving Aiming to be an organization-wide innovation organization

CPP Innovation Diagram

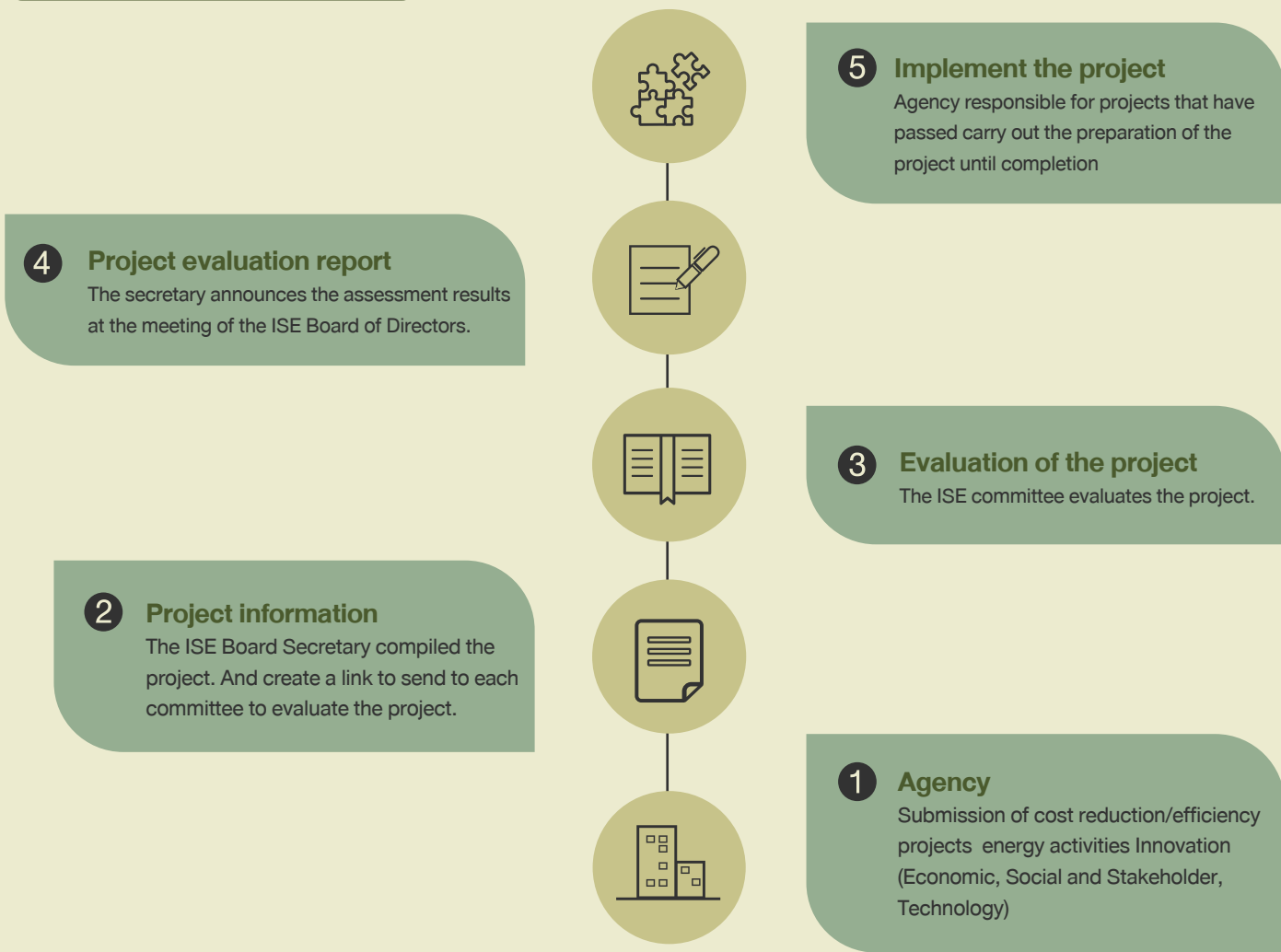


CREATING AN INNOVATION ORGANIZATION

Crop Integration Business Group importance to the creation of new things. to create opportunities and further innovation covering 3 areas: economy, technology and society. By focusing on employees to solve problems on their own. Therefore, a suggestion system (Suggestion) was created and incentives were created. by creating a platform for employees to present to the executives When employees have developed and become a culture to some extent. Next, the goal is for employees to work together so teamwork is set up. By using the concept of QCC System for employees to group together Solve more difficult problems Decisions are made between teams to achieve common solutions through a “one for all” program that encompasses efficiency, cost reduction and continuous improvement.

Emphasis on cross-functional collaboration, developed into an innovation system process, sent to the Group's C.P. INNOVATION, at the business group level. Organized a forum for employees to show their potential in the CPP Award work contest with the objective of honoring innovators who invent works. and to share knowledge and exchange experiences of employees Outstanding works will be developed and elevated to the Charoen Pokphand Group Innovation Contest.

One for All Diagram



CASE STUDY

FINALISTS IN BUABAN INNOVATION EXPO CHAROEN POKPHAND GROUP 2021



Crop Integration Business Group focus on creating an atmosphere, promoting and encouraging all employees to have knowledge. Participate in innovation in the organization Make people in the organization motivated and dedicated to innovation. as well as being able to put the innovations into practice, storing, transferring and exchanging knowledge efficiently. Including bringing innovation to expand and extend results to achieve sustainability

Buaban Innovation Expo Charoen Pokphand Group was organized to bring creative innovations in CP Group Including experience and knowledge to exchange, share and expand results throughout the CP. To increase efficiency and promote continuous improvement for the sustainability of the organization. and to honor CP Group's innovators and promote an atmosphere of unity and creativity within CP Group It is also organized to strengthen the network for exchanging knowledge and experiences in the CP Group. and support the CP Group to be an innovative organization by encouraging every business group to submit their work to participate in the consideration Exhibited at the event and received the Chairman Award from Mr. Dhanin Chearavanont Senior Chairman C.P.Group

COMPANY INNOVATION CHAROEN POKPHAND CO., LTD. AND COMPANIES IN THE CROP INTEGRATION BUSINESS GROUP WHO PASSED THE FINAL ROUND TO BE EXHIBITED AT THE BUA BAN INNOVATION EXPO 2021

No.	Project Title	Country
1	Maize, C.P. 555 variety, large ears, high yield for farmers in India-South Asia and Southeast Asia	India
2	Quick Test for Soil Organic Matter and Total Nitrogen in Maize Growing Soils for Nitrogen Fertilizer recommendation	Thailand
3	Tian Sawan waxy corn, a short-lived crop, a new choice for farmers	Thailand
4	Double Haploid Technology for Corn Inbred Line Development	Thailand
5	Maize for the area behind rice fields, breeding C.P.639	Thailand
6	Baby corn, Chang Daeng 18, high yield, high quality, high income	Thailand
7	Easy to clean pipes	Thailand
8	Microorganisms reduce ammonia odor to the environment from compost heaps.	Thailand
9	Plows of silver, creating soil for life increase rice yield	Thailand
10	Analysis of Geographic Information for Conservation of Natural Resources through the quality patrol standard control center (GIS DATA Management for Natural Resource Conservation from Smart Patrol Monitoring Center)	Thailand
11	Ecological area management buffer area Huai Kha Khaeng Wildlife Sanctuary, Uthai Thani Province (Eco-area Management for buffer zone at The Huai Kha Khaeng Wildlife Sanctuary, Uthai Thani Province)	Thailand
12	Soil Guide Service Program	Thailand
13	Using Snips molecular markers (SNPs) to determine the genetic purity of maize in the corn seed business	Thailand

CASE STUDY

ONE DAY SATISFACTION PROJECT CHAROEN POKPHAND GROUP

Crop Integration Business Group set a goal to drive all employees Participate in initiatives, improvements, and creations of their own work. As well as being able to extend until it becomes an innovation through the Satisfied One Day project. because I believe that the starting point of innovation is participation.

Our company encourages all employees to participate in striving for an innovative organization. One Day Satisfaction Project It is a project that focuses on creating an atmosphere, promoting and encouraging all employees to participate in creating innovation in the organization by Dr. Arch Taolanon, Senior Vice President. Charoen Pokphand Group initiated the One Day Satisfaction Project. The idea came from the senior president, Mr. Dhanin Chearavanont, who taught the employees in C.P. Group. Everyone learns to be content with their present success for just one day. And tomorrow, always think of a better way.

From this concept, it leads to creating participation for all employees in C.P. Group. Participate in innovation by improving, changing and creating new things in the work that they are responsible for. as a basis for becoming an innovator It creates an atmosphere of true organization-wide innovation.

It is promoted through a points system when employees participate in their work improvement projects. which employees can collect such points as personal points and when the score reaches the specified level Employees will be recognized as innovators at various levels.



CASE STUDY

C.P. F-16 AND C.P. M-26, NEW VARIETIES OF CORN

Strong root system, good stand, high yield, beautiful color, can be harvested in both fresh and semi-dry pods.

Climate change that tends to be more severe It is a major cause for farmers to face risks from natural disasters. And there is a chance that the product will be damaged by climate change. Corn growers are at risk of losing crops. from the rainy season or continuous heavy rain research agency development and innovation integrated plant business Therefore developed and improved corn varieties that can adapt well in the changing climate. high yield per rai And able to adapt to soil conditions in many areas such as CP F-16 and CP M-26 varieties and is also another option for farmers who want to grow crops that use small amounts in production for growing plants in version 2

C.P. F-16 is a variety with harvest time of 100-110 days, strong root system, frequent planting, good perennial, small core, deep seed, average yield 1,500-2,000 kg/rai (at moisture content 28-30%), good growth. in the flat area including the plains and is suitable for harvesting and selling fresh pods or harvested semi-fresh, semi-dry

C.P. M-26 the average age of fresh harvest is 105-110 days. The average age of dry harvest is 115-120 days. The root system and stem are strong. Resists blight and rust quite well. Large pods, beautiful color. Average yield 1,500-2,000 kg/rai (humidity 28-30%), suitable for flat areas. and the perfect mound



After bringing both varieties of corn to encourage farmers in many areas to try planting in the form of demonstration plots, it was found that farmers responded quite well because both varieties, in addition to producing high yields, large pods, beautiful colors, meet the market demand. It also adapts well to a variety of soil conditions. Farmers in many areas therefore responded and replanted.

CASE STUDY

STAKEHOLDER ENGAGEMENT

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

OPPORTUNITIES AND CHALLENGES

The Board of Directors is confident that good corporate governance is an important factor for Charoen Pokphand Group in enhancing its competitiveness and leading Charoen Pokphand Group for sustainable growth, it also adds value to our stakeholders in the long term. Shows the presence. Management system that is efficient, transparent, verifiable. This helps build trust among stakeholders in the value chain.

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

80%

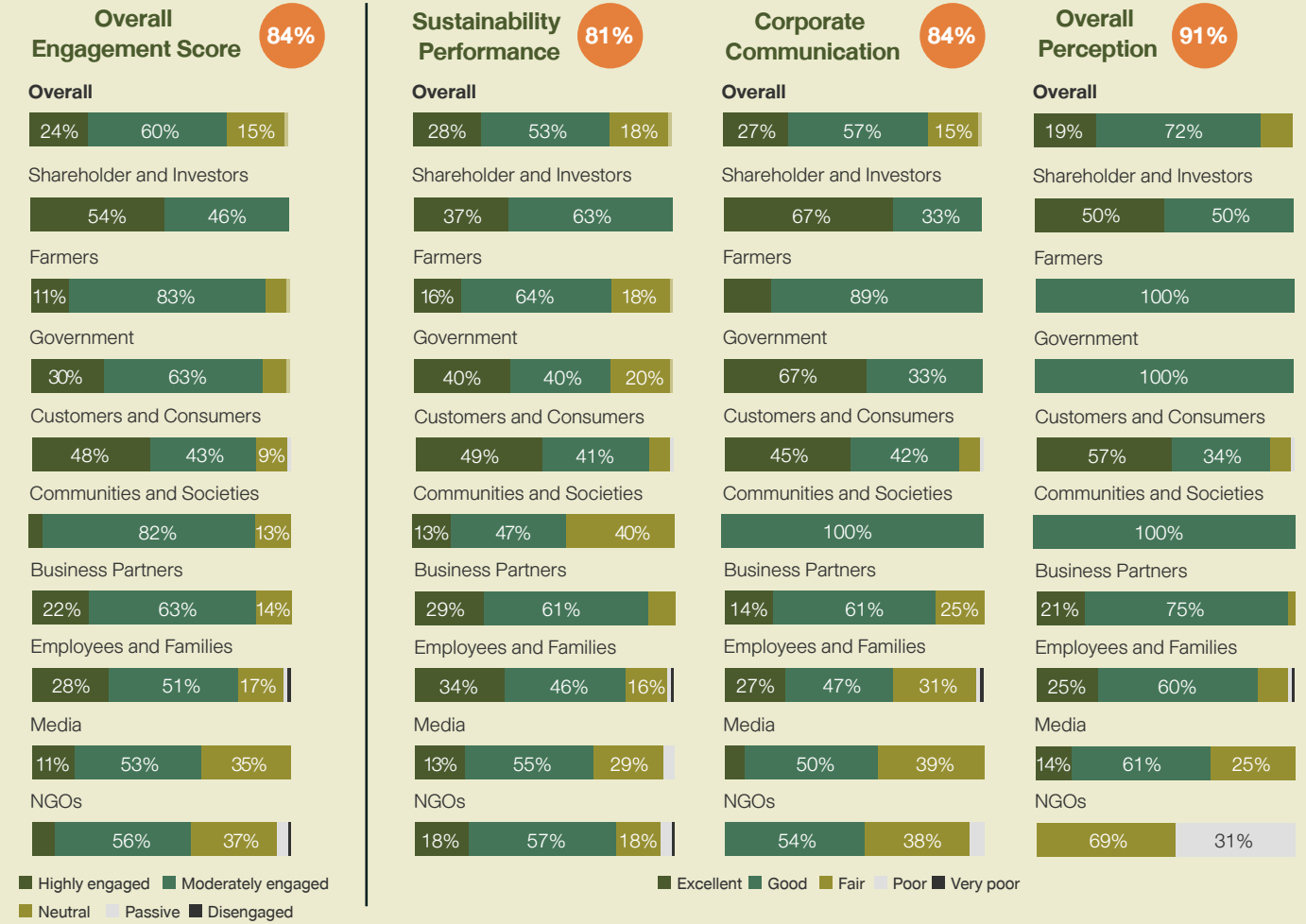
2030 Goal : 80% Multi-stakeholder engagement surveys score positively

KEY OPERATING RESULTS IN 2021

1. All companies Stakeholder groups are defined and looking for needs and expectations	100%
2. Engagement score of multi-stakeholderperception survey	82.09%

ผลการดำเนินงานที่สำคัญปี 2564

C.P. Group Stakeholder Engagement Report 2021 Stakeholder Engagement Score by Stakeholder Group



Excellent

Good

Fair

Poor

Very poor

Corporate Communication 84%**Overall**

Shareholder and Investors

Farmers

Government

Customers and Consumers

Communities and Societies

Business Partners

Employees and Families

Media

NGOs

Excellent

Good

Fair

Poor

Very poor

Overall Perception 91%**Overall**

Shareholder and Investors

Farmers

Government

Customers and Consumers

Communities and Societies

Business Partners

Employees and Families

Media

NGOs

Excellent

Good

Fair

Poor

Very poor

C.P. Group Stakeholder Engagement Report 2021 Stakeholder Engagement Score by Stakeholder Group



Excellent

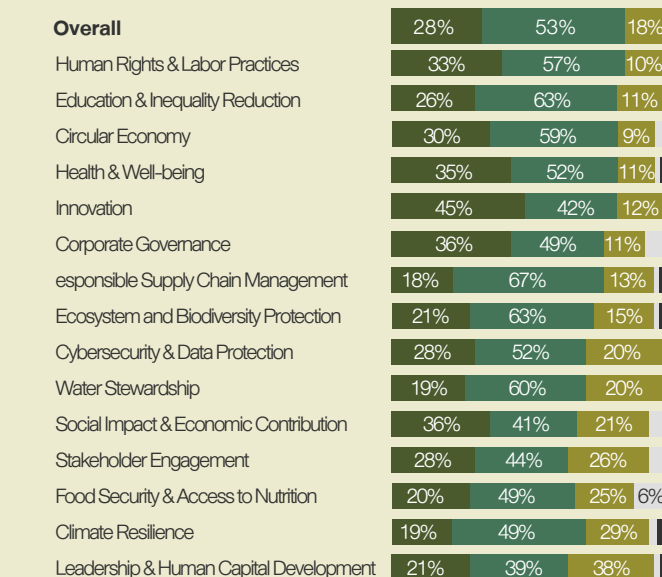
Good

Fair

Poor

Very poor

Country : Thailand Sustainability Performance Score by Material Issue



Excellent

Good

Fair

Poor

Very poor

Stakeholder Engagement Framework

MANAGEMENT APPROACH

Crop Integration Business Group has announcing policies and considering stakeholders involved in business operations in the scope of each company. Also analyze the stakeholder relationship of the organization to reflect the business context in a comprehensive manner. CPP identifies that business operations throughout the value chain are It involves direct and indirect stakeholders and analyzes issues that stakeholders have an impact and expect the organization, including the issues that the organization has impact and expect to stakeholders who the company has given importance and increasing the positive impact and reducing the negative impact to maintain the competitiveness to develop the growth potential of long term business.

