



Charoen Pokphand Foods Public Company Limited

Annual Review 2024

Kitchen of the World

Through Sustainnovation





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Definition

“The Company” in this Annual Review refers to Charoen Pokphand Foods Public Company Limited (“CPF”) and its subsidiaries



Annual Report 2024
(56-1 One Report)



Sustainability Report 2024



“Every bite is crafted
with customers in mind, 
prioritizing both individual health
and the well-being of our planet
to cultivate a lasting, sustainable
community”



Protecting our

Climate

Driving climate action through innovative solutions that create lasting positive impacts across the entire value chain.



Improving Quality of Life for

People

Elevating lives by fostering sustainable growth for employees, communities, and the global population.



Creating Prosperous

Food

Ensuring food security with innovative, health-focused and safety food products that prioritize sustainable well-being for consumers.



Message from Executives



The Company commits to achieving **Net-Zero greenhouse gas emissions** across the entire value chain by 2050

Charoen Pokphand Foods Public Company Limited and its subsidiaries conducted business under the vision “Kitchen of the World” with a commitment to creating sustainable food security for the World through developing high-quality, safe, and nutritious products that satisfy consumer preferences and are accessible in all circumstances. Additionally, the Company expanded its distribution network to various regions worldwide and developed products tailored to the environments and cultures of individual countries, thereby contributing to reducing inequalities in access to quality food.

The Company has embraced the Sufficiency Economy Philosophy, as inspired by His Majesty King Rama IX’s royal initiatives, which are founded on the principles of moderation, reasonableness, and self-immunity as well as the use of knowledge and morality as the basis for living. This is accompanied by mindfulness, wisdom, and diligence, while integrating the philosophy of “Three Benefits Principle” of the Charoen Pokphand Group, which emphasizes conducting business to first benefit the nation, then the people, and the Company. Together, these two guiding principles have been instrumental in driving the Company’s sustainable growth. Furthermore, the Company integrates the United Nations’ 17 Sustainable Development Goals (SDGs) into its development strategies, aiming to strengthen organizational resilience against crises. Special focus is given to SDG Localization, which seeks to bring global development agendas to local communities, ensuring that outcomes are achieved effectively and meaningfully at the community level.



The Company operates a fully integrated agro-industrial and food business, with production facilities established through investments and joint ventures across 17 countries. Its distribution and export network spans more than 50 countries worldwide. The Company drives growth through “Sustainovation”, focusing on creating an innovative organizational culture by integrating technology, science, and sustainability principles into its operations. This approach enhances operational efficiency through environmentally and socially friendly technologies while creating economic value alongside generating shared value for society throughout the supply chain. The Company prioritizes improving the quality of life for communities surrounding its operational areas, under in the principles of good corporate governance.

Mr. Soopakij Chearavanont
Chairman

In 2024, the Company faced new challenges and opportunities driven by economic fluctuations, social transformations, and climate change. To address these dynamics, the business structure, strategies, and operational plans were adjusted to align with evolving circumstances, with a strong focus on achieving greater efficiency in production and operations. As a result, the Company achieved significantly improved performance in 2024, reporting a net profit of THB 19,558 million, a notable turnaround from a net loss of THB 5,207 million in 2023. Total sales revenue amounted to THB 580,747 million, with tax expenses contributed to the government totaling THB 5,813 million*. The Company’s total assets were valued at THB 876,724 million as of the end of 2024.

The Company recognizes the importance of contributing to environmental impact reduction and is committed to **Net-Zero across the entire value chain by 2050**. In 2024, the Company became the first food producer globally to receive approval for both short-term and long-term greenhouse gas reduction targets from the Science Based Targets initiative (SBTi). Additionally, the Company implemented SAP Net-Zero Intelligence Platform in its Thailand operations to integrate value chain information. This initiative enhances management and reporting capabilities for environmental sustainability data across the entire value chain.

Finally, on behalf of the Board of Directors, executives, and all employees, we extend our heartfelt gratitude to all stakeholders for their continued support and trust. The Company remains committed to developing the business for sustainable growth while creating shared value for all stakeholders. Together, we strive to become the **“Kitchen of the World,”** dedicated to achieving true and lasting global food security.

Mr. Prasit Boondoungprasert
Chief Executive Officer

* Income tax paid according to the cashflow statement in Charoen Pokphand Foods Public Company Limited and its subsidiaries

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Our Purpose

Vision

Kitchen of the World

Creating food security for consumers worldwide

Mission

The Company operates **integrated agro-industrial and food businesses** to offer top-quality products in terms of nutrition, taste, food safety, and traceability.

