



RICE

is Life



SUSTAINABILITY REPORT 2021

**C.P. INTERTRADE COMPANY LIMITED
RICE BUSINESS TRANSPORTATION AND SERVICE
CHAROEN POKPHAND GROUP**

TABLE OF CONTENTS

SECTION 1

INTRODUCTION

The leader of C.P. Intertrade Charoen Pokphand Group

Message from the Vice-Chairman Rice Business Transportation and Service	6
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Important results of the year 2021

Summary of key performance in 2021	8
Performance Results of the 15 Sustainability Goals 2021	14
Awards and Recognitions	16
Standard Systems	21

About C.P. Intertrade

Business base of C.P. Intertrade and companies in the Rice Business Transportation and Service	22
Supply chain of C.P. Intertrade and companies in the Rice Business Transportation and Service	24
Vision & Mission	26
Six Core Values	27

SECTION 2

SUSTAINABILITY MANAGEMENT

SUSTAINABILITY MANAGEMENT	28	Scope of Materiality Assessment	40
		Materiality Assessment Results	42
Sustainability Strategy Framework 2030	30	About This Report	43
Supporting the Sustainable Development Goals 2021	31	Communication Channels	45
Sustainability Governance	34		
Materiality Assessment Process	35		

SECTION 3

HEART



LIVING RIGHT

Corporate Governance	48
Human Rights & Labor Practices	74
Education & Inequality Reduction	86
Leadership & Human Capital Development	94
Cyber Security & Data Protection	100

SECTION 4

HEALTH



LIVING WELL

Health & Well-Being	108
Social Impact and economic contribution	116
Occupational Health & Safety	132
Innovation Management	144
Stakeholder Engagement	152

SECTION 5

HOME



LIVING TOGETHER

Climate Resilience	172
Circular Economy	184
Water Stewardship	194
Ecosystem & Biodiversity Protection	202
Responsible Supply Chain Management	210

SECTION 6

APPENDIX

Sustainability Performance Data	218	United Nations Global Compact Communication on Progress	237
GRI Content Index	225	United Nations Sustainable Development Goals	238
Specific standard disclosures	227	Independent Assurance Statement	240
Subsidiaries included in sustainability report 2021	233		

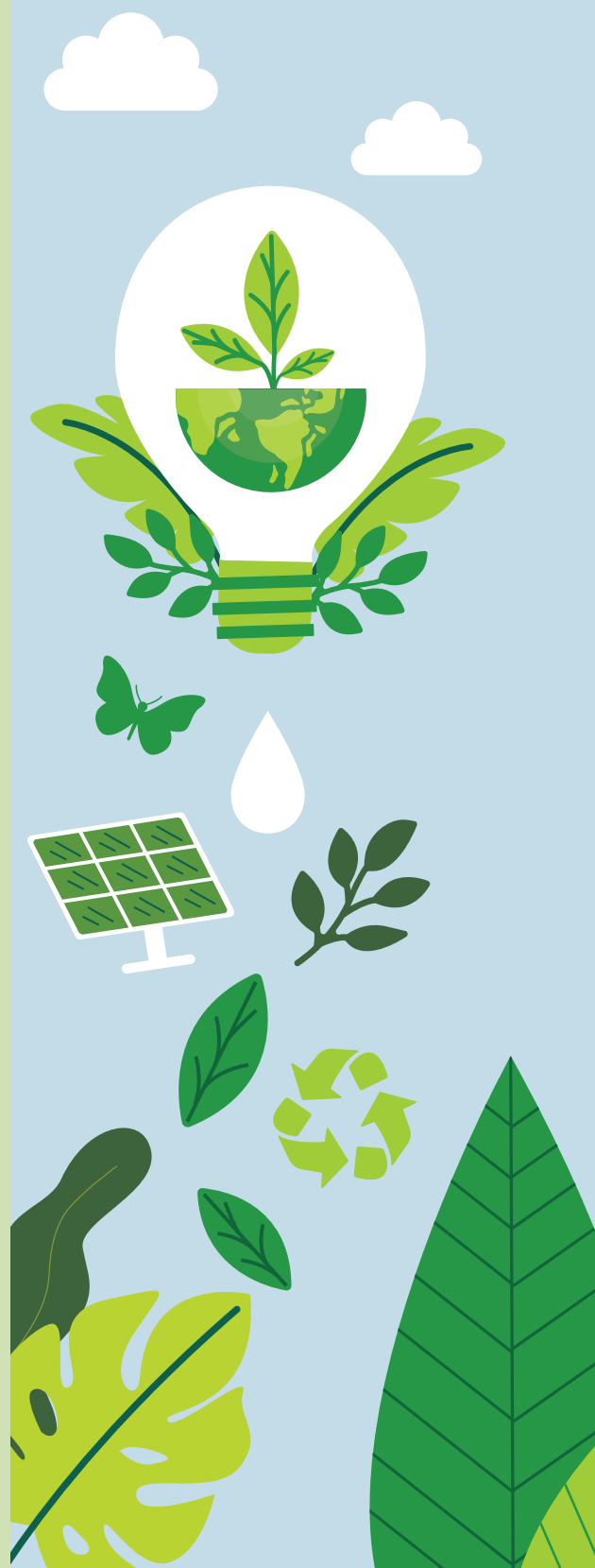


MESSAGE FROM THE VICE-CHAIRMAN

RICE BUSINESS TRANSPORTATION
AND SERVICE CHAROEN
POKPHAND GROUP



MR. PRASIT DAMRONGCHIETANON





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. C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service 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.

Environmental

“ 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 ”

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service 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.



SUMMARY OF KEY PERFORMANCE IN 2021

ECONOMIC GROWTH

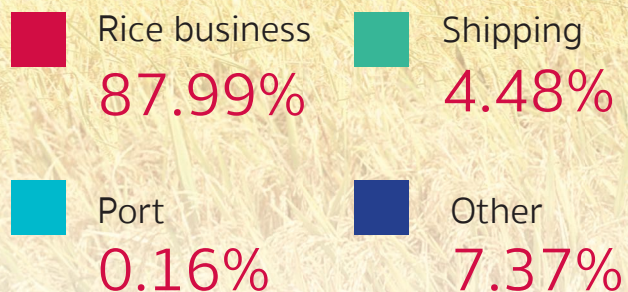
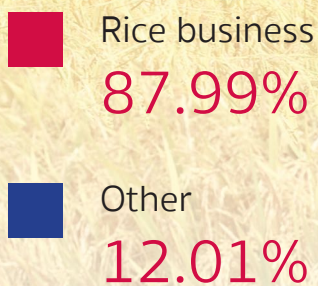
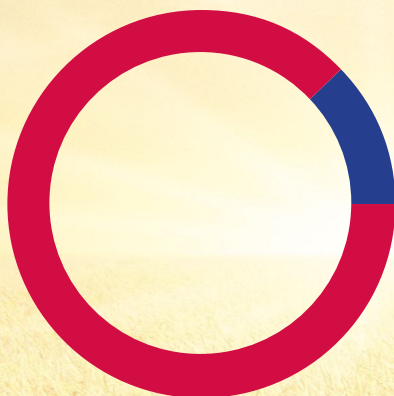


Total income

38,158 Million baht

(*Includes Rice, Transport and Services business)

Sales Revenue by Country and Business Line





Employee benefits

Total	1,514.81 Million baht
Benefit	1,492.70 Million baht
Train	22.11 Million baht



Tax paid to
the government
14.25
Million baht



Support community
and society

26.54
Million baht



HEART



HEALTH



HOME





HEART: LIVING RIGHT



Number of
employees
1,600
people

Employee proportion classified by employment contract



Employees

82.13%

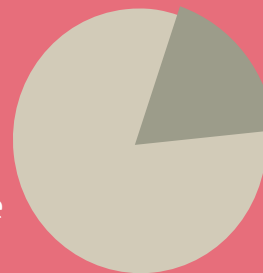
1,314 people



Contractor

17.88%

286 people



Safety



Employees
2.82

Contractor
4.16

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

Employee proportion

Male

57.75%



Female

42.25%



New hires

174 people

Leadership
development



1,314

Number of trainees
and sustainability
development

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

“Code of Conduct of
the Group, our practice”

Human resource
development



9.09

Training time averages
All employees (Hour /
person / year)

Evaluate and identify key human
rights issues. At the chain level



4 Issues



HEALTH: LIVING WELL



Support farmers and Vulnerable groups

4,210 people



Farmers



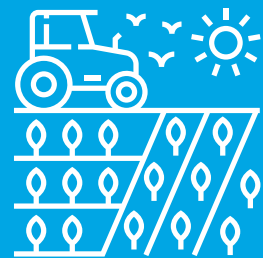
4,210 people



Vulnerable groups



320 people



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



Promoting access to education and knowledge organization

8,085 people



Savings from the Cost Productivity Improvement Program and Innovation

88.60 Million Baht

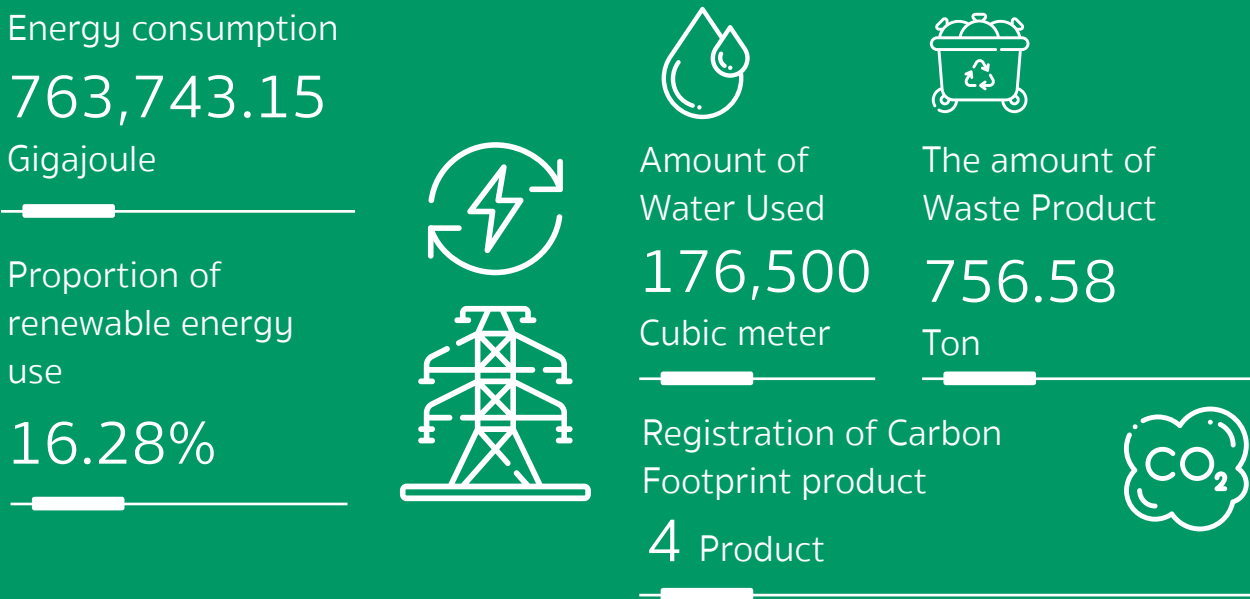
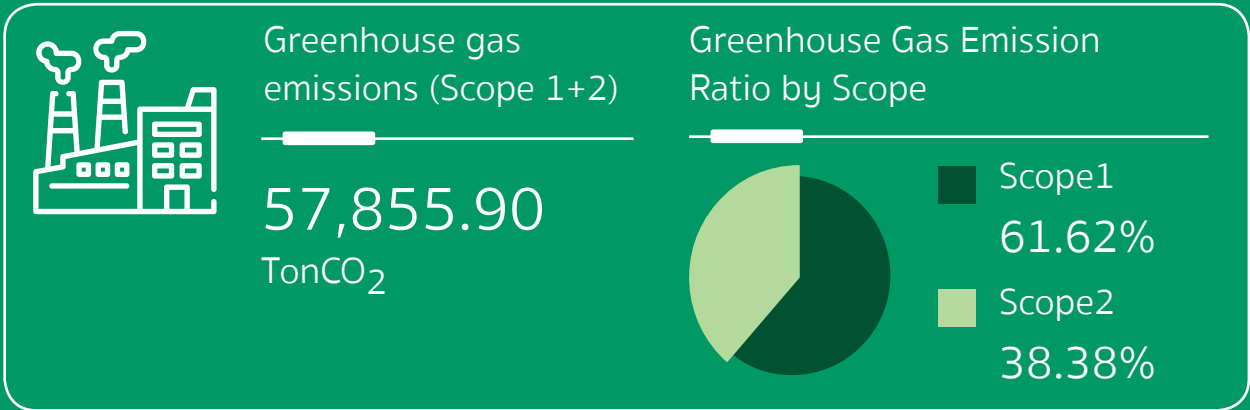


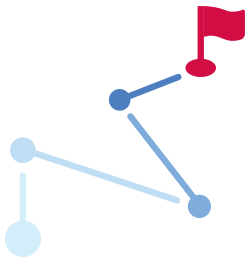
Number of Personnel Research and Development

12 people



HOME: LIVING TOGETHER





PERFORMANCE RESULTS OF THE 15 SUSTAINABILITY GOALS 2021

Summary of the performance the year 2021 is as follows:



Heart: Living Right



CORPORATE GOVERNANCE

Percentage of Business assessed on CG practices. (Ethisphere)



Goals
100%



Performance
75%



HUMAN RIGHTS & LABOR PRACTICES

Percentage of Business with Human Rights Impact Assessment.



Goals
100%



Performance
75%



EDUCATION & INEQUALITY REDUCTION

Support 8,085 children, youths, and adults will gain access to education and necessary skills development



Goals
100,000
people



Performance
8.09%



LEADERSHIP & HUMAN CAPITAL DEVELOPMENT

Percentage of Employees Engaged in Learning and Initiatives



Goals
100%



Performance
100%



CYBER SECURITY & DATA PROTECTION

Percentage of Business with certified international standard



Goals
100%



Performance
100%



Health: Living Well



HEALTH & WELL-BEING

All products are certified for food safety, GHPs and BRC.



Goals
50%



Performance
100%



SOCIAL IMPACT AND ECONOMIC CONTRIBUTION

Improved employment prospects and quality of life for **4,530** farmers and vulnerable groups.



Goals
100,000 people



Performance
4.53%



OCCUPATIONAL HEALTH & SAFETY

Zero Accident **2.82** no. per 1,000,000 working hours



Goals
Zero Accident



Performance
2.82 no. per 1,000,000 working hours



INNOVATION MANAGEMENT

Saving from innovation projects. Increase efficiency and reduce costs, increasing to **88.60 million baht** from the goal of 100 million baht.



Goals
100 million baht



Performance
88.60 million baht



STAKEHOLDER ENGAGEMENT

82% engagement score of multi-stakeholder perception survey



Goals
80%



Performance
87%



Home: Living Together



CLIMATE RESILIENCE

Amount of greenhouse gas emissions per revenue **increase by 23.35%** in base year 2020.



Goals
Carbon Neutral



Performance
Amount of greenhouse gas emissions per revenue increase by 23.35% in base year 2020.



CIRCULAR ECONOMY

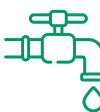
90% of all plastic packaging are recyclable, reusable or compostable.



Goals
100%



Performance
90%



WATER STEWARDSHIP

7.53% reduction in water withdrawal per unit revenue compared to baseline year 2020.



Goals
10%



Performance
7.53%



ECOSYSTEM AND BIODIVERSITY PROTECTION

Protected and restored terrestrial ecosystems **94,153 rai** from target 800,000 rai.



Goals
800,000 ไร่



Performance
94,153 ไร่



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Percentage of high-risk raw materials are traceable and high-risk suppliers audited. (Sustainability audit with **24 high-risk supplier** from 34 supplier)



Goals
100%



Performance
70.59%



AWARDS AND RECOGNITIONS

Dow Jones Sustainability Index (DJSI)

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service join the Dow Jones Sustainability Index membership Industry Leader of the Food & Staples Retailing industry for the first time with a 46- score assessment, with details as follows:

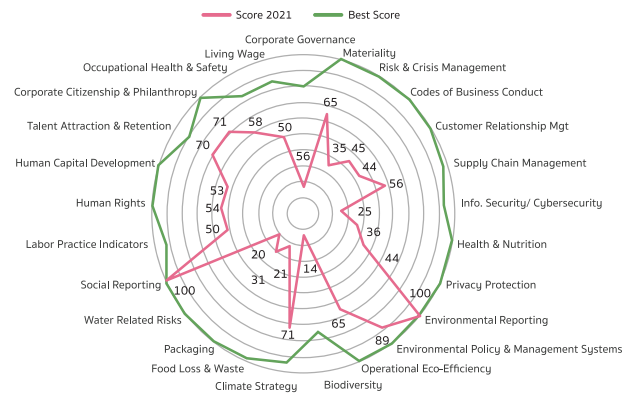
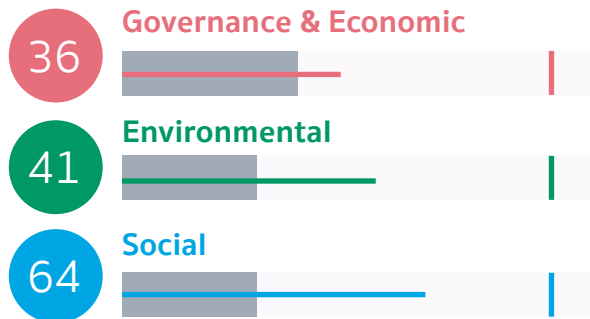
2021 CSA
weights overview



Now a Part of **S&P Global**



CPI Total Score:
46 Score



CPI Score Best Score Average Score

	Avg.	
Governance & Economic	36	29
Corporate Governance	16	45
Materiality	65	31
Risk & Crisis Management	35	28
Codes of Business Conduct	45	37
Customer Relationship Mgt	44	18
Policy Influence	5	18
Supply Chain Management	56	23
Tax Strategy	7	24
Info. Security/ Cybersecurity	25	20
Health & Nutrition	36	22
Privacy Protection	44	24

	Avg.	
Environmental	41	25
Environmental Reporting	100	41
Environmental Policy & Management Systems	89	21
Operational Eco-Efficiency	65	36
Biodiversity	14	8
Climate Strategy	71	30
Food Loss & Waste	21	27
Genetically Modified Organism	0	24
Packaging	31	24
Sustainable Agricultural Practices	4	20
Water Related Risks	20	13

	Avg.	
Social	64	25
Social Reporting	100	41
Labor Practice Indicators	50	30
Human Rights	54	19
Human Capital Development	53	38
Talent Attraction & Retention	70	16
Corporate Citizenship & Philanthropy	71	34
Occupational Health & Safety	58	14
Living Wage	50	6



CP FOR SUSTAINABILITY AWARDS

Awards to Charoen Pokphand Group Companies for their contribution to the 2030 Sustainability Goals



Mr. Suphachai Chearavanont Chief Executive Officer Charoen Pokphand Group or C.P. Group reveals that CP Group has been very successful in implementing its strategy and sustainability goals in the past year. It has received international awards and has also been invited to contribute to sustainability efforts from world-class organizations, such as being selected as lead status by the United Nations Sustainable Development Cooperation framework (UNGC), which has only 38 companies from around the world. get this status out of over 10,000 companies considered by UNGC. Then it was awarded one of the world's most ethical companies by the Ethisphere institute and joined the World Business Council for Sustainable Development's Business Commission to Tackle Inequality (BCTI) of World Business Council on Sustainable Development (WBCSD) and has also received many national awards such as the sustainable business award from the Sustainable Business Awards (Thailand) by the Global Initiative and the low carbon and sustainable business award. from the greenhouse gas management organization, etc.

This is the key factor that makes the CP Group successful in driving sustainability. It is for leaders and employees of all business groups to seriously implement sustainability strategies. until able to achieve the goal satisfactorily for



this success, CP Group would like to thank the executives and employees of all business groups in the group both domestic and International.

For the award plaques that have been given this time it has been designed and manufactured from upcycled eggshells. Certificate part made from trees planted specifically for the production of paper. Every production process takes into account sustainability environmentally friendly.



THAI CHAMBER OF COMMERCE BUSINESS ETHICS STANDARD TEST AWARD 2021

“C.P. Intertrade” under the brand “TraChat”

received the badge of the Thai Chamber of Commerce Code of Conduct for the year 2021 as an ethical management organization. According to the code of conduct of the Thai Chamber of Commerce Reinforcing corporate standards for more than 10 years from the Thai Chamber of Commerce and the Thai Chamber of Commerce with an award for outstanding ethics from the Thai Chamber of Commerce in 2010 and 2020, it guarantees the organization’s success in the group of entrepreneurs in the rice business, packaged in bags of Thai brands conducting business with ethics and adhere to the principles of good governance until accepted and passed the criteria for consideration of the board with important mission is to conduct business with integrity to meet the needs of consumers under the supervision of social responsibility.

The event was honored by Mr. Sanan Ang-Ubolkul, Chairman of the Thai Chamber of Commerce, to open the event and to hand over the needles with Mr. Thianchai Jupatanakul, Assistant Managing Director Corporate Social Responsibility Office, C.P. Intertrade Co., Ltd. as a recipient.



THE BEST OUTSTANDING MODEL FOR SAFETY, OCCUPATIONAL HEALTH AND WORKING ENVIRONMENT AWARD 2021

KhaoTraChat received the award for the model establishment of safety, occupational health and working environment at the national level for the year 2021.

Khao C.P. Co., Ltd. received an award plaque and an award certificate for a model enterprise in safety, occupational health and work environment at the national level for the year 2021 from Mr. Chaiwat Angkachai, Labor Protection and Welfare, Ayutthaya Province.

Mr. Somkoun Meathasan, General Manager of Nakhon Luang Rice Factory, and Mr. Thanakhom Charatsaengsakun, Wang Daeng Rice Factory Manager as a delivery company representative. divided into 2 award



- 1 Wang Daeng Rice Factory received National Award (Platinum Level) 15th consecutive year
- 2 Nakhon Luang Rice Factory received National Award (Gold Level) 7th consecutive year

Both of which are awards for the safety model establishment. Held continuously every year by the Labor Safety division department of Labor Protection and Welfare.



Marketeer No.1 BRAND THAILAND 2020-2021



KhaoTraChat receives Marketeer No.1 Brand Thailand 2020-2021 award or award for the number 1 popular brand in the minds of consumers.

Packaged rice category

It is an award of pride for CP people because success can happen from everyone.

“Thank you consumers appreciation from everyone because that’s a good encouragement to us has developed products and services to be of quality,
determined to step into the 1st place
to meet the needs of consumers.”



INTERNATIONAL STANDARD



LABOR PRACTICE

- TLS 8001 Thai Labor Standards System Excellent Establishment Award for Labor Relations and Labor Welfare by the Department of Labor Protection and Welfare Ministry of Labor
 - Khao C.P. Co., Ltd.
(Wang Daeng Rice Factory)
 - Khao C.P. Co., Ltd.
(Nakhon Luang Rice Factory)
 - Khao C.P. Co., Ltd.
(Buriram Rice Mill)
 - Khao C.P. Co., Ltd.
(Kamphaeng Phet rice mill)
 - Khao C.P. Co., Ltd.
(Suphanburi Rice Mill)
- Labor Practice Standards (Sedex, BSCI)
 - Khao C.P. Co., Ltd.
(Wang Daeng Rice Factory)
 - Khao C.P. Co., Ltd.
(Nakhon Luang Rice Factory)



QUALITY & PRODUCT RESPONSIBILITY

- BRC (British Retail Consortium) : SGS (Thailand)
- ISO9001: 2015 standard by the holistic management
- (Multisite) in Thailand from Bureau Veritas Thailand and foreign regions from SGS (Thailand).
- GMP (Good Manufacturing Practice) standard from SGS (Thailand)
- HACCP Standard (Hazard Analysis Critical Control Point) from SGS (Thailand)
- FDA standards from the Food and Drug Administration



SAFETY, OCCUPATIONAL HEALTH AND ENVIRONMENT

Management system

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

Product safety

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

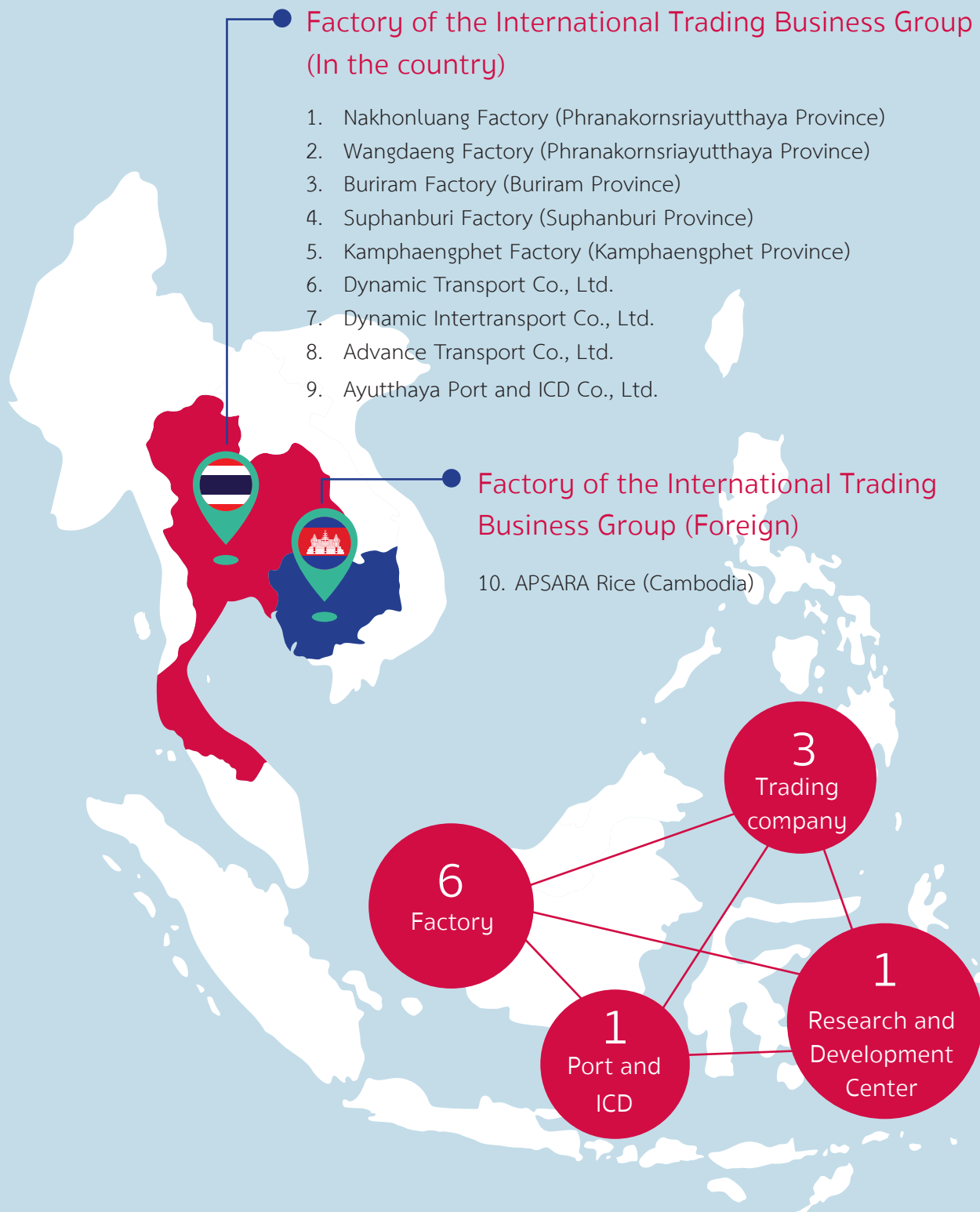


SUSTAINABILITY

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



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





RICE BUSINESS TRANSPORT AND SERVICE

CHAROEN POKPHAND GROUP

Main Company

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

ECONOMIC DIMENSION



- Corporate Governance
- Human Rights & Labor Practices
- Education & Inequality Reduction
- Leadership & Human Capital Development
- Cyber Security & Data Protection

SOCIAL DIMENSION



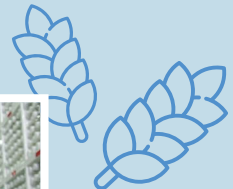
- Health & Well-Being
- Social Impact and Economic Contribution
- Occupational Health & Safety
- Innovation Management
- Stakeholder Engagement

ENVIRONMENTAL DIMENSION



- Climate Resilience
- Circular Economy
- Water Stewardship
- Ecosystem & Biodiversity Protection
- Responsible Supply Chain Management

Main Business



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



SUPPLY CHAIN OF

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



Rice
Purchasing



Processing
Plant



Paddy



Rice Mill



Rice Processing



Rice



Value Added
Products

Promote Cultivation



Consolidation
& Food Stuff

Agricultural
Product



Domestic Transportation
& ICD Port



Finish
Products



Sales
& Marketing



Domestic
Market



International
Market



International
Transportation



VISION

The world leader in rice business
Integrated rice, from cultivation
to efficient consumption We practice
and cultivate the concept of hygienic
and sustainable production, a business
that works every day to meet the
needs of consumers around
the world.



MISSION

CP



Customer & Market Focus

Develop customer
groups both at home
and abroad.



People Engagement

Human resource
development

Royal Umbrella

Build brand
recognition

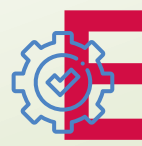


Innovation

Creating innovative
production and products

Community of Business

Build business network with
community building strategy



Excellence of Management System

Create Management Excellence



SIX CORE VALUES

THREE BENEFITS



We act as good corporate citizens to maintain good judgment to create value for the customers we serve the community we live together and the countries in which we do business.

ACCEPT CHANGE



We are dedicated to innovating through the process of inventing, innovating working environments that foster creativity and unique results. To challenge and create unmatched value for the company's stakeholders.

SPEED WITH QUALITY



We deliver high quality products and services that exceed the expectations of our stakeholders ready to increase efficiency and quality of work processes and consistently maximizing business results. We are also committed to maintaining balance. Always be between short-term profits and long-term wins.

SIMPLIFICATION



We are committed to building credibility, making decisions with discipline, thinking before acting and always improving ourselves. We try to eliminate the complexity of the production process by focusing on maximizing the benefits that include adjusting products to make it easier to use customer-friendly service and friendly work culture.

INNOVATE



We are dedicated to innovating through the process of inventing, innovating working environments that foster creativity and unique outcomes to challenge and create unmatched value for our stakeholders.

INTEGRITY



We conduct our business with fairness and sincerity. and does not do anything deceptive or deceive others for us virtue and honesty is working with others and win together.



SUSTAINABILITY MANAGEMENT

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

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



SUSTAINABILITY
STRATEGY



SUSTAINABILITY
GOVERNANCE



MATERIALITY
ASSESSMENT



ABOUT
THIS REPORT



SUSTAINABILITY

STRATEGY FRAMEWORK 2030



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



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

Three-Benefit Principle



Sufficiency
Economy Philosophy



C.P. Excellence
Management Approach



The 10 UNGC Principles
17 UN SDGs & UNGP



Regulations
and Standards

HEART: LIVING RIGHT



CORPORATE GOVERNANCE



HUMAN RIGHTS & LABOR
PRACTICES



EDUCATION &
INEQUALITY REDUCTION



LEADERSHIP & HUMAN
CAPITAL DEVELOPMENT



CYBER SECURITY & DATA
PROTECTION*

HEALTH: LIVING WELL



HEALTH & WELL-BEING



SOCIAL IMPACT AND
ECONOMIC CONTRIBUTION



OCCUPATIONAL HEALTH &
SAFETY*



INNOVATION MANAGEMENT



STAKEHOLDER ENGAGEMENT

HOME: LIVING TOGETHER



CLIMATE RESILIENCE



CIRCULAR ECONOMY*



WATER STEWARDSHIP



ECOSYSTEM & BIODIVERSITY
PROTECTION



RESPONSIBLE SUPPLY CHAIN
MANAGEMENT



SUPPORTING

THE SUSTAINABLE DEVELOPMENT GOALS 2021

Heart
Living Right

100%

CORPORATE GOVERNANCE

of businesses implement a corporate governance impact scoring assessment



100%

HUMAN RIGHTS & LABOR PRACTICES

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

100,000
people

EDUCATION & INEQUALITY REDUCTION

supported through educational support, lifelong learning, and upskilling



100%

LEADERSHIP & HUMAN CAPITAL
DEVELOPMENT

employees engaged in sustainability training and initiatives



100%

CYBER SECURITY & DATA PROTECTION

of businesses certified on international standard of data security and data privacy





Health Living Well



50%

HEALTH & WELL-BEING

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



100,000
farmers

SOCIAL IMPACT AND ECONOMIC CONTRIBUTION JOBS

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



Zero
Accident

OCCUPATIONAL HEALTH & SAFETY

achieve zero lost time injury frequency rate



100
Million Baht

INNOVATION MANAGEMENT

cost saving from Productivity Improvement Project and Innovation



80%

STAKEHOLDER ENGAGEMENT

of multi-stakeholder engagement surveys score positively





Health Living Well



Net
Zero

CLIMATE RESILIENCE

Direct and indirect greenhouse gas emissions
(Scope1 and Scope2) Net Zero



100%

CIRCULAR ECONOMY

achieve zero food waste from organization's
activities and use of sustainable packaging



10%

WATER STEWARDSHIP

reduction in water withdrawals per unit revenue
compared to baseline year 2020



800,000
Rai

ECOSYSTEM & BIODIVERSITY PROTECTION

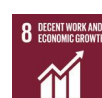
agriculture area of protection and restoration
of land ecosystems in the countries where CPI
operates passed sustainability standard cover
biodiversity issues



100%

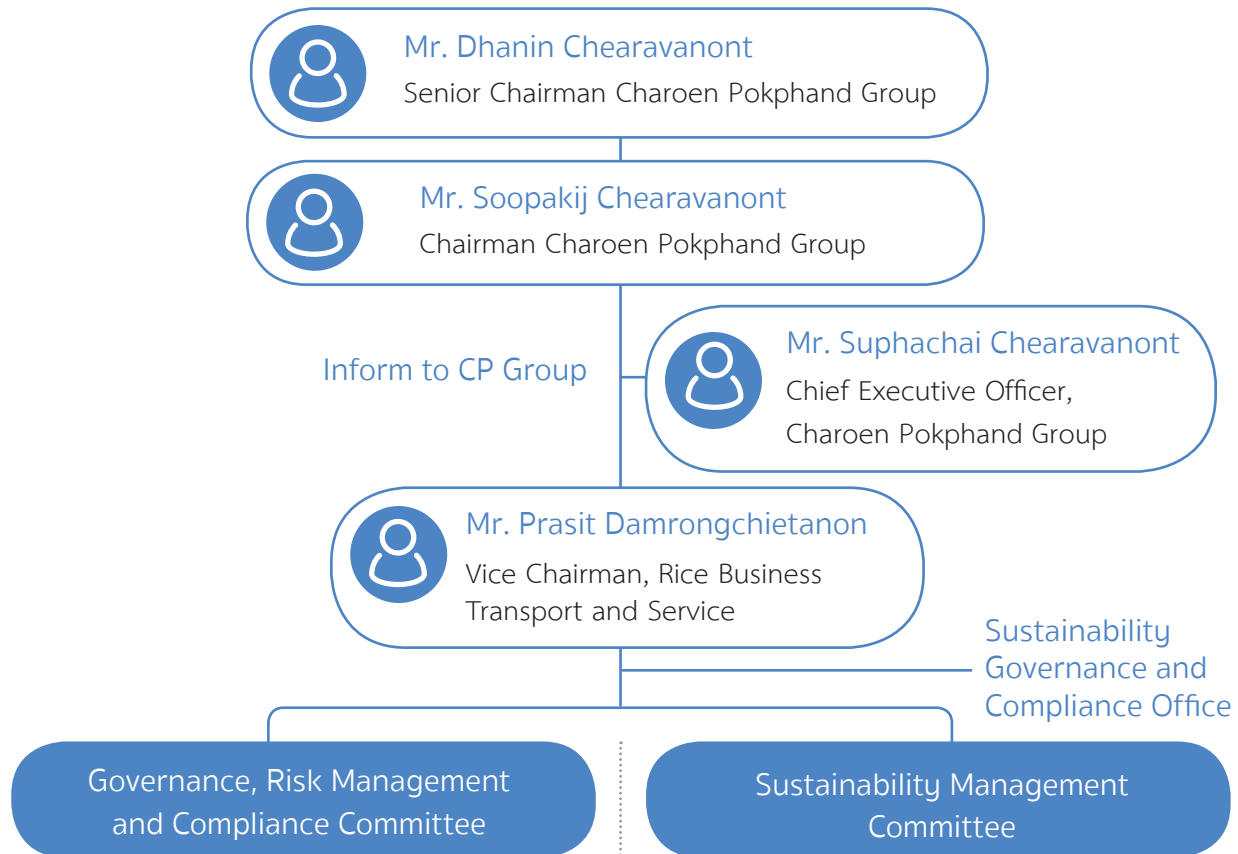
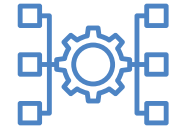
RESPONSIBLE SUPPLY CHAIN MANAGEMENT

of high-risk raw materials are traceable and high-risk
suppliers audited





SUSTAINABILITY DEVELOPMENT STRUCTURES



Roles and responsibilities

- Consider and scrutinize policies and guidelines for governance, risk management and compliance 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 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)





DEVELOPMENT OF C.P. GROUP 2030 SUSTAINABILITY STRATEGY



**INPUT
FACTOR**



Stakeholder
Opinions



Risk and Business
Opportunities



Importance of
Future Global
Context

MATERIALITY ASSESSMENT RESULTS



1

INDUSTRY FOCUSED

The assessment of key material issues based on factors relating to the Group and other companies in the same core industry.



2

INTERNAL FOCUS

The assessment of key material issues based on fundamental factors relating to the Group's internal operations.



3

EXTERNAL FOCUSED

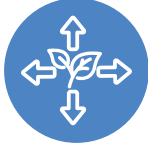
The assessment of key material issues based on issues that are of interest to external stakeholders.



4

FUTURE FOCUSED

The assessment of key material issues based on issues that are of interest to leading organizations in the industry relating to the Group, and investor's perspectives.



Global
Sustainability
Trends



Sustainability
Framework



Industrial
Analysis Results



Analysis of
Industry
Performances



The content and quality of this report has been determined by considering C.P. Intertrade's operations as a foundation as well as the material issues impacting the economy, society, and environment, from the perspective of both internal and external stakeholders. Through this process, C.P. Intertrade is able to communicate to its stakeholders on its commitments and performance, in line with the strategic sustainability framework. Furthermore, C.P. Intertrade has adopted the Global Reporting Initiative (GRI) Sustainability Reporting Standards in accordance with 'Core' option as the framework for report preparation. Both internal and external factors relevant to the Group's operations have been considered for inclusion in the materiality assessment. In conducting the assessment, the business carries out various processes and steps in accordance with the 10 GRI Standards' principles for defining report content, which consist of Stakeholder Inclusiveness, Sustainability Context, Materiality, and Completeness; and for defining report quality, which consists of Accuracy, Balance, Clarity, Comparability, Reliability, and Timeliness. The key processes and stages of the materiality assessment are discussed below.