Our company determines how to engage with each group of stakeholders in order to communicate, manage and implement significant issues in formulating ways to meet stakeholders’ needs and create consistent bonds across the organization.



THE VOICE OF STAKEHOLDERS

Crop Integration Business Group has compiled issues and opinions covering the economic, social and environmental dimensions of stakeholders, as well as prioritizing them. Stakeholders on the sustainable development of the significant issues have been applied in formulating ways to meet stakeholders’ needs and create consistent ties across the organization

Building engagement with stakeholders in each area is considered the key to building the foundation for a sustainable organization. Stakeholders is a group of people who are positively and negatively affected by their business operations, both inside and outside the organization. CPP listens to stakeholders through a variety of channels that have analyzed those opinions and suggestions to understand expectations and needs before responding in a way that can manage issues that are important to both the business and all stakeholders appropriately.

STAKEHOLDER ENGAGEMENT PROCESS



STAKEHOLDER ENGAGEMENT FRAMEWORK

STAKEHOLDER GROUP	METHOD OF ENGAGEMENT	ISSUES OF INTEREST	MATERIALITY ISSUES	RESPONSE BENEFITS	BENEFITS RECEIVED BY STAKEHOLDER	PAGE
Employee	<ul style="list-style-type: none">• 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 channel	<ul style="list-style-type: none">• Compensation, benefits, and remuneration• Career progression• Work environment• Occupational health and safety	<ul style="list-style-type: none">• Corporate governance• Human rights & labor practices• Leadership & human capital development	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Employees receive appropriate training• Leadership training and development• Grievances and whistle-blowing management• Assessments on safety, occupational health and work place environment	64-66
						67
						41-42
						96-97
Community and society	<ul style="list-style-type: none">• Sustainability Report• Opinion survey and listening to recommendations• Grievance channel• Dialogues and regular visits• Activities to promote quality livelihoods	<ul style="list-style-type: none">• Business impacts on societies, communities, and the environment• Engagement in promoting community• Livelihoods• Fair complaints process• Transparent and efficient communications on performance	<ul style="list-style-type: none">• Social impact• Climate change management• Water stewardship• Ecosystem & biodiversity protection	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Initiatives that create values for society• Climate change management• Water stewardship• Ecosystem and biodiversity protection	78-83
						122-125
						136-141
						142-150
Consumer/ Customer	<ul style="list-style-type: none">• Consumer center• Feedback and grievance channels• Customer surveys and interviews• Meetings and site visits• Websites, E-Mail and Social Media	<ul style="list-style-type: none">• Good product quality and suitable price• Food Safety• Product traceability• Post-sale information about products and services• Personal data privacy	<ul style="list-style-type: none">• Health & well-being• Ecosystem & biodiversity protection	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Commitment to quality production processes• Product labels, website, and direct consumer hotline• Raw material sourcing and traceability	101-103
						156
						151-155
Partner	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Fair business practices• Business Equality• Supplier capacity-building• Human rights and environmental impacts in the supply chain	<ul style="list-style-type: none">• Corporate governance• Responsible supply chain management	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Supplier capacity-building• Communications on the Supplier Code of Conduct• Operations based on the foundations of ethics and transparency	151-152
						153-155
						34-44

STAKEHOLDER GROUP	METHOD OF ENGAGEMENT	ISSUES OF INTEREST	MATERIALITY ISSUES	RESPONSE BENEFITS	BENEFITS RECEIVED BY STAKEHOLDER	PAGE
Shareholder / Investor	<ul style="list-style-type: none">• Meetings and roadshows• Site visits to operational units• Sustainability Report• Grievance channel	<ul style="list-style-type: none">• Corporate Governance• Complete, transparent, and efficient performance disclosures• Enhancing competitiveness and business direction	<ul style="list-style-type: none">• Corporate governance	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Good corporate governance• Corporate sustainability management	34-44
						16-30
Media / Online media	<ul style="list-style-type: none">• Communications through all formats/channels• Media visits to operational units• Press conferences and regular media interviews• Support and engagement in media activities• Grievance channel	<ul style="list-style-type: none">• Corporate governance• Complete, transparent, and efficient performance disclosures• Business impacts on societies, communities, and the environment• Social projects	<ul style="list-style-type: none">• Corporate governance• Stakeholder engagement	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Useful and timely information based on facts• Useful and timely information based on facts• Support and participate in media activities	32
						117-120
						116
Government Auditor	<ul style="list-style-type: none">• Meetings and visits on various occasions• Collaboration and support for initiatives• project development, and beneficial activities• Grievance channel	<ul style="list-style-type: none">• Compliance to relevant laws and regulations• Being a model business for social and environmental responsibility• Complete, transparent, and efficient performance disclosures	<ul style="list-style-type: none">• Corporate governance	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Good corporate governance• Oversight of compliance across the Group• Partnerships for sustainable development	34-44
						45-46
						116
Supplier	<ul style="list-style-type: none">• Site visits and joint meetings• Supplier development training courses• Grievance channel	<ul style="list-style-type: none">• Transparent and fair procurement contracts• Organize capacity-building training courses• Human rights and labor practices throughout the supply chain	<ul style="list-style-type: none">• Good corporate governance• Oversight of compliance across the Group• Partnerships for Sustainable development	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• Supplier capacity-building• Communications on the Supplier Code of Conduct• Operations based on the foundations of ethics and transparency	151-152
						151-155
						34-44

STAKEHOLDER ENGAGEMENT FRAMEWORK

STAKEHOLDER GROUP	METHOD OF ENGAGEMENT	ISSUES OF INTEREST	MATERIALITY ISSUES	RESPONSE BENEFITS	BENEFITS RECEIVED BY STAKEHOLDER	PAGE
Competitors	<ul style="list-style-type: none"> Meetings with third party organizations such as the Federation of Thai Industries News and information obtained through public media and forums Grievance channel 	<ul style="list-style-type: none"> Compliance with ethics of competition, laws, and trade regulations Equitable, transparent and fair competition 	<ul style="list-style-type: none"> Corporate governance 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Good corporate governance Anti-corruption 	34-44
Non-profit organization	<ul style="list-style-type: none"> Regular feedback and dialogues Support collaboration through networks as appropriate Site visits to operational units Grievance channel 	<ul style="list-style-type: none"> Impacts of business operation on societies, communities, and the environment Social projects Complete, transparent, and efficient performance disclosures to the public 	<ul style="list-style-type: none"> Human rights & labor practices Social impact Ecosystem & biodiversity protection 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Operations that uphold human rights and labor practices Value-added initiatives for societies Ecosystem and biodiversity protection 	50-52 78-83 142-150
Creditors and banks	<ul style="list-style-type: none"> Letters to creditors E-mail and Social Media Grievance channel 	<ul style="list-style-type: none"> Pay in full and on time Complete, transparent and efficient performance disclosures 	<ul style="list-style-type: none"> Corporate governance 	<ul style="list-style-type: none"> Provide accurate and complete financial information Comply with contract terms Strictly follow the conditions Pay off debts on time 	<ul style="list-style-type: none"> Good corporate governance Anti-corruption 	34-44



MEMBERSHIP IN A NATIONAL ORGANIZATION

Mr. Suphachai Chearavanont Chief Executive Offi cer Charoen Pokphand Group have a sustainable business policy of all companies in the Charoen Pokphand Group and partners of companies in the Group, which means sustainable supply chain management and can be traced back.



Crop Integration Business Group wish to join as a member of the Global Compact Network Association of Thailand. It is one way to encourage the company to do more sustainable business. Because members of the association It is imperative to strictly adhere to the 10 international principles of the United Nations Global Compact, consisting of four areas : Human Rights promotion of labor rights protecting the Environment and Anti-Corruption. At the same time, the preparation of a performance report in accordance with 10 international principles, which is one of the important requirements for membership. It will help promote the disclosure of information in the sustainable business of the organization and the expected results of these In addition to having a positive effect on society and the country. This is in line with the Group’s 3 Benefit and Sustainability Strategy 2030 philosophy. It will also help build confidence in customers, partners, investors and employees. as well as reducing risks for both the business group and the group as well.



SOCIAL ACTIVITIES PROJECT

CSR SPIRIT Volunteer, Bangkok Sales Area Team, the National Housing Authority and Seub Nakhasathien Foundation Delivered food boxes under “Krua Pan Im” project to Din Daeng Flat Community.



Volunteer CSR SPIRIT joined as "CP Volunteer" for the Krua Pan-Im project in 40 areas throughout Bangkok. to jointly deliver ready-to-eat lunch boxes to the people.



CASE STUDY

KITCHEN VOLUNTEER AND FIELD HOSPITAL

Wat Lamut Hospital, Nakhon Luang District, Phra Nakhon Si Ayutthaya Province has built a kitchen and a field hospital with 50 beds to support COVID-19 patients in the area. Join forces with Nakhon Luang Chemical Fertilizer Factory donates 204 bags of RD.43 Chat Light brand rice to support the construction of kitchens and field hospitals. was honored by Phra Khru Sri Pariyatayapirom The abbot of Wat Lamut received the donation. At the same time, 160 packs of drinking water were given to be used in various important activities. It was honored by Khun Panurat Ravanprakhon, community developer. and Khun Duangphat Sunimit, the director of Wat Lamut School. (Ratbamrung Police Station) receives

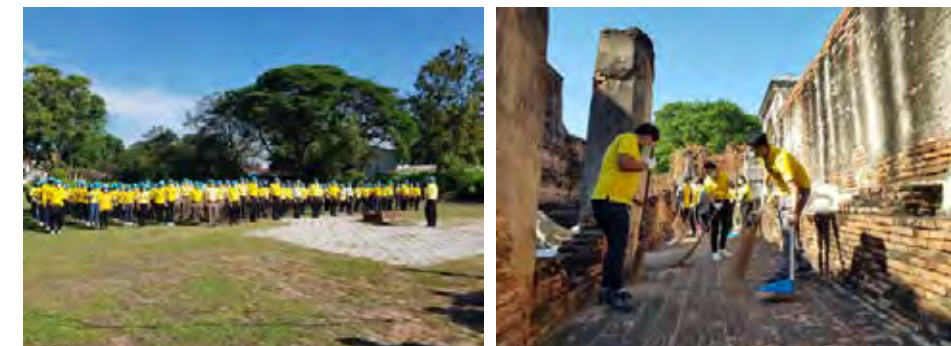


VOLUNTEER “WE DO GOOD DEEDS WITH THE HEART”

At Nakhon Luang castle, Phra Nakhon Si Ayutthaya Province

With gratitude His Majesty King Bhumibol Adulyadej Bhumibol Adulyadej the Great, Rice business, Transportation and Services together with the government with volunteers in the area joining forces as one mind, doing good deeds, doing good deeds for society according to the royal His Majesty King Bhumibol Adulyadej Srisin Maha Vajiralongkorn Phra Wachiraklao Chao Yuhua.

Executives and employees volunteer CSR SPIRIT from Chat rice, Corn Seeds, C.P. Fertilizer C.P. Mo Din together with 200 volunteers doing public service at Prasat Nakorn Luang Phra Nakhon Si Ayutthaya Province which is a tourist attraction that has been registered as an ancient site built in the reign of King Prasat Thong It is an ancient place that is important for tourism. by Charoen Pokphand Group scheduled for every Friday at the end of November Let employees work together to benefit society. Rewarding you for the land according to the aspirations of 3 benefits



CASE STUDY

DISCUSS PLANS FOR A PROJECT TO CONNECT THE WESTERN FOREST LINE

Safe Nature Project and Seub Nakhasathien Foundation meeting to discuss with Khlong Wang Chao National Park and Khao Sanam Phreang Wildlife Sanctuary On the implementation plan of the ecological management project in the conserved forest area for the western forest corridor Ready to listen and exchange ideas on sustainable career development with representatives from 3 communities from Kosamphi Nakhon District, namely Ban Nong Bua Samakkhi, Ban Rai Phichit. and Ban Nong Daen and Ban Pang Khanun from Mueang Kamphaeng Phet District to create awareness about the project as well as connecting areas

At the same time, Fah Talai Jone project "CP Pan Pluk Fah Talai Jone" was also given to officials of Khlong Wang Chao National Park. and officials of Khao Sanam Phreang Wildlife Sanctuary to help mitigate risks of the epidemic situation of COVID-19 of staff



Members receiving 46 seedlings

Planting area 40 rai 1 ngan

2,328 bamboo shoots

longan 500 plantains

All parties went to the area to follow up on the progress of the seedling nursery. to be used to produce seedlings such as bamboo, fruit trees and economic forest trees Distributed to members of the planting project, which after 1 year of receiving the seedlings, the members must return the seedlings to the project in the proportion of receiving 1 seedling back 3 trees to rotate and distribute to other members according to the article. agreed to continue together.



HOME

Crop Integration Business Group, Charoen Pokphand Group realize the importance of environmental sustainability.