The Company emphasizes the creation of a **world-class, modernized production process**, as well as efficient and **eco-friendly** consumption of natural resources, in order to enhance its competencies and competitive edge on an international level. The Company takes into account the interests of all stakeholders to ensure **sustainable growth** while continuously generate appropriate returns to shareholders.



Corporate Strategic Direction for Food Security

Sustainable Growth



Expand integrated agro-industrial and food business



Enhance capability to become a global company

Aiming for Excellent



Be a leader in quality and food safety



Promote innovation and efficiency enhancement

Building Solid Foundation



Focus on people development



Take responsibility for society and environment

Corporate Governance



Three Benefits to Sustainability
(for the Country, People and the Company)



Adapt to Change



Speed and Quality



Simplification



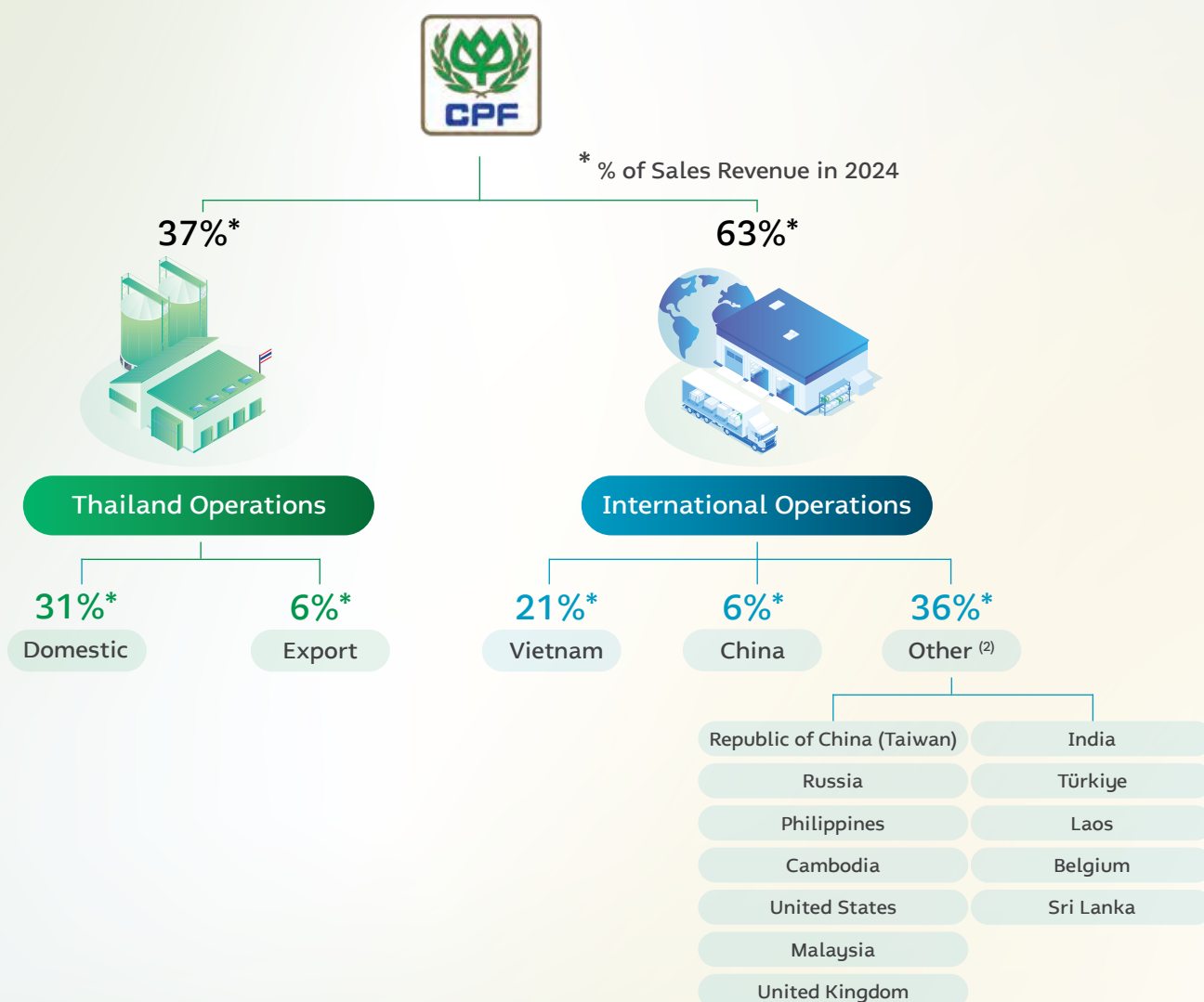
Integrity, Honesty and Reciprocity



Innovativeness

CPF Operation Structure

as of 31 December 2024



Associates and Joint Ventures ⁽¹⁾

CP-Meiji	(59.99%)	SuperDrob	(49.45%)	CP AXTRA	(8.85%)
HyLife Investment	(50.10%)	CPF Poland	(49.45%)	Chia Tai Investment	(26.69%)
Ross Breeders Siam	(49.99%)	Camanor Productos Marinhos	(40.00%)		
Arbor Acres Thailand	(49.98%)	CP ALL	(34.45%)		

Note :

⁽¹⁾ % of shareholding represent both direct and indirect holding. Presenting only major associates and joint ventures.

⁽²⁾ List of other operation areas.



CPF Worldwide

The Company and its joint investments have manufacturing base in **17 countries**



Distribute to **>50** countries in **5** continents



Cater to **>4,000** million people

Europe
5 countries



North America
2 countries



Asia
9 countries



South America
1 country



The Company's manufacturing bases worldwide

As of 31 December 2024

	Feed	Farm and Processing			Food
		 Swine	 Poultry	 Aquaculture	
Asia					
 Thailand	●	●	●	●	●
 China	●*	●*	●	●	●
Republic of China (Taiwan)	●	●	●		●
 Vietnam	●	●	●	●	●
 India	●		●	●	●
 Cambodia	●	●	●		●
 Philippines	●	●	●	●	●
 Malaysia	●	●	●	●	●
 Laos	●	●	●		●
 Sri Lanka				●	●
Europe					
 United Kingdom					●
 Russia	●	●	●		●
 Türkiye	●		●		
 Belgium					●
 Poland*	●		●		●
North America					
 United States				●	●
 Canada*	●	●			
South America					
 Brazil*				●	

Note : * Business of associates and joint ventures



Major Developments

1977-1986

1978