IDENTIFICATION OF MATERIAL ISSUES FOR CPI AND OUR STAKEHOLDERS



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

stages as shown below:

- The key issues from the sustainability workshop in 2020 jointly between the executives. Including gathering information from partners for consideration, Then there is a review every year
- The results of the 2021 review of significant issues of the C.P. group and business groups are the information for the preparation of this report.
- Comparing the sustainability issues of companies in industries related to C.P. Intertrade and companies in the Rice Business Transportation and Service, including the Sustainable Development Goals (SDGs), the United Nations Global Compact, World Business Council for Sustainable Development (WBCSD), Dow Jones Sustainability Index (DJSI).
- Identify stakeholder groups from partner survey data. Group of stakeholders of the Group and information on groups of stakeholders from the Social Responsibility Standards (CSR) into 14 groups.
- Gather important issues of the companies in the group with sustainability reports and set up a forum to hear opinions with additional stakeholders from the survey questionnaire.

PRIORITIZATION



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



VALIDATION AND CREDIBILITY



Validated sustainability reporting process in line with the GRI Standards, and its 4 principles. The Validation process went through different stages as shown below.

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

CONTINUOUS IMPROVEMENT






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





SCOPE OF MATERIALITY ASSESSMENT



DIMENSION	MATERIALITY ASSESSMENT	GRI Standard
HEART 	CORPORATE GOVERNANCE	102-11, 102-12, 102-13, 102-18, 102-22, 102-24, 102-30, 102-35, 102-38, 103-1, 103-2, 103-3, 205-1, 205-2, 205-3, 406-1
	HUMAN RIGHTS & LABOR PRACTICES	102-41, 103-1, 103-2, 103-3, 401-2, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10, 405-1, 405-2, 412-1
	EDUCATION & INEQUALITY REDUCTION	103-1, 103-2, 103-3, 203-2
	LEADERSHIP & HUMAN CAPITAL DEVELOPMENT	103-1, 103-2, 103-3, 401-1, 404-1, 404-2, 404-3
	CYBER SECURITY & DATA PROTECTION	102-19, 102-20, 103-1, 103-2, 103-3, 418-1
HEALTH 	HEALTH & WELL-BEING	103-1, 103-2, 103-3, 417-1
	SOCIAL IMPACT AND ECONOMIC CONTRIBUTION	103-1, 103-2, 103-3, 201-1, 413-1
	OCCUPATIONAL HEALTH & SAFETY	103-1, 103-2, 103-3, 403-9, 403-10
	INNOVATION MANAGEMENT	103-1, 103-2, 103-3
	STAKEHOLDER ENGAGEMENT	103-1, 103-2, 103-3, 102-40, 102-41, 102-42, 102-43, 102-44
HOME 	CLIMATE RESILIENCE	103-1, 103-2, 103-3, 302-1, 302-3, 302-4, 305-1, 305-2, 305-4
	CIRCULAR ECONOMY	103-1, 103-2, 103-3, 306-1, 306-2, 306-3, 306-4, 306-5
	WATER STEWARDSHIP	103-1, 103-2, 103-3, 303-1, 303-2, 303-3, 303-4, 303-5
	ECOSYSTEM & BIODIVERSITY PROTECTION	103-1, 103-2, 103-3, 304-1, 304-2
	RESPONSIBLE SUPPLY CHAIN MANAGEMENT	103-1, 103-2, 103-3, 204-1, 308-1, 414-1



SCOPE										
WITHIN THE ORGANIZATION	OUTSIDE THE ORGANIZATION									
Employee	Consumer/ Customer	Community and society	Partner	Shareholder /Investor	Mass Media/ Online media	Government Auditor	Supplier	Competitors	Non-profit organization	Creditors and banks
	●		●	●			●	●		●
	●	●	●	●						
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MATERIALITY ASSESSMENT RESULTS



HEART LIVING RIGHT

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



HEALTH LIVING WELL

6. Health & Well-Being
7. Social impact and Economic Contribution
8. Occupational Health & Safety
9. Innovation Management
10. Stakeholder Engagement



HEALTH LIVING TOGETHER

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



ABOUT THIS REPORT



SUSTAINABILITY REPORT

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transport and Service, C.P. Group has published our Sustainability Report for the Third Sustainability Report 2021 which was published in Nov 2022. The Sustainability Report will be published annually.



OBJECTIVE OF THIS REPORT

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



REPORTING SCOPE

This report discloses overall performances of our 8 Business Lines domestically and internationally, from 1st January to 31st December 2021.



REPORTING FRAMEWORK

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



THIRD-PARTY ASSURANCE

Accuracy and completeness of our data in this Sustainability Report was verified by TUV NORD (Thailand) Ltd., a reliable and internationally recognized independent assurer. Data validated include 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



COMMUNICATION ON PROGRESS (COP)

Communication on Progress to the United Nations Global Compact (UN Global Compact) has been reported consecutively since 2019. In 2019, the Group enhanced our transparency by committing to the 21 Principles of the UN Global Compact at the Advanced level



UN SUSTAINABLE

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



REPORTING BOUNDARY

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



CONTACT US

For more information of this Sustainability Report, please Contact :Sustainability Governance and Compliance Office,



AIA Capital Center Building, 28th floor. 89 AIA Capital Center, Ratchadapisek Road, Din Daeng, Bangkok 10400



Tel : +66 (0) 2746-7000



<https://sgc.cptg.co.th>



COMMUNICATION CHANNELS



C.P. Intertrade Co., Ltd. and companies in the Rice Business Transport and Service attaches importance to stakeholder engagement, always open to opinions, recommendations and suggestions, in order to improve internal process efficiency and to accurately reflect stakeholders' interest. The Group has various communication channels to facilitate stakeholders in making contact with the Group.

WEBSITE



<https://sgc.cptg.co.th/>

Scan Me



OFFICE

Sustainability Governance and Compliance Office,



AIA Capital Center Building, 28th floor. 89
Ratchadapisek Road, Din Daeng, Bangkok
10400



Tel: +66 (0) 2646-7200



E-mail: sgc.cpi@cptg.co.th



HEART
LIVING RIGHT

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

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



CORPORATE
GOVERNANCE



HUMAN RIGHTS &
LABOR PRACTICES



EDUCATION &
INEQUALITY
REDUCTION



LEADERSHIP &
HUMAN CAPITAL
DEVELOPMENT



CYBER SECURITY &
DATA PROTECTION



CORPORATE GOVERNANCE

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

OPPORTUNITIES AND CHALLENGES

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



2030 Goal

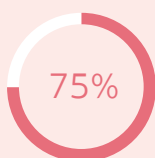
100%

businesses implement a corporate governance impact scoring assessment

KEY OPERATING RESULTS IN 2021



CORPORATE GOVERNANCE



of businesses implement a corporate governance impact scoring assessment.



CORPORATE GOVERNANCE POLICY

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



RISK MANAGEMENT

There is a Csystem (ERM and E&C Risk).



COMPLIANCE

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



GRIEVANCES AND WHISTLEBLOWING

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

SUPPORTING THE SDGs

SDG 12



Responsible Consumption and Production

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

SDG 16



Peace, Justice, and Strong Institutions

16.5 Substantially reduce corruption and bribery in all their forms.

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

16.B Promote and enforce non-discriminatory laws and policies for sustainable development

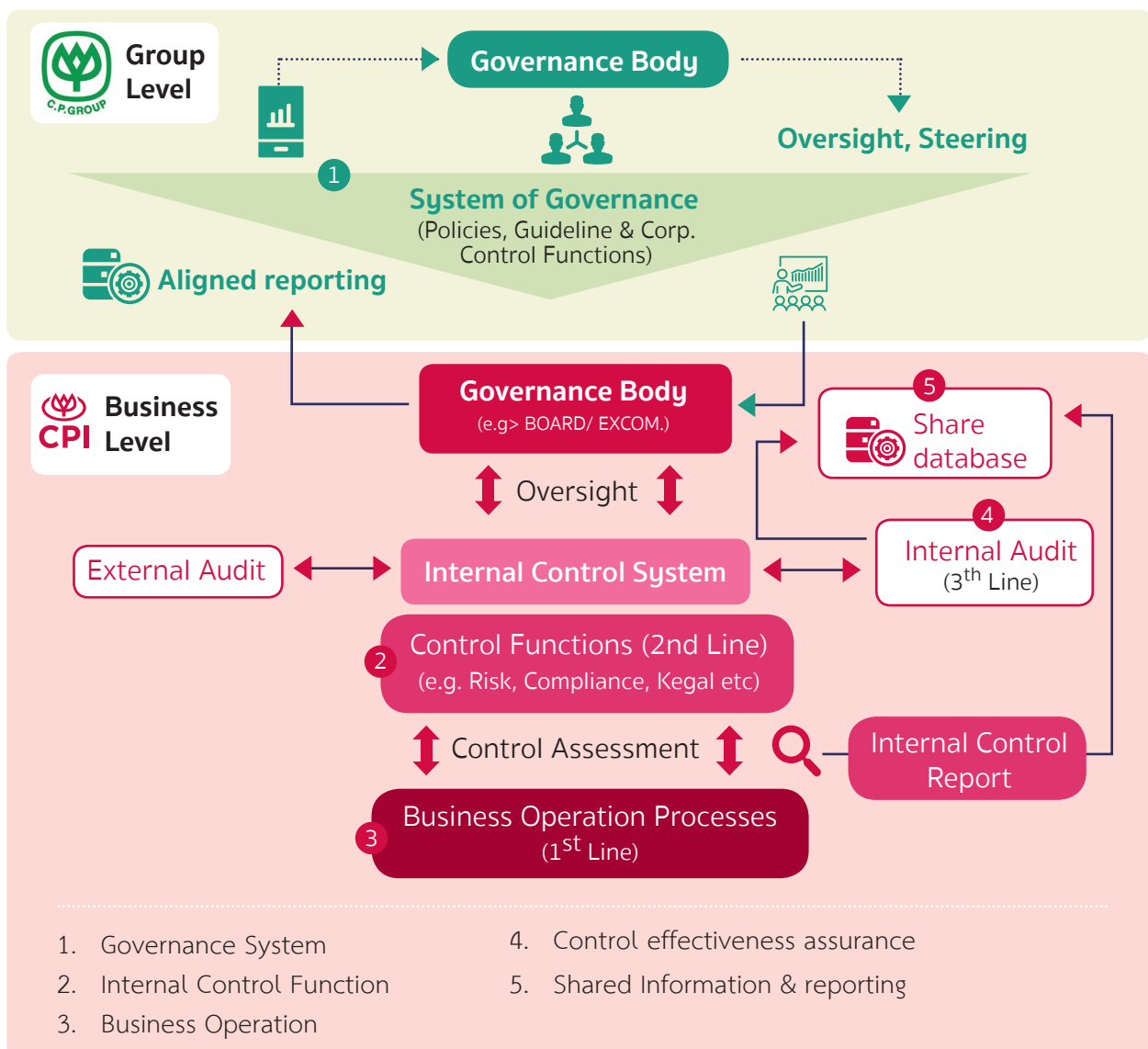
CORPORATE GOVERNANCE



MANAGEMENT APPROACH

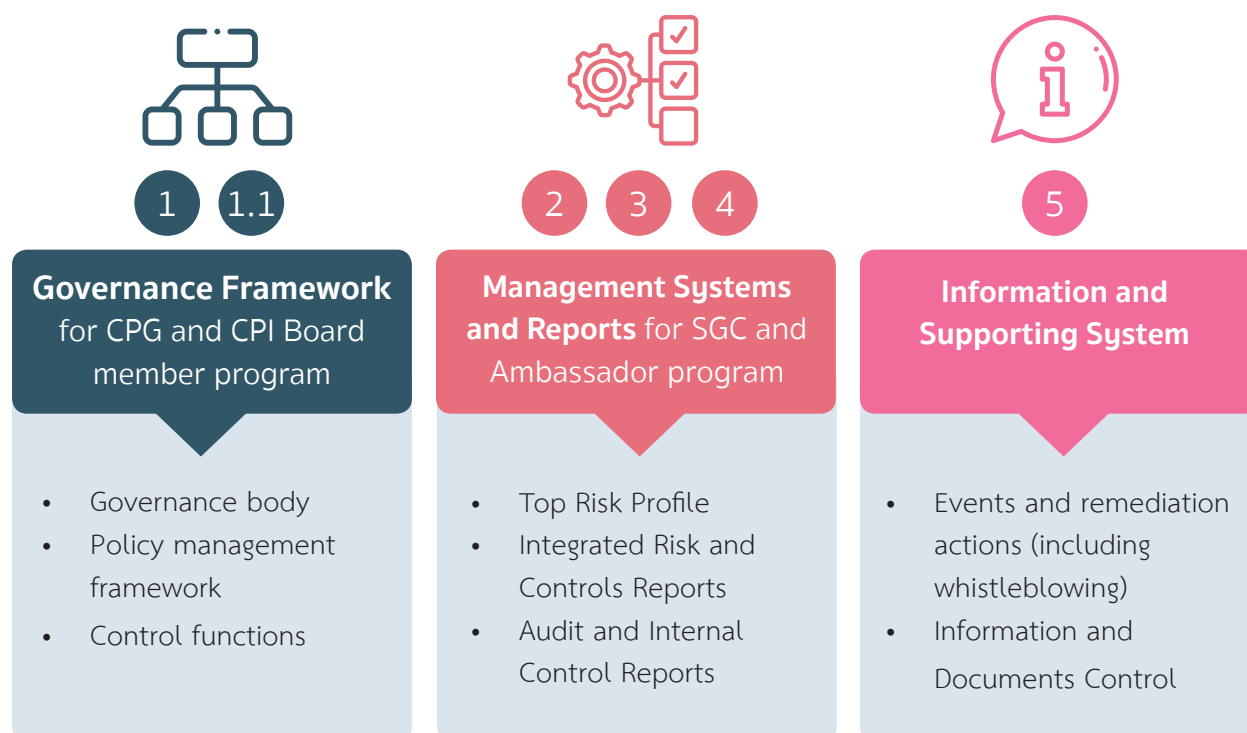
Our business believes that governance good business, risk management and compliance with relevant regulations and laws (Governance, Risk Management and Compliance – GRC) GRC is the cornerstone of the organization's sustainable success and confidence in management and stakeholders.

Governance, Risk Management and Compliance Framework

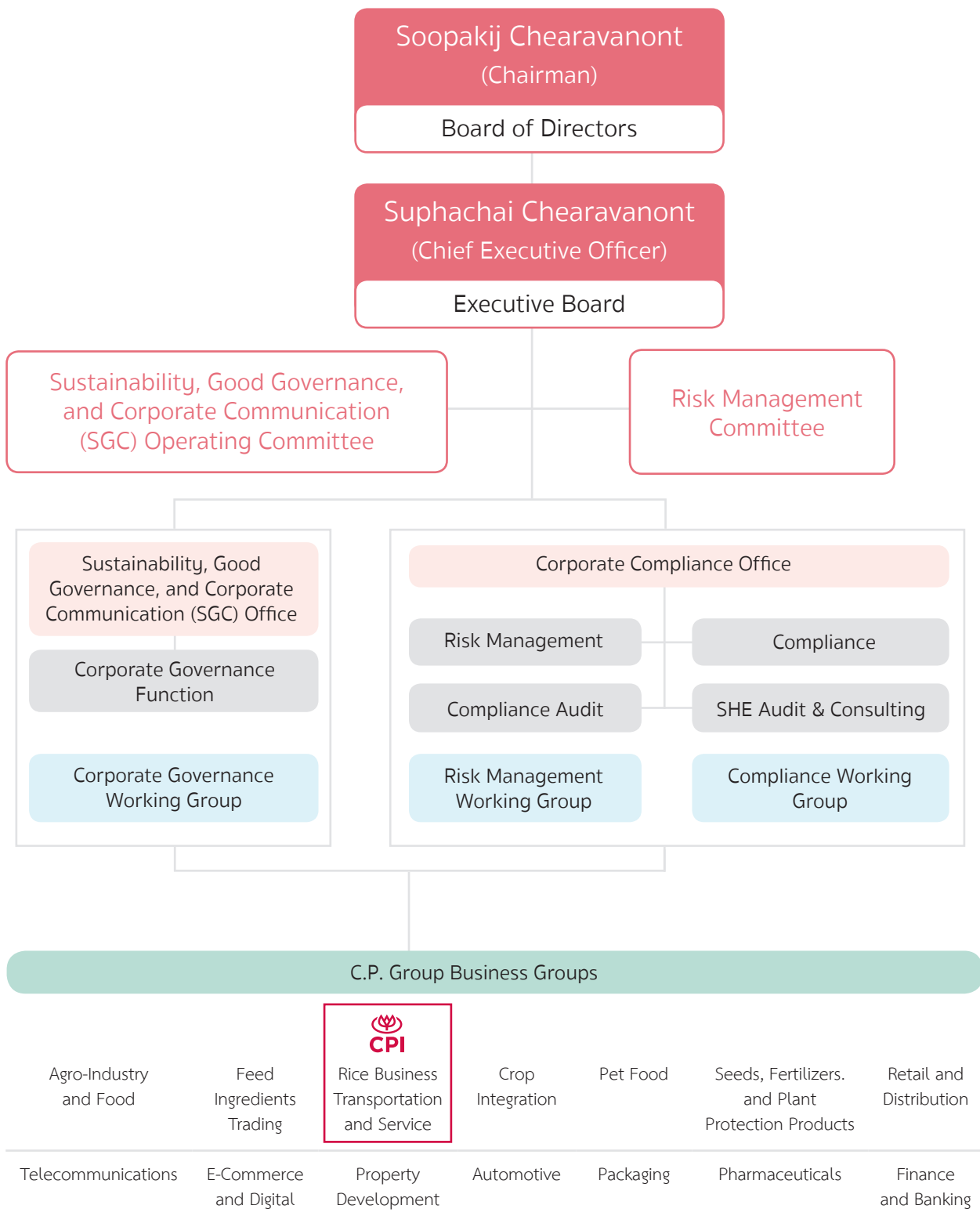


With organizational governance structure policy communication to effective monitoring of performance reports and risk issues, systematically linking information of the entire organization, with the management and the board being the key drivers for good corporate governance and be a good role model for employee. The practice guidelines are consistent with the corporate values on morality and honesty, the company has announced policies and guidelines to raise awareness of everyone in the organization, adhere to the same practice to create a corporate culture with the following policies.

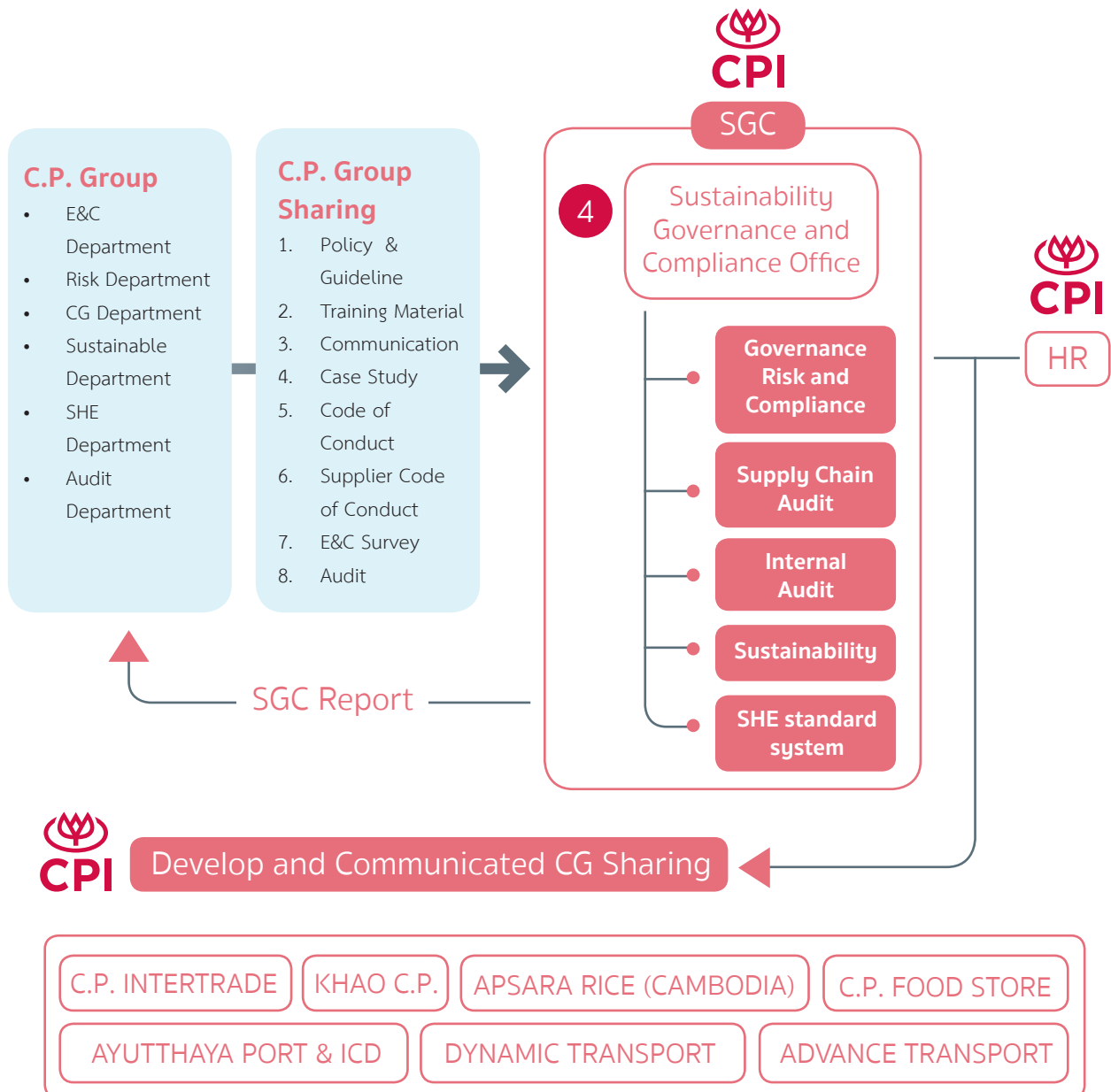
Project Deliverable



STEERING COMMITTEE LEVEL



Corporate Governance Process between Charoen Pokphand Group and Rice Business Transport and Service

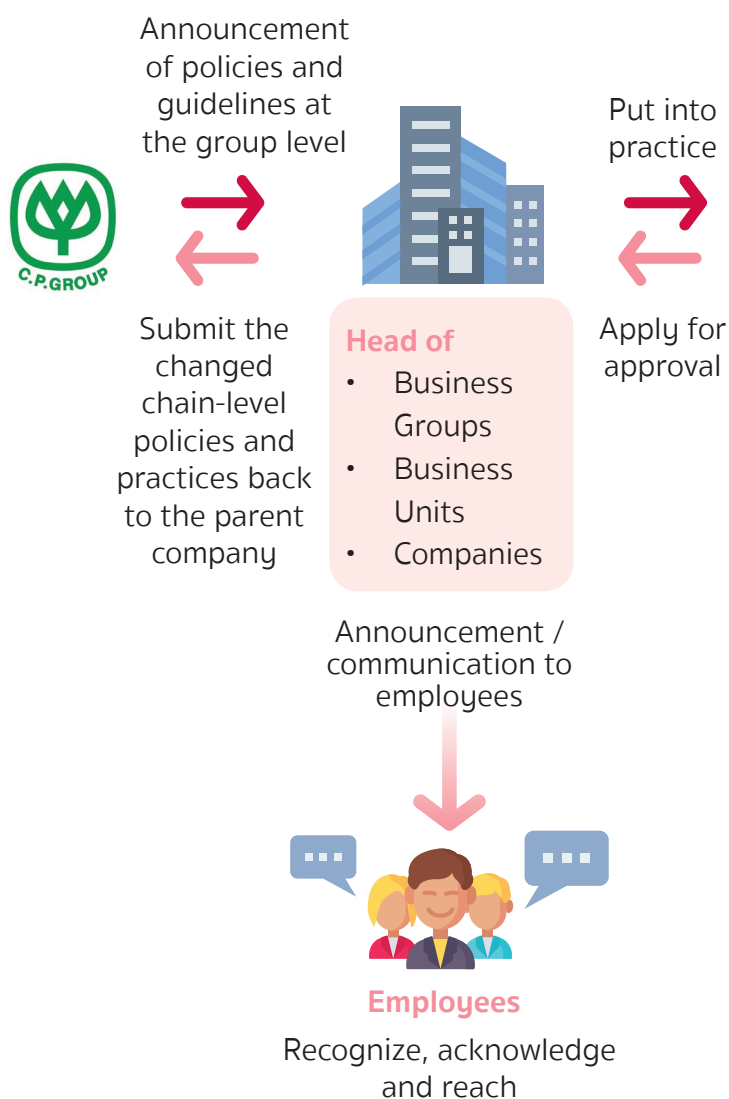


CPI POLICY DEPLOYMENT AND COMMUNICATION



MANAGEMENT APPROACH

POLICY DEPLOYMENT PROCESS



CG Network / Working Team

- Develop policies and guidelines by changing the information as specified by the parent company, such as the company name, necessary information and including the company logo.
- After adjustments have been made, return them to governance for review before submitting them for approval.
- Understand the policies and guidelines in order to develop procedures and operating guidelines in line with the group's policies and practices.
- Presented to the group of persons responsible for corporate governance /top management in requesting approval for the promulgation

In order for the Groups' business operations to be sustainably in line with corporate governance and ethical standards, Rice Business Transportation and Service places great emphasis on building a corporate culture of ethics and compliance. In this respect, various types of activities have been organized to reach out to and create engagement with employees across the group.



1. Participation Activities with Top Management from Group Companies

Interviews with executives of group companies on corporate governance operations Success in driving corporate governance culture depends very much on "Tone at the Top." Organization leaders or executives of group companies must support, participate, and serve as good role models. The Group has therefore conducted a series of interviews with group company executives on corporate governance in order to disseminate these to employees so that they can see management's focus on the importance of carrying out business operations and practices in accordance with corporate governance principles. Moreover, this will encourage involvement in promoting corporate governance throughout the organization.



2. Learning and Development Activities

A strong corporate culture is achieved through continuous development and advancement. Charoen Pokphand Group therefore places great emphasis on organizing learning and development activities for executives with a focus on the ability to transfer new knowledge in a broad and continuous way. In addition to classroom training, the Group also uses technology to support learning that can be easily accessed from anywhere, such as online training (Micro E-Learning), and learning through Mobile Application, etc. During the COVID-19 pandemic, the Group was able to carry out training activities uninterrupted and in accordance with the plan.

In 2021, the Group concentrated on promoting training for both senior and mid-level executives with regards to important international issues of interest to stakeholders, namely corporate governance, anti-corruption, human rights and labor practices, as well as cyber security. Training was conducted to include essential content that corresponded to the roles and responsibilities of each management level.



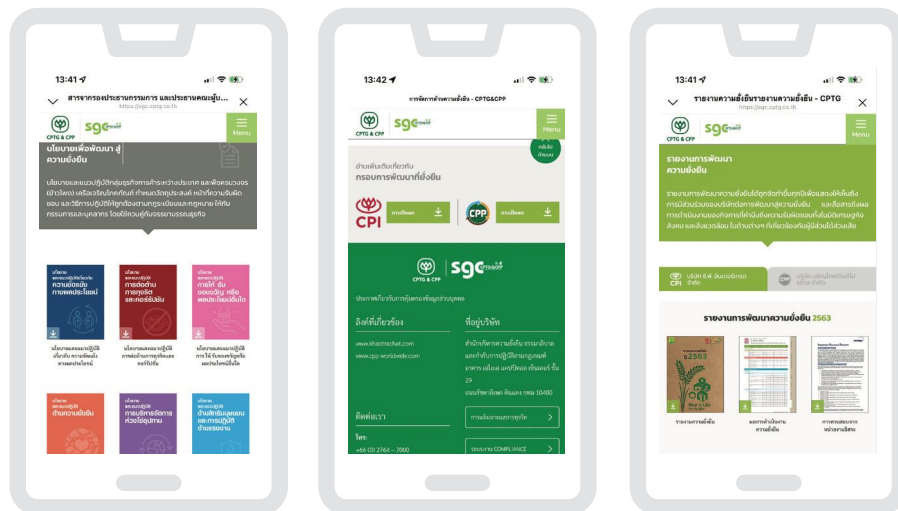
3. Motivational Activities

Corporate governance is one of the important key drivers for the Group to achieve its 2030 sustainability goals. Therefore, to thank and encourage employees who were a key force in helping to drive the Group's corporate governance, the "CG Network Recognition Awards" was held with the Group's Chairman Mr. Soopakij Chearavanont presiding over the event and presenting certificates of recognition to a total of 72 executives from mid-level and up of both publicly-listed and non-listed companies across all business groups.



4. Communication Activities

Rice Business Transportation and Service ensures that its employees regularly receive news and information on the Group's corporate governance. For this important aspect of communication, the Group has developed various communication platforms and tools as follows:



Increase communication channels through two-way communication by improving access to information in the form of Website : <https://sgc.cptg.co.th/> that allows communication within and outside the organization at all times. The communication of information is the company's policy. Sustainability Fraud whistleblowing system, etc. All groups of stakeholders have access to information make communication more efficient.

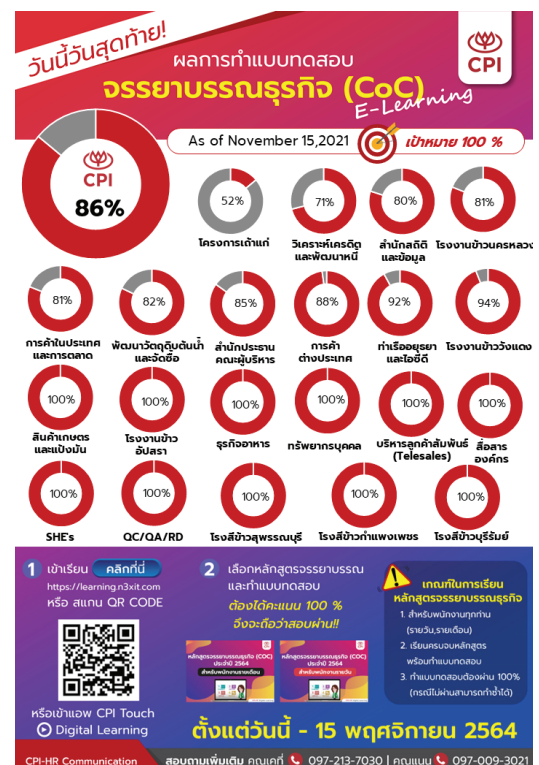
INSTILLATION IN THE ORGANIZATION

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service C.P. Group recognizes that a corporate culture with good corporate governance helps create a clear understanding of employees. This enables employees to apply their vision, values, and business ethics. Including the policy to practice in daily work to be in accordance with the standards by allowing all employees to learn and test business ethics which consists of 4 categories; Moral, Quality, Personnel and Asset.



In 2021, the company has prepared learning materials and business ethics test in Cambodian language for employees to be aware of and communicate clearly. The Company's employees, both Thai and Cambodian, have learned the code of conduct and passed the test 100% and received training on the topic of conflicts of interest raise awareness and create transparent operating guidelines.

Senior management of the company It has instilled a culture of corporate governance where vision, opinions and exemplary practices are shared. This is an ongoing process because it involves the way employees interact by organizing a group discussion for executives and employees to discuss and exchange ideas. It emphasizes the practice of to be in accordance with the values of the employees.



Percentage of company employees Passed the training course
“Business Ethics”



1,314 people
Number of employees who passed the course

RISK MANAGEMENT



Risk management is a mission that all departments imperative that action is taken to ensure that business operations are operating in the most desirable way. Risk management is very important and necessary. To prevent and control various risks that may arise from uncertain situations this will affect the success of the organization.



Overall risks in of the Risk business Transportation and Service, the risk management framework is implemented using ERM (Enterprise Risk Management) principles. A working group has been set up to think, analyze and forecast events or risks that may arise including specifying guidelines for managing such risks to an appropriate or acceptable level to help the organization achieve the desired objectives according to the vision and the mission of the organization.

Overall risk of rice business transportation and service, the organization's key stakeholder groups are farmers. which is the source of the business. Therefore, strategies for creating jobs and promoting income for farmers have been formulated. Friends create a better quality of life for 100,000 households by 2030 and promote green farming to lead to the goal of Net zero carbon emissions leading to sustainability for society and the organization in the long time.



Risk Management Operation Status Performance Indicators according to the standard risk management system C.P. Group



1 GOVERNANCE AND CULTURE



- Board/ExCom exercises Risk Oversight
- Risk Governance Structures & Personnel is established
- Related Organizational Roles & Responsibilities is established
- Risk Management Culture is embedded in Core Value
- Risk Management Performance is embedded in Human Resource Development & Appraisal Program

2 STRATEGY AND OBJECTIVE SETTING



- Risk Management is aligned with Business Strategies Setting
- Organization's Risk Appetite is defined
- Goals/Targets is set by considering Risk Acceptable Level

3 PERFORMANCE



- Risk related to the Organization is identified
- Risk is prioritized by Analyzing Its Impact & Likelihood
- Mitigation/Control Plan is implemented for Unacceptable Risks
- Risk Portfolio is developed

4 REVIEW AND REVISION



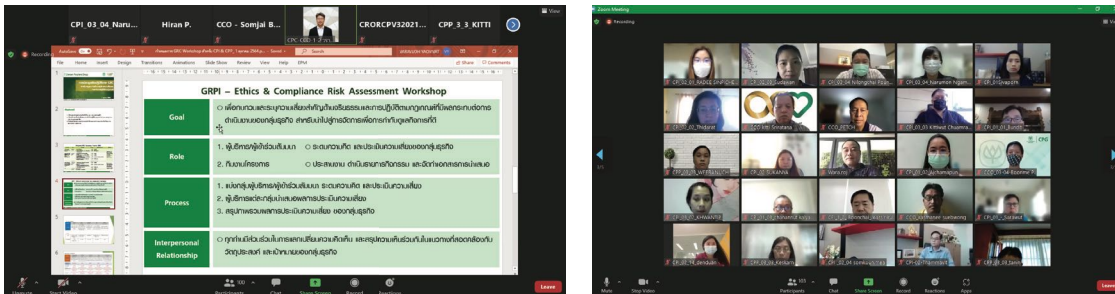
- External & Internal Risk Factors are monitored & reviewed
- Risk Management Performance is periodically reviewed
- Improvement for ERM System is continuously pursued

5 INFORMATION, COMMUNICATION AND REPORTING



- Risk Analysis is embedded in decision making process
- Risk Information is communicated and aware of
- Risk Performance & Culture is reported for overall effectiveness

KEY PERFORMANCE OF RISK MANAGEMENT IN 2021



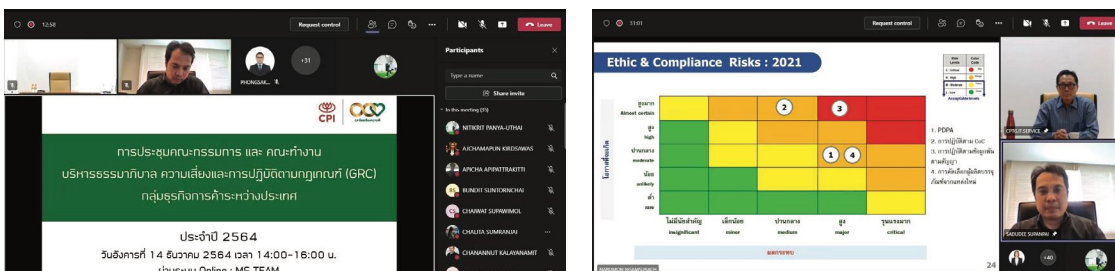
1

GRC Workshop for Integration Risk Management and Compliance

1st October 2021

Online : Microsoft Team

By Compliance Charoen Office and Sustainability Governance and Compliance Office (SGC CPTG&CPP)



2

Meeting of the board of directors and working group on Governance Risk and Compliance (GRC) Rice business Transportation and Service

15th December 2021

Online : Microsoft Team

By Compliance Charoen Office and Sustainability Governance and Compliance Office (SGC CPTG&CPP)

KEY PERFORMANCE OF RISK MANAGEMENT IN 2021



Risk Control Self Assessment (RCSA) is a continuous process, dynamic and iterative method for ;

- ✓ identifying important operational risks* and key controls
- ✓ assessing and reporting on the risk control effectiveness for each entity
- ✓ tracking corrective actions
- ✓ implementing both at a unit level and business group (all units) level

RCSA - Objectives

To engage risk owners and risk experts in the validation and assessment of all in-scope risks in order to form an opinion of whether the existing control environment for these risks is sufficient.