The business is operated under the concept of using natural resources for the benefit of the value. Along with taking care of natural resources and the environment through various activities under the Safe Nature Project Charoen Pokphand Group” with the following objectives:

1. To educate and instill consciousness in the youth and the community to live happily in harmony with nature.
2. To protect, suppress and proactively campaign for areas that are still intact. both at the area level and the overall picture of the country
3. To rehabilitate, reforest and preserve watersheds in damaged areas. by planting forests to suit that area, such as planting softwood trees Original solid wood flooring precious wood, rare wood wood to hold soil, absorb water and wood for animal feed
4. To encourage people to use the forest area as an area to make a living. Have a career path and have a good quality of life

The Strategy and action plan are implemented through supporting activities in various forms, namely educating and cultivating awareness of the people and the environment. Enhancing efficiency, suppressing the authorities, restoring reforestation, preserving watersheds in damaged areas, and promoting people who use forested areas as planting land to have a better career and quality of life. To achieve the vision of being an organization that creates a positive contribution to the agricultural society through product and management innovations that improve the progress and security of food crops and energy crops to a global society on the basis of sustainable environment conservation under the framework of vision, mission and safety policy. Occupational Health, Environment, Energy and Efficiency, the following environmental sustainability goals consisting of

1. Greenhouse Gas Emissions
2. Circular economy system
3. Maintenance of water resources
4. Protection of ecosystems and biodiversity
5. Responsible Supply Chain Management

CLIMATE CHANGE MANAGEMENT

(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, Crop Integration Business Group, Charoen Pokphand Group business has foreseen the opportunity from change to drive and support for all business groups.

Our 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.

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

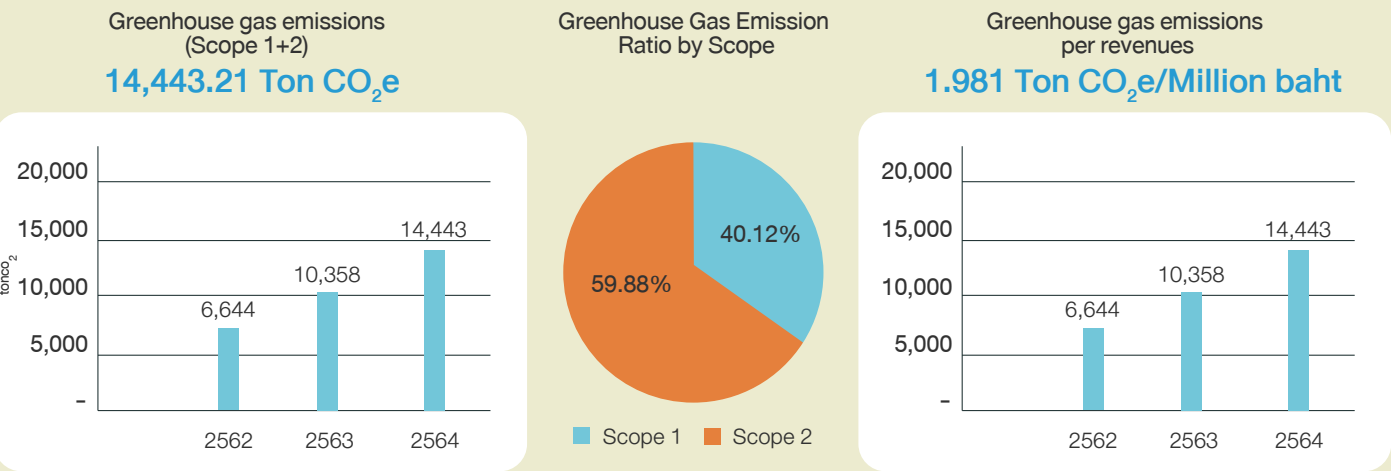


2030 Goal : Reduce GHG emissions per revenues unit by 25% compared to the base year 2020.

KEY OPERATING RESULTS IN 2021		
1. Reduce Greenhouse gas emissions per revenue compared to the base year 2020	%	17.96
2. Greenhouse gas emissions	Ton CO ₂ e	14,443.21
3. Proportion of renewable energy	%	27.29

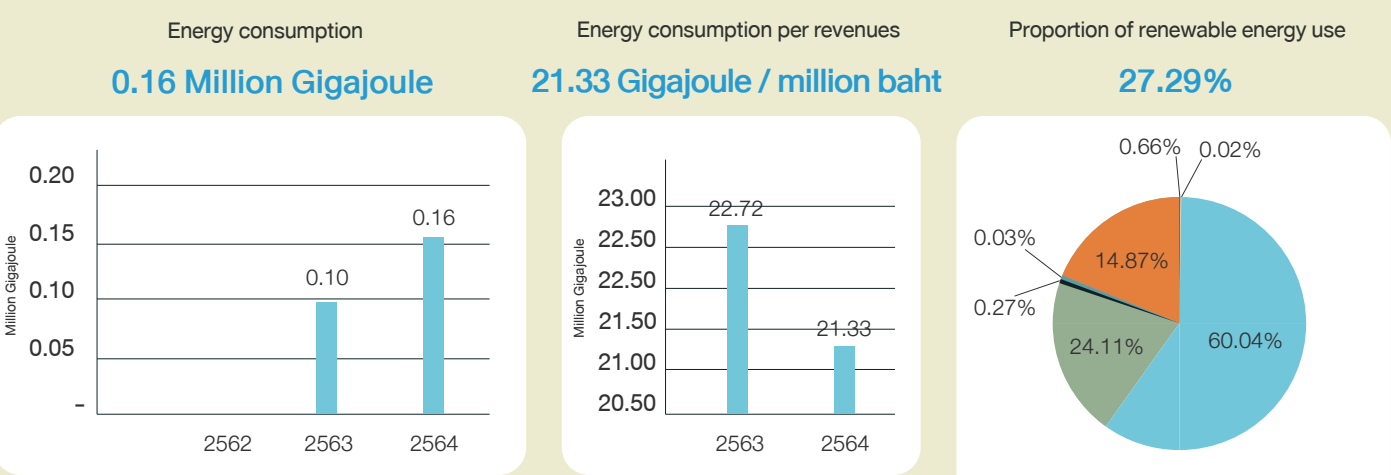
GREENHOUSE GAS EMISSION

MANAGEMENT APPROACH : 2021 PERFORMANCE

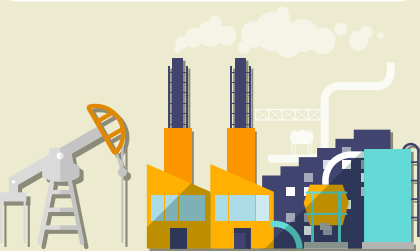


(*Total income from rice business transport and service)

ENERGY MANAGEMENT INFORMATION : 2021 PERFORMANCE



Fuel type	Energy consumption (GJ)	%
Coal	40,107.98	60.04
Diesel	16,104.70	24.11
Gasoline	178.70	0.27
Liquefied Petroleum Fuel (LPG)	22.23	0.03
Corncob	9,936.17	14.87
Other	441.14	0.66
Renewable energy	15.70	0.02
Total	66,806.62	100



GREENHOUSE GAS MANAGEMENT

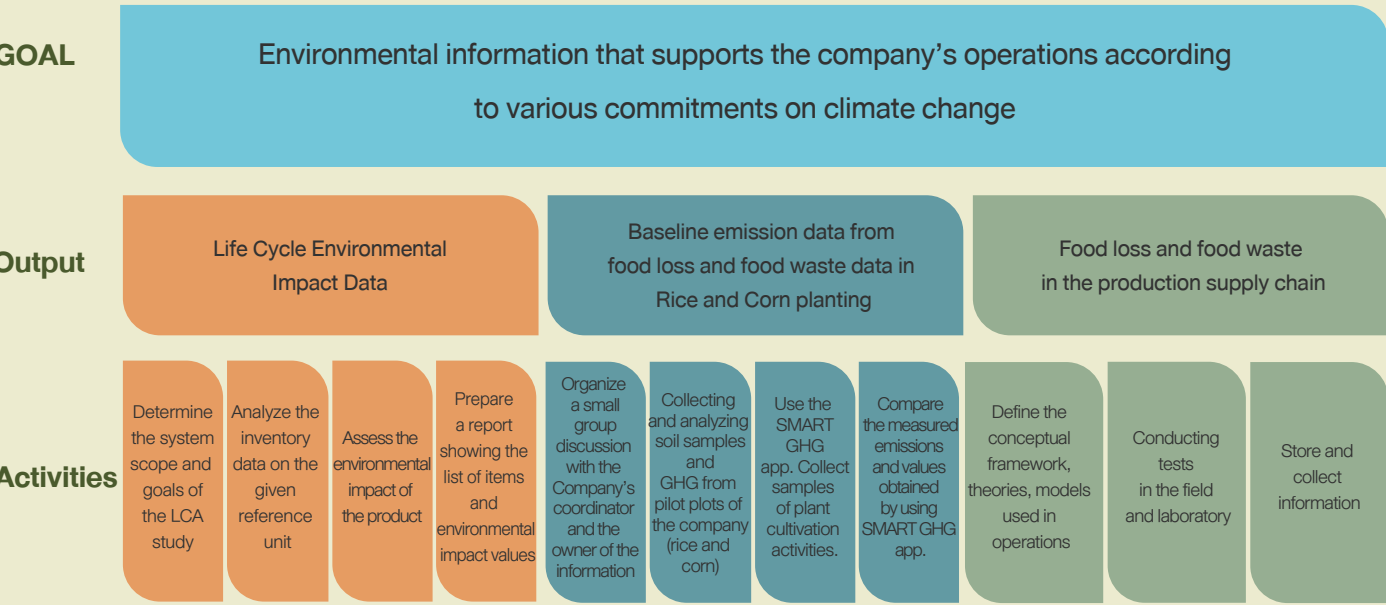
MANAGEMENT APPROACH

Crop Integration Business Group recognizes the importance of balancing economic, environmental, social development and adhering to business operations for sustainable development. is to assess and give importance to environmental management throughout the business operation process. From research and product development raw material selection Production processes, including business development processes, are responsible for protecting and preserving the environment both inside and outside the workplace.

Therefore, environmental guidelines have been established as follows:

1. Strictly comply with the principles of the company Code of Conduct as well as local and international laws related to environmental standards.
2. Environmental and social responsibility by focusing on the production process, tools, and business activities that have the same standard of practice that has the least impact on the environment and surrounding communities.
3. Ensure that environmental impacts from operations be monitored and continually improved efficiency by establishing clear objectives, targets and action plans and assessing environmental impacts for decisions on operations.
4. Encourage awareness and understanding of environment for employees, partners, and stakeholders by training.
5. Communicate policies and requirements to employees and partners.
6. Disclose an operational performance of environmental and reporting its outcome against with specified goals to any associated stakeholders.
7. The top management of the organization approves by signing approval to promulgation of the environmental policy to be used as a guideline throughout the organization.

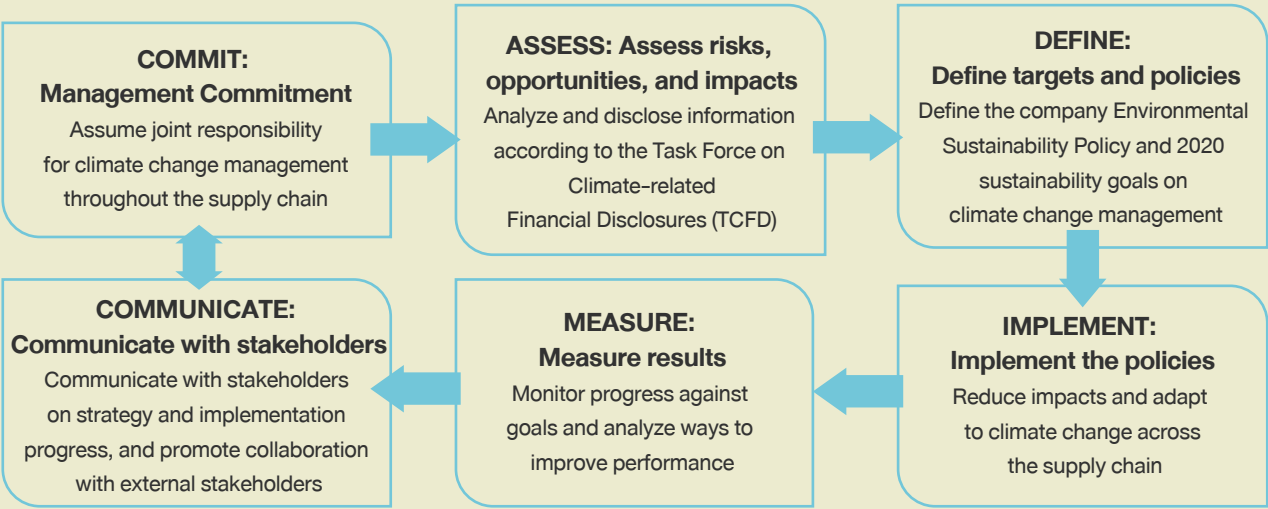
GUIDELINES FOR MANAGING GREENHOUSE GAS EMISSIONS



ASSESSMENT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ACCORDING TO TCFD

Crop Integration Business Group 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, technological, market, policy and regulatory, and reputational risks.

CLIMATE CHANGE MANAGEMENT FRAMEWORK



GHG REDUCTION TARGETS

Business	Emission volume (equivalent to tons of carbon dioxide)	Emission volume (5% increase every year)	Emission volume (Kg.CO2 equivalent) (Captured at 25% of total discharge volume)	Tree planting goals (trees) (Self Assessment) (1 tree can store 9.5 kg of carbon)	Tree planting goals (trees) (LESS/T-VER) (1 tree can store 100 kg of carbon)
CPP (Thailand)	4,069.81	6,313.6	1,578,403	166,147 (150,000)	15,784
Seed Fertilizer Promotion				(50,000) (50,000) (50,000)	5,000 5,000 5,000
CPP (Vietnam)	2,586.70	4,012.8	1,003,205	1,003,205	10,032
CPP** (Myanmar)	235.38	555.1	138,753	138,753	1,387
CPP (India)	3,465.61	5,376.2	1,344,075	1,344,075	13,440
CPP (Total)	10,357.50	16,067.8	4,016,970	4,016,970	40,169
CPA/CPS	7,659.05	11,881.71	2,970,427	2,970,427	29,704

ENVIRONMENTAL MANAGEMENT AND PREVENT POLLUTION

MANAGEMENT APPROACH

Crop Integration Group is committed to environmental management in a systematic way by considering factors affecting internal and external environmental management and analyzing them into strategic objectives and goals, managing risks to an acceptable level. by documenting show the implementationMaintaining and continually improving according to the PDCA system in accordance with the requirements of the international standard ISO 14001 : 2015 with the announcement of the environmental policy as follows.

- 1) The company will comply with the requirements. and various laws related to the environment.
- 2) The company will strive to prevent pollution. and continually improve the environmental management system.
- 3) Energy and resources are properly managed, cost-effective, and technologically developed.'
- 4) Raise awareness of environmental protection including disseminating it to the public.
- 5) Operate the business without affecting the environment. taking into account both internal and external stakeholders.