- Established “**Charoen Pokphand Feedmill Company Limited**” to produce and sell animal feed in the South of Thailand.



1997-2006

1998

- Invested in Vietnam** to manufacture and distribute animal feed, engage in animal farming and food processing.

1999

- Changed the name to “**Charoen Pokphand Foods Public Company Limited**” and announced the vision “**Kitchen of the World**”.

2002

- Invested in England** to produce chilled foods for further distribution in the European Union.
- Invested in China** to produce and distribute aquaculture feed, engage in aquaculture farming, and breeding
- Invested in Belgium** to import and distribute processed meat and ready-to-eat foods within the European Union.
- Invested in Türkiye** to manufacture and distribute livestock feed and engage in integrated poultry farming.

2005

- Invested in Malaysia** to manufacture and distribute feed and engage in integrated shrimp farming and shrimp processing.

2006

- Invested in Russia** to manufacture and distribute livestock feed and engage in livestock farming operation.
- Invested in Laos** to manufacture and distribute livestock feed and engage in livestock farming operation.

1987-1996

1987

- Listed ordinary shares as securities on the Stock Exchange of Thailand under the ticker “**CPF**”

1992

- Invested in India** to manufacture and distribute animal feed, as well as to engage in animal farming operations.

1994

- The Company was converted into a **public company** on March 27, 1994

2007-2023

2007

- Invested in the Philippines** to manufacture and distribute livestock feed and engage in livestock farming operation.

2009

- Acquired ordinary shares of **Charoen Pokphand Enterprise (Taiwan) Company Limited (“CPE”)**. CPE is a listed company on the Taiwan Stock Exchange under the ticker TWSE: 1215. It operates businesses in animal feed production and distribution, animal farming operation, and meat processing in the **Republic of China (Taiwan)**.

2011

- Invested in Cambodia** to operate business in animal feed production and distribution, animal farming, and food production.

2012

- Acquired shares in **C.P. Pokphand Company Limited (CPP)**, which was listed on the Hong Kong Stock Exchange under the abbreviation HKSE: 00043. It operates integrated chicken business in China.





2016

- **Invested in the United States** to engage in production and distribution of single serve frozen foods.
- **Invested in Sri Lanka** to engage the manufacturing and distribution of ready-to-eat food products.