Inherent Risk

Identified and classified all in-scope risks by LOD.1&2



Mitigation

Control planed and implemented by process owners



Residual Risk

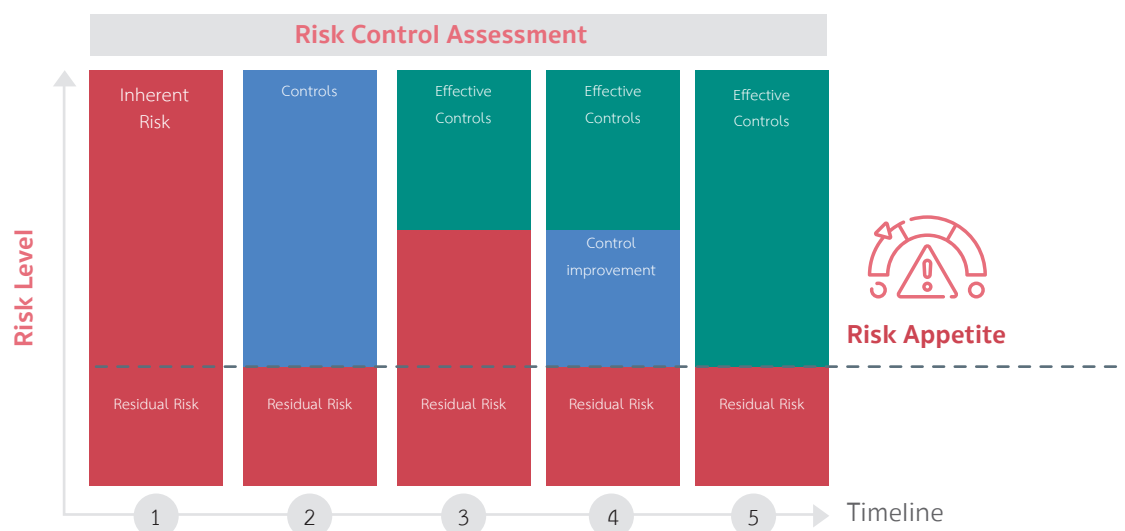
Confirmed controls effectiveness by validation of RCSA



Risk Appetite

Top-down revisited against objectives by Senior management or Board

RCSA is a dynamic and iterative method for identifying important risks and key controls for assessing and reporting on their effectiveness for each entity (unit)

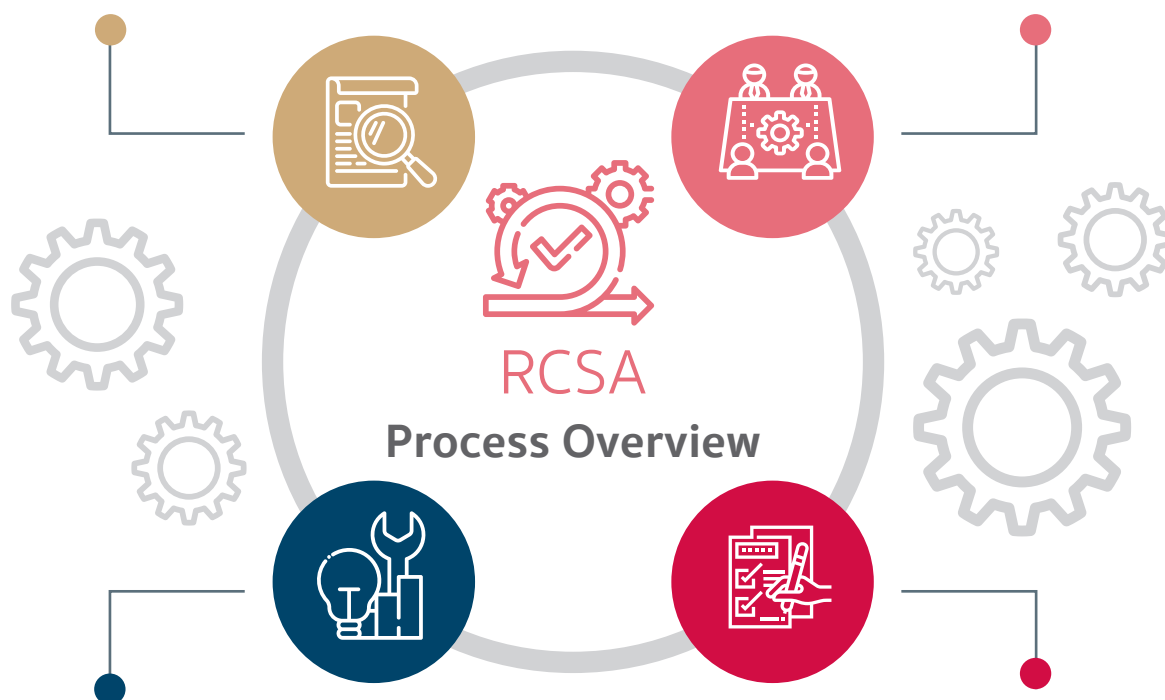


Defining

1. ICS report ,management summary – free text
2. Overall rating of the organization
3. RCSA results

Workshop Risk & Control

1. Number, nature and composition of the workshops are defined
2. Scope of RCSA



Control Improvement

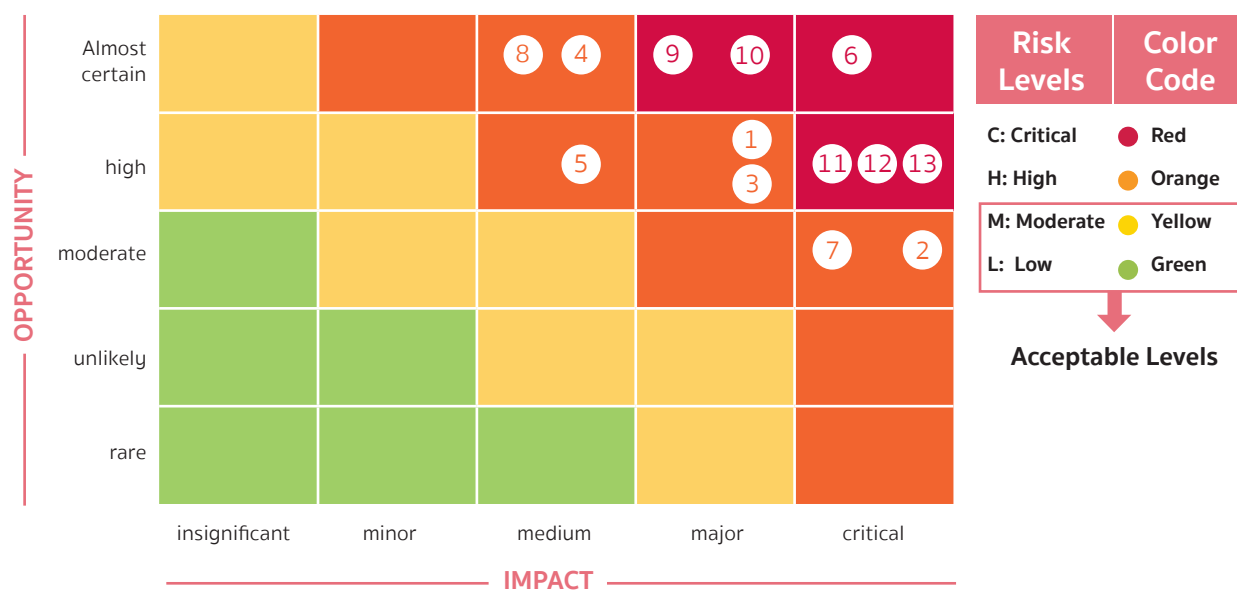
1. Test performance report
2. Identified of key control deficiencies
3. Remediation plans

Control Testing

1. Identified key controls for each in-scope risk
2. Risk control catalog
3. Control assessment plans

CONSOLIDATED TOP RISKS FOR RICE AND FOOD BUSINESS 2021

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service conducting risk assessment drives through board workshops Governance, Risk and Compliance management system together with senior management in considering significant risks and provide measures to prevent risks arising, there are significant risks as follows:









1. Cash Flow
2. Dust control
3. Raw Material Value
4. Legal Compliance
5. Social Standard

6. Carbon Reduction
7. Labor
8. Chemical Residual
9. Fire in the factory
10. Cyber Attacking

11. Non-fulfilling in contract obligation
12. Human Right Violation
13. Brand Damage



Risk No.	Risk Name	Description & Evidence	Tread	Mitigating and Actions required
1	Carbon Reduction	Management of pollution and Greenhouse gases throughout the supply chain		<ul style="list-style-type: none"> Reduce energy consumption from rice husk in the mill section / increase milling efficiency / Increase mill capacity / Increase delivery efficiency logistics / Used electric forklift Develop an assessment and mitigation plan
2	Fire in the factory	A massive fire broke out in the factory and stopped operations		<ul style="list-style-type: none"> Install a fire protection system. Develop a fire emergency response plan
3	Cyber Attacking	Data processing system violations Resulting in the leak of customer information such as ID, Credit Card No., Tel. No.		<ul style="list-style-type: none"> Develop a cybersecurity program. For protecting personal data and preventing IT hacking
4	Non-fulfilling in contract obligation	Disputes arise from non-performance of obligations agreed in the contract between the Company and the other party		<ul style="list-style-type: none"> Establish a system of internal control/compliance of all contracts/agreements. including a regular review and follow-up program
5	Human Right Violation	Labor practices in the supply chain are not in line with government guidelines and result in human rights violations		<ul style="list-style-type: none"> Develop a supply chain sustainability project
6	Brand Damage	Low quality products, unsafe, may cause damage/harm to customers. resulting in a claim or lawsuit (Product Liability/Product Recall)		<ul style="list-style-type: none"> Set up a quality assurance project Provide channels/hotlines to process claims quickly and efficiently

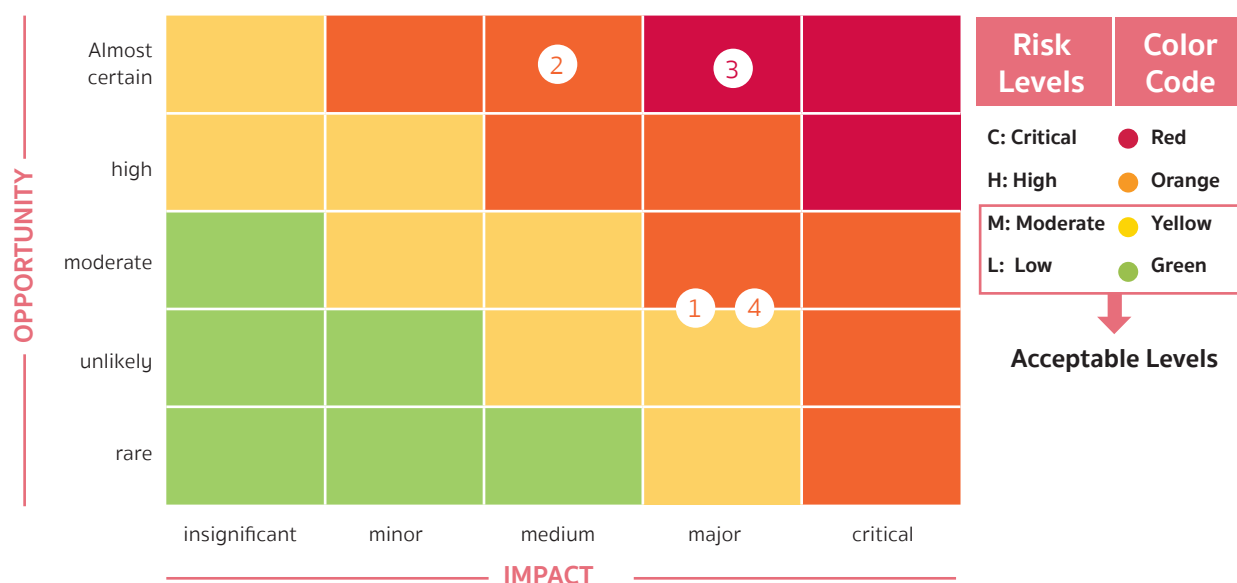


Increased Significantly



Stable

Ethics & Compliance Risk Profile



1. PDPA

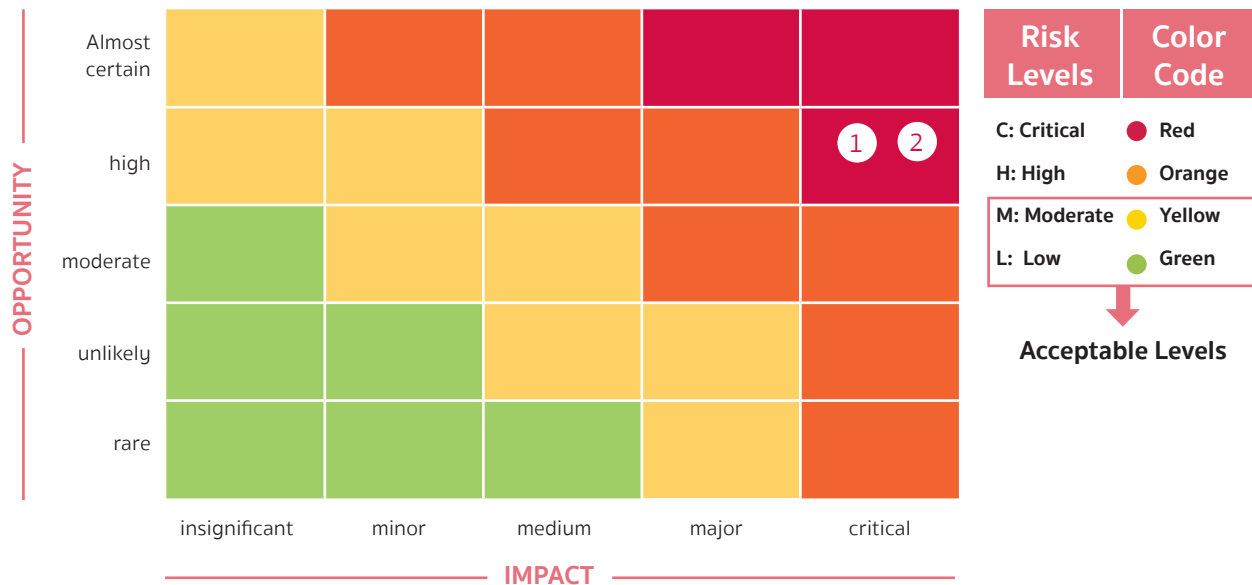
2. Comply with CoC

3. Comply with contractual obligations

4. Select packaging manufacturers from new sources

Risk No.	Risk Name	Description & Evidence	Risk Level	Mitigating and Actions required
1	PDPA	Operations are maybe inconsistent with the Personal Data Protection Act such as Requiring consent, Keeping information properly	High 	<ul style="list-style-type: none"> Join the PDPA project with a group to develop the system. Assign working group. Use the Gap assessment results and create policies, guidelines and announcements for business.
2	Comply with CoC	Employees don't comply with the Code of Conduct, Corruption in the agency, employees provide false information about travel expenses. This results in excessive claims for allowances.	High 	<ul style="list-style-type: none"> Assign the person responsible for the audit control. There are rules, procedures, and communication to employees at all levels such as purchasing and evaluating suppliers, contractors, price comparison. Reports are made to the factory management and business groups on an ongoing basis. Internal Audit, External Audit (SGS, C.P. Group Audit).
3	Comply with contractual obligations	Disputes arising from non-performance of obligations agreed in the contract between the Company and the other party.	Critical 	<ul style="list-style-type: none"> Establish a system of internal control/ compliance of all contracts/agreements, including a regular review and follow-up program.
4	Select packaging manufacturers from new sources	Relocating the packaging production base from Thailand to Cambodia.	High 	<ul style="list-style-type: none"> Select a packaging manufacturer that meets the standards together with the purchasing department to compare the cost of packaging.

COVID RISK PROFILE



Risk No.	Risk Name	Description & Evidence	Risk Level	Mitigating and Actions required
1	Cargo	<ul style="list-style-type: none"> Transport finish goods to foreign not because, there is no clear closing - opening the checkpoint affect sales goals 	Critical 	<ul style="list-style-type: none"> Coordinate to clear international trade documents to enable export and import.
2	Lack of packaging in production	<ul style="list-style-type: none"> Supplier does not have employees to work due to quarantine. Closing of transport routes by government agencies. 	Critical 	<ul style="list-style-type: none"> Stock up and plan to order 3 months in advance. Purchasing and preparing to find a supplier to reserve.

COVID-19 MANAGEMENT

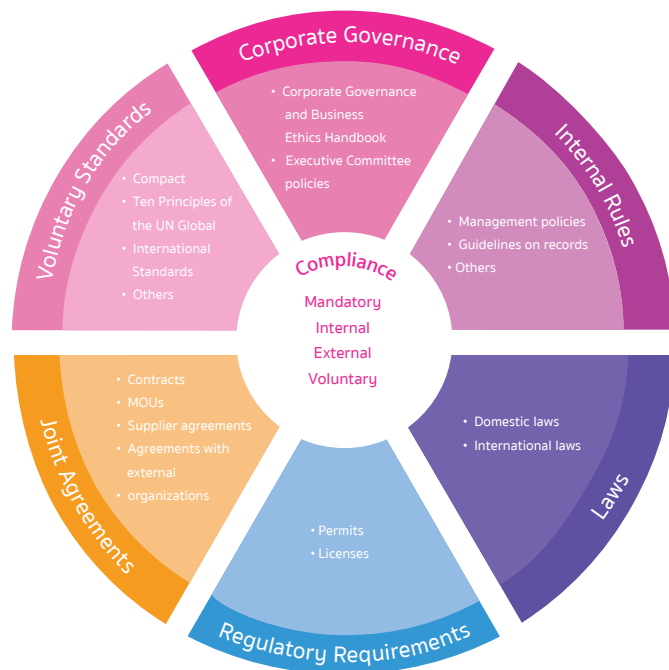
Prevent Prepare	Cope	Relieve/ Restore
<ul style="list-style-type: none"> Working group Training to educate the media Focus on the operator Focus on the workplace 	<ul style="list-style-type: none"> Define area zones Focus on outsiders Audit Surveillance quarantine Rehearse the plan in case of finding an infected person 	<ul style="list-style-type: none"> Establish a waiting center Remedial measures

COMPLIANCE GOVERNANCE



MANAGEMENT APPROACH

Today's changes are happening rapidly. in terms of society, economy, technology, environment and consumer behavior As a result, C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service need to adjust the way of doing business In order to create opportunities and expand the business to grow in accordance with such changes appropriately, the Company is committed to effectively implementing the framework of policies and guidelines set forth. This is done according to the group. by assessing the organization according to the framework of the UN Global Compact via online channels In addition, the company has established a Compliance Audit unit to carry out cross-functional audits. Charoen Pokphand Group organizes training for executive level which is a demonstration of raising awareness in compliance with rules in various fields such as human rights labor practice climate change and anti-corruption Including the code of conduct in conducting business with integrity and transparency.



C.P. Intertrade Co., Ltd. has set a goal of regulatory compliance that will drive the company to be managed. Manage and operate business according to Charoen Pokphand Group policy. Comply with laws, regulations, rules both inside and outside the organization. including the Group's business ethics internal rules Conditions for business licenses, contracts, standards and best practices which the Group agrees to comply with (collectively referred to as 'Rules') which will result in the Company achieve the goals set Earn the trust and trust of various stakeholders There is a guideline to follow the policy that all directors, executives, employees and all relevant persons of the Group. must be strictly adhered.

Personal Data Protection Act (PDPA)



To ensure compliance with the rules of CP Intertrade Co., Ltd. and companies in the Rice business Transportation and service, It is recognized and trusted by stakeholders in the world. Regulatory Compliance of Charoen Pokphand Group by applying an internationally accepted approach.

Develop a training and communication program

based on data from the Ethical and Compliance Risk Assessment and the Employee Compliance Survey.



HR Due care and enforcement

Integrating ethical or regulatory violations with performance appraisals or promotions in the Group-wide Personnel Management Manual.



Prepare online Compliance Maturity Self Assessment

to enable business groups to self-assess and effectively improve relevant processes.



Report major non-compliance

and present the results to the Group's Executive Board.



ANTI-CORRUPTION



MANAGEMENT APPROACH

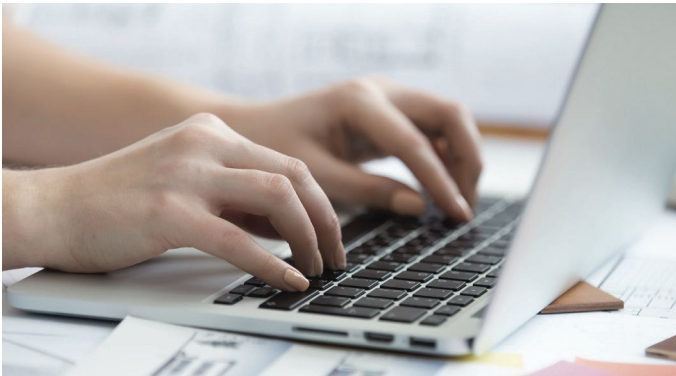
C.P. Intertrade Co., Ltd. and companies in the Rice business Transportation and service, it is committed to conducting business with transparency and Against all forms of corruption in work Follow the code of conduct However, company directors, executives and employees will not commit or accept any form 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 and applicable laws. Which is one of the company's most popular words In addition, in order to completely prevent fraud. The company has promulgated the Code of Conduct for business partners 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.



In 2021, C.P. Intertrade Co., Ltd. and companies in the Rice business Transportation and service support and encourage employees to participate in the announcement of their business position under transparency and against all forms of corruption On National Anti-Corruption Day on September 6, 2022 organized by the organization Anti-Corruption (Thailand) together with network partners of the public and private sectors civil society and the media under the concept Join the power of volunteers to fight outside cheating online. Then the company in the group organized activities for senior executives to emphasize the importance of complying with anti-corruption policies. Publish a video clip promoting good practice guidelines and case studies have publicity put up publicity labels about policies and business ethics.



GRIEVANCES AND WHISTLEBLOWING



C.P. Intertrade Co., Ltd. and companies in the Rice business Transportation and service recognize the importance of providing effective whistleblowing and complaint channels. To listen to opinions, suggestions or complaints from all groups of stakeholders, including personnel of the business group such as executives, employees at all levels and third parties such as business partners, business partners that are affected or are at risk of being affected by the business operations of the Business Group or from illegal actions or the Code of Business Conduct including behaviors that are corruption, including the wrongful performance of the personnel of the business group and to prevent risks and damages that may occur to stakeholders as well as a tool for surveillance track business And it is a database for improving the management and service of the business group. to be more concise and efficiency

The Company therefore establishes a whistleblower channel and complaint handling process that is clear, honest, transparent and in accordance with international standards. Therefore, it has issued policies and guidelines regarding whistleblowing and complaint handling. The details are as follows

CPI WHISTLE BLOWING DASHBOARD



7 cases
Total concern report



28%

Percent of reported case were closed within 30 days



E-mail 100%
People used internet to file complains

Top 5 category reported case are



2

Conflict of interest

1

Corruption

1

Internal control

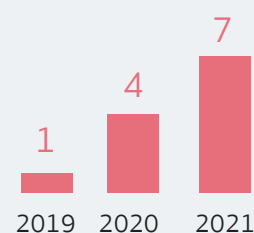
1

Fraud

2

Other

Reported Trends (Cases)



GRIEVANCES CHANNEL

LETTER



Sustainability Governance and Compliance
Office

AIA Capital Center Building, 28th floor.
89 AIA Capital Center, Ratchadapisek Road,
Din Daeng, Bangkok 10400



WEBSITE

<https://sgc.cptg.co.th/>
>>WHISTLEBLOWING



APPLICATION

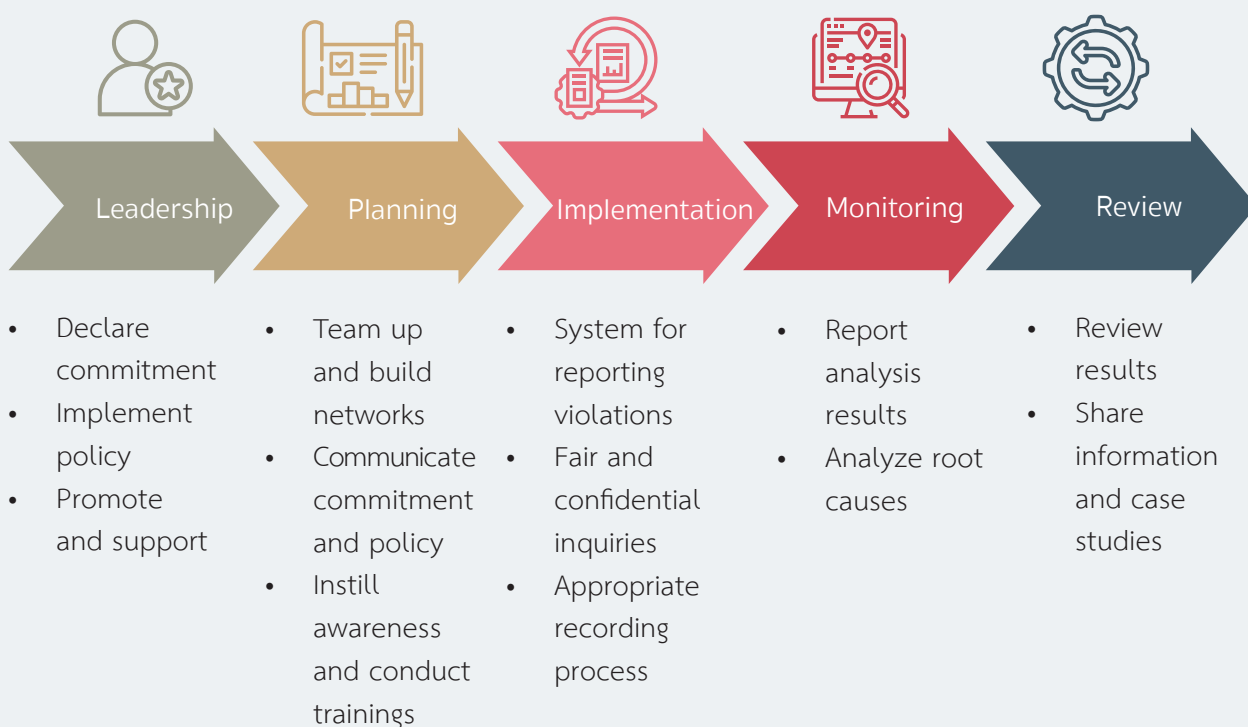
CPTG Connect > Form > +
“WHISTLEBLOWING”



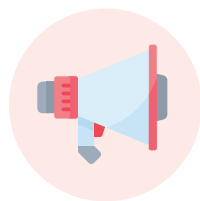
E-mail

sgc.cpi@cptg.co.th

WHISTLE-BLOWING MANAGEMENT SYSTEM

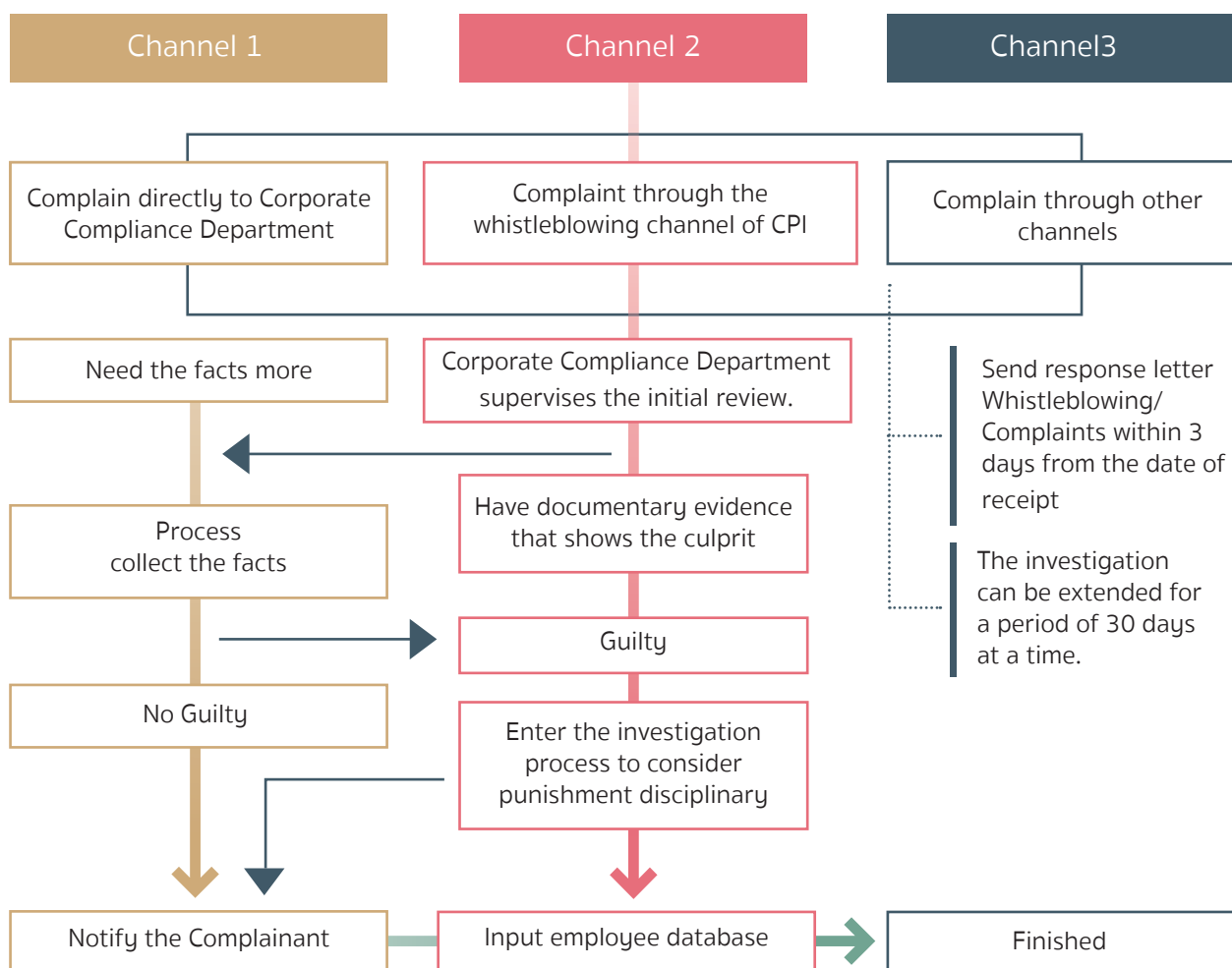


WHISTLEBLOWING PROCESS



Start

found misconduct behavior or received clues to complaints



Case study

THE WORLD'S MOST ETHICAL COMPANIES IN 2021

In 2021, C.P. Intertrade Co., Ltd. and companies in the Rice business Participated in the Ethisphere Institute's World Ethical Company Awards Performance Contest by submitting business company performance accounted for 75% of all companies in the business as follows:

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

Evaluation Criteria

- ✓ Corporate Governance
- ✓ Ethics and Compliance
- ✓ Culture of Ethics
- ✓ Environmental and Societal Impact
- ✓ Third-Party Management
- ✓ Ethical Leadership and Reputation

Ethisphere Institute



Founded in 2006 and connects with various communities worldwide composed of industry experts on business ethics



The global leader in defining and advancing the standards of ethical business practices



Awards companies with ethical business standards in the “World's Most Ethical Companies®” recognition program.

CPI ETHISPHERE ASSESSMENT RESULTS

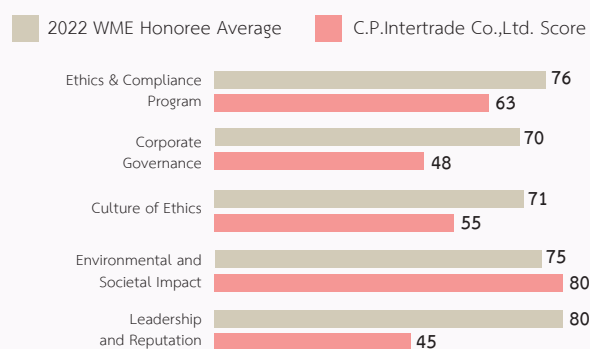
Average 2022 Honoree
Overall Ethics Quotient Score

74

C.P.Intertrade Co.,Ltd.
Overall Ethics Quotient Score

61

C.P.Intertrade Co. | 2022 Ethics Quotient Category Scores



GOOD GOVERNANCE STANDARDS 2021
From Department of Business Development





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

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service committed to promoting rights basic human by respecting local law, culture traditions and values of treating employees and those affected by the company's business operations, including avoiding involvement in human rights abuses.

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

2030 Goal

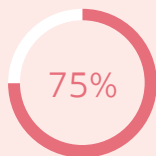
100%

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

KEY OPERATING RESULTS IN 2021



Human Rights Issues Assessment



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

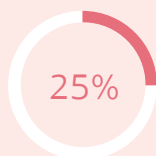


Declaration of Commitment to Respect Human Rights

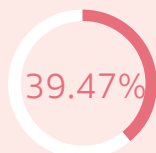
In accordance with the United Nations Guiding Principles on Business and Human Rights.



Women are Executive



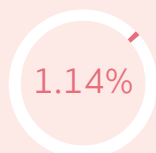
of Senior Executives are Women.



of Middle-level Executives are Women.



Disabled Staff



of All Employees with Disabilities.

SUPPORTING THE SDGs

SDG 3

Good Health and Well-Being



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

SDG 5

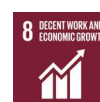
Gender Equality



5.1 End all forms of discrimination against all women and girls everywhere

SDG 8

Decent Work and Economic Growth



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

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

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

SDG 10

Reduced Inequalities



10.3 Ensure equal opportunity and reduce inequalities of outcome

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

HUMAN RIGHT MANAGEMENT



MANAGEMENT APPROACH

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

by supporting trainings, practices, and other control measures.

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

COMPREHENSIVE HUMAN RIGHTS REVIEW PROCESS



1

Policy Commitment

- Announce Human Rights and Labor Practices Policy
- Announce Code of Conduct
- In the process of developing specific policies, such as a Migrant Workers Employment Policy



2

Embedding

- Conduct awareness training on human rights, encompassing employees at all levels
 - Top-level management
 - Mid-level management
 - Employees
- In the process of developing an e-learning curriculum to more efficiently educate employees



5

Tracking Performance

- Develop human rights indicators
- Monitor progress on human rights at the group and business Level



6

Communicating Performance

- Report Human Rights Due Diligence progress through the Group's Sustainability Report



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

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



3

Impact Assessing

- Identify and assess the severity of human rights risks during all current and future activities
- Indicate salient human rights risks in countries where the Group has invested



4

Integrating and Taking Action

- Integrate human rights into the organization's risk assessment and regular business processes
- Develop and communicate protocols, such as responsible sourcing



7

Stakeholder Engagement

- Became a member of the United Nations Global Compact (UNGC) Thailand
- Participated in the 2018 Annual National Human Rights Planning meeting



8

Remediation and Grievance Mechanisms


- In the process of developing a group-level whistleblowing channel



MEASURES TO HUMAN RIGHTS RISKS MANAGEMENT

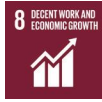



OCCUPATIONAL HEALTH AND SAFETY

Impacted Group	Approach	Results	Supports SDGs
Employees Contractors Suppliers Farmers	<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 	<ul style="list-style-type: none"> Management staffs and employees of every organization are aware of the importance and contributions to efforts on safety In 2021 Lost time injury rate <ul style="list-style-type: none"> Employees : 2.82 no. per 1,000,000 working hours (3 people) Contractor : 4.16 no. per 1,000,000 working hours (1 people) 	 





FORCED LABOR AND FOREIGN WORKERS

Employees Contractors Suppliers Farmers	<ul style="list-style-type: none"> Human rights policy Employment and Labor Management Operate according to labor standards to provide workers with equal protection Assessment of compliance with labor laws, certified by Thai Labor Standards Responsible supply chain management policy and encouraging key business partners to self-assess their sustainability 	<ul style="list-style-type: none"> Established operating and governance standards on foreign workers Ethical Recruitment. There are operations to take care of foreign workers. By becoming an employee of the company 100% and taking care of welfare and well-being better including building knowledge and abilities. 	 
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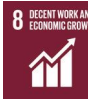


DISCRIMINATION

Impacted Group	Approach	Results	Supports SDGs
Employees	<ul style="list-style-type: none"> Code of Conduct. Training to educate employees about rights, equality and coexistence practices. 	<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 15 people with disabilities in the business group <ul style="list-style-type: none"> Male 10 people Female 5 people 	 

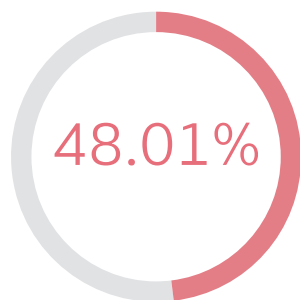


ENVIRONMENTAL IMPACT

Local communities	<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 	<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 	
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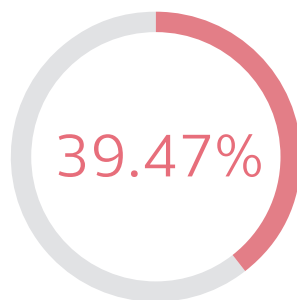
HUMAN RESOURCES MANAGEMENT DASHBOARD

EMPOWERING FEMALE EMPLOYEES 2021



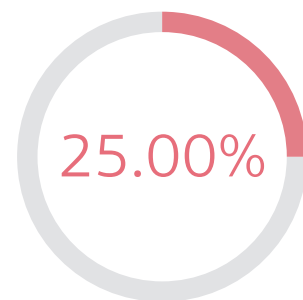
The proportion of female employees at the level

All Executives



The proportion of female employees at the level

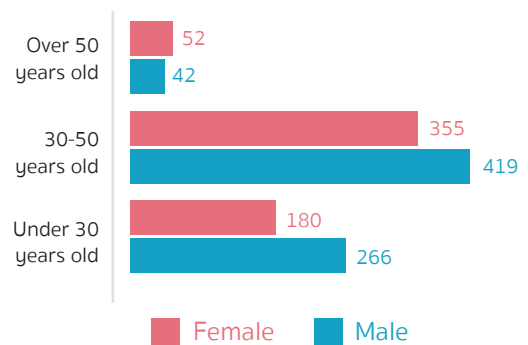
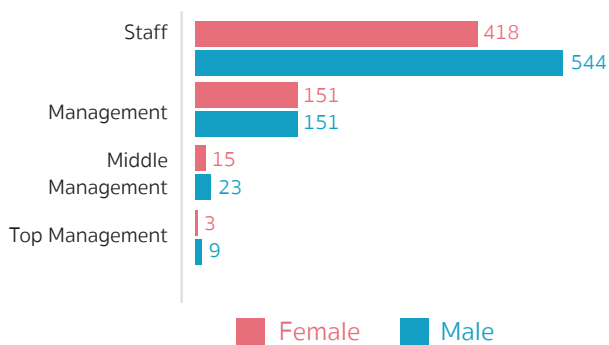
Middle Management



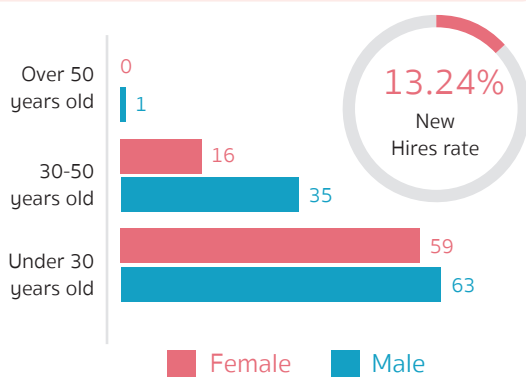
The proportion of female employees at the level

Senior Management

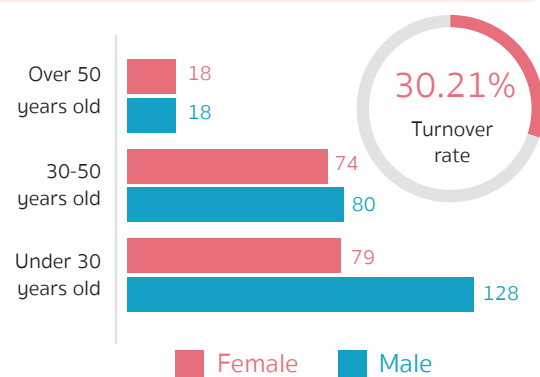
DIVERSITY OF EMPLOYEES



NEW HIRES : 174 PEOPLE



EMPLOYEE TURNOVER: 397 PEOPLE



CARING FOR EMPLOYEES



“Personnel” is an important factor in driving the business. C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, Charoen Pokphand Group, therefore emphasize on the management of “good people, smart people” through the recruitment process and Effective selection with The system of continuous improvement supports learning all around. Increase and enhance knowledge and skills all the time. The company provides a platform to show potential Provides opportunities for growth, advancement and engagement. (Engagement) with employees at all levels, including the introduction of technology IT enters performance and improves employee productivity, starting with exploring training courses tailored to job titles and training needs. Prepare training plans, have a system to record training history.