Environmental Performance Indicators

Factory	Compliance with Environmental Laws	Measurement results environmental quality	Environmental complaints from surrounding communities
Seed Processing Plant Soi 19	97.95%	100%	No complaints
Seed Processing Plant Soi 12	100%	100%	No complaints
Chemical Fertilizer Packing and Mixing plant	99.55%	100%	No complaints
Organic Fertilizer Plant	98.33%	100%	No complaints



Sound Check



Heat Check



Oxygen Check



Chimney Check



Waste Water Check



Fine Dust Check

ENERGY MANAGEMENT AND EFFICIENCY

MANAGEMENT APPROACH

Crop Integration Business Group realizes that energy conservation is important and it is the duty of all employees to work together to manage energy continuously and sustainably. Used as a guideline for crate operations and to promote the use of energy for efficiency and maximum benefits Therefore, the policy is as follows:

- 1) CPP will operate and develop an appropriate energy management system in accordance with the law. and other related regulations by stipulating that energy conservation is a part of the Company’s operations.
- 2) The company will continually improve energy efficiency to suit the business. technology used and good practice guidelines.
- 3) CPP will set plans and goals for energy conservation each year and communicate them to all employees to understand and act correctly.
- 4) CPP regards energy conservation as the responsibility of the Executives and employees of the company at all levels to cooperate in implementing the specified measures, monitoring, auditing and reporting to the Energy Management Working Group.
- 5) CPP will support personnel resources. budgeting, working time, training and participation in presentations to develop work in energy.
- 6) Executives and the Energy Management Working Group will review and update the Policy, Goals and Action Plans every year.



CASE STUDY

GREEN HOME CPP YEAR 2

Aiming to be a zero carbon emission organization by 2030

Charoen Pokphand Group set a goal to become a carbon neutral organization (Carbon Neutral) by 2030 and also set a long-term goal to become a net zero carbon dioxide organization by 2050, which is an important factor to achieve this goal. is the cooperation of all business groups in the group Both at home and abroad, we need to help each other grow perennials. To increase green areas and continuously reduce both direct and indirect greenhouse gas emissions.

Crop Integration Business Group taken “Green Home CPP Project” in 2020 to plant perennial trees in areas that have corporate rights, both domestically and internationally. And foreign countries such as India, Myanmar, Vietnam, Cambodia, Laos, with a target of planting 110,000 perennial trees in the organization's area.

Planted species emphasize on perennial plants that have economic value such as teak, canna, rosewood, yangna, salamander, maca, padauk, mahogany and rosewood. In addition to helping to absorb carbon dioxide very well It also adds value to the area. and able to cut, sell, generate income in another way as well as using wood scraps from pruning to be used as a source of biomass fuel within the organization.

Also cooperated with government agencies and educational institutions, namely Mae Jo University, Sri Lanna National Park Seub Nakhasathien Foundation and network partners in the planting of perennial trees to restore and take care of the forest Important watersheds of the northern and central regions under the name "Safe Nature Project" since 2012 with the goal of taking care of and planting 1,090,000 perennial trees by 2030

Summary of the number of perennials “Reforestation Project in CPP Houses 2020-2021”

Place	2019 (Trees)	2020 (trees)	Total (Trees)
1.Seed Processing Plant Soi 19	305	127	432
2.Seed Processing Plant Soi 12	140	27	167
3.Organic Fertilizer Plant	710	-	710
4.Salangpan Research Station	1,811	528	2,339
5.Sawankalok Research Station	111	180	291
6.Foundation Seed Production : Salangpan-Kampran Farm	741	-	241
7.Green Home CPP Myanmar	1,372	2,000	3,372
8.Green Home CPP Vietnam	1,700	1,000	2,700
Total	6,890	3,862	10,752

CASE STUDY

SURVEY AND DATABASE OF PERENNIAL PLANTS IN THE ALISA PROJECT

Joining Forces to Develop Digital Carbon Sequestration Assessment

Green Home CPP in collaboration with the Office of Sustainability Management. Charoen Pokphand Group, True digital team and Faculty of Forestry Kasetsart University Meeting to discuss ways to explore the original forest area of the Khamphran organic fertilizer factory. and Salaeng Phan Research Station, Kham Pran Subdistrict, Wang Muang District, Saraburi Province to use as a database to develop a digital carbon storage assessment system for trees in the Alisa Project.



Green Home CPP reforestation project is also preparing to use carbon storage data of trees from the sample plots in the maintenance project. and planting trees in the original forest area of Khamphran Organic Fertilizer Factory and Slang Phan Research Station To apply for approval of the project to support greenhouse gas reduction activities (Low Emission Support Scheme) from the Thailand Greenhouse Gas Management Organization (Public Organization) or TGO.



CASE STUDY

WASTE MANAGEMENT

MANAGEMENT APPROACH

Crop Integration Business Group places importance on the management of industrial waste and waste within the factory, therefore, has adopted the international standard system ISO 14001 : 2015 to manage the organization continuously since 2002. Waste management within the organization has been managed in a systematic way and in accordance with the legal requirements, operated according to the electronic authorization system (handling of unused materials) continuously causing the company to not have environmental complaints from surrounding communities.

2021 PERFORMANCE

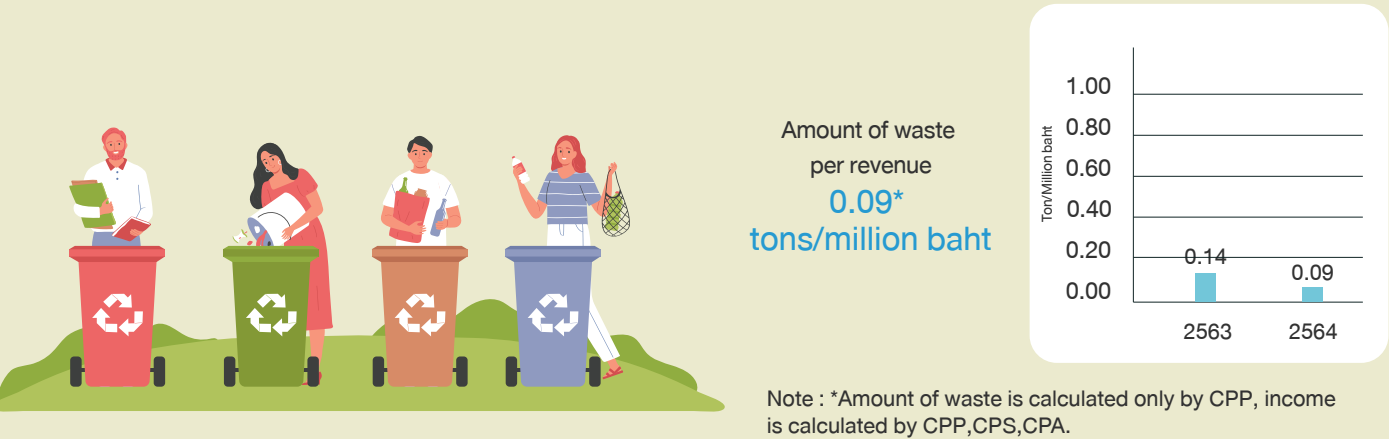


Note*

1. The amount of waste data is not included. Sawankhalok Research Station, Slang Phan Research Station, CPS, CPA and total income CPP, CPS, CPA

2. All waste is processed offsite.

3. The waste management process employs waste disposal service providers who are licensed according to the regulations in each country, including: Akkhie Prakan Public Company Limited, Better World Green Public Company Limited, Obkit Plastic Company Limited, Overseas are Golden Dowa Eco-system Myanmar Co.,LTD , M/S.Sri Chandra Sekhara Enterprises ,Siam City cement (Vietnam) Limited (SCC-VN).



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 the use of water continues to flow. Moreover, the World Economic Council argues that water is one of the most important environmental issues in the 2017. Maintaining the stability of natural resources, especially clean water, is a major concern for the private sector. Crop Integration Business Group give importance to and pay attention to water resource management as a fundamental factor for doing business, as well as supporting the Sustainable Development Goals

30%

2030 Goal : Reduce the amount of water used per unit of income by 30% compared to base year 2020

KEY OPERATING RESULTS IN 2021

1. Reduction of water per revenues of the amount of water used per revenue of the base year 2020	%	65.66
2. Water consumption	million cubic meters	0.02
3. Proportion of water being used	%	1.12
4. Amount of water used per Revenue	cubic meters/million baht	193.68

- SUPPORTING THE SDGS
- 6

น้ำสะอาดและการสุขาภิบาล

SDG 6

Clean Water and Sanitation

6.3 Improved water quality through safe treatment and rec

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 sanitationmanagement
- 12

การบริโภคและการผลิตที่ยั่งยืน

SDG 12

Responsible Consumption and Production

12.2 Achieve the sustainable management and efficient use of natural resources
- 14

การอนุรักษ์และใช้ประโยชน์จากมหาสมุทรและทรัพยากรทางทะเล

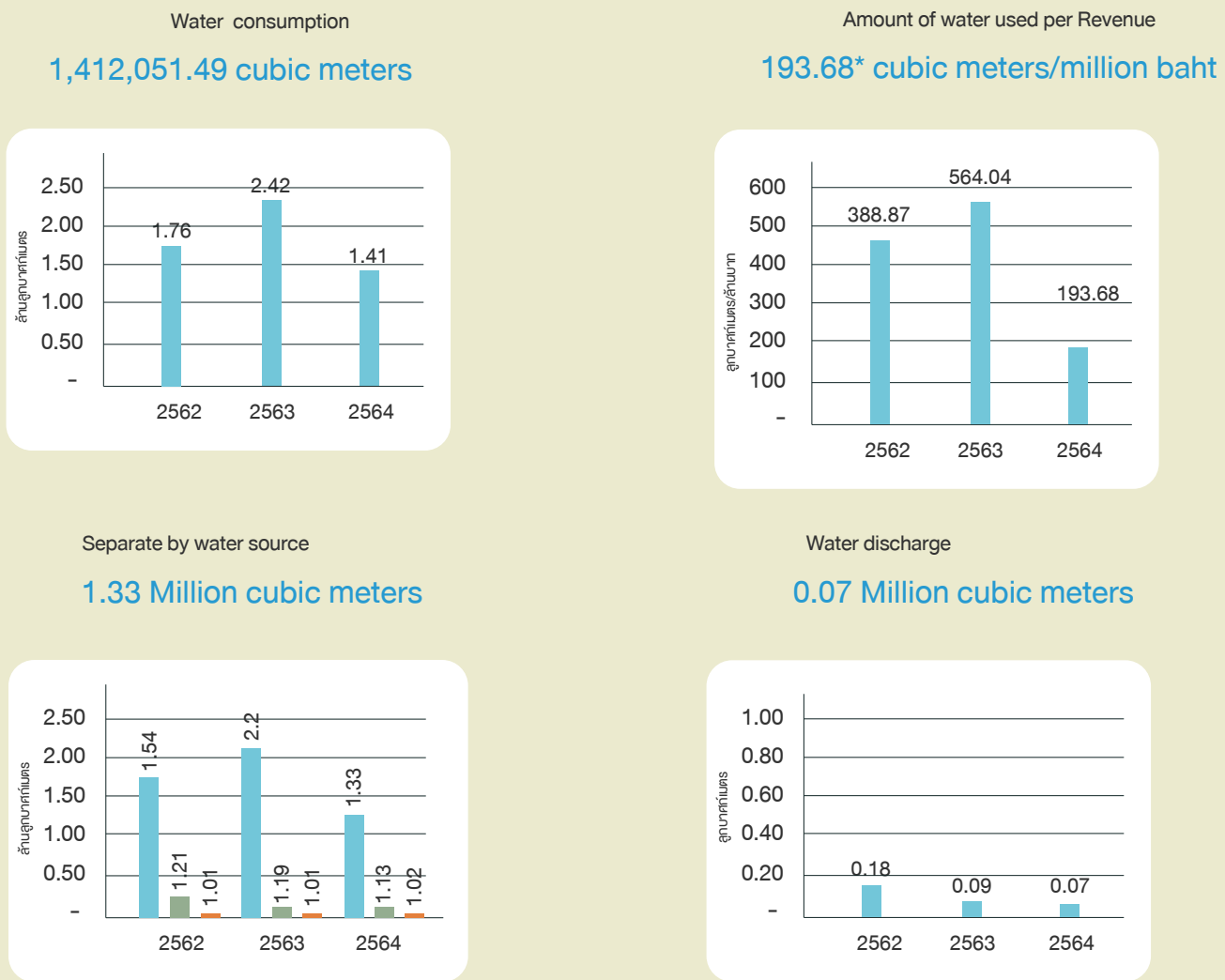
SDG 13

Life Below Water

14.1 Reduced marine pollution

WATER RESOURCE MANAGEMENT INFORMATION

2021 PERFORMANCE



***Water consumption data excludes CPS,CPA and total income CPP,CPS,CPA.

WATER CONSERVATION

MANAGEMENT APPROACH

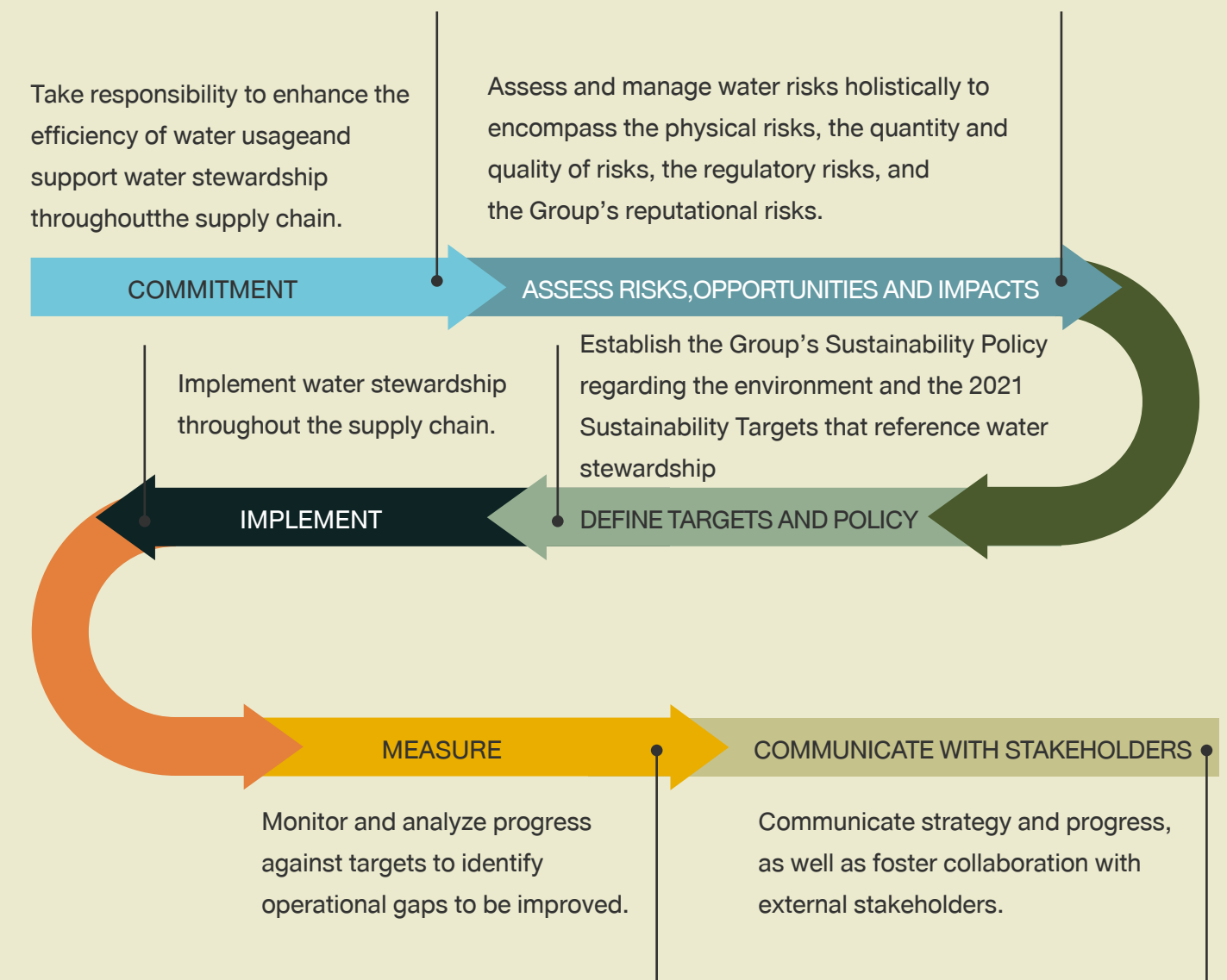
Crop Integration Business Group operates on water stewardship under the UN Global Compact and Water Stewardship policy, and the Water Stewardship Framework. These serve as guidelines, facilitating the business to achieve its strategic goal to assess water scarcity risk.