1

Building a working society

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

2

Mind and soul care

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

3

Building stability in life

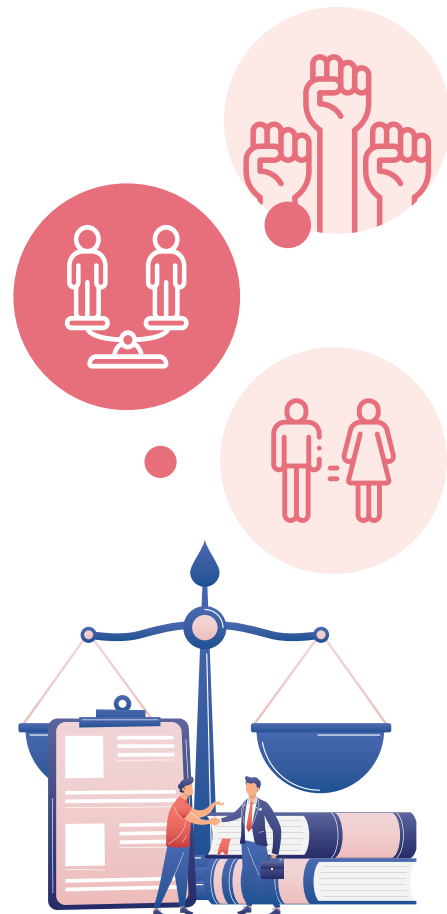
- Encourage employees to have good physical and mental health
- Encourage employees to use “Rationality, Moderation, Immunity, use of knowledge Virtue couple” to create stability in life and family.
- Extending the way of building security in life to the family and community of people in the CPI.

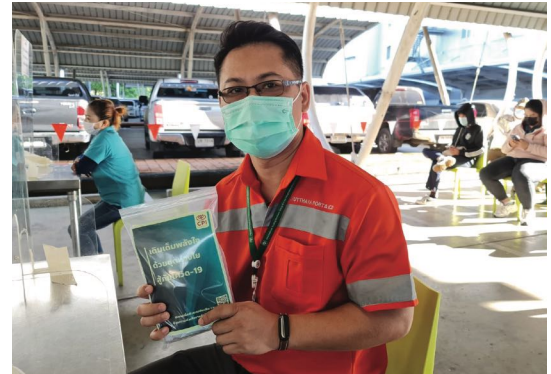


PROMOTING EQUAL OPPORTUNITIES, INDIVIDUAL DIVERSITY AND WELL-BEING

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

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





Case study

CARING FOR PERSONNEL DURING COVID-19



The coronavirus (COVID-19) is an emerging epidemic. that happened unexpectedly during that time the world was in uncertainty. There is a shortage of protective medical equipment such as shortage of masks cleansing gel Including knowledge of how to protect yourself and your family to be safe from infection, etc. C.P. Intertrade and companies in the International Trading Business Group we strongly recognize that the safety of our employees is of utmost importance. The organization makes every effort to do its best to take care of more than 1,500 employees in the company thoroughly and appropriately. Although the nature of the work of employees varies according to business type and responsibilities such as office staff, Salespeople who need to meet customers, employees in production factories, etc. The Company has established comprehensive epidemic prevention measures and policies suitable for all types of employees to ensure that we take care of all employees to be equally safe as follows

- Provide adequate protective equipment such as masks, alcohol gel, face shields, gloves, etc.
- Communicating and raising awareness about the COVID-19 for information to protect yourself and protect family members to reduce the risk of infection.

- Measures for supervisors to closely monitor and inquire about the health of the team.
- Screening measures before entering the office building area, such as temperature checking, etc.
- Measures for working from home by the company providing support for various technologies such as a computer or an online meeting program MS Team to facilitate the ability to work from home effectively.
- Measures to refrain from traveling to risky areas including refraining from traveling by public transport.
- Distancing measures, whereby the Company has determined appropriate distances in office spaces, elevators, canteens, staff shuttles, etc.
- Internal communication with employees at all times to create an understanding of the situation and showing concern.

Case study

KHAOTRACHAT RAISES STANDARDS AS A MODEL OF BUSINESS ESTABLISHMENTS TIGHTEN “Bubble and Seal”

TO CLOSE THE RISK POINT TO PREVENT COVID-19



The epidemic situation of COVID-19 at present, there is still a heavy epidemic and it has a wide impact on the people, entrepreneurs, both small and large businesses, causing many agencies to adjust or find measures to support change and prevent it in order to survive this crisis.

Mr. Thammavit Srikrikrit Senior Executive Vice President Production and engineering, Mr. Anusorn Pintu, Safety Manager of Khao CP Company Limited (KhaoTraChat Factory) joined to share experiences. Prototype of business establishments according to preventive and control measures In specific areas (Bubble and Seal) close the risk point to prevent COVID-19 at the seminar via Facebook Live “Joining forces through the Covid-19 crisis in the workplace” from the Ministry of Industry and the Ministry of Public Health revealed that “Currently, the KhaoTraChat factory, Nakhon

Luang District, Ayutthaya Province, has a production process and improves rice quality. Ready to pack into bags including a storage area for finished goods for preparing to export both domestically and internationally. This is considered a core process if found that an employee is infected will affect production greatly. Therefore, we have always thought of preventive measures. The employees working in one such area will bring the employees to live in the dormitory in the factory not to go home in order to prevent getting infected from home and two, bring the staff to the hotel in the city of Ayutthaya and stay at the staff’s dormitory. There is a shuttle service take care of food to prevent infection Both of which are in accordance with the prevention and control standards in specific areas “Bubble and Seal” of the Department of Disease Control.



Community Isolation can accommodate 60 people



Video of Bubble&Seal
Measures Rice Factory
tiered seal



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

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

2030 GOAL

100%

employees engaged in sustainability training and initiatives.

KEY OPERATING RESULTS IN 2021



Leader and staff

100%

Trained to develop knowledge and understanding in sustainability and business ethics



Employee training hours
9.09 Hours/Person/Year



Employee training costs
22.11 Million Baht /Year

SUPPORTING THE SDGs

SDG 4

Quality Education



- 4.4** Increase the number of youth and adults who have relevant financial skills.
- 4.7** Ensure that all learners acquire the knowledge and skills needed to promote sustainable development and global citizenship.

SDG 5

Gender Equality



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

SDG 17

Partnership for the Goals



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

HUMAN RESOURCES MANAGEMENT

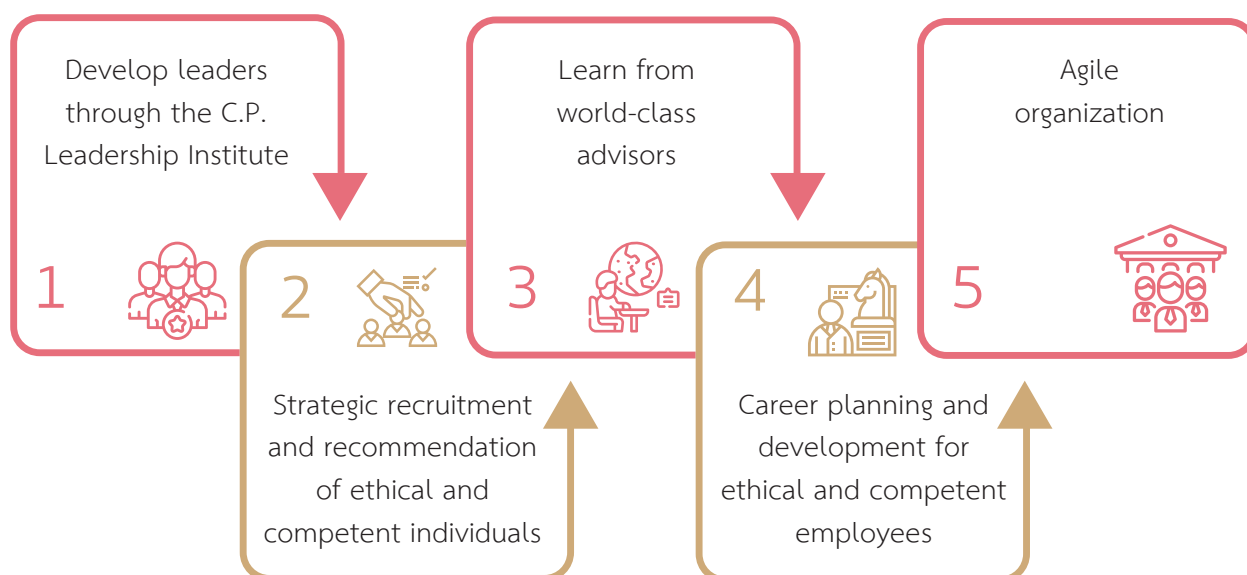
C.P. Intertrade believes that our people are the most valuable asset – they are the driving force behind the achievement of our aspirations. This is especially the case today, as CP Intertrade is committed to growing its business and expanding investments globally. There now arises the challenge of creating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

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



C.P. Group

WORK FORCE 4.0



LEADERSHIP DEVELOPMENT TRAINING

Development through Leadership Development Courses

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



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

APPLYING TECHNOLOGY TO ENHANCE EFFICIENCY IN HUMAN RESOURCES MANAGEMENT

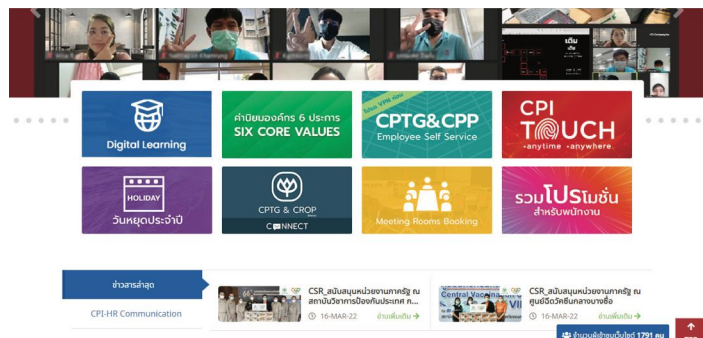


Project Background:

With a large number of employees, precise and accurate management of human resources data is crucial. C.P. Intertrade has applied technology to create efficient human resources management.

Approach:

C.P. Intertrade 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



Communications

Search for contacts and get in touch through chatrooms or calls and online meetings; follow news and announcements



Knowledge Sharing

Online library that allows access to learning at all times with a platform to exchange topics of mutual interests.



Management and Connection to Other Systems

Record working time from anywhere in the world and connect to the systems of each department and related websites.

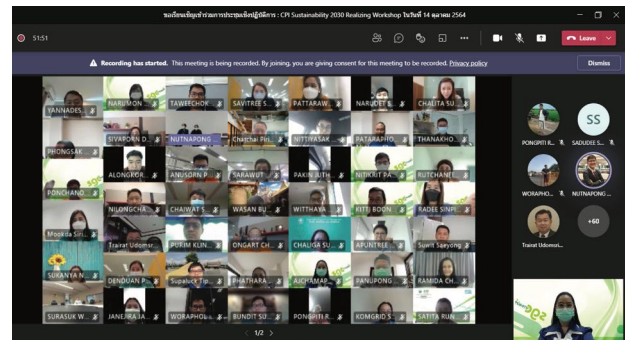


100%
of C.P.
Intertrade 's
employees
have access
to the system



8 Portal
compiled in
the system

Case study

SUSTAINABILITY
WORKSHOP PROGRAM

The 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.

As a result of the Executive Committee meeting Charoen Pokphand Group (CPG EXCOM) held the CPG 2030 Sustainability Strategy Workshop on Saturday, July 18, 2020. It was honored by

Mr. Supachai Chearavanont and senior executives from all business groups of Charoen Pokphand Group. have jointly considered and endorsing the Group's Sustainability Strategy and Goals to 2030, by defining the Group's Sustainability Strategy to 2030 to drive the sustainability work of the international trade business group. achieve success in accordance with the strategy and Charoen Pokphand Group's Sustainability Goals The company therefore held a meeting and doing a workshop to set the sustainability goals of the business group with the chairman of the business group, executives and the sustainability management working group Join us in setting goals towards sustainability in 2030 on October 14, 2021 via Microsoft Team





Case study

LEADERSHIP PROGRAM TAKE OFF 2021



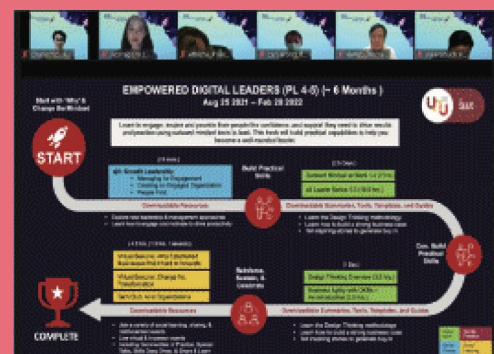
Open the scene again the Leadership Program aims to enhance leadership for employees at all levels to have the opportunity to learn and develop capacity in management (Performance) and people management (People) in order to be a leader. Can lead the organization to reach the goals and achieve the objectives set by the organization.

This year, the Human Resources Office jointly developed the program and training formats with leading organizations In terms of learning like SEAC through an efficient platform, Your Next U, an online learning platform. That collects world-class courses taught by experts in the form of a self-study online class and virtual classrooms that can interact with teachers and classmates as if studying together as well as participating in

group activities focusing on learning in the form of exchanging experiences from people with specific expertise.

On August 24-25, 2021, the Human Resources Office organized the 2021 Leadership Program Take Off to prepare clarify the purpose and details to the leaders from the C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service who have been nominated to participate in this year's project.

The 2021 Leadership Program has now started. From now on, leaders join the project for a period of 6 months to learn and develop their management capabilities and people management to develop the organization towards success in the future.







EDUCATION & INEQUALITY REDUCTION

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

OPPORTUNITIES AND CHALLENGES

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

2030 GOAL

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

KEY OPERATING RESULTS IN 2021



8,085 people

Children, youth and adults

Are encouraged to access education and develop essential skills.



52 schools

Are encouraged to educate and support sustainability



107 people

Number of scholarships sponsored by companies in the business group

SUPPORTING THE SDGs

SDG 4

Quality Education



4.4

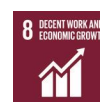
Eliminate gender disparities in education

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

EDUCATION MANAGEMENT



MANAGEMENT APPROACH

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

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



Youth



Employees

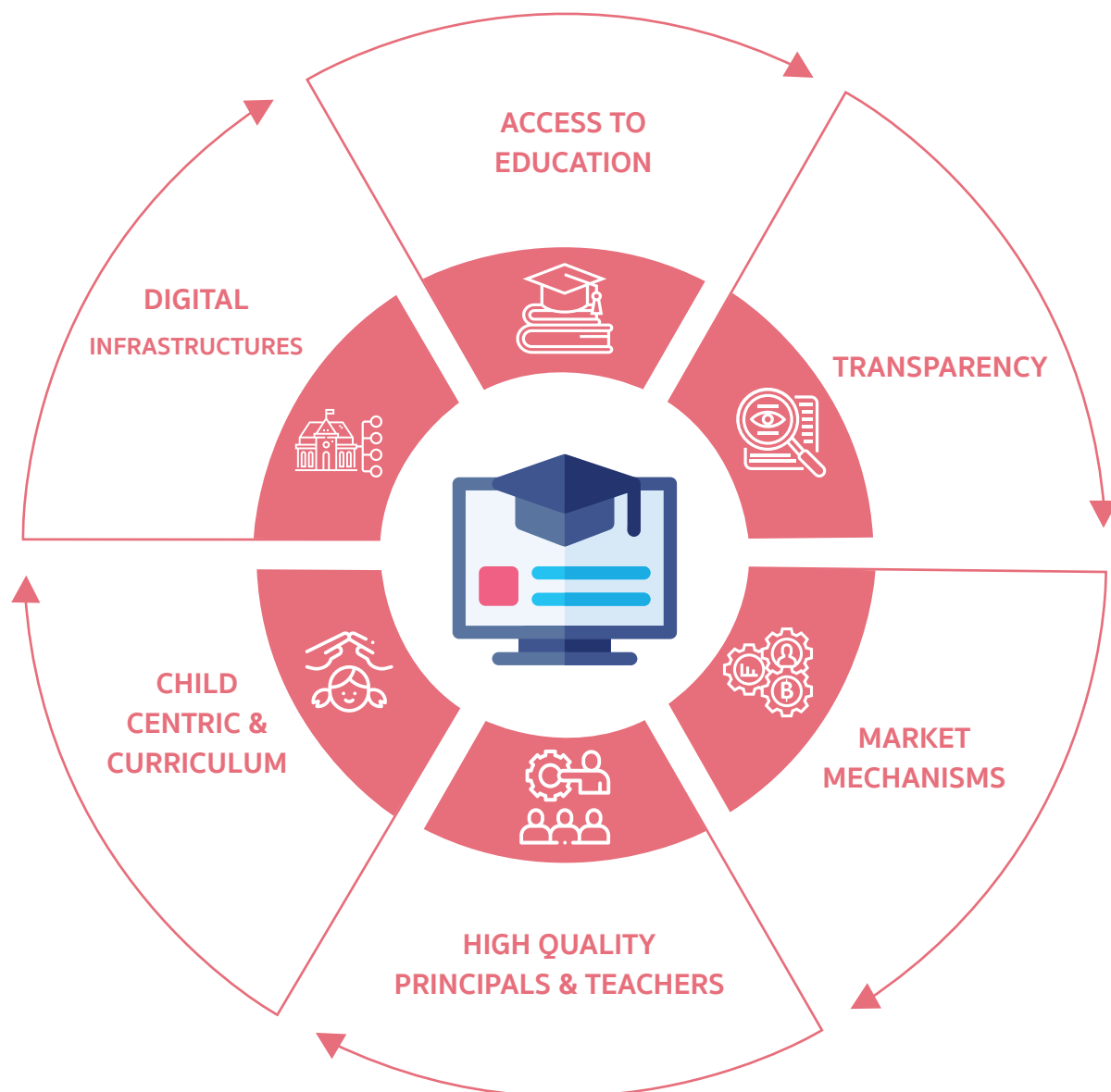


Farmers



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

FRAMEWORK EDUCATION



Case study

NATIONAL CHILDREN'S DAY



C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service 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 14 years In this year 2021, 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.

Objective

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



21
schools



3,819
engaged in
the event



Case study

YOUNG AGRICULTURE FOR SUSTAINABILITY

Charoen Pokphand Group operates its business under the determination of 3 benefits, which is to create benefits for the nation, the people and the organization, with the idea for social development along with building business growth. Young Agriculture for Sustainability Project Born from the idea of transferring agricultural knowledge to Thai children who have agriculture as the economic foundation of the country. By targeting youth around the establishment (factory, farm, farm pro) organize training to educate and create demonstration plots for real practice.

Implemented the project for the 3rd year in a row, Sustainable Development Goals of HEART Group, Education and Reduction of Inequality in Rice Business Transportation and Services and Map 1 Developing Education of the Office of Social Activities Integrated Crop business, rice business, Transportation and Service, targeting 100,000 people by 2030.



Objective

1. To produce safe food stocks, support the lunch project enhancing food according to the principles of nutrition rotation in school.
2. To insert agricultural knowledge through learning-based activities and integrated training.
3. To build on the output of the school, the knowledge can be transferred to the school network and the community.
4. To join forces with executives and employees of CSR SPIRIT, volunteering to do activities with the community to contribute to society according to the 3 benefits.

AREAS FOR IMPLEMENTING THE YOUNG AGRICULTURAL PROJECT FOR SUSTAINABILITY

1. Wat Lamut School
PhraNakhonSiAyutthaya Province
2. Wat Ban Dab School
PhraNakhonSiAyutthaya Province
3. Wat Preedaram School
PhraNakhonSiAyutthaya Province
4. Wat Thong School
PhraNakhonSiAyutthaya Province
5. Wat Wat Samakan
PhraNakhonSiAyutthaya Province
6. Pattana Paknam School
Suphan Buri Province



CYBER SECURITY AND DATA PROTECTION

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

OPPORTUNITIES AND CHALLENGES

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

2030 GOAL

100%

businesses certified on international
standard of data security and
data privacy

KEY OPERATING RESULTS IN 2021



Cybersecurity Training

100%

of all employees have
been trained or raise
cybersecurity awareness.



Risk Assessment Cyber Security

100%

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

SUPPORTING THE SDGs

SDG 4

Quality Education



4.4

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

SDG 16

Peace, Justice, and Strong
Institutions

16.10

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

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:



Department and Employees



Plan and Procedures



Technology

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.

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

CPI 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:



Request withdrawal of consent



Access your personal information



Forfeit a copy



Search the collection Disclosure



Whistleblowing



Request to transfer their personal data to other Data Controller



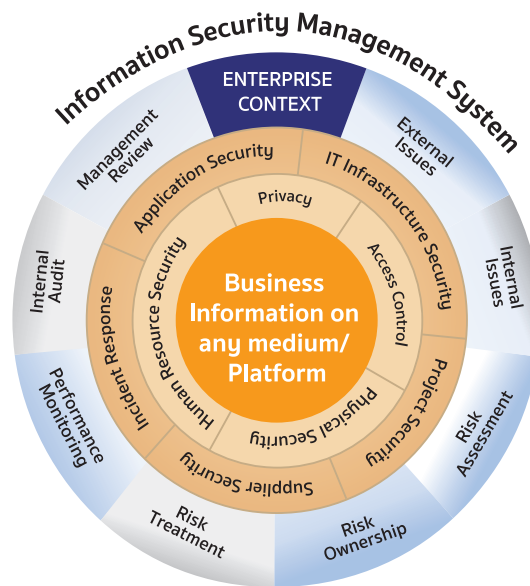
Request to update the information



Request deletion, destruction or suspension of data



In recent times, there have been incidents of data security breaches. On a global scale, there have been a growing number of incidents such as theft of commercial and customer personal information. These events may affect the reputation, image and credibility of the organization. secure information technology and cyber threat risk management following the iso 27001 international standard is the international standard for information security management systems (ISMS). This standard provides a model for risk assessment. Security design and implementation Including the management of the security of keeping both digital data and documents safe.



ISO 27001 DELIVERS ROI

- 50% of ISO/IEC 27001 certified organizations found the process of certification to be simple and 52% found it to be cost effective
- 45% of certified organization saw an increase in internal customer satisfaction
- 82% of certified organizations noted an increase in the quality of information security processes and procedures and 48% a reduction in the level of risk

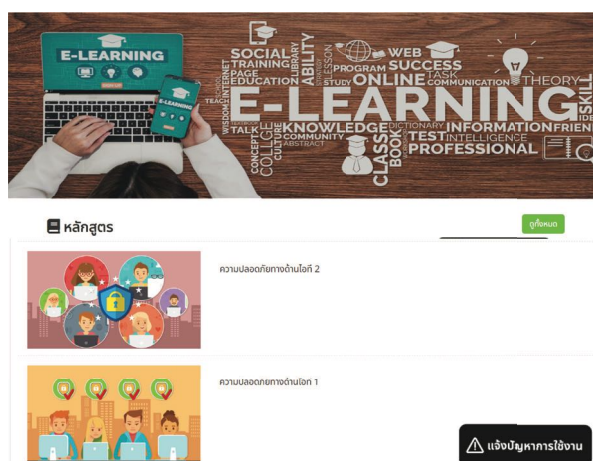
Learning Channel and Communication

CORPERTE CHANNEL

EMAIL / CPTG CONNECT / WEB PORTAL



E-Learning





Information Security : Personnel Management Inform

Human Resources Office, C.P. Intertrade Co., Ltd. and companies in the rice business transport and service Considering the importance of Personal Data Management (PDPA) of employees at all levels to comply with international standards and protect personal information from unrelated parties, including requesting information, collecting information forwarding of information and destruction by the Human Resources Office has prepared media and public relations. Including learning and taking quizzes online personal information.



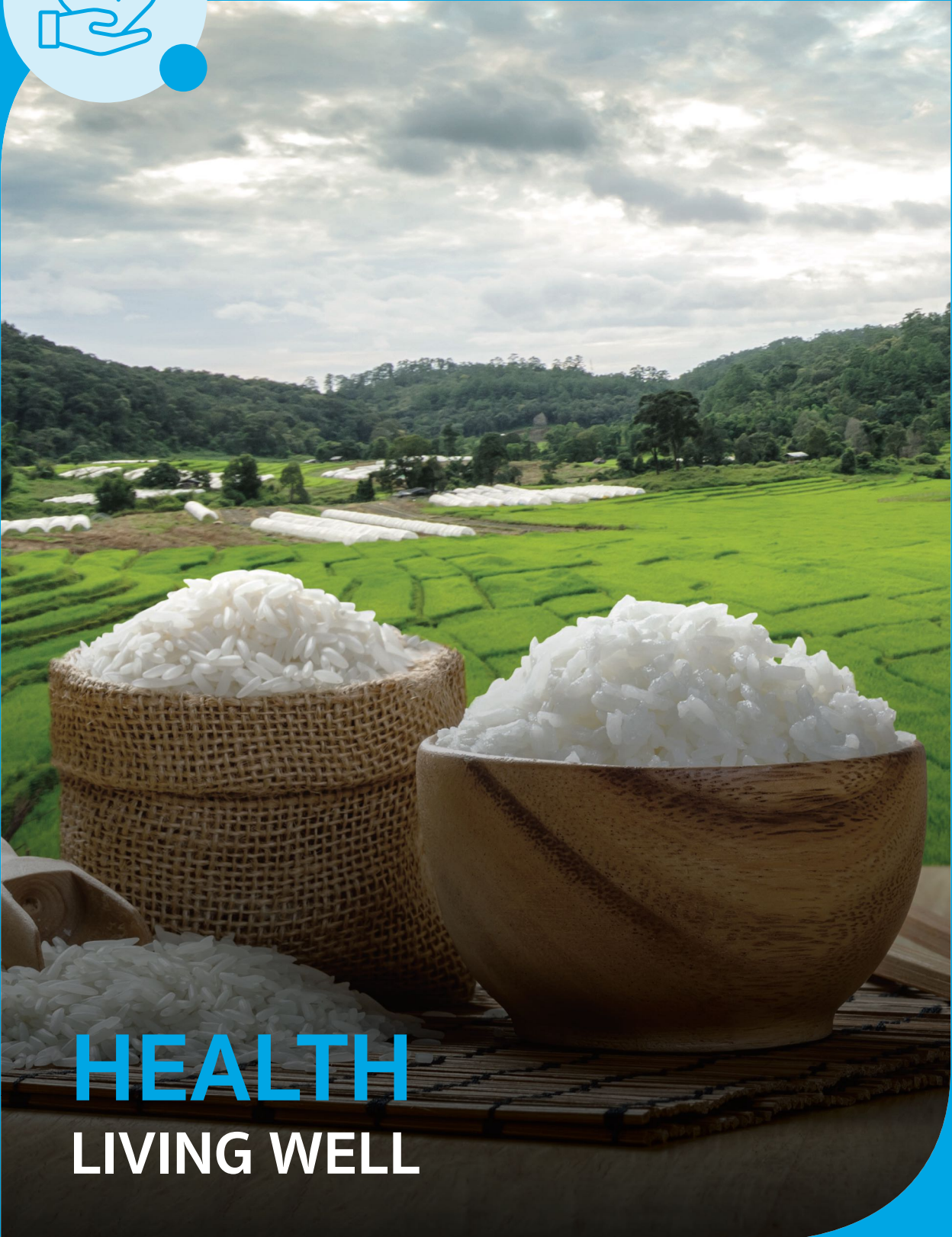
PDPA
Personal Data Protection Act
พระราชบัญญัติ
คุ้มครอง
ข้อมูลส่วนบุคคล

Case study

SECURITY ASSESSMENT

KPIs for Corporate Sustainability Assessment





HEALTH
LIVING WELL

C.P. Intertrade Co., Ltd. and companies in the Rice business Transportation and Service Charoen Pokphand Group recognizes the importance of social sustainability by conducting business under the concept of employee and social development in connection with the economic dimension of the organization by giving rights and opportunities to fair treatment and benefits encourage employees to see the value of their work. and honesty to the organization There is a communication channel with stakeholders be transparent can check. There is a management system that creates participation from all parties. Build the surrounding society to be a quality society. Recognized by society and the community in entrepreneurship cultivated in the activities of people in the organization to reach the brand and corporate products to achieve the vision of being a leading company in the integrated rice business and agro-industrial under the framework of vision, mission and policy, the following social sustainability goals are follows:



HEALTH &
WELL-BEING



SOCIAL IMPACT
AND ECONOMIC
CONTRIBUTION



OCCUPATIONAL
HEALTH & SAFETY



INNOVATION
MANAGEMENT



INNOVATION
MANAGEMENT



HEALTH AND WELL-BEING

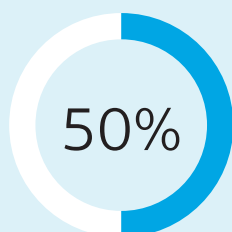
GRI 103-1, 103-2, 103-3, 416-1

OPPORTUNITIES AND CHALLENGES

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



2030 Goal



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

KEY OPERATING RESULTS IN 2021



Food Safety Products



of all products

SUPPORTING THE SDGs

SDG 2

Zero Hunger



2.1

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

2.2

End all forms of malnutrition

SDG 3

Health and Well-being



3.4

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

3.B

Support research, development, and access to affordable essential medicines and vaccines

PRODUCT DEVELOPMENT FOR HEALTH



Health Product Research and Development Center

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

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



MANAGEMENT GUIDELINES AND MANAGEMENT OF HEALTH PRODUCT INNOVATION



MANAGEMENT APPROACH

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

The Group is committed to investing in research and development, operating according to international standards, controlling and monitoring quality throughout the value chain, and promoting understanding of good nutrition for society. We focus on increasing the capacity of our employees (People), developing processes based on international standards (Process), offering products for promote good health and well-being (Product), and promote understanding of health issues (Promotion of Health) by providing product information and initiatives.



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

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

● ISO 9001:2015 ● GMP ● HACCP ● BRC



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

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

POPULAR “KHAO TRACHAT” PRODUCTS



The company strives for and intend to produce to achieve consistent quality as the saying goes

“KhaoTraChat, standard in every bag the same all over the world.”

Until we are accepted and trusted by millions of consumers.

#KhaoTraChat, the number 1 rice in my heart we all

Jasmine Rice, The number 1 rice

About deliciousness, fragrant, soft, sticky because we use the technology to store the freshness of rice. With 15 °C cooling technology, it's like eating just harvested rice. Delicious all year round, no need to wait for the season.

Chat Som brand: Fragrant rice, special recipe, The number 1 rice

About cooking in the pot, the price is worth it, will cook it as steamed rice or make a menu of chicken rice, red pork rice, pork leg rice and fried rice. It's delicious to make any dish.

RD43 rice : Chat Light brand, The number 1 rice

Less sugar, healthy but still delicious, soft, suitable for everyone in the family people who like soft rice but also care about health want to control sugar and weight. Quality is guaranteed with the brand «RD 43» certified authentic by the Rice Department.

Case study

Khao Chat Light,

a sample of rice that has been certified by the GAP quality rice production system and the Q rice product standard and the authentic rice certification mark from the Rice Department



Mr. Nutthakit Khongthip, Director-General of the Rice Department presided over the opening ceremony of the seminar to increase the efficiency of the system of rice inspection and certification and to deliver policies and guidelines for driving rice inspectors of the Rice Department to kick off, releasing the procession of rice inspectors, inspecting, monitoring, controlling, supervising seed business establishments control paddy.

Department of Rice by the Rice and Product Standards Inspection division responsible for developing the system of inspection and certification of rice standards. To build confidence in the rice production system throughout the production chain, to strengthen the capacity for quality rice production. Since the conversion level management to rice products to improve the quality of life of farmers consumers are consuming

safe, quality and satisfying rice both at home and abroad which provides inspection and certification of rice standards in various scopes throughout the production chain, including;

1. Rice seed production system (GAP Seed)
2. Quality Rice Production System (GAP Grain)
3. Organic Rice Production System (Organic Thailand)
4. GMP system for rice mill
5. Q rice products and the authentic rice certification mark and control the rice seed business establishment in accordance with the specified laws

At the event, the Rice Department presented Chat Light “Delicious, Soft, Less Sugar” rice as an example of rice that has passed quality rice production standards from the Rice Department.



Case study



“Krua Pan Im”, CP for Good Deeds to fight of Covid-19 by health products

KhaoTraChat X Krua Mae Poon

Sharing deliciousness, filling the stomach to the residents of the Din Daeng community



KhaoTraChat joins hands with partner restaurants. The number 1 rice box restaurant that must be trusted in food taste because of the freshness, deliciousness and cleanliness of the shop is Krua Mae Poon Khao Box. Ready to pass on deliciousness with a corporate communication team and CSR social activities team from KhaoTraChat let's come together to deliver warm, hot, ready-to-eat rice boxes to the people under the project along with filming a video scoop to promote the restaurant's menu of fried catfish with Chili Khing Krua Mae Poon.



“ We would like to cheer up for restaurant operators and people to go through this crisis together. ”



SOCIAL IMPACT AND ECONOMIC CONTRIBUTION

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

OPPORTUNITIES AND CHALLENGES

The inequality problem is one of the reasons for the state of division. Separation of people in society (Social Nowadays, society has low trust, making businesses more vulnerable to reputational and regulatory risks. Increasing and affecting the operating results of Long-term business operations. It's just a social problem that is just around the corner, but it can become a risk to the business sector as well.

At the same time, businesses must establish a connection between business and society by integrating the needs or expectations of the people of society as part of the corporate goals.

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



Farmers

4,210 People

receiving career promotion and income.



Vulnerable group

320 People

who received promotion of occupation and quality of life.



Support community and society

26,537,652 Baht

SUPPORTING THE SDGs

SDG 1

No Poverty



1.2

Reduce poverty by at least 50%

1.4

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

SDG 4

Quality Education

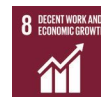


4.4

Increase the number of people with the necessary financial skills

SDG 8

Decent Work and Economic Growth



8.6

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

SDG 10

Reduced Inequalities



10.1

Reduce income inequality

Key Performances 2021

NUMBER OF BENEFICIARIES (PERSONS)



4,210

farmers supported



320

members of vulnerable
groups supported

SOCIAL ACTIVITIES



716,500.00 Baht

Charitable Donations



5,240,740 Baht

Community Investment



26,537,652 Baht

Support community
and society



14,253,106 Baht

Tax paid to the
government

CSR SPIRIT



4,503 Hours



KEY PERFORMANCES 2021

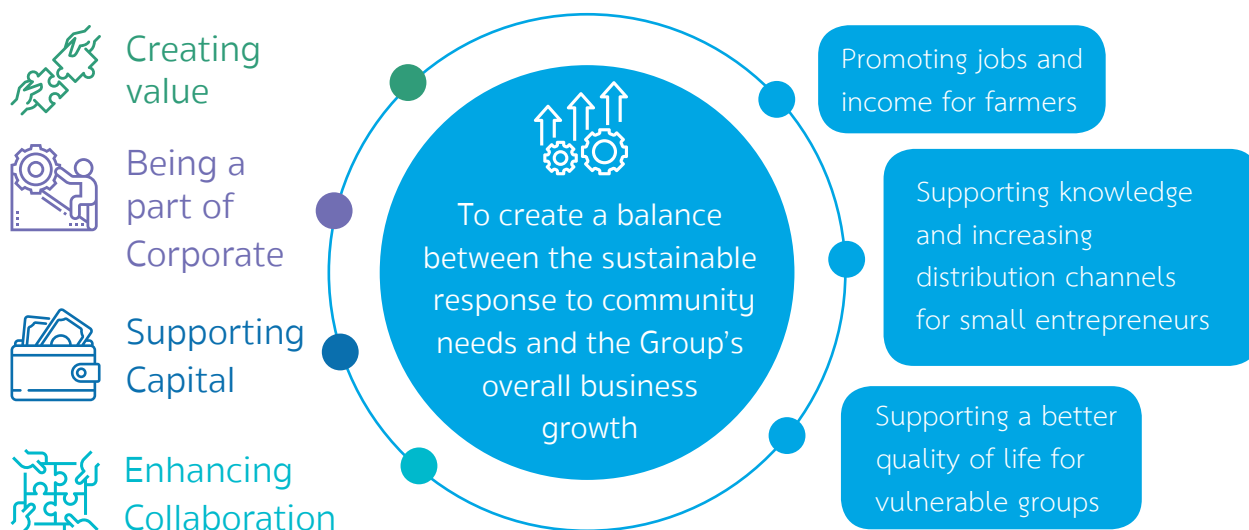
SOCIAL VALUE



MANAGEMENT APPROACH

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

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service Group's Social Value Creation Strategy actively focuses on three keys issues, namely promoting jobs and income for farmers, supporting knowledge and increasing distribution channels for small entrepreneurs, and supporting a better quality of life for vulnerable groups. Furthermore, the CP for Sustainability Project has also been implemented to drive the strategy and encourage the engagement of executives and employees worldwide in harmonizing social activities.



SUPPORTING FARMERS (for a Better Quality of Life)

MANAGEMENT APPROACH

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

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



Marketing and sales channel support for farmers



Supporting contract farmers



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



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



Promoting farmers' access to funding



Social Enterprise (SE) Development



Direct purchase of agricultural raw materials from farmers

PERFORMANCE TO SUPPORT FARMERS TO GROW RICE DURING THE YEAR 2021



4,210 Persons

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



94,153 Rai
Promoted Farmland



Jasmine rice 6 provinces (Sisaket, Yasothon, Buriram, Surin, Roi Et, Phayao)

RD 43 Rice 3 provinces (Suphan Buri, Nakhon Sawan, Phitsanulok)

RD 79 Rice 7 provinces (Suphan Buri, Chainat, Nakhon Sawan, Phichit, Phitsanulok, Sukhothai, Kamphaeng Phet)

Sticky Rice 2 provinces (Phayao, Chiang Rai)



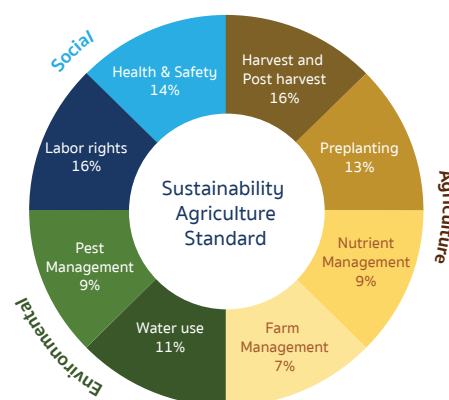
Case study

PROMOTE FARMERS TO CULTIVATE TO THE GUIDELINES SUSTAINABILITY AGRICULTURE CODE 2017 OF UNILEVER

C.P. Intertrade Co., Ltd. and companies in the Rice business Transportation and Service together with government agencies, we are working on a project to develop traceability through sustainable rice standards in the Pracharat Rice Project with purpose to encourage partner farmers to have knowledge and ability to cultivate rice properly according to food safety principles. There is an effective management system based on social and environmental responsibility.

In addition, this project is another important project that helps Thai farmers to have a better quality of life, livelihood, have a better income and build pride in the farmer's career, the important foundation of the country's economy. There are 3 areas of operation which are as follows:

1. Sustainability product with operations in Carbon footprint of product and Water Footprint Product
2. Sustainability Agriculture It is the implementation of the requirements of the main Responsible and Sustainable Sourcing partners. It operates in accordance with the requirements of Unilever and operates according to the Global Sustainable Agriculture Standards: Sustainable Agriculture Initiative Platform, Global G.A.P., Sustainable Rice Platform.
3. Sustainability Development Goals for organization



As well as to promote agriculture according to Unilever customers, we operate in accordance with the Unilever Sustainable Agriculture Code, which is a standard that promotes the quality of life of farmers and product quality before being delivered to consumers by focusing on 12 issues as follows:

- | | | |
|---|--|--|
| 1. Crop and pasture nutrient (fertilization) management | 5. Biodiversity and ecosystem services | 10. Value chain |
| 2. Pest, disease and weed management | 6. Energy and GHG (carbon) emissions | 11. Continuous improvement |
| 3. Soil management | 7. Waste management | 12. Unilever's responsible sourcing policy for farms |
| 4. Water management | 8. Social | |
| | 9. Animal husbandry | |



Case study

KHAOTRACHAT AND MODEL FARMERS

Demonstration of farming and harvesting of rice fields, experimenting with RD 43 rice cultivation



Center for learning about farming and Coarse Rice BanTalo rice field of Mr. Busman Jittrong, a model farmer Padang Besar Subdistrict, Sadao District, Songkhla Province

KhaoTraChat by Ms. Meena Wangji, Senior Vice President together with a model farmer, Mr. Busman Jittrong, in Sadao District, Songkhla Province, has opened his own farming area. To be a learning center on farming and making hand-held rice to students various departments and those who are interested have come to study and learn rice cultivation method.

Ms. Mina said, “I feel admirable for Mr. Musman with the intention to conserve this land because it is an inheritance that the generation of great-grandparents have built it and also share the knowledge to others.” They also gave the rice seed RD 43, which is the real seed from the Rice Department to Mr. Busman to be used as a demonstration in the experimental rice cultivation plots and to be used for planting for household consumption within the community.

In addition, branded rice also sent the company’s specialized academics come to take care about every step of the rice production process, quality control and has improved the place for making rice to be more beautiful and hygienic.



RD 43 Chat Light Rice is a medium-low glycemic index (GI) rice, fragrant, soft, delicious, easy to eat, suitable for people who love health.





Case study

CHAT LIGHT RICE RESPONDING TO THE HEALTH LOVER'S PROBLEM, CONTINUING TO LEAD THE MARKET FOR PRODUCTION GRAIN OF THE FUTURE



In today's, health has become a trend that the consumer market is paying attention and when it comes to healthy rice I believe that everyone should be familiar with the RD 43 rice variety from Mr. Apichart Lawanprasert, Director of the National Institute of Rice Science, Department of Rice, reveals an interesting overview of the aforementioned rice varieties. "Healthy rice RD 43 is a medium-low glycemic index rice that has been selected from crossbreeding between Suphanburi 1 rice varieties and fragrant rice in Suphanburi In the past performance, farmers have been recruited from large-scale farming projects that produce rice according to GAP (Good Agricultural Practices) standards to assure farmers that their produce can be sold at a reasonable price according to the market-leading production policy.

Mr. Trairat Udomsriyothin, Deputy Managing Director Upstream Raw material development work, said that the company has organized a project to promote rice planting RD 43 together with the Rice Department. and link marketing

together with the Department of Internal Trade. Through cooperatives and network of farmers, more than 2,500 members in the area of Doem Bang Nang Buat District, Suphan Buri Province, Phrom Phiram District, Phitsanulok Province and other areas total promoted area of 50,000 rai. In 2019 (two production seasons), the project will help build confidence among farmers. Healthy rice growers "Rice Chat Light" by which the company Will buy 100% of the produce from the members of the project with a minimum price insurance of 12,000 baht per ton (15% humidity) from all member farmers. ensuring that the products that come out have a certain market to support it with a dedicated team of experts who care and give advice throughout the production process. and laser land leveling system technology to adjust the level of the rice field to help increase production efficiency damage reduction enabling member farmers to increase productivity and also to reduce costs as well It is also certified by the Rice Department. about real rice seeds used in the planting process. This is the strength of Chat Light Rice, because we plant it ourselves this makes us different from other brands of rice. In addition to helping to help improve the quality of life of Thai farmers to have a better life, have a career, have a stable income and also create confidence for consumers that they will be able to eat quality rice that meets standards and can be traced back to every step of production.

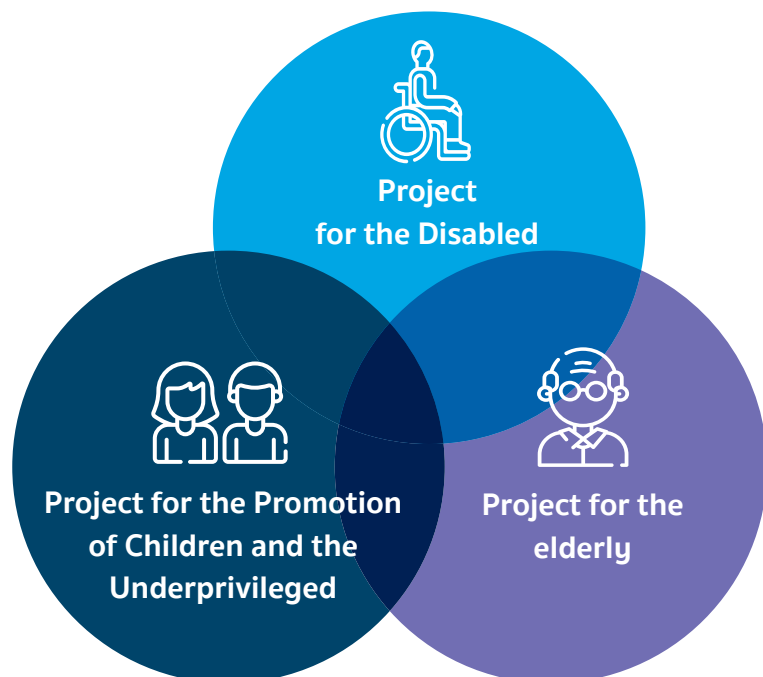
SUPPORT FOR VULNERABLE GROUPS

MANAGEMENT APPROACH

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

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

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



Case study

PROMOTE THE ELDERLY

“PROJECT TO CREATE HAPPINESS FOR THE ELDERLY”



Because the country is entering an aging society. The Office of Social Activities (CSR) joins the Office of Social Development and Human Security, Phra Nakhon Si Ayutthaya Province and Nakhon Luang Rice Factory CP Fertilizer Factory go to the area to donate consumer products to the elderly target group to help reduce the cost of buying basic consumables with the team volunteer health check-up.



32 elderly people at the following locations



Creating happiness for the elderly, Mueang District, Phra Nakhon Si Ayutthaya Province.



Creating happiness for the elderly, Tha Ruea District, Phra Nakhon Si Ayutthaya Province.



Creating happiness for the elderly, Bang Pa-in District, Phra Nakhon Si Ayutthaya Province.





Case study

PROMOTING CHILDREN AND THE UNDERPRIVILEGED “THIS KINDNESS PROJECT FROM BROTHERS TO SISTERS”

Project objectives this kindness from brother to sister, it operates under the 3 benefits of Charoen Pokphand Group, which is to provide opportunities for well-behaved children but lack of capital get educational opportunities and create morale for having awareness of the project education. This is part of promoting quality of life create opportunities for equality in education and sharing between communities and organizations in coexistence and lead to sustainability.



Case study

SOCIAL ACTIVITIES PROJECT



DISASTER RELIEF AND RESTORATION (FLOODING)

Go to the area to give survival bags together with the Thai Army Housewives Association and product support to the following departments:

- Ministry of Social Development and Human Security
- Ministry of Health
- National Housing Authority Bangkok
- Office of the Ministry of Defense
- Metropolitan Police Investigation Division 7
- 1st Army Area Headquarters



DONATE BLOOD

Due to the current situation, blood donations are limited by the spread of COVID-19 in order to join the campaign for blood donations to reduce blood shortage problems in the situation of the COVID-19 epidemic.



GIVE ALMS “KATHIN CEREMONY”

To inherit Buddhism, arrange for all areas where there are establishments to organize traditional activities with the community to create good relations and be the public benefit to the community together.



Case study

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.

Mr. Thammavit Srikrirkrit, Senior Vice President with executives and employees volunteering CSR SPIRIT from branded rice Corn seed, CP, Fertilizer, CP Moodin, together with 200 volunteers who received an honor from Mr. Wichan Noito, Nakhon Luang District Chief,

Metropolitan Police Station Superintendent. people volunteered and people in the area let's come together to make merit for the public at Prasat Nakhon Luang, Phra Nakhon Si Ayutthaya Province. This is a tourist attraction that has been registered as an ancient site built in the reign of King Prasat Thong. It is an important historical site for tourism.

By Charoen Pokphand Group, every Friday at the end of the month Let employees work together to benefit society. Paying back to the land according to the 3 benefits.



Case study

FIGHT AGAINST COVID-19

TO SUPPORT THE WORK OF MEDICAL PERSONNEL



The epidemic situation of the coronavirus (COVID-19) that affects both the health of the people and the slowdown of the economy. Which is an emergency disaster situation according to the initiative of the Senior President, Mr. Thanin Chearavanont, in pay tribute to the land of the integrated crops business group, rice, transportation and services of Charoen Pokphand Group. Therefore, we would like to go through the crisis that the country needs to help. have carried out the project join together to fight the dangers of COVID19” to support the relief work of medical personnel and help the people who are suffering from such situations.

- Join the fight against COVID 19 at provincial hospitals and public health nationwide, village health volunteers (VHVs), public health volunteers (VHVs) in Bangkok, 40 vaccination centers around Bangkok, medical club network hospitals Countryside, Field Hospital, and Temple.
- Pan Im Kitchen (50 days delivery of rice boxes)
- CP Punpow “Andrographis paniculate”

Support branded rice products healthy drinks and alcohol gel for medical personnel and the work of officials who must be at the fore in controlling the spread of COVID 19

Hospitals	91 Hospitals
Provincial Public Health handed over to Village Health Volunteers (VHV) and Public Health Volunteers (VHV) in Bangkok.	26 Place
Vaccination center (Together with the Social Security Office)	40 Area over Bangkok
Field hospital	10 Place
Temple (Gathering)	15 Temple
Distribution of rice boxes “Krua Pan Im” 50 days (2 points: Din Daeng Flat Community and Buddha Panya Temple)	100,000 Box
Helping restaurant partners to have cash flow	7 Stores
Give Andrographis paniculata with The Patriarch to distribute	2,000 Box
Employees received vaccinations	344 Person
Sales through the CSR network	9,300,596 Baht







OCCUPATIONAL HEALTH AND SAFETY

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

OPPORTUNITIES AND CHALLENGES

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



**SAFETY
FIRST**



2030 Goal

Zero Accident

Achieve zero lost time injury frequency rate.

KEY OPERATING RESULTS IN 2021



Safety Awards

Outstanding workplace safety
Occupational health and work environment.



Lost time injury rate

Employee **2.82**

no. per 1,000,000 working hours (3 people)

Contractor **4.16**

no. per 1,000,000 working hours (1 people)

SUPPORTING THE SDGs

SDG 3

Good Health and Well-Being

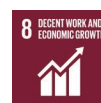


3.4

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

SDG 8

Decent Work and Economic Growth



8.8

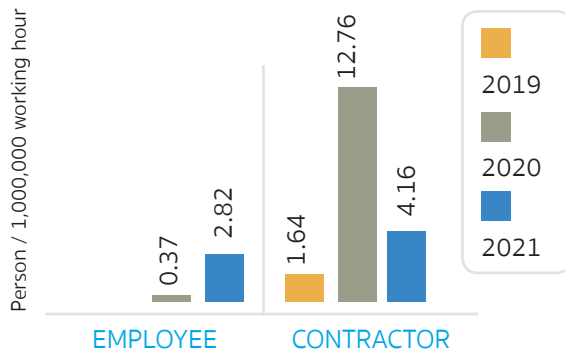
Protect labour rights and promote safe and secure working environments for all workers, including migrant workers

OCCUPATIONAL HEALTH & SAFETY

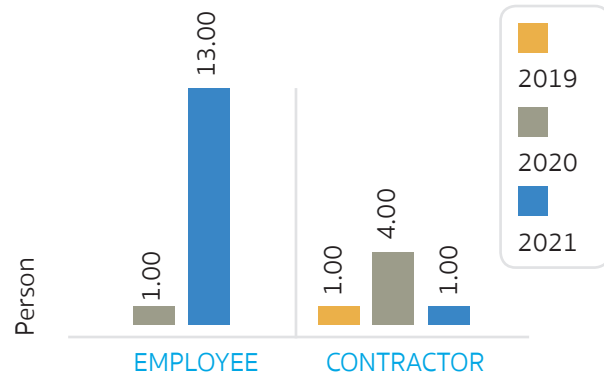
MANAGEMENT DASHBOARD



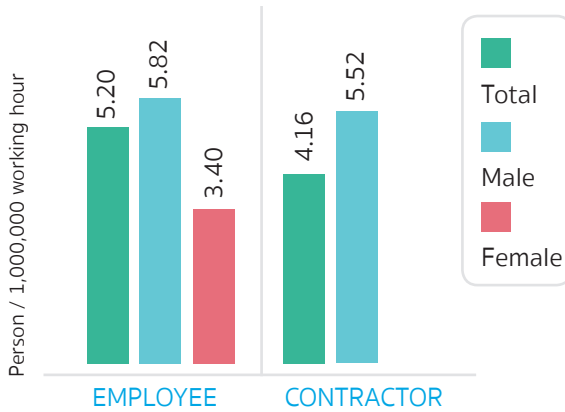
Lost-Time Injury Frequency Rate (LTIFR)



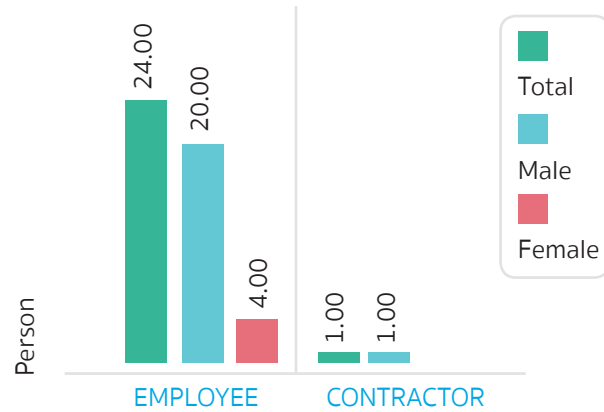
Number of injuries (off work)



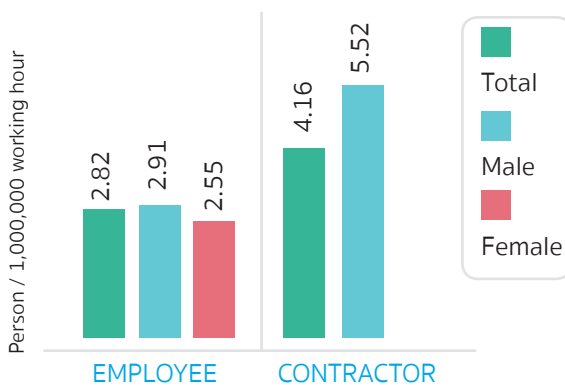
Rate of recordable work-related injury



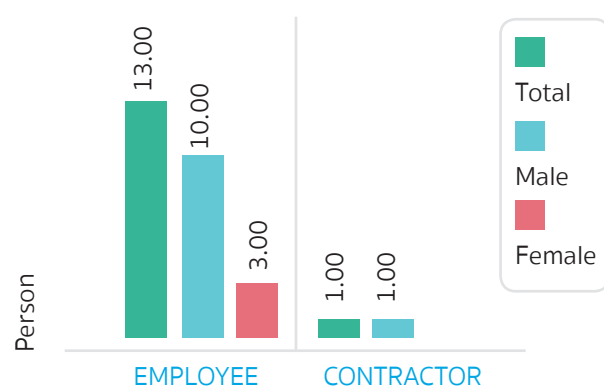
Number of recordable work-related injury



Lost-time injury frequency rate (LTIFR)



Number of injuries (off work)



***REPORT INFORMATION AND OPERATIONS AND OCCUPATIONAL HEALTH

- KHAO C.P. CO., LTD. (5 Factory)
- AYUTTHAYA PORT & ICD CO., LTD.
- APSARA RICE (CAMBODIA) CO., LTD.

- DYNAMIC TRANSPORT CO., LTD.
- DYNAMIC INTERTRANSPORT CO., LTD.

OCCUPATIONAL HEALTH, SAFETY AND WORK ENVIRONMENT MANAGEMENT

MANAGEMENT APPROACH

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

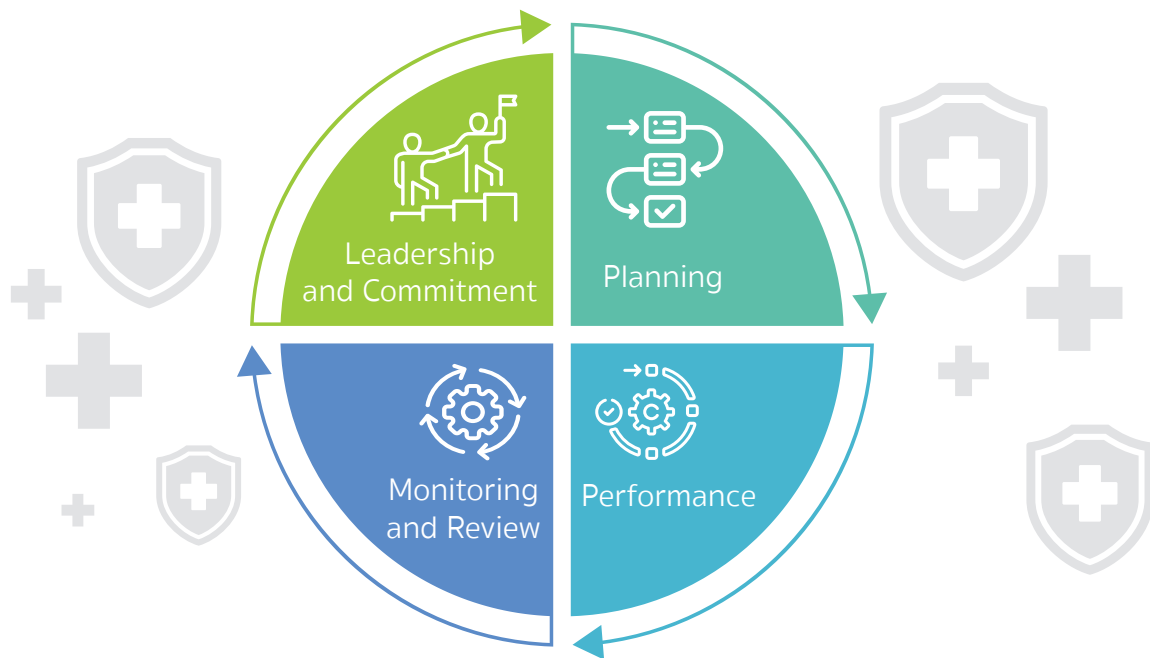


1. Comply with laws related to safety, occupational health and work environment at the national, local level, customer and agency requirements and comply with international standards.
2. The Company pays attention to the prevention of occupational injuries and illnesses. The Company assesses the risks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

ZERO ACCIDENT OPERATIONS STRATEGY

- Executive Commitment
- Structure, roles, and responsibilities

- Risk and change management
- Compliance with relevant laws and requirements
- Plans, objectives, and targets

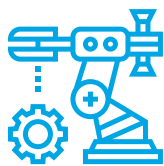


- Incident reporting and investigation
- Monitoring, review, assessing, and reporting

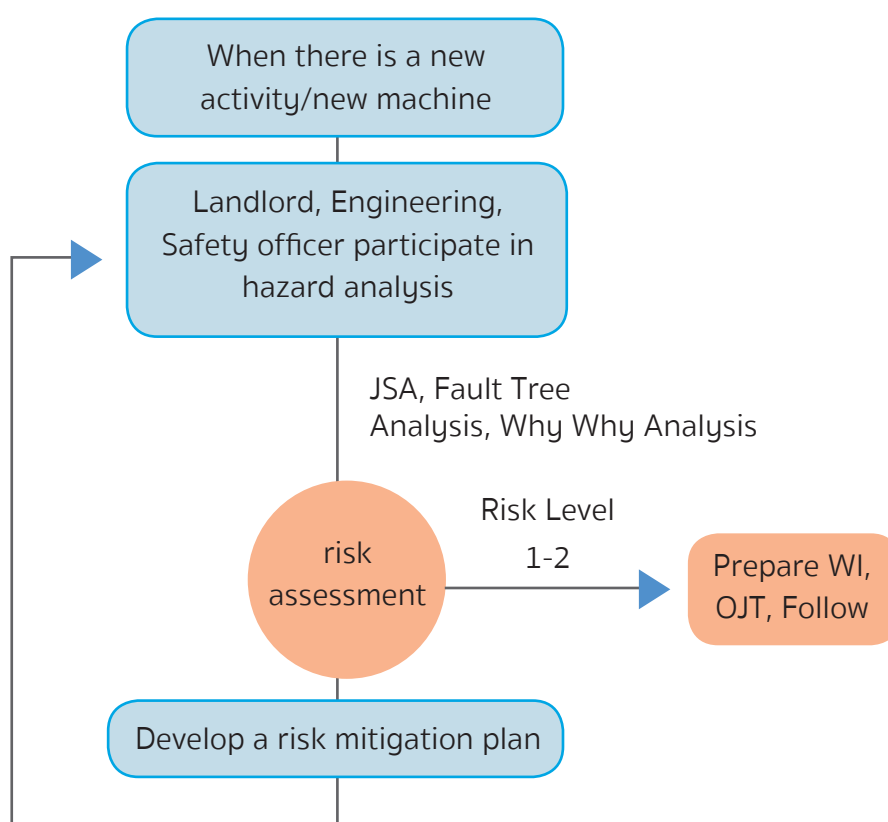
- Safety system design and testing
- Training, on-the-job training, and strengthening safety culture
- Communication, consultation, and engagement
- Control of implementation, audit and maintenance
- Procurement
- Occupational health and quality of life, work related vehicle safety, and hazardous work
- Emergency and crisis management



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.

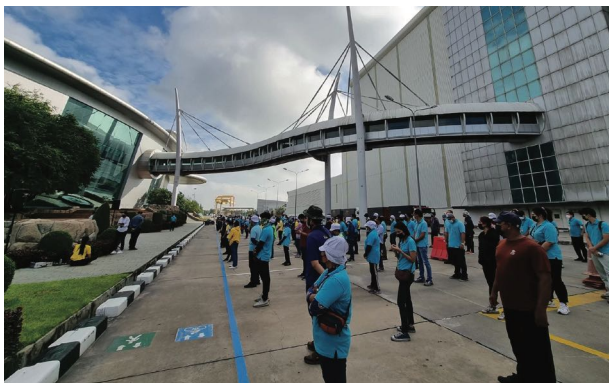


1. All executives are required to carry out hazard identification and risk assessment in all activities.
2. Together with supervisors, safety officers and engineering staff analysis of hazards using JSA tools , Fault Tree Analysis, Why Why Analysis.
3. Together with supervisors, safety officers and cotton 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.

EXAMPLES OF HIGH-RISK ACTIVITIES

High risk activities	Risk Assessment Issues	Solution
Working with Hot and Fire work 	<ul style="list-style-type: none"> • Job Safety Analysis • Permission to do work with heat and sparks • Clearing a No-Fuel Area in Radius • Using and preparing fire extinguishers 	<ul style="list-style-type: none"> • Inspection and rehearsal of understanding from job analysis for safety • Using a splash protection device and the preparation of fire extinguishers ready to use
Working at height 	<ul style="list-style-type: none"> • Job Safety Analysis • Permission to work at heights • Use of equipment for working at heights 	<ul style="list-style-type: none"> • Inspection and rehearsal of understanding from job analysis for safety • Use of fall protection equipment
Working in confined spaces 	<ul style="list-style-type: none"> • Job Safety Analysis • Permission to do work in confined spaces • Air and Toxic Gas Measurement • Use of equipment to make confined work 	<ul style="list-style-type: none"> • Inspection and rehearsal of understanding from job analysis for safety • Reporting of Oxygen and Toxic Gas Measurements

Case study

BUILDING EMPLOYEE SAFETY AWARENESS THROUGH
“CARING TALK” ACTIVITIES



Case study

RAISING MANAGEMENT STANDARDS AND ASSESSMENT OF

SAFETY OCCUPATIONAL
HEALTH, ENVIRONMENT
AND SOCIAL RESPONSIBILITY
MANAGEMENT

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, Charoen Pokphand Group is a business group that operates business with an emphasis on creating sustainability for the organization. Focusing on driving the organization to achieve the strategy goals that have been set resources within the organization, whether it is personnel, knowledge, innovation, management system or standards that have been set. It is an element that creates rapid progress in the business operation of the business group.

CPI AWARD awarding activity is an activity that will promote and create improvements in the group's operating system. This will allow the management and employees to participate in the operations of the group causing rapid product output Efficient, low cost, high quality and safe to work. It is also the collection of knowledge of business groups to create a database and disseminate to stakeholders and interested parties.

OBJECTIVES FOCUS ON RESULTS:

1

Safety is an integral part of the business, creating attitudes, exchanging knowledge, and uniting the power of executives at all levels.

2

To ensure compliance with the rules, laws, policies and SHE standards of the business.

The results of the assessment
of the security system of the
business group



7 Sites

Number of sites that passed the
audits (Thailand and Cambodia)



36 People

Managers participated

SAFETY, HEALTH AND ENVIRONMENT (SHE) PERFORMANCE AUDIT FRAMEWORK



3

Expand the scope of inspection to cover outsource agencies, including contractors and customers entering the agency.

4

Check high-risk that could lead to serious accidents and other accidents and to be supervised to make improvements to fix the detected problems in terms of management, governance and risk issues with the ultimate goal to reduce accidents business interruption and the loss of life of valuable corporate personnel.

In order to drive safety performance and engage all parties on this issue, C.P. Intertrade has conducted Safety, Health and Environment (SHE) Management audits since 2018, in both domestic and overseas operations, using the SHE Performance Audit Framework. The assessments brought about shared learning within the organization and created a safety culture.

In 2021, C.P. Intertrade carried out audits in 7 departments, where 36 managers participated as part of the Audit Committee



Case study

FLEET SAFETY MANAGEMENT



MANAGEMENT APPROACH

In the current situation, transportation is a key factor in business success as a result, the transportation business continues to have a tendency to expand continuously and cross-border shipping to support business delivery and serving various industrial groups inside and outside Charoen Pokphand Group. Therefore, it is determined to develop the business of providing transportation services to domestic business operators and abroad professionally under the vision : “Developing quality, safe, on-time delivery services with modern technology develop to the world“. Rice business Transport and Service Charoen Pokphand Group, There is a freight forwarding business which consists of Dynamic Transport Co., Ltd. and Dynamic Intertransport Co., Ltd., which have many vehicles. And there are employees who are constantly rotating to work. The company is committed to doing business with ethics. Comply with regulations and laws with good governance safety consideration employee welfare and related persons responsible for customers, partners, and surrounding society with guidelines for improving safety as follows:



SERVICE PERSONNEL DEVELOPMENT



Service personnel or drivers are important and valuable resources, so the company attaches great importance to being able to work effectively. by systematically selecting transport service personnel It starts with a physical performance test attitude interview driving skills training and testing once the evaluation standards are passed, the transportation operations can be performed.

TECHNOLOGY



The company focuses on the use of modern technology in the business to increase the convenience and speed of operations and build confidence for customers by bringing a vehicle tracking system via satellite or GPS to be installed to track every transport vehicle for the benefit of many aspects such as setting routes, measuring distances, controlling transportation routes operational control as well as analyzing various data. In addition, technology is also used in maintenance work. with a maintenance control program make every car efficient and ready to serve. Currently, maintenance programs are being developed to be coupled with the GPS system in order to use the information for maximum benefit management.

SAFETY



The company has set a goal to reduce the damage caused by accidents. There are supporting measures to achieve success, such as controlling the use of safety vehicles. Installing the system to prevent accidents campaign activities to reduce accidents and arranging a resting place for drivers Starting from encouraging personnel to see the benefits of preventing accidents create a safe driving behavior attitude This allows the company to reduce the damage caused by accidents and personnel have the ability to perform more tasks.



KEY PERFORMANCE YEAR 2021



100% of the company's transport vehicles are equipped with GPS systems and car cameras. through tracking by the central control center



No deaths of the transport drivers



INNOVATION MANAGEMENT

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

OPPORTUNITIES AND CHALLENGES

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

2030 Goal

100 Million Baht

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

KEY OPERATING RESULTS IN 2021



Economical results from the project to reduce costs and increase efficiency

88.60 Million Baht



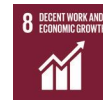
The number of innovators who have invented innovative projects, reduced costs and increase efficiency



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

INNOVATION MANAGEMENT

MANAGEMENT APPROACH

It is an important strategy and in line with the implementation of the values “innovate”, innovation will result in the organization’s leapfrog change, increase its competitiveness and create sustainable growth.

And able to deliver value to the stakeholders of the organization continuously. C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service has set directions, objectives, goals and strategies to develop the organization to become an organization of Innovation consists of setting up, policy of innovation, creation of innovation, management of intellectual, as well as creating an innovative organization to drive systematically and continuously develop.

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

RESEARCH & DEVELOPMENT INVESTMENTS



12 persons
Number of R&D



1 center
R&D Center



12.58 million THB
R&D Spending



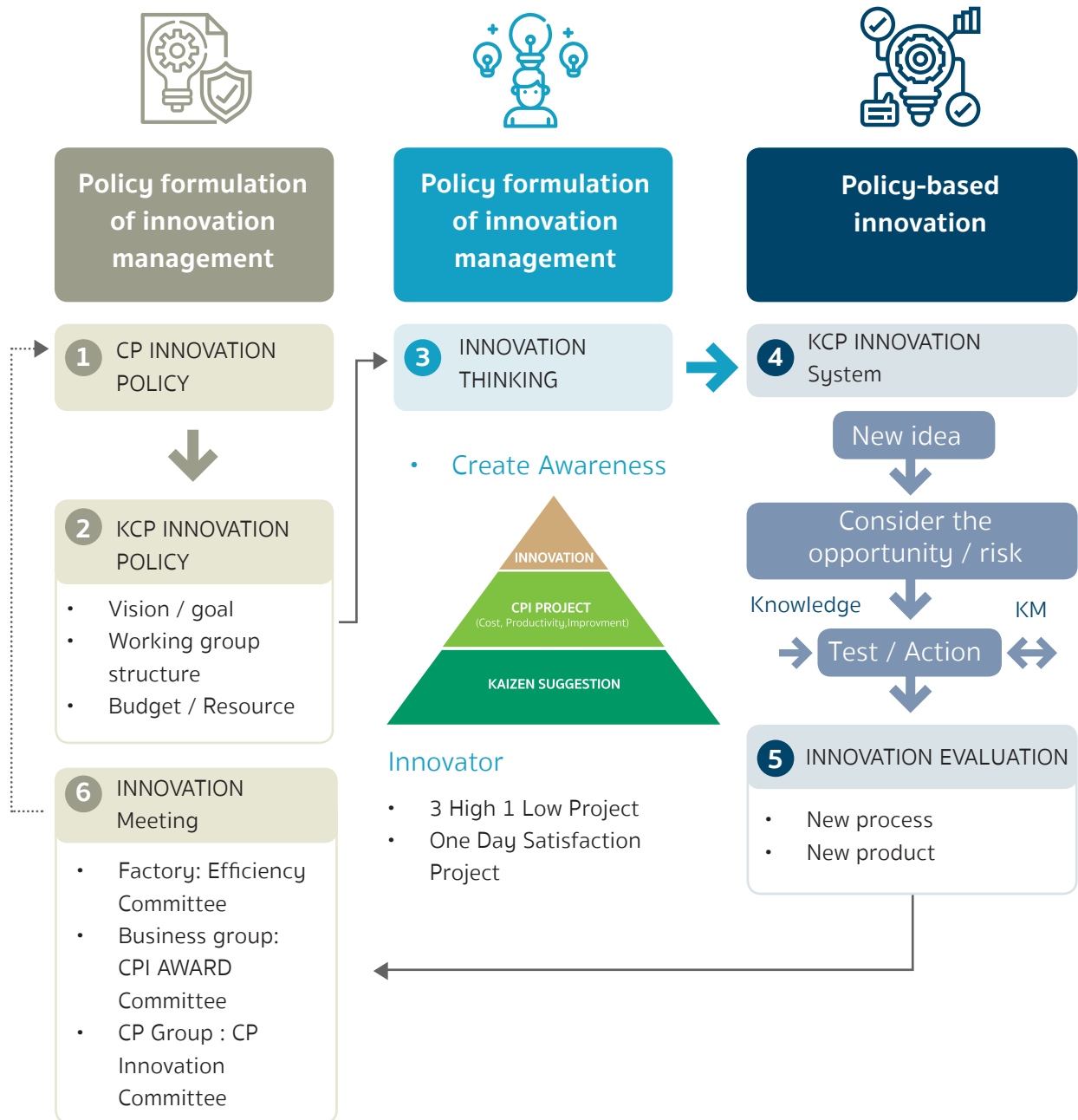
2 Issues
Patents and Petty
Patents



129 persons
C.P. Group ‘Innovators’



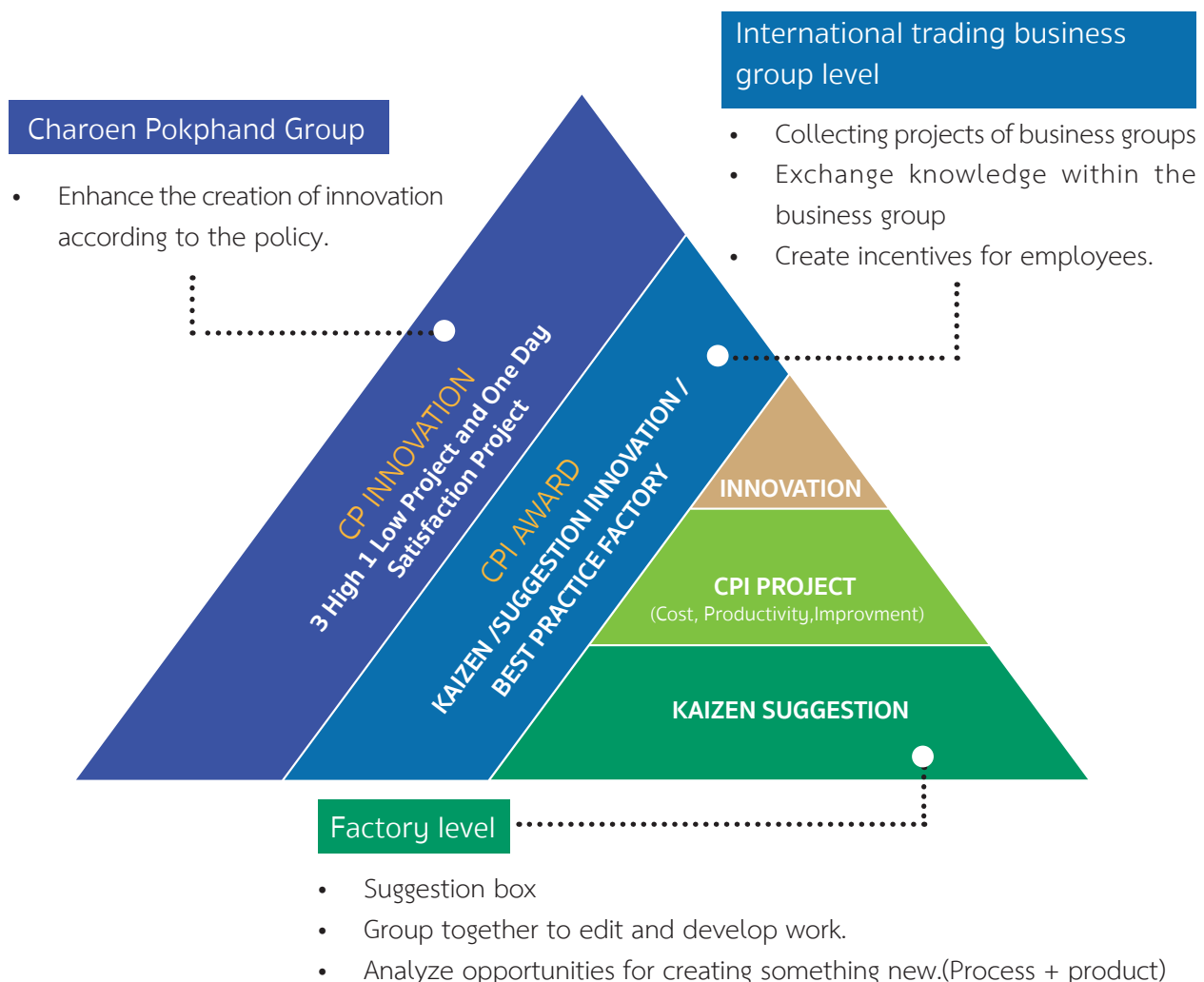
88.60 million THB
Savings from the
Cost Productivity
Improvement Program
and Innovation



CREATING AN INNOVATIVE ORGANIZATION

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

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





Case study

ONE DAY SATISFACTION PROJECT

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



Kaizen
Suggestion



CPI Project



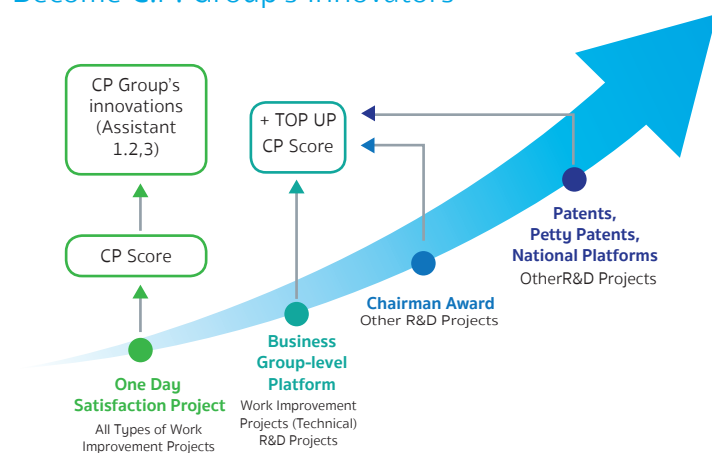
Innovation

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

The One Day Satisfaction Project is now in its third year, and as of year-end 2021, a total of 242 employees participated in 727 work improvement projects. The participating employees also collected scores to become 'Innovators,' resulting in a total of 129 'Innovators' from all levels. Likewise, it has enabled employees to adopt a good perspective on improving their own work through new ideas and methods. This is the idea of putting values into practice, which is one of the essential foundations for becoming an innovative organization.