MANAGEMENT APPROACH

Water is a natural resource that is essential to all life. has a direct effect on living a stable life and at the same time it is important to run a business. Nowadays, water scarcity has become a growing issue all over the world. Charoen Pokphand Group aware of such problems and risks Therefore, guidelines have been established to ensure that Business operations will be able to maintain a balance of water use with the water needs of the community and nature as follows :



WATER STEWARDSHIP MANAGEMENT FRAMEWORK



INTEGRATED WATER RISK ASSESSMENT

Enabling a good water management plan throughout the supply chain

Crop Integration Business Group 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

Baseline Water Stress + Water Withdrawal

Low - Medium	Low – Medium volume High volume
High - Extremely High	Low volume Medium volume High volume

WATER MANAGEMENT PLAN

Level 1: Low Risk

- Regularly monitor water withdrawals through reporting systems

ระดับ 2: Medium Risk

- Assess local-level risks using the Local Water Tool
- Improve water use efficiency using the ‘5Rs’ principle
- Regularly monitor water withdrawals through reporting systems

Level 3: High Risk

- Assess local-level risks using the Local Water Tool
- Improve water use efficiency using the ‘5Rs’ principle
- Regularly monitor water withdrawals through reporting systems
- Assess water risks for key suppliers

Example of a water management plan

- Watering house project (underground water bank)
- Artesian Well Digging Policy in Corn Planting Areas
- Develop water resources Make alternatives to production

The risk assessment conducted reveals that 86% of all business units under operating in areas with water scarcity risk, some of which may involve high risk.

Water Risk Assessment Level

High (40-80%)	64%
Medium - High (20-40%)	18%
Low - Medium (10-20%)	9%
Low(<10%)	9%

ECOSYSTEM & BIODIVERSITY PROTECTION

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

OPPORTUNITIES AND CHALLENGES

Crop Integration Business Group is aware of the problems that arise and is committed to taking part in reducing impacts and protecting the integrity of biodiversity and ecosystems through the involvement of businesses and industry in Take care and minimize these effects. CPP continues to assess the risks of global biodiversity by striving to conserve and utilize marine resources responsibly, protect, restore and support the use of terrestrial ecosystems, forests and natural diversity

SUPPORTING THE SDGS

6

น้ำสะอาดและการสุขาภิบาล

SDG 6

Clean Water and Sanitation

6.6 Protect and restore water-related ecosystems

14

น้ำทะเลและมหาสมุทร

SDG 14

Life Below Water

14.2 Reduced marine pollution

14.4 Sustainable fishing

14.5 Conserve coastal and marine area

15

นิเวศบนบก

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

100%

2030 Goal : The number of areas that have been undertaken to protect and restore terrestrial ecosystems.

KEY OPERATING RESULTS IN 2021		
1. Number of ecosystem and biodiversity protection projects	Project	1 (Safe Nature Project)
2. Environmental investment Through the Safe Nature Project	Million bath	4.9

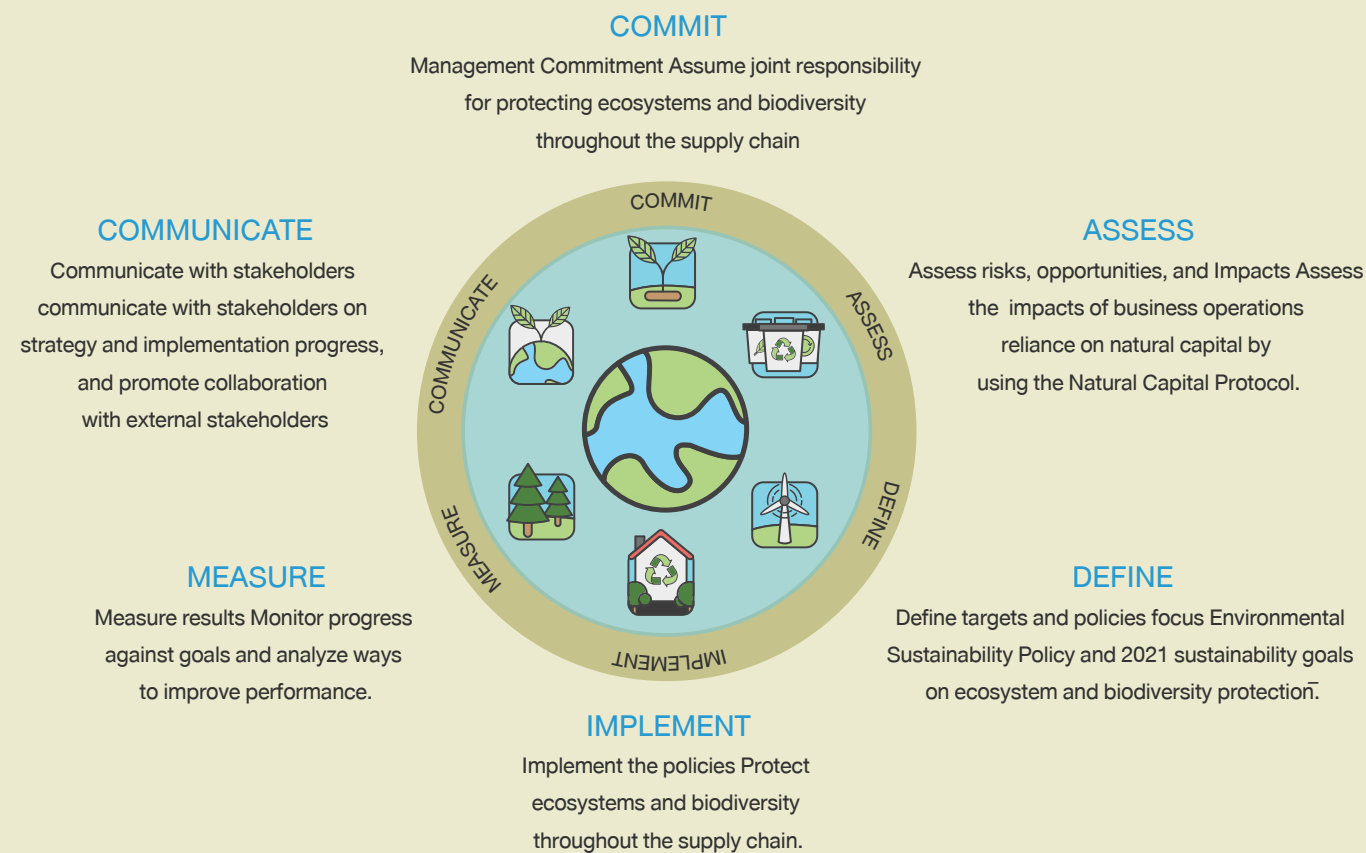


MANAGEMENT APPROACH

Crop Integration Business Group believes that protection of ecosystems and biodiversity based on the equitable use of resources is the responsibility of all sectors of society, therefore, guidelines in line with the Rio Declaration on Environment and Development and the Convention on Biological Diversity are therefore formulated :

1. Participate responsibly to protect ecosystems and biodiversity in compliance with laws, regulations and international standards and set long-term goals to guide business operations as well as to cooperate with organizations working in conservation.
2. Reduce impacts on ecosystems and biodiversity along the supply chain by developing supply chain management practices. Responsible for preventing deforestation and ensuring guidelines are implemented effectively.
3. Ecosystem and biodiversity risk assessments are carried out to inform decision-making and effective risk management.
4. To promote awareness and understanding of ecosystem protection and biodiversity to employees, partners and key stakeholders by organizing training knowledge sharing or organizing campaign activities.
5. Disseminate information and performance on the protection of ecosystems and biodiversity through Sustainability Reports. Charoen Pokphand Group to report the progress status of current operations against the targets identified to stakeholders.
6. Develop cooperation with government agencies, non-profit organizations (NGOs), educational institutions, community and other agencies to jointly solve ecosystem and biodiversity

ECOSYSTEM AND BIODIVERSITY PROTECTION FRAMEWORK



CASE STUDY

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

Safe Nature Project support the preparation of food sources, water sources, and artificial salt licks

Huai Kha Khaeng Wildlife Sanctuary, Ban Rai District, Huai Khot District, and Lan Sak District, Uthai Thani Province, is another area of Thailand. The problem of wild animals outside the conservation area, such as elephants, tigers, bantengs, monkeys, deer, peacocks, leads to problems and damages to life and property to the people living near the edge of 13 communities, both losing the opportunity to make a living. Conflict between humans and wild animals. Wild animals are at risk of being hunted and attacked. Each year, the number of wild animals that leave the conservation area increases. And at present, there is no 100% effective way to manage wildlife outside the area. Year 2020, Safe Nature Project with Seub Nakhasathien Foundation Caring for wild animals in the World Heritage forest by supporting the management and improvement of food sources, water sources and habitats to the wild animals in the area of Huai Kha Khaeng Wildlife Sanctuary, Uthai Thani Province, so that in the forest there is enough food to meet the needs of wild animals. as well as helping to reduce the number of wild animals that come out of the area to cause damage to the people in communities close to the border of Huai Kha Khaeng Wildlife Sanctuary, which in 2021 has supported the management and improving food, minerals and water sources in Huai Kha Khaeng Wildlife Sanctuary as follows:

Food source (meadow)	3 zones, area 20 ra
Source of minerals (Artificial salt lick)	3 zones, 10 ponds
Water source	400 wells



CASE STUDY

SUPPORT COMMUNITIES ALONG THE EDGE OF THE HUAI KHA KHAENG FOREST, MODIFY AGRICULTURE CROPS

Arranging a forum for traveling to educate – a plan to deal with wildlife incidents outside the area

Safe Nature Project with Seub Nakhasathien Foundation Support for organizing a forum to build knowledge and understanding and dealing with wild animals that come out of the area for the community to prepare a plan to deal with wild animals in case of an incident And reduce behaviors that are dangerous to wild animals, such as not laying traps to harm wild animals.

Also supported the installation of 168 alarms for surveillance, 10 camera traps in the area of Huai Kha Khaeng Wildlife Sanctuary, where wild animals travel. outside the conservation area as well as encouraging the formation of communication groups to report incidents and warnings Acting as a coordinator with officials to inspect and acknowledge the incident promptly.

Also jointly support the transformation of agricultural crops from monocultures. It is the cultivation of agricultural crops that are not wildlife food, such as vegetables, herbs, and economic forest plantations. For communities that are close to the border of Huai Kha Khaeng Wildlife Sanctuary Still have enough income to live on

Organize a touring stage (knowledge and dealing with incidents)	2 times (60 persons per time)
Alert and warning communication group	10 people
Alarm	168 alarms
Camera trap	10 cameratraps



CASE STUDY

SUPPORT ACTIVITIES “REFORESTATION PROJECT AND PREVENT FOREST FIRES”

Safe Nature Project with affiliates in Phrao District, Chiang Mai Province, supporting forest planting activities in "Reforestation Project And preventing forest fires in 2021 "which the Sri Lanna National Park is organized in 4 areas that have been returned from the people according to Section 64 of the National Park Act, 2019, by planting forest trees, including Makhampom, Teak , Payung, Pradu, Siew, Makha Mong as follows

- Area 1, Ban On, Moo 1, Ping Khong Subdistrict, Chiang Dao District, Chiang Mai Province, area 5 rai, number of planted 1,400 seedlings
- Area 2, Ban Thung Luk Forest, Village No. 9, Chiang Dao Sub-district, Chiang Dao District, Chiang Mai Province, area 12 rai, number of planted 2,400 seedlings, along with organizing a training course on fuel management "collect, reduce, burn" and have a demonstration of container making. leaves from nest leaves, environmentally friendly products by Huai Kha Khaeng Forest Fire Research Center in collaboration with the Energy and Environmental Engineering Center Kasetsart University Kamphaeng Saen Campus
- Area 3 Ban Pa Tung Ngam, Ping Khong Subdistrict, Chiang Dao District, Chiang Mai Province, area 3 rai, number of planted 600 seedlings.
- Area 4, Ban Mae Bon, Village No. 4, Long Khod



CASE STUDY

CO-SUPPORT THE SOLUTION TO THE PROBLEM OF SMOG AND FOREST FIRES.

Safe Nature Project provides food supplies Drinking water with forest rangers

Safe Nature Project Co-sponsored food and drinking water supplies for 10 forest rangers in the area of Sri Lanna National Park. and forest protection volunteers, Long Khot Sub-district, as morale in patrolling and protecting the forest and a mission to extinguish forest fires in the area which is an activity that has been ongoing since 2013 with the realization that such a mission It is the main force that will help prevent damage caused by forest fires. and watch out for the threat of poaching. or destroying resources in this important watershed forest area.



Also supports the development of a qualitative patrol standard control center. to act as a forest fire management center Track and monitor threats to conservation areas in Sri Lanna National Park, an area of over 800,000 rai, making the management of various threats more efficient. including organizing personnel to access the area and stop the destruction of various resources both illegal logging or hunt wild animals from offenders quickly. It also helps Sri Lanna National Park. able to watch and better dealing with the wildfire situation



2019	2010
Hotspot 2,038 heat points	Hotspot 657 heat points (down 67.76%)

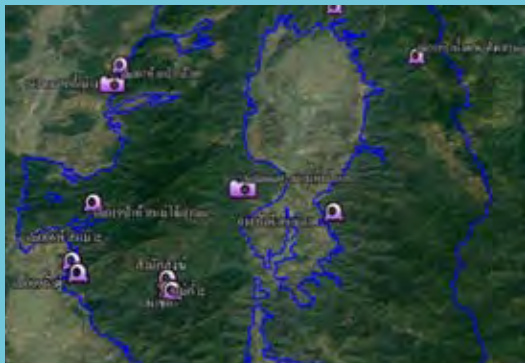


SUPPORTING THE DEVELOPMENT OF ACADEMIC DATABASE

Extending to wildlife population surveys and biodiversity

Safe Nature Project Support the development of the academic database of Sri Lanna National Park. To make progress and be able to use this information for the benefit of conservation of natural resources and wildlife in the Sri Lanna National Park area to be more efficient after it was found that the images from the Camera Trap and the NCAPS camera supported by the project and was installed in various areas of Sri Lanna National Park In addition to the species of wildlife that were released together in 2019, rare wild animals such as pangolins were also found.