Employee Scoring System to Become C.P. Group's Innovators



The employee scoring system to become C.P.Group's innovators connects basic work improvement projects to innovation projects.

It also links together innovations at the business-group level to lay a foundation and encourage employees to innovate and continue to improve the efficiency of them assigned work. This is one way of expressing the Group's values. Innovation or patented works will earn the employees more points, allowing them to continuously improve or innovate.

Case study

INNOVATIVE RICE STORAGE WITH A TEMPERATURE OF 15 °C



KhaoTraChat opens a great strategy “Keep the freshness of rice at 15 °C” Fragrant, Soft, Sticky all year round, ready to take you to prove the new jasmine rice “KhaoTraChat” #HomThaluMask at the KhaoTraChat Factory, NakhonLuang District, Ayutthaya Province.

It also highlights the use of new technology for storing jasmine rice at 15 °C, making it fragrant, soft, sticky all year round before being packed in metalized bags. That helps maintain quality and freshness until the consumer’s hands. Most importantly, they can be purchased through department stores, Lotus, Makro, 7-Eleven, leading department stores, local department stores, and dealer stores across the country.

The reason why everyone waits for ‘new jasmine rice’ even if it only has a chance once a year Probably

because of the unique fragrance. The softness of the rice grains and the excellent texture. Especially the new jasmine rice at the beginning of the season that will be harvested within 3-4 months of the harvesting season of the year of planting. Which is in the 4th quarter of every year, it is considered the best quality jasmine rice. It is also used as a selling point for the brand. Targeting consumers who love the aromatic, soft, sticky taste of new jasmine rice.

With modern technology of branded rice Ready to break the trend against the trend, launching ‘15 °C rice’, a new jasmine rice that uses cold storage technology for rice. Control the temperature at 15 °C to lock the shelf life of the rice. before being packed in metalized bags that helps maintain quality and freshness keep the fragrance, soft, sticky until the consumer’s hand. as if newly harvested. And there is also a quality inspection process that is analyzed by specialists in rice quality in particular. To check the freshness of rice with indicator solution. or formula for measuring freshness of rice and measure the softness of rice with a Rapid Viscosity Analyzer (RVA) as a numerical value with accuracy. It also measures the aroma of rice in order to reach the needs of consumers. This is the first time that tiered rice has been used with this technology.

In addition to using technology to help maintain the quality of new jasmine rice, Mr.Thammavit Srikrirkrit, Senior Executive Vice President, Manufacturing and Engineering said : It also describes the way the company works in joining forces with member farmers. Under the project to develop a sustainable rice planting system “We want to educate about how to cultivate jasmine rice properly using highly pure rice seeds passed the GAP system certification of the Rice Department, the upstream raw material development team is dispatched to the consulting area all the time production process

and buy back the produce from the member farmers at the market price to help member farmers earn more and create sustainability in the Thai agricultural system Under the quality control standards of the brand rice factory every brand goes through a meticulous quality check process.

Mr. Puntharik Tatiyapaiboon, Assistant Managing Director said about the marketing strategy this time that rice storage technology at 15 degrees Celsius, the process of checking the freshness and softness of rice. It is a selling point of new jasmine rice, tiered brand. which there is no brand in the market that has been mentioned before “TraChat understands the needs of the consumer market that consumers want fragrant, soft, sticky rice all year round. We are confident that the 15 °C cooling technology will help keep the freshness of our new jasmine rice year no matter when you eat it, it’s still soft and sticky like rice at the beginning of the season.





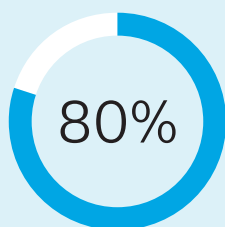
STAKEHOLDER ENGAGEMENT

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

OPPORTUNITIES AND CHALLENGES

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

2030 Goal



Multi-stakeholder engagement surveys score positively.

KEY OPERATING RESULTS IN 2021

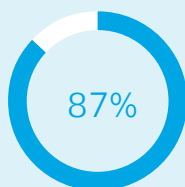


All companies

Stakeholder groups are defined and looking for needs and expectations.



Engagement with key stakeholders from the survey



of engagement score of multi-stakeholder perception survey

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

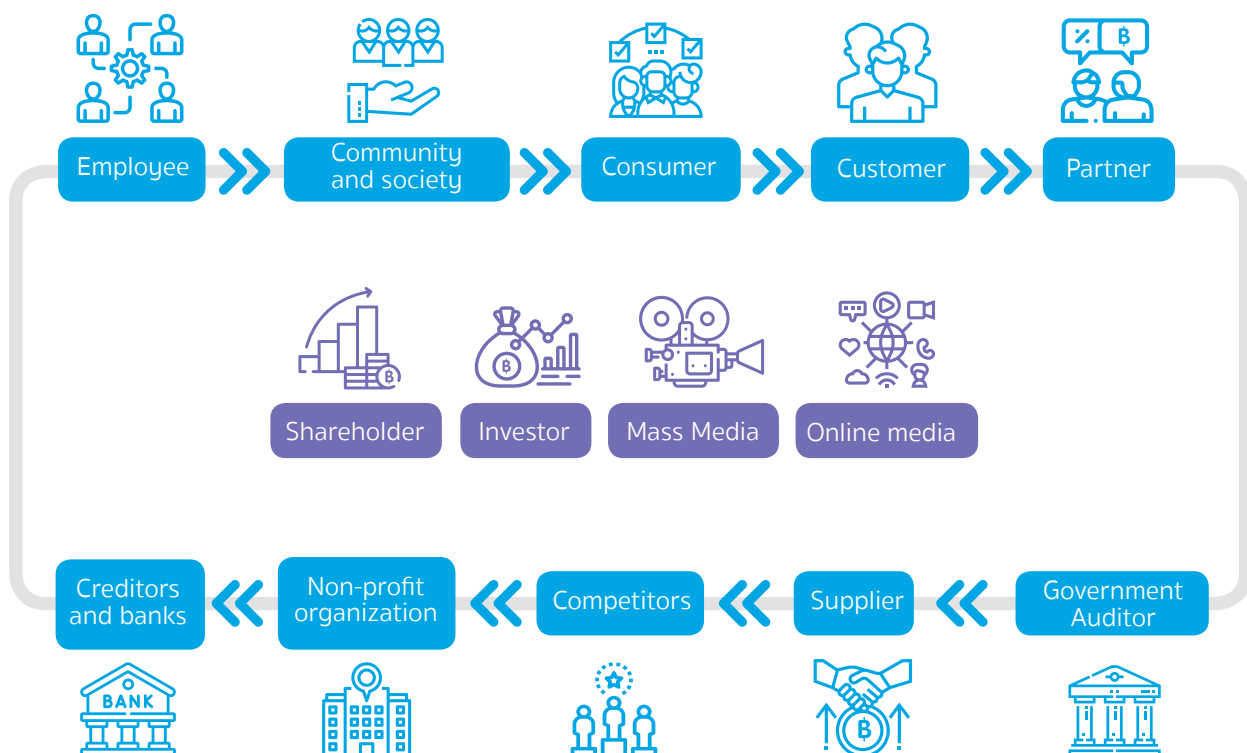
17.7 Encourage and promote effective partnerships

STAKEHOLDER PERCEPTION

SURVEY 2021

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

In 2021, C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service has conducted the Stakeholder Perception Survey on sustainability management on all business groups for the first time. The survey results were used to review the organization's strategy and operations to better align with stakeholders' interest and expectations as well as increase opportunities for cooperation to create sustainable values.



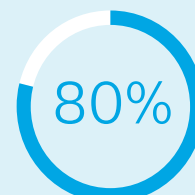
Stakeholder Perception Survey of Business Groups under C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service 2021 Survey conducted during February - April 2022 with the following survey objectives:

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



Target

Engagement with key stakeholders from the survey



This quantitative survey was designed to measure three key criteria to be computed as a stakeholder engagement score of C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, consisting of:



SUSTAINABILITY
PERFORMANCE



CORPORATE
COMMUNICATION



OVERALL
PERCEPTION

QUESTIONNAIRE

Section 1

SUSTAINABILITY PERFORMANCE

- 1.1 Importance of sustainability material Issues to stakeholders
- 1.2 Sustainability development performance in stakeholders' opinion

Section 2

CORPORATE COMMUNICATION

- 2.1 Communication
- 2.2 Listening
- 2.3 Responding

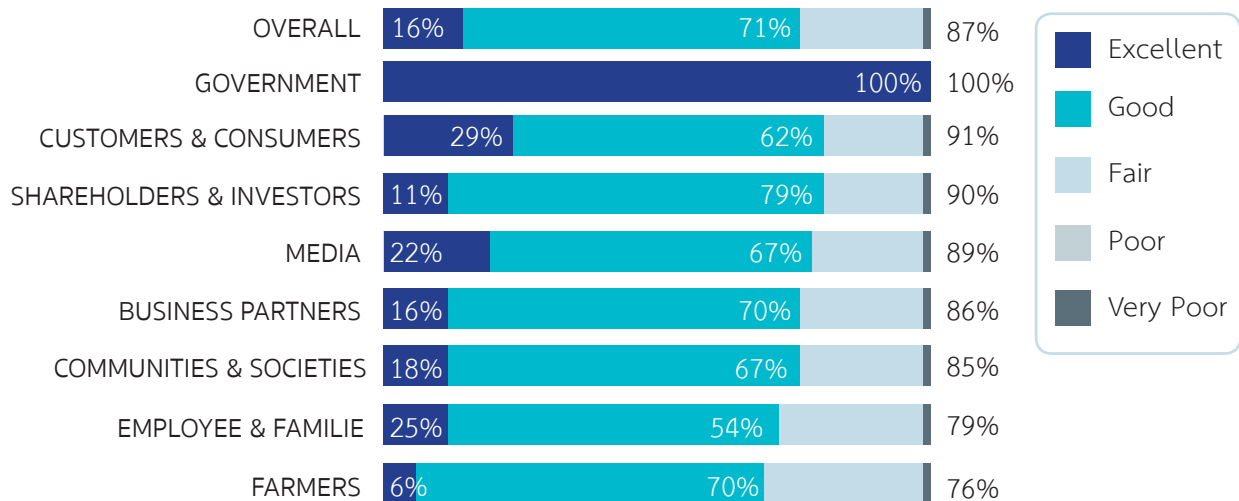
Section 3

OVERALL PERCEPTION

- 3.1 Satisfaction on overall business performances
- 3.2 Level of company's overall sustainability performances



SURVEY RESULT 2021

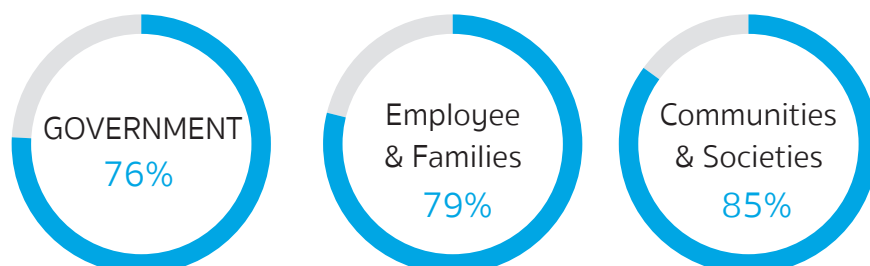


Key Summary :

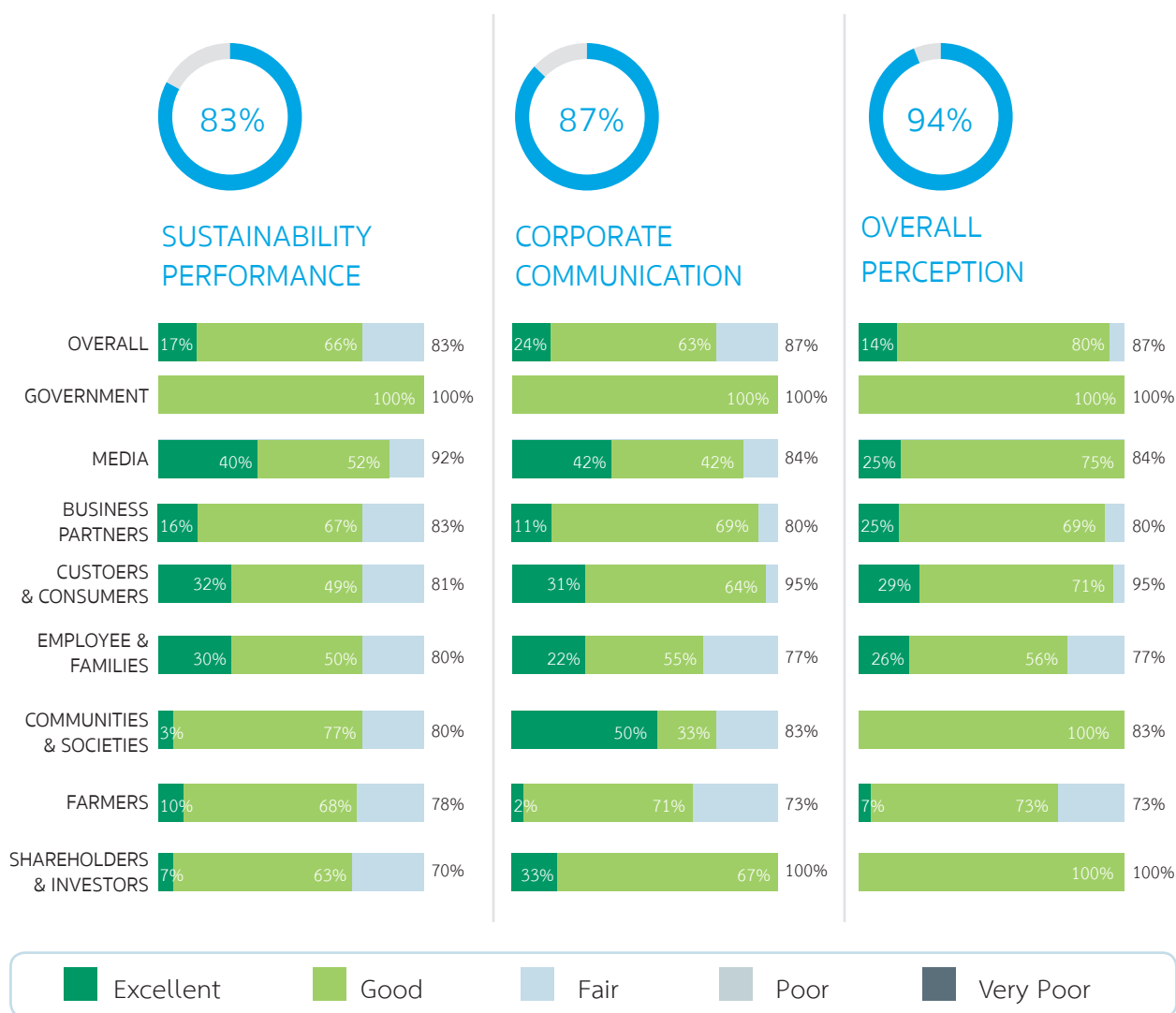
Top Three Score:



Bottom Three Score:



Regarding to Charoen Pokphand Group's 2030 Sustainability Goal for Stakeholder Engagement is targeted at 80%. From the survey in 2021, the stakeholder engagement result is above the target at 87%. This bar graph demonstrates scores from 14 stakeholder groups which the two groups, Employee & Families and Farmers have scored below the target. The scores reflect the sample size of these three groups that are relatively low compared to the others. With this result, C.P. Intertrade is planning to enhance engagement and plan to increase the sample size in 2022 proportionately.

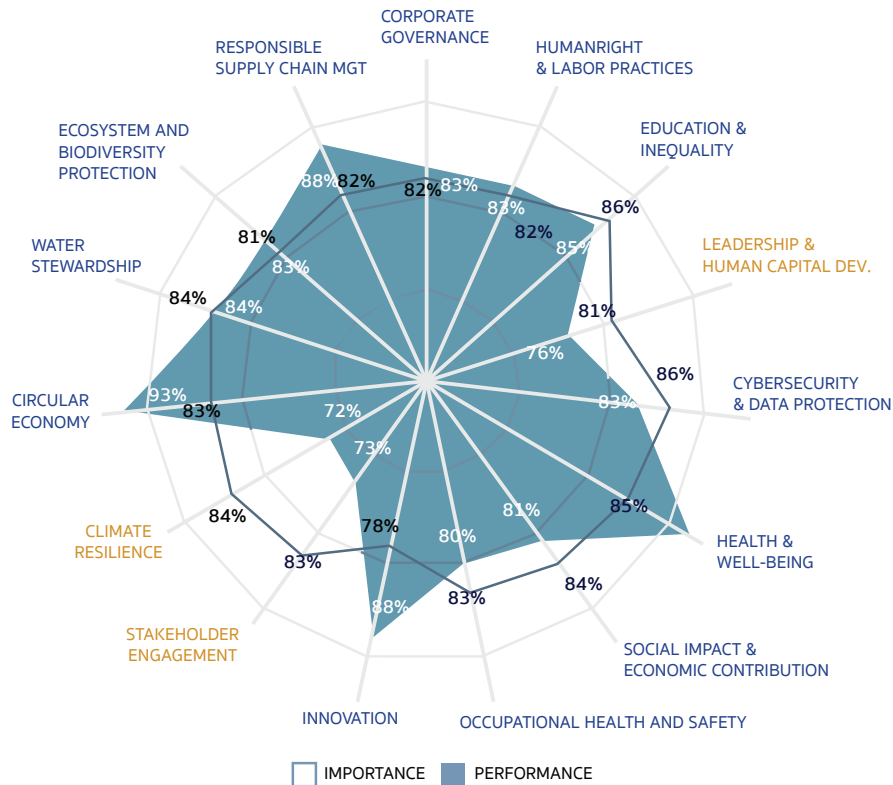


Key Summary :

- Sustainability Performance**
 Government, Media and Business Partners scored more than target score at 100%, 92% and 83% respectively and Shareholders & Investors scored below target at 70%.
- Corporate Communication**
 Government, Shareholders & Investors and Customers & Consumers scored more than target score at 100%, 100% and 95% respectively and Farmer scored below target at 73%.
- Overall Perception**
 Government, Media, Customers & Consumers, Communities & Societies and Shareholders & Investors all scored more than target score at 100%, Farmer scored below target at 71%.



MATERIALITY ISSUES SCORE BY STAKEHOLDERS



Key Summary :

Based on a survey of stakeholders' perceptions of their interest in sustainability issues including the effectiveness of the company's operations In each point of view stakeholders found that issues with gaps between importance with the highest operational efficiency, the first three are:



CLIMATE
RESILIENCE



STAKEHOLDER
ENGAGEMENT



LEADERSHIP &
HUMAN CAPITAL

However, it is an opportunity to take the results into consideration in reviewing operational strategies: including communicating the results of operations on issues that most stakeholders commented on operational efficiency less than expectation.

In 2021, C.P. Intertrade Co., Ltd. and companies in the Rice business Transportation and Service has commenced the formulation of the 2030

Sustainability Strategy. An in-depth stakeholder engagement survey has been conducted by an external consultant. The scope of the survey covered C.P. Group's core businesses both in Thailand and overseas. The survey employed methods such as in-depth interviews, discussions with the target audience, and quantitative opinion surveys in order to accurately learn about the needs and key concerns of each stakeholder groups. This has been carried out in addition to

the customary process to gather information on stakeholder needs and expectations by the designated authority.

The process of preparing the Sustainability Report for the year 2021 of CP Intertrade Co., Ltd. and companies in the Rice business Transportation and Service, we create stakeholder engagement at the business level by reviewing the issue of hearing from stakeholders from the year 2021 through various mechanisms to examine the issues of sustainable development of the organization and listen the opinions, suggestions and expectations of different groups so that we

understand the common issues that stakeholders share the same opinion. and has been planned to respond to such issues as well as pushing for continuous improvement of operations and to meet the expectations of interested stakeholders and different expectations, the business group therefore creates a channel for stakeholder participation. Through a communication mechanism that facilitates the relationship exchange views the communication frequency of each group will vary according to plans and needs as shown in the following table:

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

● At least once a year

● Monthly

● At all time

STAKEHOLDER ENGAGEMENT FRAMEWORK

Stakeholder Group	Method of Engagement	Issues of Interest
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 channels 	<ul style="list-style-type: none"> • Compensation, benefits, and remuneration • Career progression • Work environment • Occupational health and safety
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
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



Materiality Issues	Response	Benefits Received by Stakeholders	Page
<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 	<ul style="list-style-type: none"> 54-57 86-93 70-72 132-141
<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 	<ul style="list-style-type: none"> 116-131 172-183 194-201 202-209
<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 	<ul style="list-style-type: none"> 108-115 108-115 205






Stakeholder Group	Method of Engagement	Issues of Interest
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
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
Mass 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



Materiality Issues	Response	Benefits Received by Stakeholders	Page
<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 	214-216 212-213 67-59
<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 	28-45 48-73
<ul style="list-style-type: none"> 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 	159 154-158 168-169





Stakeholder Group	Method of Engagement	Issues of Interest
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
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
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



Materiality Issues	Response	Benefits Received by Stakeholders	Page
<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 	48-73 67 168-169
<ul style="list-style-type: none"> Corporate governance Responsible supply chain management 	<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 	214-216 212-213 67-69
<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 	50-57 69-72



Stakeholder Group	Method of Engagement	Issues of Interest
<p>Non-profit organization</p> 	<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
<p>Creditors and banks</p> 	<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



Materiality Issues	Response	Benefits Received by Stakeholders	Page
<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 	74-85 116-131 202-209
<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 	48-70 69-72

MEMBERSHIP IN A NATIONAL ORGANIZATION



Mr. Suphachai Chearavanont Chief Executive Officer 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



C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service 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.

Global Compact Network Thailand | THE PRACTICAL know first, move fast

1 NO POVERTY

“

โจทย์เรื่องความยากจน
ต้องช่วยกันแก้ไข
ให้เป็นไปในทิศทาง
เดียวกัน และต้องทำ
ทุกภาคส่วน

”

ดร.สดุดี สุพรรณไพ
รองกรรมการผู้จัดการ สำนักบริหารความยั่งยืน
ธรรมาภิบาล และกำกับการปฏิบัติตามกฎเกณฑ์
บริษัท ซี.พี. อินเตอร์เทรด จำกัด (CPI)

CPI TRADING

เราปรับ โลกเปลี่ยน
WE SHIFT...WORLD CHANGE
#ยังยืนไปด้วยกัน #ไม่ทำไม่ได้แล้ว

SDGs TALK

UN Global Compact Network Thailand

C.P. Intertrade Company Limited, a leading organization by Dr. Sadudee Supanpai, Deputy Managing Director Office of Sustainability Management, Governance and Compliance can share practical experiences that are beneficial and create lasting change for society. To be an inspiration and a good example for other organizations and the wider society in the program “We Shift...World Change” episode SDGs Talk SDGs Goal 1 eradicate all forms of poverty in all areas.



HOME
LIVING TOGETHER

C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, Charoen Pokphand Group realizes the importance of environmental sustainability by operating the business under the concept of the use of natural resources for maximum benefit along with the organization's business principles under The concept of "Green Culture" is instilled in the activities of the people in the organization, conveying the brand and its products. To achieve our vision to be a leading company in integrated rice and industrial Argo business within the framework of this vision.

Mission and Policy : Safety, Occupational Health, Environment Energy and efficiency Therefore, setting the following environmental sustainability goals.



CLIMATE
RESILIENCE



CIRCULAR
ECONOMY



WATER
STEWARDSHIP



ECOSYSTEM &
BIODIVERSITY
PROTECTION



RESPONSIBLE
SUPPLY CHAIN
MANAGEMENT



CLIMATE RESILIENCE

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

OPPORTUNITIES AND CHALLENGES

The challenge of climate change impact, C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, Charoen Pokphand Group business has foreseen the opportunity from change to drive and support for all business groups.

A company that is committed to trying to reduce greenhouse gas emissions and continuous monitoring measures. The company is committed to climate change management. and contribute to reducing the impact on the environment. Adhering to the relevant international principles Integrated with business operations principles that focus on the impact of climate change. In addition, there is support for the government's greenhouse gas reduction mechanism. and a focus on products that have been certified for carbon labels (Carbon footprint). from this commitment, The company aims to reduce the use of plastic for packaging for reuse. Net zero carbon dioxide emissions.

2030 Goal

Net Zero

Direct and indirect greenhouse gas emissions (Scope1 and Scope2)
Net Zero

KEY OPERATING RESULTS IN 2021

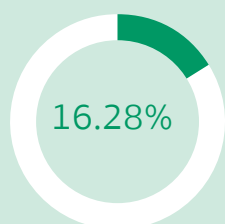


Greenhouse gas emissions per revenues

1.52 Ton CO₂eq / million baht



Renewable energy in business activities



Proportion of renewable energy

SUPPORTING THE SDGS

SDG 7

Affordable and Clean Energy



7.2

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

7.3

Double the global rate of improvement in energy efficiency

SDG 11

Sustainable Cities and Communities



11.6

Reduce the adverse per capita environmental impact of cities

SDG 12

Responsible Consumption and Production



12.2

Achieve the sustainable management and efficient use of natural resources

12.3

Halve per capita global food waste

12.5

Substantially reduce waste generation

SDG 13

Climate Action



13.3

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

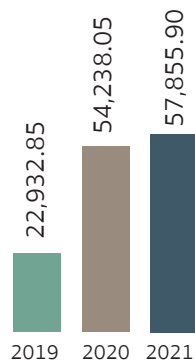
GREENHOUSE GAS EMISSION MANAGEMENT INFORMATION

2021 PERFORMANCE

Greenhouse gas emissions
(Scope 1+2)

57,855.90

TON CO₂e

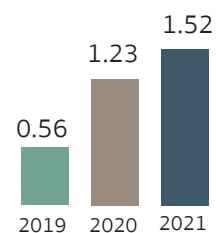


Greenhouse gas emissions per revenues

(*Total income from rice business transport and service)

1.52

TON CO₂e / million baht



Greenhouse Gas Emission Ratio by Scope



Scope1
61.62%

Scope2
38.38%



REGISTRATION OF CARBON FOOTPRINT PRODUCT

4 Products



JASMINE RICE

20 kg

3.97
kCO₂/kg rice

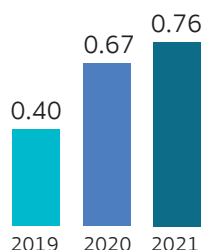
ENERGY MANAGEMENT INFORMATION

2021 PERFORMANCE

Energy consumption

0.76

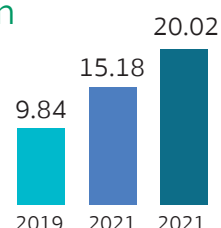
Million Gigajoule



Energy consumption per revenues

20.02

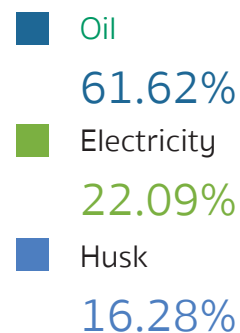
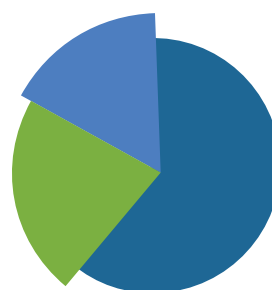
Gigajoule/million baht



Proportion of renewable energy use

16.28%

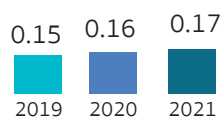
Power consumption ratio by type



Electricity consumption

0.17

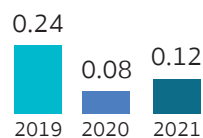
Million Gigajoule



Husk consumption

0.12

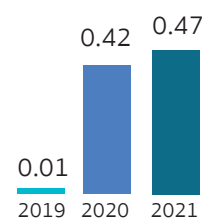
Million Gigajoule



Oil consumption

0.47

Million Gigajoule



WHITE RICE

15 kg

2.47

kCO₂/kg rice



JAPANESE RICE

2 kg

2.20

kCO₂/kg rice



RD43

5 kg

2.47

kCO₂/kg rice



ASSESSMENT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ACCORDING TO TCFD

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

Climate Change Management Framework



COMMIT: Management Commitment

Assume joint responsibility for climate change management throughout the supply chain



ASSESS: Assess risks, opportunities, and impacts

Analyze and disclose information according to the Task Force on Climate-related Financial Disclosures (TCFD)



DEFINE: Define targets and policies

Define the company Environmental Sustainability Policy and 2020 sustainability goals on climate change management



COMMUNICATE: Communicate with stakeholders

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



MEASURE: Measure results

Monitor progress against goals and analyze ways to improve performance



IMPLEMENT: Implement the policies

Reduce impacts and adapt to climate change across the supply chain



Risks	Opportunities
POLICY & LEGAL Policies, international regulations, and various other tools heighten control of greenhouse gas emissions according to UN requirements.	RESOURCE EFFICIENCY The efficient use of renewable energy and reduction in energy costs.
TECHNOLOGY Emerging climate change technologies may impact current marketing efforts.	ENERGY SOURCE More diverse energy sources for manufacturing operations.
MARKET Policies or investments in businesses or low-carbon products reduce the need for high-carbon emitting products.	PRODUCTS/SERVICES The increase in development of new low-carbon products and services to market, to respond to the changing needs of consumers.
REPUTATION Higher expectations of stakeholders contribute to a decrease in revenue, reputation, and brand value.	MARKET Marketing efforts that align with trends in climate change to create and enhance competitiveness.
PHYSICAL RISKS Natural disasters, changing sea levels, coastal erosion, higher incidences of drought owing to higher temperatures, the impact of warming on human fatalities, and the spread of pandemics affect both plants and animals, among others.	RESILIENCE Reputational opportunities and increase in brand value.

GOVERNANCE	STRATEGY	RISK MANAGEMENT	METRICS & TARGETS
Establish committees at both the Group and Business Group levels, to manage the company's climate-related risks and opportunities.	Outline a strategy for climate change management that aligns with our Group-level financial strategy and planning.	Apply risk and opportunity assessment results and integrate the local context of operations in each country to develop climate change management approaches.	Determine indicators and targets for assessing and managing climate-related risks and opportunities that align with the Group's financial risk management.

*Task Force on Climate-related Financial Disclosures (TCFD)



GREENHOUSE GAS MANAGEMENT



MANAGEMENT APPROACH

The company 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



GOAL

Environmental information that supports the company's operations according to various commitments on climate change



ACTIVITIES

Life Cycle
Environmental
Impact Data

Baseline emission
data from food loss
and food waste data
in Rice and Corn
planting

Food loss and
food waste in the
production supply
chain



OUTPUT

Determine the
system scope and
goals of the LCA
study

Analyze the inventory
data on the given
reference unit

Assess the
environmental
impact of the product

Prepare a report
showing the list of
items and
environmental
impact values

Organize a small
group discussion
with the Company's
coordinator and
the owner of the
information

Collecting and
analyzing soil
samples and GHG
from pilot plots of
the company (rice
and corn)

Use the SMART
GHG app. Collect
samples of plant
cultivation activities.

Compare the
measured emissions
and values obtained
by using SMART GHG
app.

Define the conceptual
framework, theories,
models used in
operations

Conducting tests
in the field and
laboratory

Store and collect
information.



CLIMATE CHANGE MANAGEMENT AND ENERGY MANAGEMENT



The company recognizing the urgency of action on sustainable development happening around the world. Our business group is committed to operating in accordance with the Paris Agreement. To limit global temperature, rise to no more than 1.5 degrees Celsius above pre-industrial levels and set long-term targets for global greenhouse gas emissions both the value chain will be zero by 2050, coupled with setting scientific goals or Science Based Targets in all relevant areas. This is in line with the criteria and recommendations of the Science Based Targets Initiative (SBTi). It also aims to reduce greenhouse gas emissions per unit of revenue by 10% in 2021 compared to the base year 2020 by defining action guidelines to being a zero emissions organization.



RENEWABLE ENERGY

- Solar Energy



WASTE MANAGEMENT

- Plastic packaging to be reusable
- Food Loss and Food Waste



SUSTAINABILITY AGRICULTURE

- Carbon Footprint (Organization, Product)
- Water Footprint
- Reduce Methane in Rice Field



PROCESS OPTIMIZATION & ENERGY EFFICIENCY

- High Efficiency Air Compressor
- High Efficiency Air Light



FORESTATION

- Reducing Emission from Deforestation and Forest Degradation and Enhancing Carbon Sequestration in Forest Area)



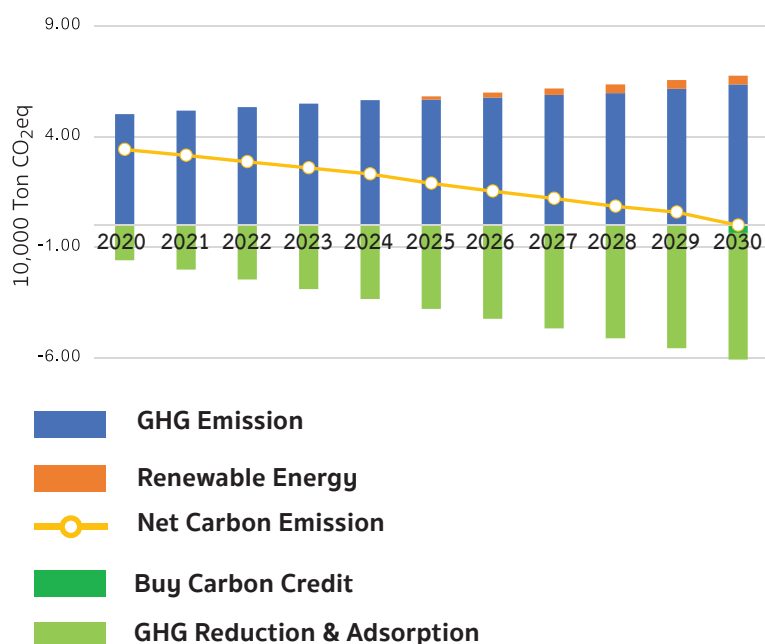
TRANSPORTATION

- Increase present of water transport

2030 CARBON NEUTRAL ORGANIZATION GUIDELINES

(SCOPE1&2)

Carbon Neutral Organization by 2030 in accordance with its environmental management strategy, the business focuses on energy and resource management in line with the circular economy. It promotes energy efficiency improvements and activities that produce the least environmental impact from the design process, management, selection of high-performance equipment, and technology to reduce greenhouse gas emissions. Choosing clean energy as well as promoting reforestation projects and farmers grow crops to absorb long-term greenhouse gases.



Increasing energy efficiency and increasing the proportion of renewable energy.



Solar Cell



Energy Efficiency

Carbon Absorption



Afforestation and Reforestation



Nature-Based Solutions



Sustainability Agriculture



Case study

PRODUCT LIFE CYCLE ASSESSMENT

Product Life Cycle Assessment Project of White Bag Rice From paddy field is a project born from environmental concepts. Using a Life Cycle Assessment (LCA) technique, the resource utilization is determined and the total emissions of the product system covering from

- Raw material process
- Production process
- Implementation
- Disposal of the remains after use

Carbon Footprint of Products : CFP

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



Reduce 17.8%
GHG emission by
water and farm
management

4 Rice products
Certificated
Carbon footprint
of product

Develop
Sustainability
Supply Chain
Standard

Jasmine rice
20 kg



3.97
kCO₂/kg rice

White rice
15 kg



2.47
kCO₂/kg rice

Japanese rice
2 kg



2.20
kCO₂/kg rice

Rice RD 43
5 kg



2.47
kCO₂/kg rice

Case study

CREATE GREEN SPACES TOGETHER WITH #CP ROI SAVE THE WORLD



Executive Committee Rice, Transport and Service Business Charoen Pokphand Group and employees of the Chat Rice Business Group Unite to plant “Maka Mong” tree as an economic tree stand and is an auspicious tree bestowed upon Sukhothai

In the project “CP Roi Save the World” under the Charoen Pokphand Group to campaign for executives and fellow employees Plant 10 million trees by 2030, aiming to become a Carbon Neutral organization and set a net zero waste within the next 9 years. By organizing an event at the Nakhon Luang Rice Factory, Nakhon Luang District, Phra Nakhon Si Ayutthaya Province, only 1 plant per person will help make the world full of green. create clean air pass it on to future generations in a sustainable way





CIRCULAR ECONOMY

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

OPPORTUNITIES AND CHALLENGES

C.P. Intertrade Co., Ltd. and companies in Rice Business Transportation and Service is committed to work that focuses on careful resource management so that no part will be wasted products and materials are stored, reused, remanufactured and recycled as long as those resources are used in the most efficient way to create added value to the waste that occurs do not manage waste by landfill and develop new sustainable packaging design guidelines with the goal of companies in the business group

- (1) Reduce the amount of food waste to zero (Zero Food Waste)
- (2) no general waste disposal by landfill (Zero Waste to Landfill)
- (3) all used plastic packaging can be recycled. reusable, reusable or biodegradable.

2030 Goal



Zero food and waste to landfill and all plastic packaging are recyclable, reusable or compostable

KEY OPERATING RESULTS IN 2021



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



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



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

SUPPORTING THE SDGS

SDG 11

Sustainable Cities and Communities



11.6 Reduce the adverse per capita environmental impact of cities

SDG 12

Responsible Consumption and Production



12.2 Achieve the sustainable management and efficient use of natural resources

12.3 Halve per capita global food waste

12.5 Substantially reduce wastegeneration

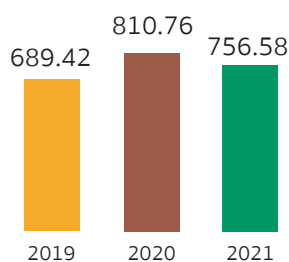


WASTE MANAGEMENT INFORMATION

2021 PERFORMANCE

Total weight of waste generated

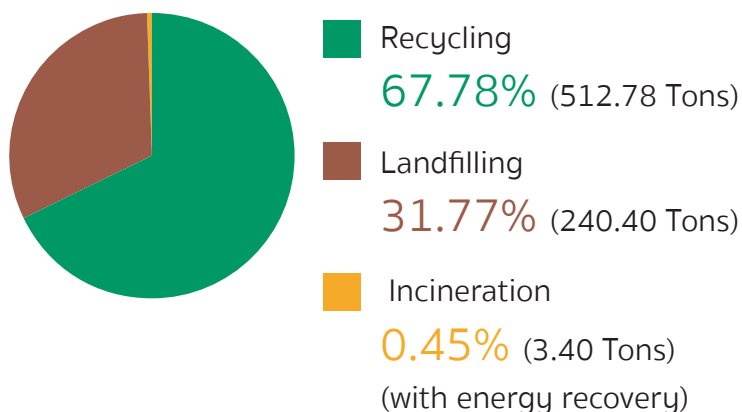
756.58 TON



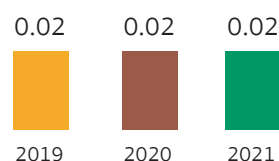
The amount of waste classified by type



Separated by waste management methods



The amount of waste per revenue
0.02* Ton/ Million baht



*Note 1 :

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

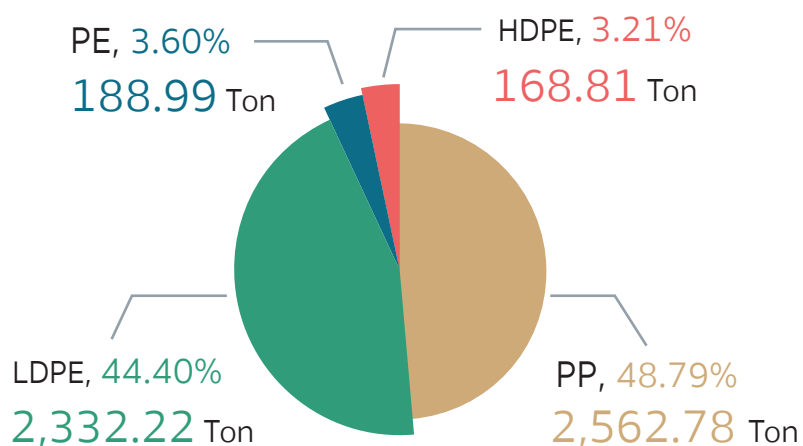
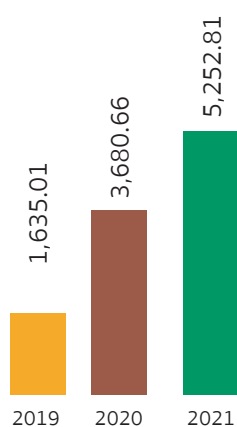
*Note 2 :

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

SUSTAINABLE PLASTIC PACKAGING INFORMATION

Total weight of waste generated

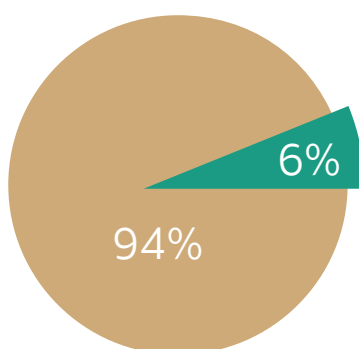
5,252.81 Ton



FOOD LOSS INFORMATION

Amount of food loss

92,546.10 Ton



Energy Recovery
5,317.05 Ton



Animal feed
87,229.04 Ton

WASTE MANAGEMENT

Waste management is an important aspect of all process along C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service Charoen Pokphand Group's value chain. In 2021, the Group announced the implementation of the Waste Management Policy, which is part of the Group's Environmental Policy and Guidelines, providing direction for all business groups to strive towards achieving the zero-food waste and zero waste to landfill goal by 2030. Waste management guidelines have been defined as follows:



Announce zero food waste and waste landfill goal by 2030



Publish Waste Management Policy



Formulate waste management plan according to the 9Rs circular economy system management approach



Communicate and raise awareness to urge employees to work together to achieve goals

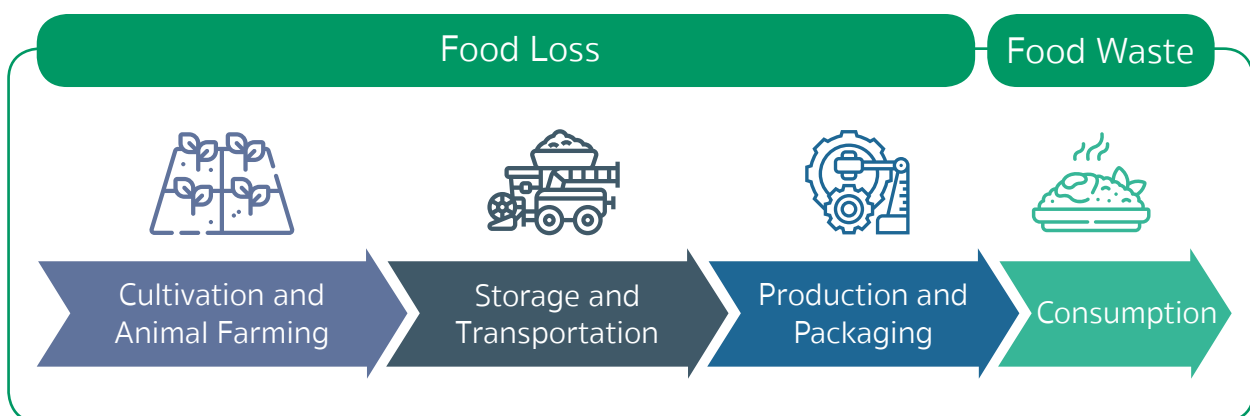


Monitor performance and progress against goals through annual Sustainability Reports

FOOD LOSS AND FOOD WASTE MANAGEMENT



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



Case study

“ROYAL UMBRELLA” ANNOUNCES AN INNOVATIVE RECYCLABLE RICE BAG THAT REDUCES GLOBAL WARMING



C.P. Intertrade Co., Ltd. and companies in the Rice Business Transportation and Service, which produces and exports high quality rice internationally, collaborated with 2 leading companies, namely DOW and SCGP, under the sustainable development framework, to become the first in producing a new type of rice packaging called “green rice bags”. The bags still retain their air-tight and humidity-proof properties, thinness and can also withstand drop from heights. Most importantly, the bags reduce the use of plastic in the overall production process:



Plastic reduction

260 MT/Year*

tCO₂e emissions
reduction550 tCO₂e

(*In the case of 5 kg. rice bags
using 1,320 M.T/year of plastic in
production)





Case study

ASSESSMENT OF FOOD LOSS AND FOOD WASTE THROUGHOUT THE RICE PRODUCTS SUPPLY CHAIN

Khao C.P. Co., Ltd. has collaborated with Dr. Napat Chakwatana, Department of Environmental Engineering (Faculty of Engineering Chiang Mai University) to collect the loss from rice production in the paddy field and loss from the milling process of converting paddy to rice. By collecting the food loss data in the rice fields of Suphan Buri Province, 3 plots, Chainat Province, 3 plots, Phitsanulok Province 6 plots, Roi Et Province, 1 plot, and Surin Province 2 plots, totaling 15 and collecting food loss data in the milling process, transforming paddy into rice of Khao C.P. Co., Ltd. (Suphan Buri Province Kamphaeng Phet Province and Buriram

Province and mills in the network, a total of 6 mills, which is considered as one way to reduce food shortages it also helps to know the overall loss of the current operating system, so that it can find a suitable and comprehensive way to reduce the loss in accordance with each stage of the loss. To help drive food waste reduction goals throughout the food production chain supporting the drive towards Sustainable Development Goal 12 on Sustainable production and consumption as well as enhancing food security.

OBJECTIVE

1. To know the amount of loss of rice in the rice fields and in the milling process, the paddy is transformed into rice.
2. To obtain guidelines to reduce rice wastage.

Results of the year 2021

WASTE MANAGEMENT IN AGRICULTURAL AREA 56% Food Loss Reduction

Food Loss & Waste Impact	Unit	2019	2020	2021
Revenue	Million Baht	40,859.00	44,159.95	38,158.00
Amount of paddy	Ton	186,124.80	120,974.57	98,767.16
Promote area	Rai	226,494.00	115,368.00	94,153.00
	m ²	362,390,400.00	184,588,800.00	150,644,800.00
Loss of rice from harvesting	m ²	32,104.17	16,352.72	12,332.01
Loss of rice from rice milling	Ton	1,228.42	798.43	1,476.76
Total weight of all food loss & waste	Ton	33,332.59	17,151.15	13,808.77
Total weight of food loss & waste volumes used for alternative purposes	Ton	19,586.75	9,976.80	7,523.76
Food loss & waste intensity	Ton/ Million Baht	0.82	0.39	0.36

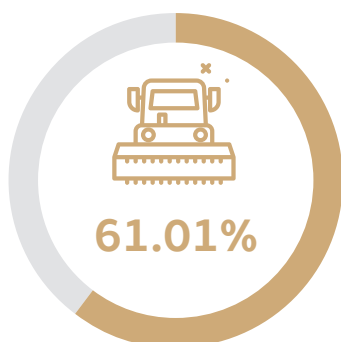


APPROACHES TO REDUCE THE AMOUNT OF RICE WASTAGE

From the analysis of data on the amount of loss and the cause of the loss of rice It was found that the loss of rice in the paddy field during the rice production process was greater than that of the milling process of converting paddy to rice. Therefore, there are 3 ways to reduce the amount of rice wastage in the rice fields as follows:

Approach 1

Choosing a Japanese combine harvester instead of a traditional Thai combine harvester can reduce the amount of loss up to



Approach 2

Reducing the speed of the combine harvester can reduce the amount of loss of combine harvesters that use speeds of more than 5 kilometers per hour up to



Approach 3

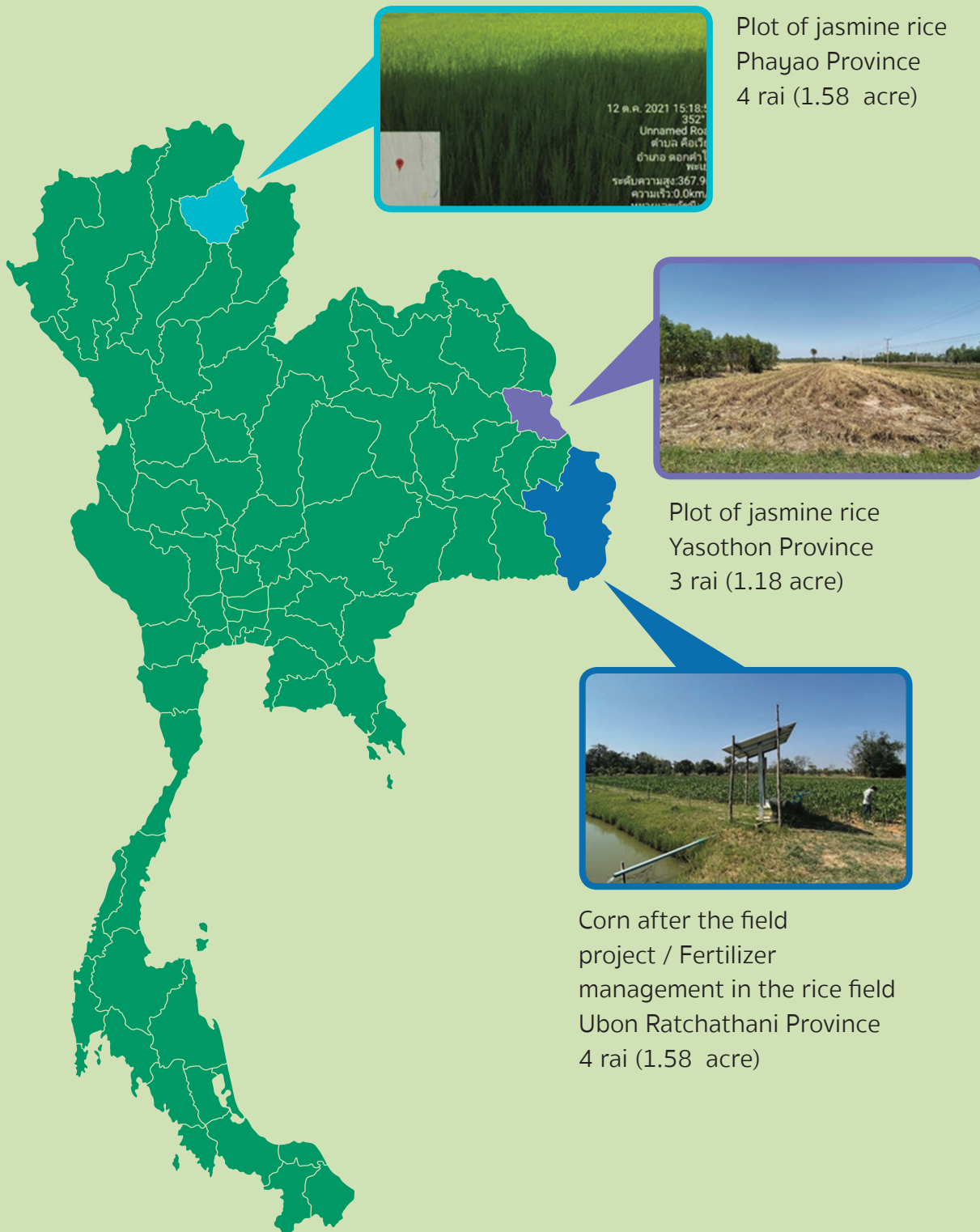
Harvesting rice in the plague period It can reduce the amount of loss of rice harvested before the persimmon period by





PROJECT TARGET AREA

REDUCE FOOD LOSS IN RICE FIELDS IN 2022







WATER STEWARDSHIP

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

OPPORTUNITIES AND CHALLENGES

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

2030 Goal

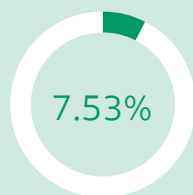


Reduce the amount of water used per unit of income by 10% compared to base year 2020

KEY OPERATING RESULTS IN 2021



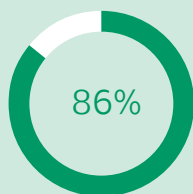
Reduction of water per revenues



of the amount of water used per revenue of the base year 2020



Water risk assessment



of areas with high water risk

SUPPORTING THE SDGs

SDG 6

Clean Water and Sanitation



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

SDG 12

Responsible Consumption and Production



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

SDG 14

Life Below Water



- 14.1 Reduced marine pollution

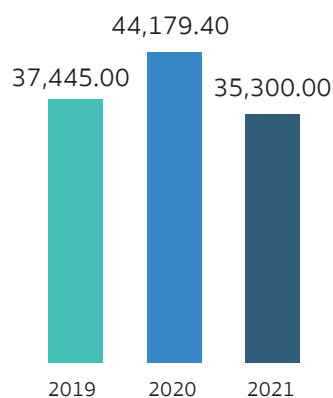
WATER RESOURCE MANAGEMENT INFORMATION

2021 PERFORMANCE

WATER CONSUMPTION

35,300

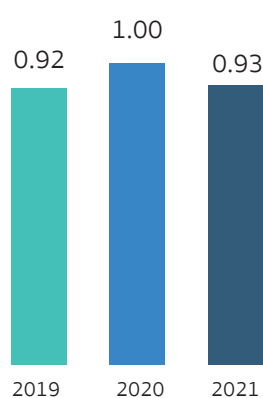
cubic meters



AMOUNT OF WATER USED PER REVENUE

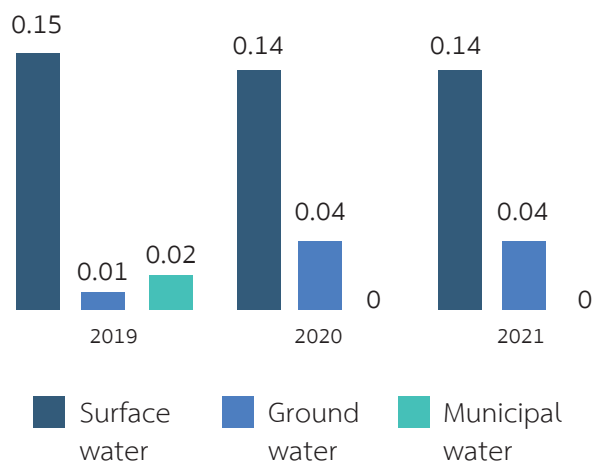
0.93*

cubic meters/million baht



SEPARATE BY WATER SOURCE

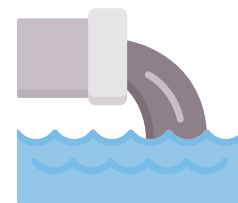
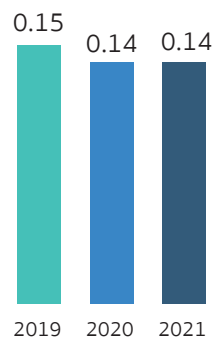
million cubic meters



WATER DISCHARGE

0.14

million cubic meters



Discharged to surface water

*Note 1 :

Dynamic Transport Co., Ltd. and Advance Transport Co., Ltd. have low water consumption insignificant and therefore not taken into account and total income of Rice business Transportation and Services for all 8 companies.

WATER CONSERVATION



MANAGEMENT APPROACH

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

WATER STEWARDSHIP MANAGEMENT FRAMEWORK

COMMITMENT

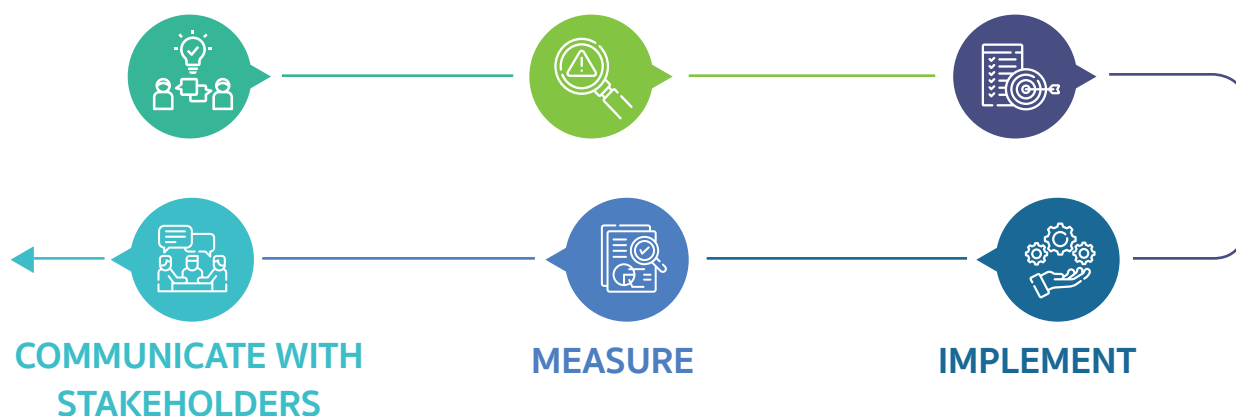
Take responsibility to enhance the efficiency of water usage and support water stewardship throughout the supply chain.

ASSESS RISKS, OPPORTUNITIES AND IMPACTS

Assess and manage water risks holistically to encompass the physical risks, the quantity and quality of risks, the regulatory risks, and the Group's reputational risks.

DEFINE TARGETS AND POLICY

Establish the Group's Sustainability Policy regarding the environment and the 2021 Sustainability Targets that reference water stewardship.



Communicate strategy and progress, as well as foster collaboration with external stakeholders.

Monitor and analyze progress against targets to identify operational gaps to be improved.

Implement water stewardship throughout the supply chain.

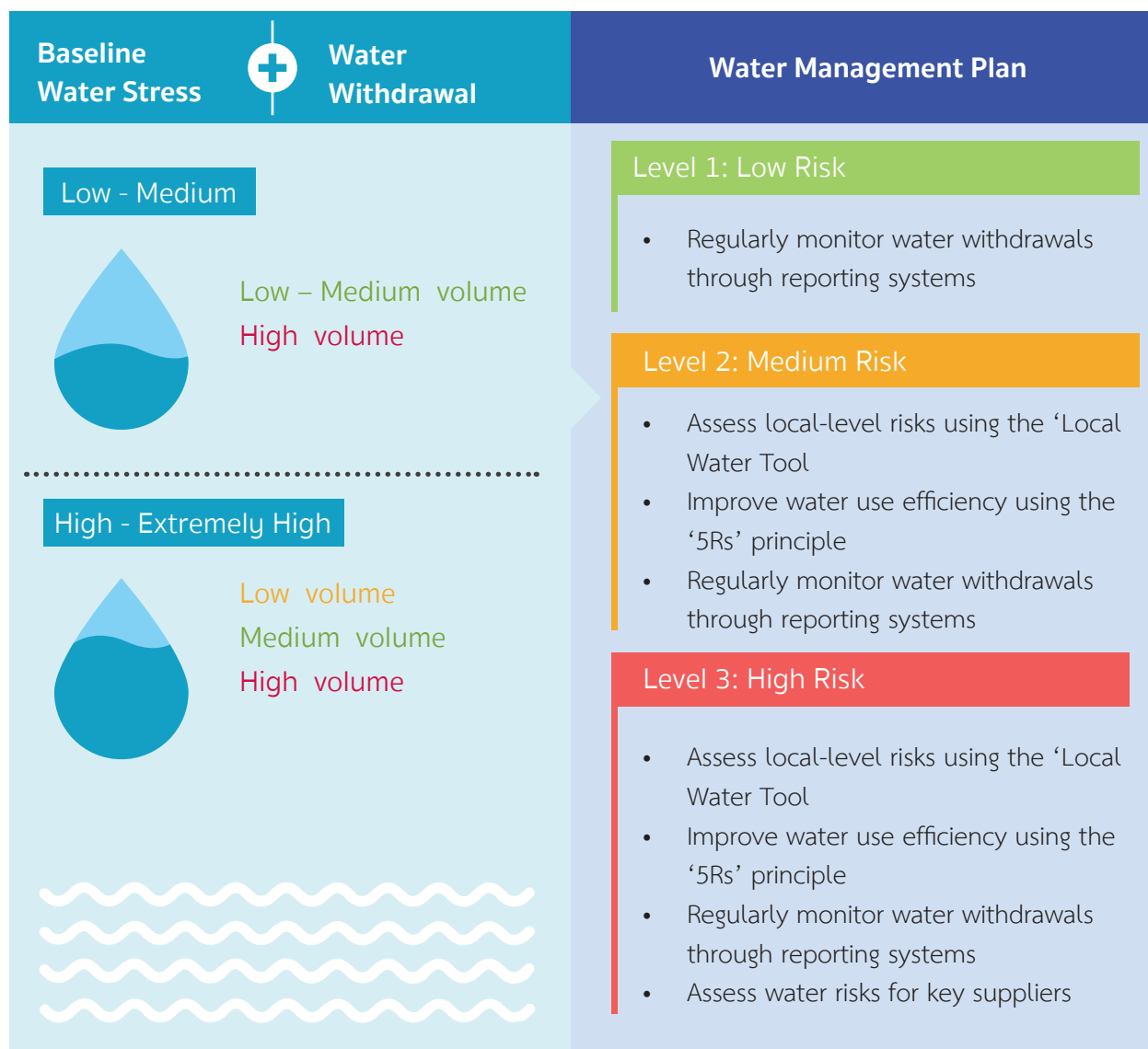


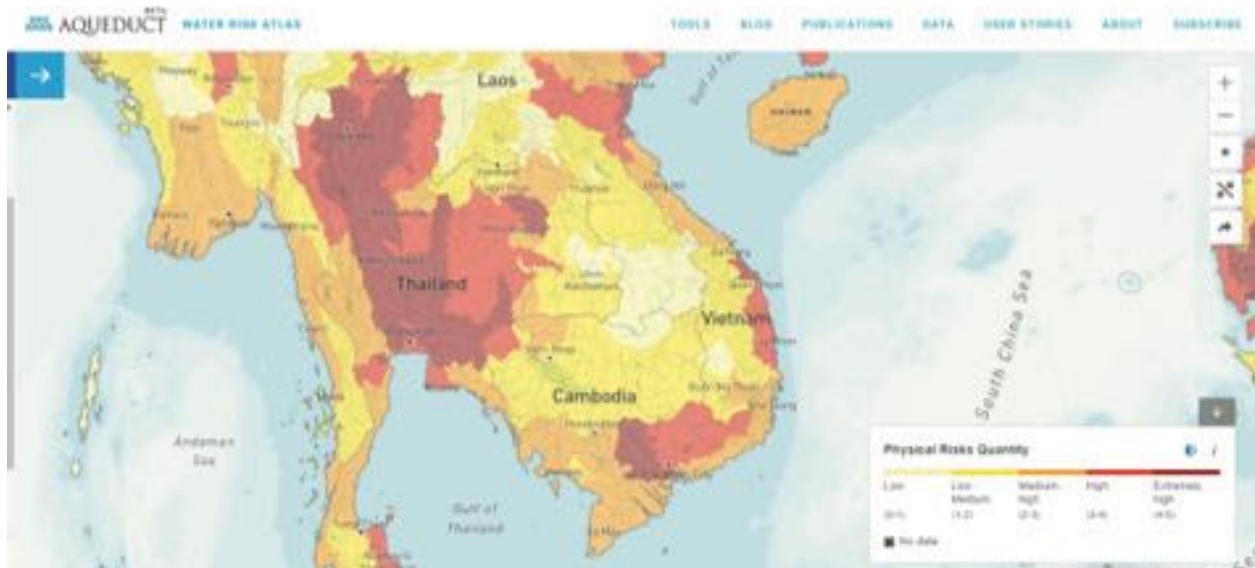
INTEGRATED WATER RISK ASSESSMENT

Enabling a good water management plan throughout the supply chain

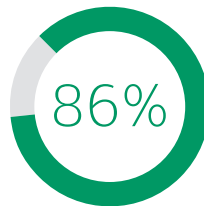
Our business has developed a water resources risk assessment framework that is applied across all of its units and Business Groups. The assessment evaluates risk factors in various dimensions, including the volume of water withdrawal by organization, and baseline water stress levels. Our business has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

WATER RISK ASSESSMENT FRAMEWORK

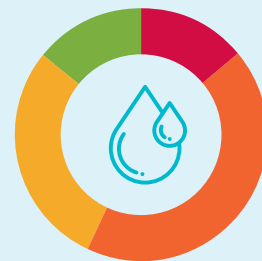




The risk assessment conducted reveals that 86% of all business units under operating in areas with water scarcity risk, some of which may involve high risk.



Units in the Group categorized according to water scarcity risks



14% Extremely high water scarcity risk

43% High water scarcity risk

29% Moderate water scarcity risk

14% Highly sufficient water level



WATER MANAGEMENT FOR SUPPLIERS

Enabling water management planning throughout the supply chain

MANAGEMENT APPROACH

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



Case study

Chat Kaset to know :

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



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

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

Usually the peasants you will have to look at the water level in this pipe from time to time. In order to maintain the water level appropriately (so it should be equalized across the plot for water level accuracy) if there is enough time there should be no problem. But if a person has little time, there are many fields, and each plot is far apart will take the same time. “Mr.Itthipol Channum” is one of the farmers. Generation children-grandchildren which inherited from ancestors with a regular career. Therefore, there is not much time. Let’s come to see the water in the field every day. I can’t do it. Makes you think of solving problems using technology to help try to see that. What technology is that?





ECOSYSTEM & BIODIVERSITY PROTECTION

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

OPPORTUNITIES AND CHALLENGES

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

2030 Goal

800,000 Rai

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

KEY OPERATING RESULTS IN 2021



100 percent

of rice cultivation can be traced back.



Protect, restore and support

The process of promoting rice cultivation Sustainability Culture

94,153 Rai



Policy announcement

Environment and biodiversity policy

SUPPORTING THE SDGs

SDG 6

Clean Water and Sanitation



6.6

Protect and restore water-related ecosystems

SDG 14

Life Below Water



14.2

Reduced marine pollution

14.4

Sustainable fishing

14.5

Conserve coastal and marine area

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



ECOSYSTEM & BIODIVERSITY PROTECTION

MANAGEMENT APPROACH

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

ECOSYSTEM AND BIODIVERSITY PROTECTION FRAMEWORK



RAW MATERIAL SOURCING AND TRACEABILITY

Building confidence for consumers

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

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

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

RISK ASSESSMENTS



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

DEVELOP BUSINESS PARTNERS



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

COMMUNICATION



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

FARMERS



- 3 Benefits
- Project GAP+

RICE MILLS



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

RICE PROCESSING



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

CONSUMER



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

Raw material development program

SCADA



SCADA



Sustainability App e-Brochure



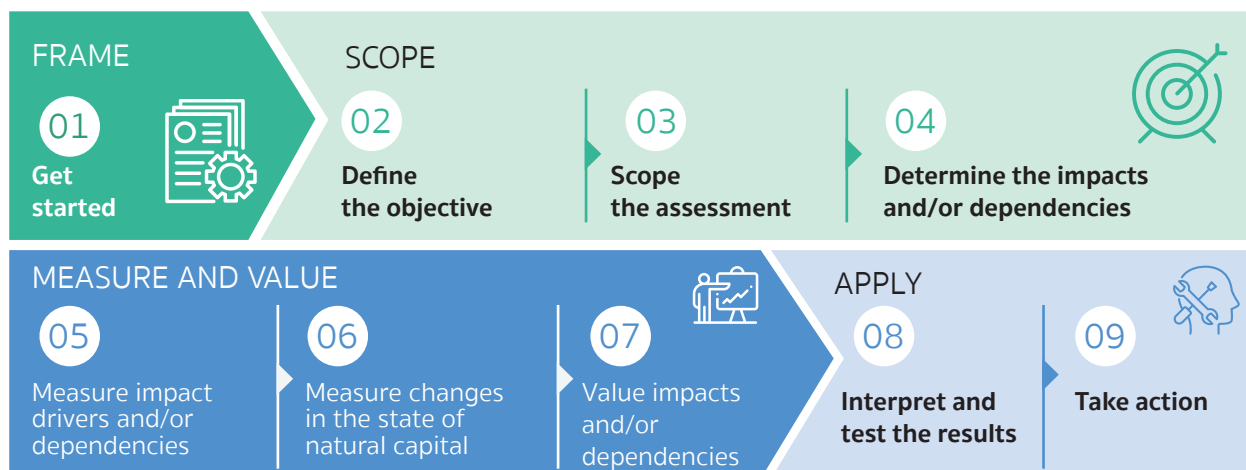
MEASURING NATURAL CAPITAL TO PROTECT ECOSYSTEMS AND BIODIVERSITY



C.P. Intertrade Co., Ltd. has cooperated with Charoen Pokphand Group entry as a member of the World Business Council for Sustainable Development (WBCSD), we brought in the Natural Capital Protocol a natural capital assessment framework developed by WBCSD in collaboration with global organizations including Conservation International, The B Team, PwC, and Sustain Value to use as a framework for measuring the organization's natural capital. The Protocol helps us to understand the capacity and degradation of ecosystems and biodiversity, to value them in economic terms, and to apply those valuation results to identify ways of balancing between using and protecting natural resources. Ecosystem and Biodiversity Protection Framework the impacts of our business operations. In addition, the Group focuses on agricultural raw material sourcing, making sure that raw materials come from responsible sources that do not encroach upon

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

NATURAL CAPITAL PROTOCOL FRAMEWORK



Principles: Relevance, Rigor, Replicability, Consistency

Case study

BIOENVIRONMENTAL RESOURCES SURVEY

Ayutthaya Port and ICD Co., Ltd. is a marine freight forwarding business. There is a pier located in the Pasak River Basin. Therefore, the type and quantity of terrestrial and aquatic ecology have been studied and explored. The importance and relationship of that organism and study the importance of forest areas in the study area. The details are as follows.

1. Gather information and available documents, such as a land use map in the project area. from the Department of Land Development, scale 1:50,000, and forest maps from the Royal Forest Department, scale 1:100,000, and research documents related to forest ecology in neighboring areas.
2. Conduct a survey of forest ecosystems in the terrestrial forest area. By surveying the project area condition together with the study of the land use condition within a radius of 5 kilometers from the project area. to consider forest conditions and vegetation cover conditions and then set the format of forest survey methods to suit the conditions of each forest area in which the project will be developed. as well as studying the ecological characteristics of those areas
3. Collect wildlife information and from documents and study reports that have been conducted in the project area or nearby. And from asking people who live in the project area or come to use it within a radius of 5 kilometers from the project area. both wildlife species and ranges When wildlife comes to use in the area Conducting multiple inquiries in different areas The data obtained from this survey are used to supplement the diversity of wildlife species not directly found in the survey. The inquiry will cover hunting and wildlife species that are consumed or utilized in people's daily lives in order to assess the condition of wildlife in the study area.

Studies and surveys are divided into 2 categories:



Terrestrial ecology

- Forest Forest
- Wild animals



Aquatic ecology

- Phytoplankto juveniles
- Zooplankton • Benthic
- Fish eggs and • water plants

Survey results (examples found)

Forest



Yang Na



Ratchaphruek



Eucalyptus



Padauk



Tamarind



Pho

Wild animals



big dove bird



Sarika bird



Beaked bird



Great pelican



House sparrow



Tortoise

From the study of wildlife status to assess the environmental impact of the project. The study was conducted to collect wildlife resource data from both direct and indirect surveys. The number of wildlife surveyed in the study area was small. A total of no less than 25 species and most of them are birds. By studying the status of wildlife in the study area of the project, which shows its importance in the development and conservation of wildlife resources, it was found that most of the wildlife is common wildlife. There is little abundance. It is distributed throughout the area, not many, with no rare or endangered wildlife.

Case study

AQUATIC SPECIES RELEASE CEREMONY #NATIONAL FISHERIES DAY



Mr. Ongart Champakanan, Assistant Managing Director of Khao C.P. Company Limited, was the representative of the management team attending the fish release ceremony at Sammakhan Temple, Mae La Subdistrict, Nakhon Luang District, Phra Nakhon Si Ayutthaya Province. On the occasion of the National Fisheries Day 2021.

The ceremony was presided over by Mr. Panu Yaemsri, Governor of Phra Nakhon Si Ayutthaya Province, along with Phra Khru Piyathammanan, the dean of Tha Chang Subdistrict, Fishery Subdistrict, Ayutthaya Province, Wichan Noito, Nakhon Luang District Chief, civil servants and officials under the Department of Fisheries and related agencies participated in this ceremony.

Phra Nakhon Si Ayutthaya Provincial Fisheries Office Organized activities to release aquatic species on the National Fisheries Day of the year 2021 at the provincial level and release the fish species bestowed by His Majesty the King which are 300 mothers and 500,000 herbivorous fish species to campaign for people to realize the value as well as sustainably conserve and restore aquatic animal resources.



In addition, Khao C.P. Co., Ltd. (Nakhon Luang Rice Factory) also supported BK and Vita One C Plus vitamin drinks, AMARIZE dessert products, CP drinking water for certifying participants in this event. #RiceThaChatGreatStory



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

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

OPPORTUNITIES AND CHALLENGES

We recognize that the strength of a chain also depends on the least strong chain link. For this reason, the company has taken part in Strengthen the strength of business partners throughout the supply chain to strive for excellence in all dimensions, economic, social and environmental aspects.

The company poses a great challenge in the drive to bring about positive change, such limitations do not stop the company or give up but on the other hand. To develop the potential of our business partners for the better, we will think together to build towards sustainability at the same time. In addition, the company also supports the Sustainable Development Goals to develop the countries in which the Company has operated or Invest in 3 benefits.

2030 Goal

100%

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

KEY OPERATING RESULTS IN 2021



Communication of the Supplier Code of Conduct

692 Supplier

businesses have been communicated.



All companies in the business group have assessed and identified

Critical Supplier

SUPPORTING THE SDGS

SDG 4

Quality Education

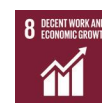


4.4

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

SDG 8

Decent Work and Economic Growth



8.3

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

SDG 9

Industry, Innovation, and Infrastructure



9.4

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



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

MANAGEMENT APPROACH

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



Code of Conduct for Partners



Determine Tier 1



Assessing risks in the supply chain



Managing relationships with partners

RAISING AWARENESS AND RISKS

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

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

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

- 1) news
- 2) past performance
- 3) industry-related risk factors
- 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).



DEFINING THE MAIN PARTNER TYPE

KEY RAW MATERIALS

RAW MATERIALS THAT
CANNOT BE SUBSTITUTED

HIGH TRADING VALUE

IDENTIFICATION OF HIGH-RISK TRADING PARTNERS

GOVERNANCE RISK

SOCIAL RISK

ENVIRONMENTAL RISKS

SUPPLIER ASSESSMENT PROCESS





ENHANCING SUPPLIERS' CAPABILITIES

Our business strives to enhance the capabilities of our suppliers in various key areas, including safe and sustainable production practices.

This is achieved through a management system that ensures proper planning and continuous improvements, creates learning networks, adopts digital technologies, and supports marketing to enhance the value and capabilities of suppliers to achieve sustainable business operations.