Also in conjunction with Sri Lanna National Park Maintaining and repairing 2,070 seedlings in the Landscaping Project to plant a forest of blooming flowers and fruit trees to feed wildlife at the Mae Ngad Dam. which started planting in 2020, but with drought conditions and forest fires that occur Causing some seedlings to be damaged So we have jointly nourished and repairing the seedlings in the project to increase the growth rate and survival rate of the seedlings in the project



Seedling type	Number (Trees)	number of trees that survived (Trees)	Survival(%)
Tabak, Inthanin Nam	70	54	77.14
Ratchaphruek	400	325	81.25
Inthanin water	200	168	84.00
Indian gooseberry	300	249	83.00
tabak	400	321	80.25
Makiang	300	258	86.00
Kalapapruek	400	322	80.50
Total	2,070	1,697	81.98

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

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

OPPORTUNITIES AND CHALLENGES

Our company realize that the strength of the chain depends on the less strong chain link. For this reason, the company has become a part of Strengthening the strength of trade partners throughout the supply chain to strive for best practices in all dimensions, including economic, social and environment. CPP poses a great challenge in driving to bring about positive change. Cease or discourage, but on the contrary, remains determined to develop the potential of its trading partners even further. Together we will think together to build towards sustainability at the same time. In addition, CPP also supports the Sustainable Development Goals to develop countries in which the CPP has operated or invested in based on the Principle of Three Benefits.

100%

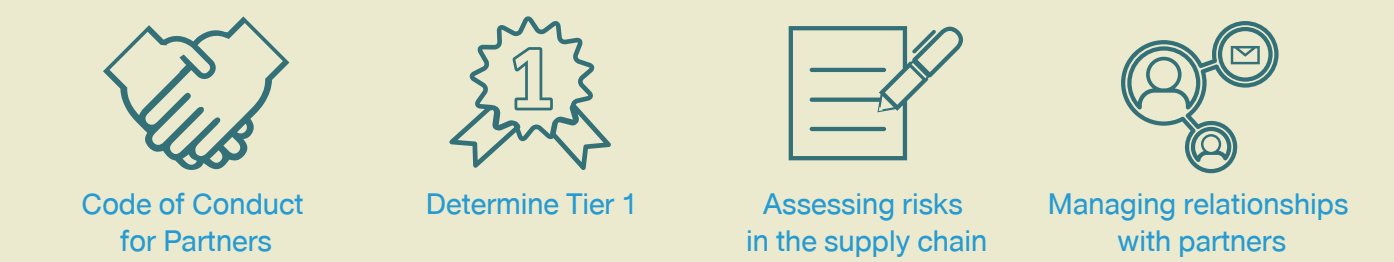
2030 Goal : 100% Business groups with high-risk raw material traceability processes Including sustainability audits with high-risk trading partners.

KEY OPERATING RESULTS IN 2021		
1. Determine Tier 1 are audited for sustainability.	%	73.91

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

MANAGEMENT APPROACH

Crop Integration Business Group 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

Crop Integration Business Group has received a policy from the Charoen Pokphand Group and is committed to raising awareness of responsible supply chain management. With major business partners first (Critical Suppliers). The principles used to classify the main trading partners are as follows:

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

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

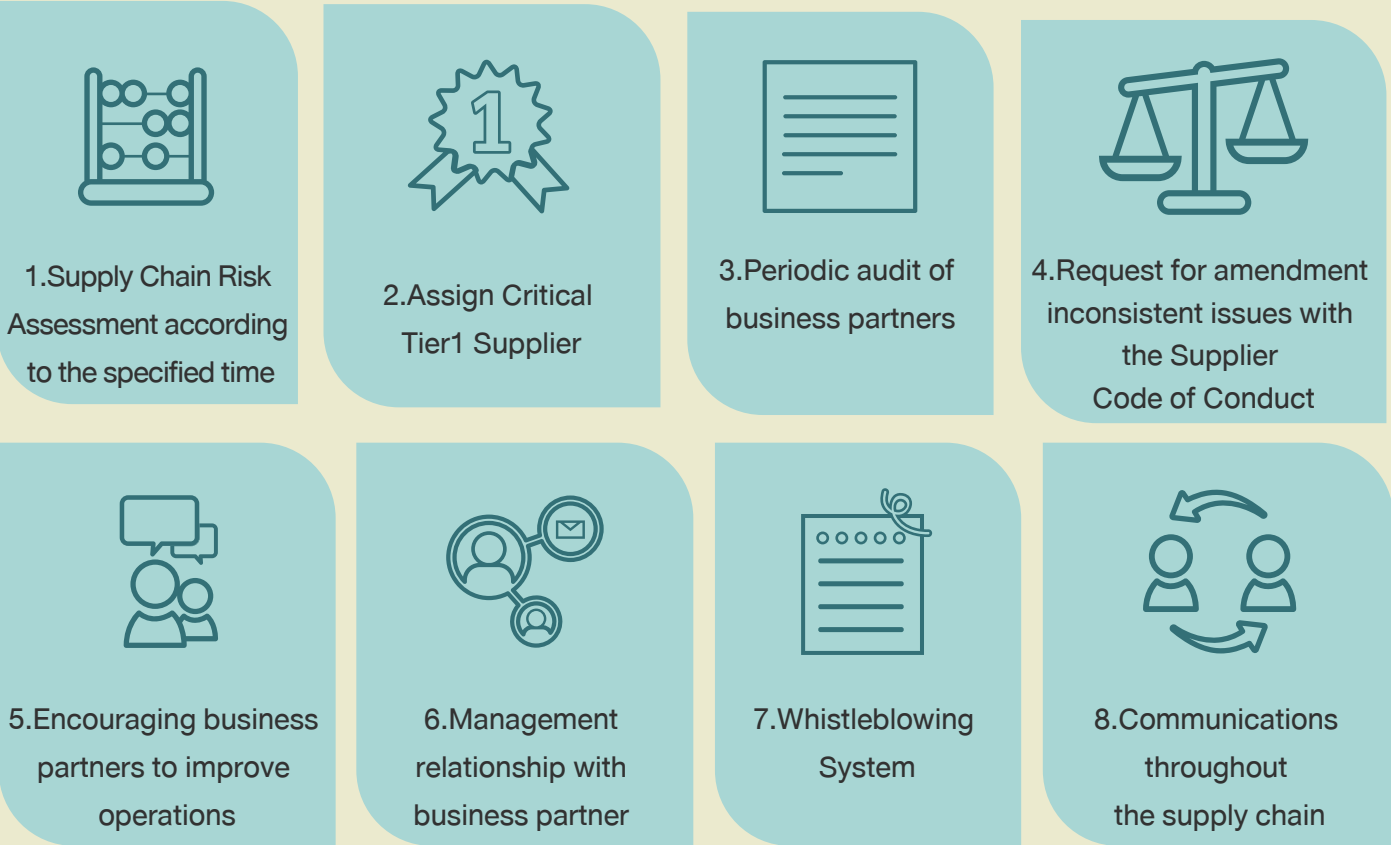
1) News 2) Past Performance 3) Industry-related risk factors 4) Trends and potential risks in the future

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).

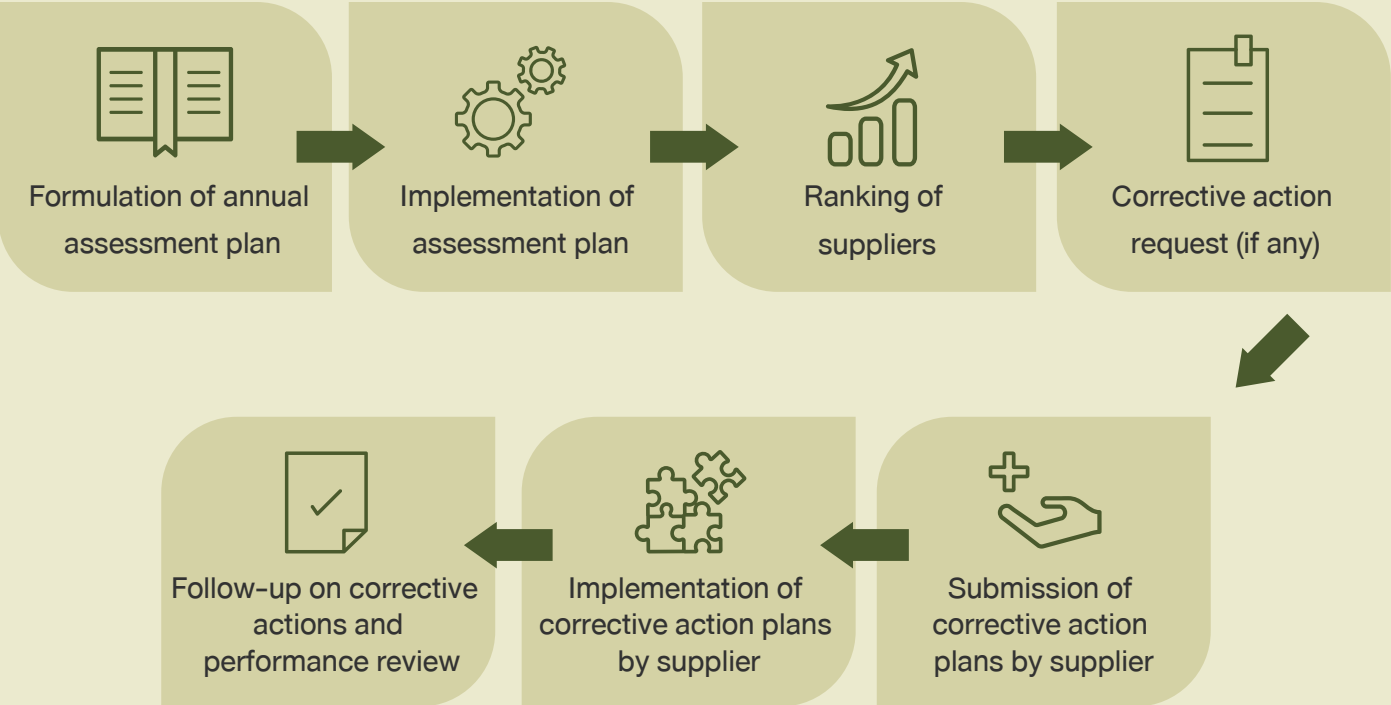


SUPPLIER ASSESSMENT PROCESS

PROCEDURES AND PRACTICES FOR SUSTAINABILITY SUPPLY CHAIN MANAGEMENT



SUPPLIER ASSESSMENT PROCESS



KEY SUPPLIER ASSESSMENT PERFORMANCE

Crop Integration Business Group set up a compliance audit committee to show commitment to conducting business as standards and operational guidelines. Ready to create a register of main business partners (Critical 1Tier Supplier) as well as set criteria for evaluating business partners and operating standards.

After grading assessment scores Both the preparation of a self-assessment (Self assessment) and the assessment of the auditors in order to follow and supervise in accordance with the established rules.

CRITICAL SUPPLIER 1 AUDIT 2564 (CASE)

AUDIT PLAN	AUDIT ACTUAL	KPI > 80%
23	17	70.71

Audit online 100%

1 / 06 / 64 – 8 / 12 / 64



APPENDIX

INTRODUCTION

SUSTAINABILITY MANAGEMENT

HEART

HEALTH

HOME

APPENDIX

COMPANIES WITHIN THE SUSTAINABILITY REPORTING SCOPE



4 COUNTRIES Thailand

Charoen Pokphand Produce Co., Ltd.
Charoen Pokphand Seed Co., Ltd. (CPS)
CP Nature Co., Ltd. (CP Nature)
CP Starlane Co., Ltd. (CP Starlane)
Charoen Pokphand Agriculture Co., Ltd.(CPA)

Overseas Business

CPP Fertilizer Co.,Ltd (Myanmar)
CPP Myat Min Agro Co.,Ltd (Mega farm)
C.P.Seeds (Vietnam) Co.,Ltd.
C.P.Seeds (India) Pvt.,Ltd
Charoen Plantation Co,Ltd
Charoen Pokphand Produce (Lao PDR) Co., Ltd.
Charoen Plantation Company Limited (Megafarm cambodia)

4 Research and Development Stations

5 Seed Processing Plants

8 Laboratories

3 Fertilizer Plants

4 Crop Integration Business Factory (rice, coconut, mango, rubber)

SUSTAINABILITY PERFORMANCE 2017–2021

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

GRI	Performance	Unit	2019	2020*	2021
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ECONOMIC PERFORMANCE

G4-EC1	Revenues	MillionBaht	4,525.96	4,289.81	7,290.70
	Employee Benefits	MillionBaht	539.06	553.77	166.84
	Employee Benefits	MillionBaht	63.22	68.57	175.40
	Investing in research and development	MillionBaht	70.12	75.05	72.10
	Community and Social Contrubution	MillionBaht	12.67	15.3	1.51

SOCIAL PERFORMANCE

Employees

102-8	Total Employees	MillionBaht	12.67	15.3	1.51
		Male/Female	475330	628384	3,668.001,224.00
102-8	Separate by contract type				
	Employees		790	828	3,858
		Male/Female	462328	514314	2,7841,074
	Worker / Contractors		15	184	1,034
		Male/Female	132	11470	884150
405-1	Separate by gender				
	Male	%	59.00	62.00	72.16%
	Female	%	41.00	38.00	27.84%
401-1	New Hires				
	Number of new hires	Persons	96	70	563
		Male/Female	5442	4624	-
	Ratio of new hires	%	12.15	8.24	11.51
		Male/Female	6.845.32	5.552.90	-
401-1	Turn Over				
	Number of turn over	Persons	94	98	345
		Male/Female	5935	6929	26283
	Ratio of Turn Over	%	11.9	11.84	7.05
		Male/Female	7.474.43	8.333.50	7.146.78
		Male/Female	7.474.43	8.333.50	7.146.78
404-1	Average of training hours for all employees	Hours per person	4.99	7.30	5.24
404-1	Number of Employees completed sustainability training	Persons	705	828	4,892

Note : *In 2021 The data was collected from 4 countries as follows: Thailand, Vietnam, India and Myanmar

GRI	Performance	Unit	2019	2020*	2021
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OCCUPATIONAL HEALTH AND SAFETY