Knowledge Sharing



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

Management System



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

Increasing Value



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

Synergy



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

Digital Technology



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

Marketing/ Finance

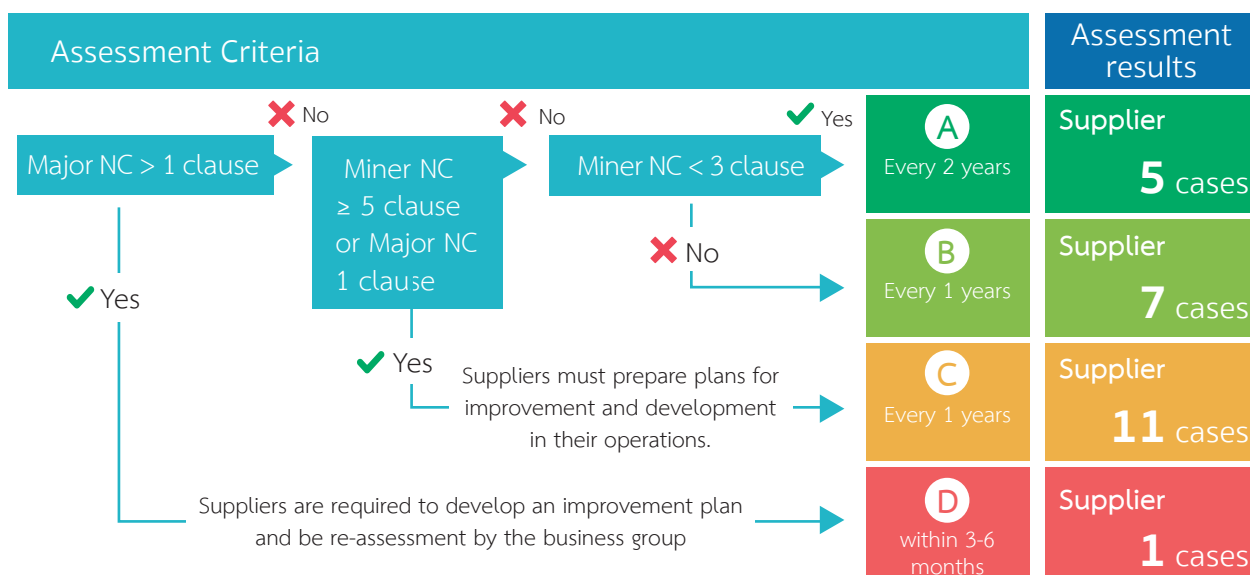


- Setting fair prices
- Guaranteeing Product price buyback
- Planning production based on actual market needs
- Promoting credit

Case study

CRITICAL PACKAGING
SUPPLIER ASSESSMENT
CRITERIA

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



KEY SUPPLIER ASSESSMENT PERFORMANCE

Critical Supplier tier1 audit 2564(รย)		
AUDIT PLAN	AUDIT ACTUAL	KPI >80%
34	24	70.59



Audit online 100%

1/06/64 – 8/12/64

TYPES OF PARTNERS THAT HAVE BEEN ASSESSED KEY PARTNERS

KEY RAW MATERIAL

Audit Plan : 6 Supplier

Audit Actual : 6 Supplier

PURCHASING/ PROCUREMENT

Audit Plan : 10 Supplier

Audit Actual : 10 Supplier



PACKAGING

Audit Plan : 5 Supplier

Audit Actual : 5 Supplier

TRANSPORTATION

Audit Plan : 5 Supplier

Audit Actual : 5 Supplier



Audit Plan : 6 Supplier



Audit Actual : 6 Supplier





APPENDIX

Sustainability Performance 2019-2021

CP Intertrade and companies in the Rice Business Transportation and Service

GRI Standard	Performance	Unit	2019	2020	2021
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CORPORATE GOVERNANCE

DEPARTMENTS THAT ARE WITHIN THE SCOPE OF THIS SUSTAINABILITY REPORT

Rice Factory	Plants	6	6	6
Transportation Company	Plants	1	3	3
CP Intertrade Company and companies in the business group	Plants	1	1	1

ECONOMIC PERFORMANCE

G4-EC1	Revenues	Million baht	40,859	44,160	38,158
	Employee benefits	Million baht	1,388	1,528	1,492.7
	Taxes paid to the government and local authorities	Million baht	20	12.22	14.25
	Research and development and innovation expenses	Million baht	20	17.71	22.11

SOCIAL PERFORMANCE

HUMAN RIGHTS AND LABOR PRACTICES

102-8	NUMBER OF WORKERS								
			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
	Total Workforce	Persons	2,544		1,546		1,600		
			1,662	882	878	668	924	676	
	SEPARATE BY CONTRACT TYPE			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Employees	Persons	2,449		1,427		1,314		
			1,603	846	785	642	727	587	
	Workers/Contractors	Persons	95		119		286		
			59	36	93	26	197	89	
405-1	EMPLOYEE DIVERSITY								
	SEPARATE BY LEVEL		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
	Top Management	Persons	60	43	11	3	9	3	
	Mid Management	Persons	135	164	29	18	23	15	
	Management	Persons	129	167	162	164	151	151	
	Officer	Persons	1,279	472	583	457	544	418	
	SEPARATE BY AGE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
	Under 30 years old	Persons	460	246	313	189	266	180	
	30 - 50 years old	Persons	1,132	542	418	388	419	355	
	Over 50 years old	Persons	131	96	54	65	42	52	



GRI Standard	Performance		Unit	2019		2020		2021	
401-1	NEW HIRES								
	EMPLOYEE			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of new hires	Persons	450		228		174		
			293	157	147	81	99	75	
	SEPARATE BY AGE			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Under 30 years old	Persons	122	70	101	59	63	59	
	30 - 50 years old	Persons	124	50	43	22	35	16	
	Over 50 years old	Persons	5	19	2	1	1	0	
	TURNOVER								
	EMPLOYEE			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of Turnover	Persons	364		211		397		
			241	123	147	64	226	171	
	SEPARATE BY AGE			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Under 30 years old	Persons	93	74	82	30	128	79	
	30 - 50 years old	Persons	136	40	60	24	80	74	
	Over 50 years old	Persons	12	9	5	10	18	18	
	PARENTAL LEAVE (Employee)			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of parental leave	Persons	0	18	0	13	0	18	
	Employee back to work after parental leave	Persons	0	17	0	13	0	18	
	404-1	TRAINING AND DEVELOPMENT OF EMPLOYEES							
	TRAINING AND DEVELOPMENT OF EMPLOYEES			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Average training hours for all employees	Hours per person per year	8.09		8.11		90.86		
			8.24	7.74	8.76	7.33	66.32	121.25	
	SEPARATE BY LEVEL			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Top Management	Hours per person per year	26.23		5.61		0.00		
			16.25	36.20	1.21	10.00	0.00	0.00	
	Mid Management	Hours per person per year	11.45		2.58		1.58		
			14.00	8.90	2.97	2.18	1.04	2.40	
	Management	Hours per person per year	4.87		5.61		4.85		
			5.91	3.82	6.22	4.99	8.98	0.72	
	Officer	Hours per person per year	2.22		9.63		122.52		
			2.86	1.57	10.59	8.66	86.09	169.92	

GRI Standard	Performance	Unit	2019		2020		2021	
OCCUPATIONAL HEALTH AND SAFETY INFORMATION								
DJSI 3.7.3	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Lost-Time Injury Frequency Rate (LTIFR)	person/ 1,000,000 working hour	0.00		0.37		2.82	
			0.00	0.00	0.64	0.00	2.91	2.55
	Number of Lost-Time Injuries	Persons	0.00		1.00		13.00	
			0.00	0.00	1.00	0.00	10.00	3.00
	Occupational Disease Rate (ODR)	person/ 1,000,000 working hour	0.00		-		-	
			0.00	0.00	-	-	-	-
	Lost Day Rate (LDR)	Lost days/1,000,000 workinghours	0.00		-		-	
			0.00	0.00	-	-	-	-
DJSI 3.7.4	CONTRACTOR		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Lost-Time Injury Frequency Rate (LTIFR)	person/ 1,000,000 working hour	1.64		12.76		4.16	
			5.69	3.88	3.70	32.94	5.52	0.00
	Number of Lost-Time Injuries	Persons	0.00		5.00		1.00	
			0.00	0.00	1.00	4.00	1.00	0.00
	Occupational Disease Rate (ODR)	person/ 1,000,000 working hour	0.00		0.00		0.00	
			0.00	0.00	0.00	0.00	0.00	0.00
	Lost Day Rate (LDR)	Lost days/1,000,000 workinghours	39.40		0.00		0.00	
			62.59	1.55	0.00	0.00	0.00	0.00
403-9(a)	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Rate of Fatalities as a result of work related injury	person/ 1,000,000 working hour	-		0.00		0.00	
			-	-	0.00	0.00	0.00	0.00
	Number of fatalities as a result of work-related injury	Persons	-		0.00		0.00	
			-	-	0.00	0.00	0.00	0.00
	Rate of High-consequence work-related injury : (excluding Fatalities)	person/ 1,000,000 working hour	-		0.00		0.00	
			-	-	0.00	0.00	0.00	0.00
	Number of High-consequence work-related injury : (excluding Fatalities)	Persons	-		0.00		0.00	
			-	-	0.00	0.00	0.00	0.00
	Rate of recordable work-related injury	person/ 1,000,000 working hour	-		4.87		5.20	
			-	-	5.77	3.61	5.82	3.40
	Number of recordable work-related injury	Persons	-		13.00		24.00	
			-	-	9.00	4.00	20.00	4.00



GRI Standard	Performance	Unit	2019		2020		2021	
403-9(b)	CONTRACTOR		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Rate of Fatalities as a result of work related injury	person / 1,000,000 working hour	-		0.00		0.00	
			-	-	0.00	0.00	0.00	0.00
	Number of fatalities as a result of work-related injury	person	-		0.00		0.00	
			-	-	0.00	0.00	0.00	0.00
	Rate of High-consequence work-related injury : (excluding Fatalities)	person / 1,000,000 working hour	-		2.55		0.00	
			-	-	0.00	8.23	0.00	0.00
	Number of High-consequence work-related injury : (excluding Fatalities)	person	-		1.00		0.00	
			-	-	0.00	1.00	0.00	0.00
	Rate of recordable work-related injury	person / 1,000,000 working hour	-		25.52		4.16	
			-	-	7.39	65.88	5.52	0.00
	Number of recordable work-related injury	person	-		10.00		1.00	
			-	-	2.00	8.00	1.00	0.00
403-10 (a)	EMPLOYEE		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of Fatalities as a result of Work-related ill health	person	-		0.00		0.00	
			-	-	0.00	0.00	0.00	0.00
	Number of cases of recordable work-related ill health	person	-		0.00		0.00	
			-	-	0.00	0.00	0.00	0.00
403-10 (b)	CONTRACTOR		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	Number of Fatalities as a result of Work-related ill health	person	-		0.00		0.00	
			-	-	0.00	0.00	0.00	0.00
	Number of cases of recordable work-related ill health	person	-		0.00		0.00	
			-	-	0.00	0.00	0.00	0.00

Remarks:

- Accident data does not include information in the office of C.P. Intertrade Co., Ltd. and C.P. Food Store Co., Ltd.)
- The severity level of an injury is calculated from the number of absent work days. Injury Rate (IR) = [Total number of injuries at all levels (during the reporting period) X 1,000,000 hours worked] / Total number of hours worked (during the reporting period).
- Lost Time Injury Rate (LTIR) = [Total number of lost time injuries (during the reporting period) X 1,000,000 hours worked] / Total number of hours worked (during the reporting period).
- Lost Day Rate (LDR) = [Total number of lost days (during the reporting period) X 1,000,000 hours worked] / Total number of hours worked (during the reporting period)

GRI Standard	Performance	Unit	2019	2020	2021
ENVIRONMENTAL PERFORMANCE					
ENERGY					
302-1 (e)	Total Energy Consumption	Million GJ	0.40	0.67	0.76
302-1 (a)	Fuel Consumption	Million GJ	0.01	0.42	0.47
302-1 (b)	Renewable energy	Million GJ	0.24	0.08	0.12
302-1 (c)	Electricity Consumption	Million GJ	0.15	0.16	0.17
302-3 (a)	Energy intensity ratio	GJ/Million baht	9.84	15.18	20.02
GREEN HOUSE GAS (GHG) EMISSION					
	Green House gas (GHG) emission	Ton CO ₂ eq	22,932.85	54,238.05	57,855.90
305-1 (a)	Green House gas (GHG) emission (Scope 1)	Ton CO ₂ eq	1,477.59	32,102.52	35,650.85
305-2 (a)	Green House gas (GHG) emission (Scope 2)	Ton CO ₂ eq	21,455.26	22,135.53	22,205.04
305-4 (a)	GHG emissions intensity ratio	Ton CO ₂ eq/ Million baht	0.56	1.23	1.52
WATER (2018)					
303-5	Water consumption	Million m ³	37,445.00	44,179.40	35,300.00
303-3 (a)	Total volume of water withdrawn	Million m ³	0.19	0.18	0.18
303-3 (c)	Surface water	Million m ³	0.15	0.14	0.14
	Ground water	Million m ³	0.01	0.04	0.04
	Rain water	Million m ³	0.00	0.00	0.00
	Municipal water supplies	Million m ³	0.02	0.00	0.00
303-4 (a)	Total water discharge	Million m ³	0.14	0.15	0.14
303-4 (b)	Discharged to surface water	Million m ³	0.15	0.14	0.14
	Water withdrawn intensity ratio	m ³ /Million baht	0.92	1.00	0.93
WASTE (2020)					
306-3 (a)	Total weight of waste generated	Ton	689.42	810.76	756.58
	Total weight of hazardous waste generated	Ton	2.74	8.18	6.49
	Total weight of non-hazardous waste generated	Ton	686.68	802.58	750.09
306-4 (a)	Total weight of waste diverted from disposal	Ton	-	489.15	512.78
306-4 (b)	Total weight of hazardous waste diverted from disposal	Ton	-	0.00	0.00
	Preparation for reuse	Ton	-	0.00	0.00



GRI Standard	Performance	Unit	2019	2020	2021
	Recycling	Ton	-	0.00	0.00
	Constuction Material	Ton	-	0.00	0.00
306-4 (c)	Total weight of non-hazardous waste diverted from disposal	Ton	-	489.15	512.78
	Preparation for reuse	Ton	-	0.00	0.00
	Recycling	Ton	-	489.15	512.78
	Composting; (Not Included food wate)	Ton	-	0.00	0.00
	Feed Materal	Ton	-	0.00	0.00
	Constuction Material	Ton	-	0.00	0.00
306-5 (a)	Total weight of waste directed to disposal	Ton	-	321.61	243.80
306-5 (b)	Total weight of hazardous waste directed to disposal	Ton	-	8.18	6.49
	Incineration (with energy recovery).	Ton	-	2.10	3.40
	Incineration (without energy recovery).	Ton	-	0.53	0.00
	Landflling.	Ton	-	5.55	3.10
	Other disposal operations.	Ton	-	0.00	0.00
306-5 (c)	Total weight of non-hazardous waste directed to disposal	Ton	-	313.43	237.31
	Incineration (with energy recovery).	Ton	-	0.00	0.00
	Incineration (without energy recovery).	Ton	-	0.00	0.00
	Landflling.	Ton	-	313.43	237.31
	Other disposal operations.	Ton	-	0.00	0.00
	Waste generated intensity ratio	Ton/ Million baht	0.02	0.02	0.02
PLASTIC PACKAGING					
	All plastic packaging	Ton	1,635.01	3,680.66	5,252.81
	Recyclable Plastic Packaging *Category Mono Layer	Ton	0.00	0.00	0.00
OPERATIONAL ECO-EFFICIENCY					
302-4	Energy/Production	GJ/ Ton	0.53	0.87	0.95
	Greenhouse gas emissions/Production	Ton CO ₂ eq/ Ton	0.03	0.07	0.07
	Water/Production	m ³ / Ton	0.05	0.06	0.04
	Total waste/Production	Ton/ Ton	0.91	1.05	0.92

**Remarks:**

- The calculation method under this Sustainability report is in accordance with GRI Standards (GRI 302-1) - Total fuel consumption = the sum of all types of fuel resource consumption x its heating value (in each) - Unit in GJ per month (the conversion factors are based on Thailand Energy Efficiency Situation report 2018 by Department of Alternative Energy Development and Efficiency)
- Electricity consumption = The sum of electricity used (in kWh) x 3.6 - Unit in GJ per month) Total energy consumption = non-renewable energy consumption + renewable energy consumption + electricity consumption (Unit in GJ per month)
- Energy types included in the calculation of intensity per revenue are non-renewable energy including coal, fuel oil, diesel, gasoline, bunker oil, LPG, and natural gas as well as renewables including biogas, biomass (such as rice husk, charcoal, cashew nutshell, fire wood/ scrap wood/woodchips, corn cob, pal kernel shells, and sawdust) and biodiesel, and electricity consumed within the organization only (GRI 302-3)
- Reporting scope of GHG emissions covers CO₂, CH₄, and N₂O The Global Warming Potential (GWP) used in the calculation is referred to the given values of IPCC, while the greenhouse gas emission factors are based on the information from the Thailand Greenhouse Gas Management Organization (Public Organization) and Energy Policy and Planning Office, Ministry of Energy, which is available at the time of disclosure of this Sustainability Report. (GRI 305-1, GRI 305-2, and GRI 305-4)
- Reporting scope of GHG intensity includes only GHG scopes 1 and 2 (GRI305-4)
- Total water consumption is collected by using data from water meter, water bill, calculation from flow rate of water pump and average volume of rainwater from Meteorological Department (GRI 303-3 : 2018)
- Total reused/recycled water is calculated by using data from water meter and flow rate of water pump (GRI 303-3 : 2016)
- Total hazardous and non-hazardous waste stored within organization is an accumulated figure in previous year (GRI 306-3)
- Total waste generated is a figure of non-hazardous waste and hazardous waste generated in each year. For the amount of waste stored within the organization, the calculation is from an accumulated figure of waste in the present year - an accumulated figure of in the previous year (GRI 306-4)
- All information about waste disposal methods have already been approved by waste disposers or waste disposal manifest from waste disposers (GRI 306-5)



GRI CONTENT INDEX

GRI 102: GENERAL DISCLOSURES

DISCLOSURES		PAGE/WEBSITE	EXTERNAL ASSURANCE
Organizational Profile			
102-1	Name of the organization	<ul style="list-style-type: none"> Our Business About this Report 	-
102-2	Activities, brands, products, and services	<ul style="list-style-type: none"> Our Business 	-
102-3	Location of headquarters	<ul style="list-style-type: none"> Business Overview 	-
102-4	Location of operations	<ul style="list-style-type: none"> Business Overview Our Business 	-
102-5	Ownership and legal form	<ul style="list-style-type: none"> Our Business 	-
102-6	Markets served	<ul style="list-style-type: none"> Business Overview Our Business 	-
102-7	Scale of the organization	<ul style="list-style-type: none"> 2020 Highlights Business Overview 	-
102-8	Information on employees and other workers	<ul style="list-style-type: none"> Appendix 	-
102-9	Supply chain	<ul style="list-style-type: none"> Responsible Supply Chain Management 	-
102-10	Significant changes to the organization and its supply chain	<ul style="list-style-type: none"> About this Report 	-
102-11	Precautionary Principle or approach	<ul style="list-style-type: none"> Climate Change Management Water Stewardship 	-
102-12	External initiatives	<ul style="list-style-type: none"> Stakeholder Engagement 	-
102-13	Membership of associations	<ul style="list-style-type: none"> Stakeholder Engagement 	-
Strategy			
102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> Message from the Senior President Message from the CEO 	-
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> Message from the Senior President Message from the CEO Our Business Climate Change Management Water Stewardship 	-
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	<ul style="list-style-type: none"> Sustainability Milestone Six Core Values C.P. Excellence 	
102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> Corporate Governance 	

DISCLOSURES		PAGE/WEBSITE	EXTERNAL ASSURANCE
Governance			
102-18	Governance structure	<ul style="list-style-type: none"> Sustainability Governance Corporate Governance 	-
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> Sustainability Governance 	-
Stakeholder Engagement			
102-40	List of stakeholder groups	<ul style="list-style-type: none"> Stakeholder Engagement 	-
102-41	Collective bargaining agreements	<ul style="list-style-type: none"> Human Rights and Labor Practices 	-
102-42	Identifying and selecting stakeholders	<ul style="list-style-type: none"> Stakeholder Engagement 	-
102-43	Approach to stakeholder engagement	<ul style="list-style-type: none"> Stakeholder Engagement 	-
102-44	Key topics and concerns raised	<ul style="list-style-type: none"> Stakeholder Engagement 	-
Reporting Practice			
102-45	Entities included in the consolidated financial statements	<ul style="list-style-type: none"> Our Business Reporting Boundary 	-
102-46	Defining report content and topic Boundaries	<ul style="list-style-type: none"> Materiality Assessment 	-
102-47	List of material topics	<ul style="list-style-type: none"> List of Material Issues 	-
102-48	Restatements of information	<ul style="list-style-type: none"> In 2020, we discontinued reporting GRI 308-2 and GRI 414-2 as our supplier audit program is set to be completed by 2020. We will report the abovementioned GRI indicators again once the result of the program has been confirmed. 	-
102-49	Changes in reporting	<ul style="list-style-type: none"> About this Report 	-
102-50	Reporting period	<ul style="list-style-type: none"> About this Report 	-
102-51	Date of most recent report	<ul style="list-style-type: none"> About this Report 	-
102-52	Reporting cycle	<ul style="list-style-type: none"> About this Report 	-
102-53	Contact point for questions regarding the report	<ul style="list-style-type: none"> Materiality Assessment About this Report 	-
102-54	Claims of reporting in accordance with the GRI Standards	<ul style="list-style-type: none"> About this Report 	-
102-55	GRI content index	<ul style="list-style-type: none"> GRI Content Index 	-
102-56	External assurance	<ul style="list-style-type: none"> Appendix 	-



SPECIFIC STANDARD DISCLOSURES

GRI	DISCLOSURES	PAGE/WEBSITE	OMISSION /NOTE	EXTERNAL ASSURANCE
Economic Performance				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Sustainability Milestone 	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"> Sustainability Milestone 	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Sustainability Milestone 	-	-
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<ul style="list-style-type: none"> 2020 Highlights 	-	-
Indirect Economic Impacts				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Social Impact Education Innovation 	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"> Social Impact Education Innovation 	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Social Impact Education Innovation 	-	-
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	<ul style="list-style-type: none"> Social Impact Education 	-	-
	203-2 Significant indirect economic impacts	<ul style="list-style-type: none"> Social Impact Education Innovation 	-	-
Anti-corruption				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Corporate Governance 	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"> Corporate Governance 	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Corporate Governance 	-	-
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> Corporate Governance 	-	-



GRI	DISCLOSURES	PAGE/WEBSITE	OMISSION /NOTE	EXTERNAL ASSURANCE
Energy				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	• Climate Change Management	-	-
	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	• Appendix	-	
	302-3 Energy intensity	• Appendix	-	-
	302-4 Reduction of energy consumption	• Appendix	-	-
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 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 Protection	-	-
	103-2 The management approach and its components	• Ecosystem & Biodiversity Protection	-	-
	103-3 Evaluation of the management approach	• Ecosystem & Biodiversity Protection	-	-
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	• Ecosystem & Biodiversity Protection	-	-



GRI	DISCLOSURES	PAGE/WEBSITE	OMISSION /NOTE	EXTERNAL ASSURANCE
Emissions				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Climate Change Mgmt. 	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"> Climate Change Mgmt. 	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Climate Change Mgmt. 	-	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> Climate Change Mgmt. Appendix 	-	✓
	305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> Climate Change Mgmt. Appendix 	-	✓
	305-4 GHG emissions intensity	<ul style="list-style-type: none"> Climate Change Mgmt. Appendix 	-	-
Wastes				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Climate Change 	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"> Climate Change 	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Climate Change 	-	-
GRI 306: Waste 2020	GRI 306-3: Waste generated	<ul style="list-style-type: none"> Circular Economy Appendix 	-	✓
	GRI 306-4: Waste diverted from disposal	<ul style="list-style-type: none"> Circular Economy Appendix 	-	✓
	GRI 306-5: Waste directed to disposal	<ul style="list-style-type: none"> Circular Economy Appendix 	-	✓
Supplier Environmental Assessment				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Ecosystem & Biodiversity Protection 	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"> Ecosystem & Biodiversity Protection 	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Ecosystem & Biodiversity Protection 	-	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> Ecosystem & Biodiversity Protection 	-	-



GRI	DISCLOSURES	PAGE/WEBSITE	OMISSION /NOTE	EXTERNAL ASSURANCE
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	• Human Rights and Labor Practices	-	-
	103-2 The management approach and its components	• Human Rights and Labor Practices	-	-
	103-3 Evaluation of the management approach	• Human Rights and Labor Practices	-	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	• Human Rights and Labor Practices	-	-
	403-2 Hazard identification, risk assessment, and incident investigation	• Human Rights and Labor Practices	-	-
	403-3 Occupational health services	• Human Rights and Labor Practices	-	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	• Human Rights and Labor Practices	-	-
	403-5 Worker training on occupational health and safety	• Human Rights and Labor Practices	-	-
	403-6 Promotion of worker health	• Human Rights and Labor Practices	-	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• Human Rights and Labor Practices	-	-
	403-9 Work-related injuries	• Occupational Health and Safety • Appendix	-	
	403-10 Work-related ill health	• Occupational Health and Safety • Appendix	-	



GRI	DISCLOSURES	PAGE/WEBSITE	OMISSION /NOTE	EXTERNAL ASSURANCE
Training and Education				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Leadership and Human Capital Development 	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"> Leadership and Human Capital Development 	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Leadership and Human Capital Development 	-	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<ul style="list-style-type: none"> Appendix 	-	-
Human Rights Assessment				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Human Rights and Labor Practices 	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"> Human Rights and Labor Practices 	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Human Rights and Labor Practices 	-	-
Local Communities				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Social Impact Health and Well-being Education Water Stewardship Ecosystem & Biodiversity Protection Responsible Supply Chain Management 	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"> Social Impact Health and Well-being Education Water Stewardship Ecosystem & Biodiversity Protection Responsible Supply Chain Management 	-	-



GRI	DISCLOSURES	PAGE/WEBSITE	OMISSION /NOTE	EXTERNAL ASSURANCE
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Social Impact Health and Well-being Education Water Stewardship Ecosystem & Biodiversity Protection Responsible Supply Chain Management 	-	-
Supplier Social Assessment				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Ecosystem & Biodiversity Protection 	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"> Ecosystem & Biodiversity Protection 	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Ecosystem & Biodiversity Protection 	-	-
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<ul style="list-style-type: none"> Ecosystem & Biodiversity Protection 	-	-
Product and Service Labelling				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Health and Well-being 	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"> Health and Well-being 	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Health and Well-being 	-	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<ul style="list-style-type: none"> Health and Well-being 	-	-
Healthy and Affordable Food				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<ul style="list-style-type: none"> Health and Well-being Innovation 	-	-
	103-2 The management approach and its components	<ul style="list-style-type: none"> Health and Well-being Innovation 	-	-
	103-3 Evaluation of the management approach	<ul style="list-style-type: none"> Health and Well-being Innovation 	-	-



SUBSIDIARIES INCLUDED IN SUSTAINABILITY REPORT 2021

GRI Standard	Reporting Scope	Year	Companies in the Rice Business Transportation and Service											Data Coverage2021 (%)	
			CP Intertrade	Khao C.P.					APSARA Rice (Cambodia)	Ayutthaya Port and ICD	Dynamic Transport	Dynamic Intertransport	Advance Transport		C.P. Food Store
				Nakhonluang Factory	Wangdaeng Factory	Suphanburi Factory	Kamphaengphet Factory	Buriram Factory							

SOCIAL PERFORMANCE

OCCUPATIONAL HEALTH AND SAFETY INFORMATION

403-2	Rate of recordable work-related injury (IR)	EMPLOYEE	2021	-	-	-	-	-	-	-	-	-	-	-	0.00
			2020	-	-	-	-	-	-	-	-	-	-	-	0.00
			2019	NR	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
		CONTRACTOR	2021	-	-	-	-	-	-	-	-	-	-	-	0.00
			2020	-	-	-	-	-	-	-	-	-	-	-	0.00
			2019	NR	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
	Lost-Time Injury Frequency Rate (LTIFR)	EMPLOYEE	2021	-	-	-	-	-	-	-	-	-	-	-	0.00
			2020	-	-	-	-	-	-	-	-	-	-	-	0.00
			2019	NR	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
		CONTRACTOR	2021	-	-	-	-	-	-	-	-	-	-	-	0.00
			2020	-	-	-	-	-	-	-	-	-	-	-	0.00
			2019	NR	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
	Occupational Disease Rate (ODR)	EMPLOYEE	2021	-	-	-	-	-	-	-	-	-	-	-	0.00
			2020	-	-	-	-	-	-	-	-	-	-	-	0.00
			2019	NR	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
		CONTRACTOR	2021	-	-	-	-	-	-	-	-	-	-	-	0.00
			2020	-	-	-	-	-	-	-	-	-	-	-	0.00
			2019	NR	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00



GRI Standard	Reporting Scope		Year	Companies in the Rice Business Transportation and Service												Data Coverage2021 (%)
				CP Intertrade	Khao C.P.					APSARA Rice (Cambodia)	Ayutthaya Port and ICD	Dynamic Transport	Dynamic Intertransport	Advance Transport	C.P. Food Store	
					Nakhonluang Factory	Wangdaeng Factory	Suphanburi Factory	Kamphaengphet Factory	Buriram Factory							
	Lost Day Rate (LDR)	EMPLOYEE	2021	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2020	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2019	NR	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00	
		CONTRACTOR	2021	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2020	-	-	-	-	-	-	-	-	-	-	-	0.00	
			2019	NR	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00	

SOCIAL PERFORMANCE

OCCUPATIONAL HEALTH AND SAFETY INFORMATION

403-9	Rate of Fatalities as a result of work related injury	EMPLOYEE	2021	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
			2020	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
			2019	-	-	-	-	-	-	-	-	-	-	-	-	0.00
		CONTRACTOR	2021	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
			2020	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
			2019	-	-	-	-	-	-	-	-	-	-	-	-	0.00
	Rate of High-consequence work-related injury : (excluding Fatalities)	EMPLOYEE	2021	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
			2020	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
			2019	-	-	-	-	-	-	-	-	-	-	-	-	0.00
		CONTRACTOR	2021	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
			2020	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
			2019	-	-	-	-	-	-	-	-	-	-	-	-	0.00
	Rate of recordable work-related injury	EMPLOYEE	2021	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
			2020	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
			2019	-	-	-	-	-	-	-	-	-	-	-	-	0.00
		CONTRACTOR	2021	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
			2020	NR	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NR	100.00
			2019	-	-	-	-	-	-	-	-	-	-	-	-	0.00



GRI Standard	Reporting Scope		Year	Companies in the Rice Business Transportation and Service												Data Coverage2021 (%)
				CP Intertrade	Khao C.P.					APSARA Rice (Cambodia)	Ayutthaya Port and ICD	Dynamic Transport	Dynamic Intertransport	Advance Transport	C.P. Food Store	
					Nakhonluang Factory	Wangdaeng Factory	Suphanburi Factory	Kamphaengphet Factory	Buriram Factory							
403-10	Number of Fatalities as a result of Work-related ill health	EMPLOYEE	2021	NR	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	NR	🟢	NR	100.00
			2020	NR	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	NR	🟢	NR	100.00
			2019	-	-	-	-	-	-	-	-	-	-	-	-	0.00
		CONTRACTOR	2021	NR	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	NR	🟢	NR	100.00
			2020	NR	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	NR	🟢	NR	100.00
			2019	-	-	-	-	-	-	-	-	-	-	-	-	0.00
	Number of cases of recordable work-related ill health	EMPLOYEE	2021	NR	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	NR	🟢	NR	100.00
			2020	NR	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	NR	🟢	NR	100.00
			2019	-	-	-	-	-	-	-	-	-	-	-	-	0.00
		CONTRACTOR	2021	NR	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	NR	🟢	NR	100.00
			2020	NR	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	NR	🟢	NR	100.00
			2019	-	-	-	-	-	-	-	-	-	-	-	-	0.00

Remarks: NA: Not available

NR: Not relevant



GRI Standard	Reporting Scope	Year	Companies in the Rice Business Transportation and Service										Data Coverage2021 (%)		
			CP Intertrade	Khao C.P.					APSARA Rice (Cambodia)	Ayutthaya Port and ICD	Dynamic Transport	Dynamic Intertransport		Advance Transport	C.P. Food Store
				Nakhonluang Factory	Wangdaeng Factory	Suphanburi Factory	Kamphaengphet Factory	Buriram Factory							

ENVIRONMENTAL PERFORMANCE

302-1	Total Energy Consumption	2021	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	100.00
		2020	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	100.00
		2019	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	100.00
305-1	Green House gas (GHG) emission (Scope 1)	2021	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	100.00
		2020	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	100.00
		2019	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	100.00
305-2	Green House gas (GHG) emission (Scope 2)	2021	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	100.00
		2020	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	100.00
		2019	✓	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	✓	100.00
303-3 (2018)	Total volume of water withdrawn	2021	NA	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NA	81.82
		2020	NA	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NA	81.82
		2019	NA	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NA	81.82
303-4 (2018)	Total water discharge	2021	NA	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NA	81.82
		2020	NA	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NA	81.82
		2019	NA	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NA	81.82
303-5 (2018)	Water consumption.	2021	NA	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NA	81.82
		2020	NA	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NA	81.82
		2019	NA	✓	✓	✓	✓	✓	✓	✓	✓	NR	✓	NA	81.82
306-3 (2020)	Total weight of waste generated	2021	NR	✓	✓	✓	✓	✓	✓	NA	✓	NR	✓	NR	88.89
		2020	NR	✓	✓	✓	✓	✓	✓	NA	✓	NR	✓	NR	88.89
		2019	NR	✓	✓	✓	✓	✓	✓	NA	✓	NR	✓	NR	88.89
	All plastic packaging	2021	NR	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	NR	100.00
		2020	NR	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	NR	100.00
		2019	NR	✓	✓	✓	✓	✓	✓	NR	NR	NR	NR	NR	100.00

Remarks: NA: Not available

NR: Not relevant



UNITED NATIONS GLOBAL COMPACT

COMMUNICATION ON PROGRESS – ADVANCED LEVEL

UNITED NATIONS GLOBAL COMPACT (UNGC) COMMUNICATION ON PROGRESS – ADVANCED LEVEL		
CRITERION	DESCRIPTION	PAGE
1	The COP describes mainstreaming into corporate functions and business units	26-33, 40-45, 46-57, 67-72, 74-85, 94-99, 152-169
2	The COP describes value chain implementation	50-57, 94-99, 120-131, 173-183, 186-192
3	The COP describes robust commitments, strategies or policies in the area of human rights	54-57
4	The COP describes effective management systems to integrate the human rights principles	74-85
5	The COP describes effective monitoring and evaluation mechanisms of human rights integration	74-85
6	The COP describes robust commitments, strategies or policies in the area of labor	74-85
7	The COP describes effective management systems to integrate the labor principles	50-57, 67-72, 74-85
8	The COP describes effective monitoring and evaluation mechanisms of labor principles integration	74-85
9	The COP describes robust commitments, strategies or policies in the area of environmental stewardship	26-27, 172-173, 184-185, 194-195
10	The COP describes effective management systems to integrate the environmental principles	176-183, 188-192, 198-201
11	The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	171-175, 186-187, 196-197
12	The COP describes robust commitments, strategies or policies in the area of anti-corruption	48-51
13	The COP describes effective management systems to integrate the anti-corruption principle	50-51, 67-72
14	The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	48-49, 70
15	The COP describes core business contributions to UN goals and issues	30-33
16	The COP describes strategic social investments and philanthropy	116-131
17	The COP describes advocacy and public policy engagement	152-169
18	The COP describes partnerships and collective action	119-131, 168-169
19	The COP describes CEO commitment and leadership	6-7
20	The COP describes Board adoption and oversight	26-27, 30-45
21	The COP describes stakeholder engagement	152-169

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Goal	Description	Chapter
1	End poverty in all its forms everywhere	• Social Impact and Economic Contribution Jobs
2	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	• Cyber Security & Data Protection • Health & Well-being
3	Ensure healthy lives and promote well-being for all at all ages	• Human Rights & Labor Practices • Cyber Security & Data Protection • Health & Well-being • Occupational Health & Safety
4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	• Education & Inequality Reduction • Leadership & Human Capital Development • Social Impact and Economic Contribution Jobs • Responsible Supply Chain Management
5	Achieve gender equality and empower all women and girls	• Human Rights & Labor Practices • Leadership & Human Capital Development
6	Ensure availability and sustainable management of water and sanitation for all	• Water Stewardship • Ecosystem & Biodiversity Protection
7	Ensure access to affordable, reliable, sustainable and modern energy for all	• Climate Resilience
8	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	• Human Rights & Labor Practices • Education & Inequality Reduction • Social Impact and Economic Contribution Jobs • Occupational Health & Safety • Innovation Management • Responsible Supply Chain Management
9	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	• Education & Inequality Reduction • Innovation Management • Responsible Supply Chain Management
10	Reduce inequality within and among countries	• Human Rights & Labor Practices • Social Impact and Economic Contribution Jobs
11	Make cities and human settlements inclusive, safe, resilient and sustainable	• Climate Resilience • Circular Economy
12	Ensure sustainable consumption and production patterns	• Corporate Governance • Climate Resilience • Water Stewardship
13	Take urgent action to combat climate change and its impacts	• Climate Resilience
14	Conserve and sustainably use the oceans, seas and marine resources for sustainable development	• Water Stewardship • Ecosystem & Biodiversity Protection
15	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	• Ecosystem & Biodiversity Protection
16	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	• Corporate Governance • Cyber Security & Data Protection • Stakeholder Engagement
17	Strengthen the means of implementation and revitalize the global partnership for sustainable development	• Leadership & Human Capital Development • Innovation Management • Stakeholder Engagement



INDEPENDENT ASSURANCE STATEMENT



Independent Assurance Statement

Introduction and Engagement

C.P. Intertrade Company Limited., and support companies (hereafter 'CPI') commissioned TÜV NORD (Thailand) Ltd. (hereafter 'TUVN') for Sustainability Assurance Engagement. TÜV NORD (Thailand) Ltd. conducted the independent assurance of CPI's sustainability report (hereinafter 'the Report'), which includes 'limited assurance' of CPI'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 CPI'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 CPI.

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 eight (8) business units, our scope of assurance were based on six (6) main factories; five located in Thailand and one located in Cambodia. In addition (1) one river port (in line with Company's Annual Report 2021), comprising

Khao C.P. Co.,Ltd. 135 Moo 5, Tambon Mae-la, Amphur Nakhonluang, Ayutthaya 13260 Thailand

Khao C.P. Co.,Ltd. 3/24 Moo 1, Tambon Wangdaeng, Tharua, Ayutthaya 13130 Thailand

Khao C.P. Co.,Ltd. 279 Moo 9, Tambon Salaengphan Amphur Lamplaimat, Buriram 31130 Thailand

Khao C.P. Co.,Ltd. 222 Moo 1, Tambon Dermbang Amphur Dermbangnangbuat, Supanburi 72120 Thailand

Khao C.P. Co.,Ltd. 99/1 Moo 5, Tambon Wangbua, Amphur Klongkhlong, Kamphaengphet 62120 Thailand

Ayutthaya Port & ICD Co., Ltd. 111 Moo 3, Tambon Phra-non, Amphur Nakhonluang, Ayutthaya 13260 Thailand

Apsara Rice (Cambodia) Co.,Ltd. Road No.51, Chamkar Loung village, Veangchas commune, Udong district, Kampong Speu province, Cambodia

Our engagement did not include an assessment of the adequacy or the effectiveness of CPI'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 CPI’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 CPI 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 CPI 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 CPI’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 CPI 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 methane emission could be considered following; rice husk storage
 - When some sites cannot report in some topics specific disclosure in the reporting year.
- It could be more describes 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’. 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’. 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 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 include detailed testing of source data or the operating effectiveness of processes, internal controls and consequently they do 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 CPI on a periodic basis to bring out key stakeholder concerns as material aspects of significant stakeholders. The materiality assessment process considering 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 CPI. 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 technic.

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 CPI in the Report. This assurance engagement is based on the assumption that the data and the information provided to TUVN by CPI 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 CPI.

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 CPI 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
TUV NORD (Thailand) Ltd.
Bangkok 10260 Thailand



AA1000
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000-286/V3-P8O78

Date: 12 May 2022
Place: Bangkok, Thailand
Project Reference No: TUVN/CPI/SA/2022



C.P. INTERTRADE COMPANY LIMITED
RICE BUSINESS TRANSPORTATION AND SERVICE

Sustainability Governance and Compliance Office

89 AIA Capital Center, 28th Floor Ratchadapisek Road,
Din Daeng, Bangkok 10400