DJSI 3.7.2	Injury Rate (IR)				
	Employees	Persons per 1,000,000 working hours	2.06	0.00	2.17
		Male/Female	3.380.00	0.000.00	1.902.54
DJSI 3.7.3	Worker / Contractors	Persons per 1,000,000 working hours	0.00	5.68	1.44
		Male/Female	0.000.00	4.767.03	2.060.00
	Lost-Time Injury Frequency Rate (LTIFR)				
	Employees	Persons	-	0	4
		Male/Female	- -	00	22
	Worker / Contractors	Persons	-	2	1
		Male/Female	- -	11	10
	Rate of facilities as a work-related injury				
403-9 (a)	Employees	Persons per 1,000,000 working hours	-	0.00	0.00
		Male/Female	- -	0.000.00	0.000.00
403-9 (b)	Worker / Contractors	Persons per 1,000,000 working hours	-	0.00	0.00
		Male/Female	- -	0.000.00	0.000.00
	Number of facilities as a work-related injury				
403-9 (a)	Employees	Persons	-	0	0
		Male/Female	- -	00	0.000.00
403-9 (b)	Worker / Contractors	Persons	-	0.00	0.00
		Male/Female	- -	00	0.000.00
	Rate of High-consequence work-related injury (excluding facilities)				
403-9 (a)	Employees	Persons per 1,000,000 working hours	-	0.00	0.00
		Male/Female	- -	0.000.00	0.000.00
403-9 (b)	Worker / Contractors	Persons per 1,000,000 working hours	-	0.00	0.00
		Male/Female	- -	0.000.00	0.000.00
	Number of High-consequence work-related injury (excluding facilities)				
403-9 (a)	Employees	Persons	-	0	0
		Male/Female	- -	00	00
403-9 (b)	Worker / Contractors	Persons	-	0	0
		Male/Female	- -	00	00
	Rate of Recordable work-related injury				
403-9 (a)	Employees	Persons per 1,000,000 working hours	-	2.78	2.71
		Male/Female	- -	4.860.00	2.842.54
403-9 (b)	Worker / Contractors	Persons per 1,000,000 working hours	-	8.52	5.78
		Male/Female	- -	9.537.03	6.184.82
	Number of Recordable work-related injury				
403-9 (a)	Employees	Persons	-	5	0
		Male/Female	- -	50	32
403-9 (b)	Worker / Contractors	Persons	-	3	4
		Male/Female	- -	21	31
	Number of Fatalities as a result of Work-related ill health				
403-9 (a)	Employees	Persons	-	0	0
		Male/Female	- -	00	0.000.00
403-9 (b)	Worker / Contractors	Persons	-	0.00	0.00
		Male/Female	- -	00	0.000.00
	Number of cases of recordable work-related ill health				
403-9 (a)	Employees	Persons	-	0	0
		Male/Female	- -	00	0.000.00
403-9 (b)	Worker / Contractors	Persons	-	0.00	0.00
		Male/Female	- -	00	0.000.00

Note :
• In 2020 The data was collected from 4 countries as follows: Thailand, Vietnam, India and Myanmar
• The severity level of an injury is calculated from the number of absent work days. Injury Rate (IR) = [Total number of injuries at all levels (during the reporting period) X 1,000,000 hours worked] / Total number of hours worked (during the reporting period).
• Lost Time Injury Rate (LTIFR) = [Total number of lost time injuries (during the reporting period) X 1,000,000 hours worked] / Total number of hours worked (during the reporting period).
• Lost Day Rate (LDR) = [Total number of lost days (during the reporting period) X 1,000,000 hours worked] / Total number of hours worked (during the reporting period)

SUSTAINABILITY PERFORMANCE 2017–2021

Charoen Pokphand Produce Co.,Ltd. and companies

in Crop Integration Business Group

GRI	Performance	Unit	2019	2020*	2021
ENVIRONMENT PERFORMANCE					
ENERGY					
302-1 (e)	Total Energy Consumption	Gigajoules	96,245.11	50,299.67	155,519.25
302-1 (a)	- Fuel Consumption	Gigajoules	26,570.26	15,216.33	65,937.09
302-1 (b)	- Renewable energy	Gigajoules	40,938.78	13,347.01	42,901.23
302-1 (C)	- Electricity Consumption	Gigajoules	28,739.06	21,736.00	46,680.92
GREEN HOUSE GAS (GHG) EMISSION					
305-2 (a)	Total Green House gas (GHG) emission	Ton CO2eq	6,649.84	10,357.51	14,443.21
305-1 (a)	Green House gas (GHG) emission (Scope 1)	Ton CO2eq	2,059.10	1,165.64	5,794.46
305-2 (a)	Green House gas (GHG) emission (Scope 2)	Ton CO2eq	4,590.74	2,904.17	8,648.75
305-4 (a)	GHG emissions intensity ratio	Ton CO2eq	1.47	2.41	1.98
น้ำ					
303-5	Water consumption	Million m³			1.41
303-3 (a)	Total volume of water withdrawn	Million m³	1.76	2.89	1.48
303-3 (c)	Freshwater (≤1,000 mg/L Total Dissolved Solids).	Million m³			1.48
	- Surface water	Million m³	1.54	2.42	1.33
	- Ground water	Million m³	0.21	0.19	0.13
	- Municipal water supplies	Million m³	0.01	0.02	0.02
	Other water (>1,000 mg/L Total Dissolved Solids)	Million m³			0.0012
	- Surface water	Million m³			-
	- Ground water	Million m³			-
	- Municipal water supplies	Million m³			0.0012
303-4 (b)	Total of water being used	Million m³	0	0.01	0.02
303-4 (a)	Total of water discharge	Million m³	0.18	0.09	0.07
	GHG emissions intensity ratio	Million m³		564.00	193.68

SUSTAINABILITY PERFORMANCE 2017–2021

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

GRI	Performance	Unit	2019	2020*	2021
ENVIRONMENT PERFORMANCE					
WASTE (2020)					
306-3 (a)	Total weight of waste generated	Ton	591.35	616.94	678.34
	- Total weight of hazardous waste generated	Ton	5.95	11.96	3.15
	- Total weight of non-hazardous waste generated	Ton	585.4	604.98	675.18
306-4 (a)	Total weight of waste diverted from disposal	Ton			572.94
306-4 (b)	Total weight of hazardous waste diverted from disposal	Ton			0.01
	- Preparation for reuse	Ton			0.01
	- Recycling	Ton			-
306-4 (c)	Total weight of non-hazardous waste diverted from disposal	Ton			572.93
	- Preparation for reuse	Ton			9.91
	- Recycling	Ton			189.58
	- Composting; (Not Included food wate)	Ton			171.95
	- Feed Materal	Ton			201.48
	- Constuction Material	Ton			-
306-5 (a)	Total weight of waste directed to disposal	Ton			105.40
306-5 (b)	Total weight of hazardous waste directed to disposal	Ton			3.14
	- Incineration (with energy recovery).	Ton			-
	- Incineration (without energy recovery).	Ton			2.35
	- Landfilling.	Ton			0.67
	- Other disposal operations	Ton			0.12
306-5 (c)	Total weight of non-hazardous waste directed to disposal	Ton			102.25
	- Incineration (with energy recovery)	Ton			-
	- Incineration (without energy recovery).	Ton			0.10
	- Landfilling.	Ton			102.16
	- Other disposal operations.	Ton			-
	Waste generated intensity ratio	Ton/ Million baht			0.09
PLASTIC PACKAGING					
	All plastic packaging	Ton	0	700.02	-
	Biodegradable plastic packaging	Ton	-	475.73	-
	Recyclable plastic packaging *Category Mono Layer	Ton	-	224.28	

Note :

- Calculations are based on GRI G4 (EN3) Sustainability Reporting.
- Amount of fuel energy used = sum of each type of fuel used X calorific value of each type of fuel (measurement unit: gigajoules per month)
- CONVERSION FACTOR based on Thailand's annual energy report Department of Alternative Energy Development and Efficiency
- Electric power consumption = Sum of the amount of electrical energy used. (kWh) X 3.6 (measurement unit: gigajoules per month)
- Total amount of energy used = exhausted energy + renewable energy + electrical energy consumption (measurement unit: gigajoules per month)
- Energy intensity per income covers non-consumed energy such as diesel fuel, renewable energy such as rice husks and internal electricity only.
- Emission calculations GHG emissions Scope 2 (Scope 2) have been recalculated using the emission factor using the following reference values: Thailand according to the Energy Policy and Planning Office ministry of energy (<http://www.appo.go.th/index.php/en/en-energystatistics/co2-statistic>) Myanmar, referenced from <https://united4efficiency.org/country-assessments/myanmar> Vietnam, referenced from https://www.iges.or.jp/en/publication_documents/pub/data/en/1215/IGES_GRID_EF_v10.10_20210223.xlsx India, referenced from https://www.iges.or.jp/en/publication_documents/pub/data/en/1215/IGES_GRID_EF_v10.10_20210223.xlsx
- Greenhouse gas emissions reporting covers CO2, CH4 and N2O, calculated and displayed in terms of the Global Warming Potential (GWP) set by the Intergovernmental Panel on Climate Change 2006 (IPCC) while the coefficient Greenhouse gas emissions (Emission Factor) based on data from IPCC and Thailand

Greenhouse Gas Management Organization. (Public Organization) (GRI G4-EN 15, EN 16)

- The value of greenhouse gas concentration per income covers the volume. GHG emissions Scope 1 (Scope 1) and Scope 2 (Scope 2) (GRI G4-EN 18)
- Total water consumption collected from meter/billing receipt/groundwater usage report.
- The amount of general waste and the amount of hazardous waste stored within the company are the total amount of waste for the past year (G4-EN23).
- Total amount of waste generated including only the amount of general waste and hazardous waste generated each year by the amount of waste stored within the company each year Calculated from accumulated waste in the current year – accumulated waste in the past year (G4-EN23)
- Information on waste disposal methods is obtained from the disposal method confirmation from the waste disposal operator or from the waste disposal invoice (G4-EN23).

GRI CONTENT INDEX : GRI 102: GENERAL DISCLOSURES 2016

DISCLOSURES		CHARTER	OMISSION/NOTE	EXTERNAL ASSURANCE
Organizational Profile				
102-1	Name of the organization	- Our Business - About this Report	-	
102-2	Activities, brands, products, and services	- Our Business	-	
102-3	Location of headquarters	Business Overview	-	
102-4	Location of operations	- Business Overview - Our Business	-	
102-5	Ownership and legal form	- Our Business	-	
102-6	Markets served	- Business Overview - Our Business	-	
102-7	Scale of the organization	- 2021 Highlights - Business Overview	-	
102-8	Information on employees and other workers	- Appendix	-	
102-9	Supply chain	- Responsible Supply Chain Management	-	
102-10	Significant changes to the organization and its supply chain	About this Report	-	
102-11	Precautionary Principle or approach	- Climate Change Management - Water Stewardship	-	
102-12	External initiatives	Stakeholder Engagement	-	
102-13	Membership of associations	- Stakeholder Engagement	-	
Strategy				
102-14	Statement from senior decision-maker	- Message from the President - Message from the CEO	-	
102-15	Key impacts, risks, and opportunities	- Message from the President - Message from the CEO - Our Business - Climate Change Management - Water Stewardship	-	
Ethics and Integrity				
102-16	Values, principles, standards, and norms of behavior	- Six Core Values - C.P. Excellence	✓	
102-17	Mechanisms for advice and concerns about ethics	- Corporate Governance	✓	
Governance				
102-18	Governance structure	- Sustainability Governance - Corporate Governance	-	
102-20	Executive-level responsibility for economic, environmental, and social topics	- Sustainability Governance	-	
Stakeholder Engagement				
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	-	

DISCLOSURES		CHARTER	OMISSION/NOTE	EXTERNAL ASSURANCE
Reporting Practice				
102-45	Entities included in the consolidated financial statements	- Our Business - 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	In 2021, we discontinued reporting GRI 308-2 and GRI 4142 as our supplier audit program is set to be completed by 2021. We will report the abovementioned GRI indicators again once the result of the program has been confirmed.		-
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	-		-

SPECIFIC STANDARD DISCLOSURES

GRI	DISCLOSURES	CHAPTER	OMISSION/ NOTE	EXTERNAL ASSURANCE
Economic Performance				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	- Sustainability Milestone	-	-
	103-2 The management approach and its components	- Sustainability Milestone	-	-
	103-3 Evaluation of the management approach	- Sustainability Milestone	-	-
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	- 2021 Highlights	-	-
Indirect Economic Impacts				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	- Social Impact - Education - Innovation	-	-
	103-2 The management approach and its components	- Social Impact - Education - Innovation	-	-
	103-3 Evaluation of the management approach	- Social Impact - Education - Innovation	-	-
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	- Social Impact - Education	-	-
	203-2 Significant indirect economic impacts	- Social Impact - Education - Innovation	-	-
Anti-corruption				
GRI 103: Management Approach 2016	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: AntiCorruption 2016	205-2 Communication and training about anti-corruption policies and procedures	- Corporate Governance	-	-
Energy				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	- Climate Change Management	*ข้อมูลพลังงานไม่รวมCPS,CPAเนื่องจากอยู่ระหว่างรวบรวมกิจการจึงไม่นำมาพิจารณา	-
	103-2 The management approach and its components	- Climate Change Management		-
	103-3 Evaluation of the management approach	- Climate Change Management		-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	- Climate Change Management - Appendix		✓
	302-3 Energy intensity	- Climate Change Management - Appendix		-
	302-4 Reduction of energy consumption	- Climate Change Management - Appendix		-

GRI	DISCLOSURES	CHARTER	OMISSION/NOTE	EXTERNAL ASSURANCE
Water				
GRI 103: Management Approach 2016	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 2018	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	✓	
Biodiversity				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	- Ecosystem & Biodiversity F	-	-
	103-2 The management approach and its components	- Ecosystem & Biodiversity Protection	-	-
	103-3 Evaluation of the management approach	- Ecosystem & Biodiversity Protection	-	-
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	- Ecosystem & Biodiversity Protection	-	-
Emissions				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	- Climate Change Management	*ข้อมูลการปลดปล่อยก๊าซเรือนกระจกไม่รวมCPS,CPAIเนื่องจากอยู่ระหว่างรวบรวมกิจการจึงไม่นำมาพิจารณา	-
	103-2 The management approach and its components	- Climate Change Management		-
	103-3 Evaluation of the management approach	- Climate Change Management		-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	- Climate Change Management - Appendix		✓
	305-2 Energy indirect (Scope 2) GHG emissions	- Climate Change Management - Appendix		✓
	305-4 GHG emissions intensity	- Climate Change Management - Appendix		-
Wastes				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	- Circular Economy	*ข้อมูลของเสียอยู่ระหว่างรวบรวมกิจการและสถานีวิจัยสวนรุกชโลกรวน,สถานีวิจัยแสงพันธุอยู่ระหว่างการรวบรวมข้อมูล ในปี 2565	-
	103-2 The management approach and its components	- Circular Economy		
	103-3 Evaluation of the management approach	- Circular Economy		
GRI 306: Waste 2020	GRI 3063: Waste generated	- Circular Economy - Appendix		
	GRI 3064: Waste diverted from disposal	- Circular Economy - Appendix		✓
	GRI 3065: Waste directed to disposal	- Circular Economy - Appendix		

GRI	DISCLOSURES	CHAPTER	OMISSION/NOTE	EXTERNAL ASSURANCE
Supplier Environmental Assessment				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	- responsible supply chain management	-	-
	103-2 The management approach and its components	- responsible supply chain management	-	-
	103-3 Evaluation of the management approach	- responsible supply chain management	-	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	- responsible supply chain management	-	-
Employment				
GRI 103: Management Approach 2016	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 401: Employment 2016	401-1 New employee hires and employee turnover	- Appendix	-	-
Occupational Health and Safety				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	- Occupational health and safety	-	-
	103-2 The management approach and its components	- Occupational health and safety	-	-
	103-3 Evaluation of the management approach	- Occupational health and safety	-	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	- Occupational health and safety	ข้อมูลด้านความปลอดภัยไม่รวมCPS,CPAIเนื่องจากอยู่ระหว่างรวบรวมกิจการ จึงไม่นำมาพิจารณา	-
	403-2 Hazard identification, risk assessment, and incident investigation	- Occupational health and safety		-
	403-3 Occupational health services	- Occupational health and safety		-
	403-4 Worker participation, consultation, and communication on occupational health and safety	- Occupational health and safety		-
	403-5 Worker training on occupational health and safety	- Occupational health and safety		-
	403-6 Promotion of worker health	- Occupational health and safety		-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	- Occupational health and safety		-
	403-9 Work-related injuries	- Human Rights and Labor Practices - Occupational health and safety - Appendix		✓
	403-10 Work-related ill health	- Human Rights and Labor Practices - Occupational health and safety - Appendix		✓

GRI	DISCLOSURES	CHAPTER	OMISSION/NOTE	EXTERNAL ASSURANCE
Training and Education				
GRI 103: Management Approach 2016	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 2016	404-1 Average hours of training per year per employee	- Appendix	-	-
Human Rights Assessment				
GRI 103: Management Approach 2016	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 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	- Human Rights and Labor Practices	-	-
Local Communities				
GRI 103: Management Approach 2016	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 2016	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	-	-

GRI	DISCLOSURES	CHARTER	OMISSION / NOTE	EXTERNAL ASSURANCE
Supplier Social Assessment				
GRI 103: Management Approach 2016	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 2016	414-1 New suppliers that were screened using social criteria	- Ecosystem & Biodiversity Protection	-	-
Product and Service Labelling				
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 2016	417-1 Requirements for product and service information and labeling	- Health and Well -being	-	-
Healthy and Affordable Food				
GRI 103: Management Approach 2016	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	-	-

SUBSIDIARIES INCLUDED IN SUSTAINABILITY REPORT 2021

The Company produces this Sustainability Report. According to Global Reporting Initiatives (GRI) standards, disclosures follow the Core Option criteria.

GRI Standard	Reporting scope	Year	A company in Crop Integration Business Group																				2021 Data Coverage (%)	
			CPP															CPS			CPA			
			Charoen Pokphand Produce Co., Ltd.																					
			Seed Processing Plant Sol 12	Seed Processing Plant Sol 19	Chemical Fertilizer Plant	Organic Fertilizer Plant	Foundation Seed Production : Salangan-Kampran Farm	Commercial Seed Production , Maesot Center	Commercial Seed Production , Phobpra Center	Commercial Seed Production , Phrae Center	Sawankalok Research Station	Salangan Research Station												
environmental contribution																								
302-1	total energy used *	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
305-1	Direct GHG emissions (Scope 1) *	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
305-2	Indirect greenhouse gasses (Scope 2)*	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
303-3 (2018)	Amount of water drawn for use in all areas*	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
303-4 (2018)	Amount of water released to the outside*	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
303-5 (2018)	Amount of water used in all areas*	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
306-3 (2020)	Total amount of waste*	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	55.00	
		2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	55.00	
		2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	55.00	

Note

*NA No information available.

NR not involved

* Means under the process of merger with CPS and CPA

** Means under merger and Sawankhalok Ruam Research Station ,

Salaang breed research station In the process of collecting information in 2022

GRI Stand ard	Reporting scope	Year	A company in Crop Integration Business Group																				2021 Data Coverage (%)
			CPP																CPS		CPA		
			Charoen Pokphand Produce Co., Ltd.																				
			Seed Processing Plant Soi 12	Seed Processing Plant Soi 19	Chemical Fertilizer Plant	Organic Fertilizer Plant	Foundation Seed Production : Salangpau-Kampran Farm	Commercial Seed Production , Maesot Center	Commercial Seed Production , Phobpra Center	Commercial Seed Production , Phrae Center	Sawankalok Research Station	Salangpan Research Station	Charoen Pokphand Seeds (Vietnam) Co., Ltd.	Charoen Pokphand Seeds (India) Co., Ltd.	CPP Fertilizer Co.,Ltd (Myanmar)	Charoen Pokphand Produce (Lao PDR) Co., Ltd.	Charoen Plantation Company Limited (Megaform cambodia)	CPP Myat Min Agro Co.,Ltd (Mega farm Myanmar)	Charoen Pokphand Seed Co., Ltd.	CP Nature Company Limited (CP Nature)	CP Starlane Co., Ltd. (CP Starline)	Charoen Pokphand Agriculture Company Limited (CPA)	
Social performance Occupational health and safety information	403-2 All Injury Rates (IR)*	employee	2564	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2563	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		contractor	2564	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2563	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
	(LTR)* Lost time injury rate	employee	2564	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2563	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		contractor	2564	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2563	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
	Occupational disease incidence rate (ODR)*	employee	2564	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2563	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		contractor	2564	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2563	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
	Occupational Injury and Sickness Severity Rate (LDR)*	employee	2564	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2563	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		contractor	2564	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2563	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
403-9	Total fatality rate from work*	employee	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2562	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
		contractor	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2562	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
	High Severity Total Injury Rate (excluding fatalities)*	employee	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2563	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2562	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
		contractor	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2562	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
	Total Recorded Injury Rate*	employee	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2562	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
		contractor	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2562	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
	403-10	Total number of fatalities from occupational diseases*	employee	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
				2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
				2562	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
			contractor	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00
				2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00
				2562	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00
	Number of times sick due to occupational disease*	employee	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00		
			2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	65.00		
			2562	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	
		contractor	2564	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2563	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	NA	NA	NA	NA	NA	NA	NA	65.00	
			2562	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.00	

NA No information available.

NR not involved

* Means under the process of merger with CPS and CPA



Independent Assurance Statement

Introduction and Engagement

Charoen Pokphand Produce Co., Ltd. and support companies in crop integration business (hereafter "CPP") commissioned TÜV NORD (Thailand) Ltd. (hereafter "TUVN") for Sustainability Assurance Engagement. TÜV NORD (Thailand) Ltd. conducted the independent assurance of CPP's sustainability report hereinafter the Report, which includes "limited assurance" of CPP's sustainability information for the applied reporting period for the calendar year 2021. This assurance engagement was conducted against the Global Reporting Initiative Standards and AA1000 AS Version 3 Protocol Type 2, Moderate Level. The Report covers CPP's sustainability information for the period 1st January 2021 to 31st December 2021. The desk review and remote verification were conducted in May 2022.

Scope, Boundary and Limitations of Assurance

The scope of the assurance includes the economic, environmental and social indicators in the report as per the Core disclosures required by GRI Standards. In particular, the assurance engagement includes the following

- Verification of the Report content, principles as mentioned in the GRI Standards,
- Review of the policies, initiatives, practices and performance described in the Report,
- Review of the disclosures made in the Report against the requirements of the GRI Standards
- Verification of the reliability of the GRI Standards Disclosure on economic, environmental and social (disclosures are tabulated below)
- Specified information was based on the materiality determination and needs to be meaningful to the intended users;
- Confirmation of the fulfilment of the GRI Standards; in accordance with the Core criteria, as declared by the management of CPP.

The reporting boundary is based on the internal and external materiality assessment. The reporting aspect boundaries are set out in the Report covering the sustainability performance of Charoen Pokphand Produce Co., Ltd., and support companies in crop integration business, our scope of assurance were base of four (4) main business units; Seed Processing, Chemical Fertilizer, Organic Fertilizer, and Research Centre comprising

Charoen Pokphand Produce Co., Ltd.

Office: 89 AIA Capital Center 32 Fl., Rachadapisek Bangkok 10400

Seed Processing Plant, Phatthana Nikhom Sub District, Phatthana Nikhom District, Lopburi Province

Chemical Fertilizer Plant, Pak Chan Sub-District, Nakhon Luang District, Ayutthaya Province

Organic Fertilizer Plant, Kham Phran Sub District, Wang Muang District, Saraburi Province

Research centre: Salaengphan Station Wang Muang District, Saraburi Province

Research centre Sawankhalok Station Sawankhalok District, Sukhothai Province

C.P.P. Fertilizer Co., Ltd.

Office, Seed Processing Plant and Fertilizer Plant F 5, Zone A, Thilawa special economic zone,
Dagon Thilawa road, Kyauktan Township, Yangon, Myanmar

C.P. Seeds (Vietnam) Co., Ltd

Office and Seed Processing Plant Lot 14 Road No1 Dinh Quan Industrial zone ,La Nga District,
Dong Nai Province , Vietnam

Charoen Pokphand Seeds (India) Pvt., Ltd.

Office 4th Floor, Srinidhi Landmark, Opp New Thippasandra Post Office, New Thippasandra Main Road,
HAL III Stage, Bangalore 560075, Karnataka, India

Seed Processing Plant Door No 5 133, Billanapalli Road, Meerjapuram Village, Nuzvid Mandal, Krishna District 521111 Andhra Pradesh, India



Our engagement did not include an assessment of the adequacy or the effectiveness of CPP's strategy or management of sustainability related issues. During the assurance process, TUVN did not come across the limitations to the scope of the agreed assurance engagement. No external stakeholders were interviewed as a part of the sustainability engagement for the reporting period.

Verification Methodology

This assurance engagement was planned and carried out in accordance with the GRI Standards and AA1000 AS Version 3. The Report was evaluated against the following criteria:

- Adherence to the principles of Stakeholder inclusiveness, Materiality, Responsiveness, Completeness, Neutrality, Relevance, Sustainability context, Accuracy, Reliability, Comparability, Clarity and Timeliness, as prescribed in the GRI Standards and AA1000 ASSURANCE STANDARD Version 3;
- Application of the principles and requirements of the GRI Standards for its "in accordance with Core" criteria.

During the assurance engagement, TUVN adopted a risk-based approach, concentrating on verification efforts on the issues of high material relevance to CPP's business and its stakeholders. TUVN has verified the statements and claims made in the Report and assessed the robustness of the underlying data management system, information flows and controls. In doing so:

- TUVN reviewed the approach adopted by CPP for the stakeholder engagement and materiality determination process. TUVN performed limited internal stakeholder engagement to verify the qualitative statements made in the Report;
- TUVN verified the sustainability-related statements and claims made in the Report and assessed the robustness of the data management system, information flow and controls;
- TUVN examined and reviewed the documents, data and other information made available by CPP for the reported disclosures, including the Disclosure on Management Approach and performance indicators;
- TUVN conducted interviews with key representatives, including data owners and decision-makers from different functions of the Company during the verification;
- TUVN performed sample-based reviews of the mechanisms for implementing the sustainability-related policies, as described in CPP's Sustainability Report;
- TUVN verified sample-based checks of the processes for generating, gathering and managing the quantitative data and qualitative information included in the Report for the reporting period.

Opportunities for Improvement

The following is an extract from the observations and opportunities for improvement reported to the management of CPP and are considered in drawing our conclusions on the Report; however, they are generally consistent with the Management's objectives:

There are some Opportunities as follows:

- The sources of GHG emission could be considered HFCs/Refrigerant Leakage and other fugitive emission.
- When some sites cannot report in some topics, specific disclosure in the reporting year. It could be more descriptive of the specific information why they have been omitted.

Conclusions

The Report was prepared based on the GRI Standards Reporting Principles and Standard Disclosures "in accordance with the GRI Standards Core option." In our opinion, based on the scope of this assurance engagement, the disclosures on sustainability performance reported in the Report, along with the referenced information, provides a fair representation of the material aspects, related strategies, and performance indicators, and meets the general content and quality requirements of the GRI Standards Core option.

- Disclosures:** TUVN is of the opinion that the reported disclosures generally meet the GRI Standards reporting requirements for "in accordance with Core" reporting criteria. Organization refers to general disclosure to report contextual information about an organization, while the Management Approach is discussed to report the management approach for each material topic.
- Topic-Specific Standard:** TUVN is of the opinion that the reported specific disclosures for each material topic generally meet the GRI Standards reporting requirements for "in accordance with Core" reporting criteria.



The requirements below material aspect were verified by the assurance team:

Material Issues	GRI Disclosure Number
Values, principles, standards and norms of behaviour	GRI 102-16
Mechanisms for advice and concerns about ethics	GRI 102-17
Energy consumption within the organization	GRI 302-1
Water withdrawal	GRI 303-3: 2018
Direct (Scope 1) GHG emissions	GRI 305-1
Energy indirect (Scope 2) GHG emissions	GRI 305-2
Waste generated	GRI 306-3: 2020
Waste diverted from disposal	GRI 306-4: 2020
Waste detected to disposal	GRI 306-5: 2020
Work-related injuries	GRI 403-9: 2018
Work-related ill health	GRI 403-10: 2018

On the basis of the procedures we have performed, nothing has come to our attention that causes us to believe that the information subject to the Type 2, moderate level assurance engagement was not prepared, in all material aspects, in accordance with the GRI Standards "Core option" sustainability reporting guidelines, or that the sustainability information is not reliable in all material respects, with regards to the reporting criteria.

TUVN did not perform any assurance of procedures on the prospective information, such as targets, expectations and ambitions, disclosed in the sustainability information. Consequently, TUVN draws conclusion on the prospective information. This assurance statement has been prepared in accordance with the terms of our engagement. It does not include detailed testing of source data or the operating effectiveness of processes, internal controls and consequently they do not enable us to obtain the assurance necessary to become aware of all significant matters that might be identified in a Type 2 moderate level assurance engagement.

TUVN has evaluated the Report's adherence to the following principles with respect to the requirements of the GRI Standards. Stakeholder identification and engagement is carried out by CPP on a periodic basis to bring out key stakeholder concerns as material aspects of significant stakeholders. The materiality assessment process considers aspects that are internal and external to the Company's range of businesses. The Report fairly brings out the aspects and topics and its respective boundaries of the diverse operations of CPP. The Report has fairly disclosed the General and Specific Standard Disclosures, and adequately captured the impact of its business on the community and environment and has taken several measures to reduce the impact, including the Disclosure on Management Approach, covering the sustainability strategy, management approach, monitoring systems and sustainability performance indicators against the GRI Standards. It was reported in a neutral tone, in terms of content and presentation. The majority of the data and information was verified by TUVN's assurance team by remote technique.

In our view, the Report could be adherence to Inclusivity, Materiality, Responsiveness, Impacts, Completeness, Neutrality, Relevance, Sustainability context, Accuracy, Reliability, Comparability, Clarity and Timeframe.

TUVN's responsibility regarding this verification is in accordance with the agreed scope of work, which includes non-financial quantitative and qualitative information (Sustainability Performance – environmental and social indicators) disclosed by CPP in the Report. This assurance engagement is based on the assumption that the data and the information provided to TUVN by CPP are complete and reliable.

TUVN expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this Assurance Statement. The intended users of this assurance statement are the management of CPP.

The management of the Company is responsible for the information provided in the Report as well as the process of collecting, analyzing and reporting the information presented in web-based and printed Reports, including website maintenance and its integrity.



TUV's Competence and Independence

TUVN is an independent, neutral, third-party providing sustainability services, with qualified environmental and social assurance specialists. TUVN states its independence and impartiality with regard to this assurance engagement. In the reporting year, TUVN's assurance team did not work with CPP on any engagement that could compromise the independence or impartiality of our findings, conclusions and recommendations. TUVN's assurance team was not involved in the preparation of any content or data included in the Report, with the exception of this Assurance Statement. TUVN maintains complete impartiality toward any people interviewed during the assurance engagement.

Ms Numfon Sangeamruk
Lead Verifier
TÜV NORD (Thailand) Ltd
Bangkok 10260 Thailand



Date 25 May 2022
Place Bangkok, Thailand
Project Reference No TUVN CPP SA 2022



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

AIA Capital Center Building 32th floor.
89 Ratchadapisek Road, Din Daeng, Bangkok 10400