2017

- **Invested in Poland** Invested in Poland to operate broiler farming and primary processing businesses.

2018

- **Invested in Brazil** to operate shrimp farming and its main products include fresh and frozen shrimp.

2019

- **Invested in Canada** to operate an integrated swine business, ranging from feed production, swine farming, and meat processing plant for export to premium market such as Japan and Korea.



2020

- **Invested in swine farming operations in China** to expand into an integrated swine business in China
- **Invested in Tesco Asia** which operates retail business at a proportion of 20%

2021

- **Entire business transfer of Tesco Asia** operations to Siam Makro Public Company Limited (“MAKRO”)

2022

- **Delist C.P. Pokphand Co., Ltd (‘CPP’)** from the Hong Kong Stock Exchange.

2023

- **Acquire “FIVE STAR”** trademarks and service marks which are registered in 12 countries to support the growth of “FIVE STAR” business.
- Established **CP-Uoriki Co., Ltd.** to import and distribute seafood product, ready-to-cook food and ready meal.
- **CP Food Investment Limited**, a subsidiary divest 4 integrated broiler companies in China.

2024

- **CPF Poland S.A.**, which operates in agriculture and food industry in Poland, changed status from a subsidiary to an associate company. This is due to a reduction in the Company’s shareholding from 66.67% to 49.45%.
- **Acquired 65% of ordinary shares in Newburgh Foods Limited**, a processed food processing and trading company in England, to expand distribution channels for processed products into retail and leading quick-service restaurants (QSR).





Business at a Glance

The Company operates a vertically integrated agro-industrial and food business in animal proteins, with main animals namely swine, broiler, shrimp, and layers. The process starts from animal feed production, commercial animal breeding, farm operation, primary processing, manufacturing of food and ready-to-eat products, meat and food products distribution as well as restaurants. The businesses are categorized into 3 product categories.



Feed Business

Production and distribution of animal feed as well as pet snacks.

The Company is committed to develop innovation in feed production processes as well as pet snacks, while prioritizing environmental conservation and surrounding communities. In addition, raw material are primarily sourced locally to support local agricultural production with traceability system of raw materials, fostering transparency and trust from stakeholders.



Farm and Processing Business

Animal breeding, commercial farming, and primary processing as well as distribution of fresh meat.

The Company leverages modern technology and extensive field experience to foster competitive and environmentally friendly practices. Throughout the entire farm process well-being of animals are prioritized based on international animal welfare principles, to produce the high-quality and safety products that meet international standards.





Food Business

Produces and distributes a variety of processed meat products, including semi-cooked, cooked or ready-to-eat, as well as restaurants business.

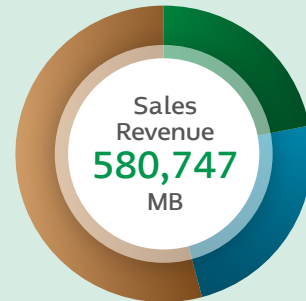
The Company's value added food products offers high nutritional value with affordable price. The Company also prioritize modern and eco-friendly production innovations and maintain a comprehensive traceability system throughout the entire production process.



Distribution Channels

The Company distributes products through various channels to ensure consumer convenience access, including our own channels such as Chester's restaurants, Five Stars product point of sales, Food World food court and through CP Group's wholesale and retail stores such as Makro, Lotus and 7-11, as well as other distribution channels.

Sales Revenue Breakdown by Product



55%

Farm and Processing Business

23%

Feed Business

22%

Food Business

Scope of Business Operations Consisted of 2 Main Categories



Thailand Operation

37% of sales revenue

Operate an integrated agro-industrial and food business for domestic distribution in Thailand, as well as export to more than 50 countries worldwide.



International Operation

63% of sales revenue

Operates in integrated agro-industrial and food business across 16 countries outside Thailand namely, Vietnam, China as well as Republic of China (Taiwan), Russia, Philippines, Cambodia, United States, Malaysia, United Kingdom, India, Türkiye, Laos, Belgium, Sri Lanka and joint investment in Canada, Brazil and Poland.





Nature of Business

Feed Business

Revenues from
Feed Business in 2024

131,364 million Baht



23%
of the total sales
revenue.

The Company operates feed business in 11 countries worldwide, including Thailand, Vietnam, Türkiye, India, the Republic of China (Taiwan), Malaysia, Philippines, Cambodia, Laos, Russia and joint investments in China and Canada.

11 countries

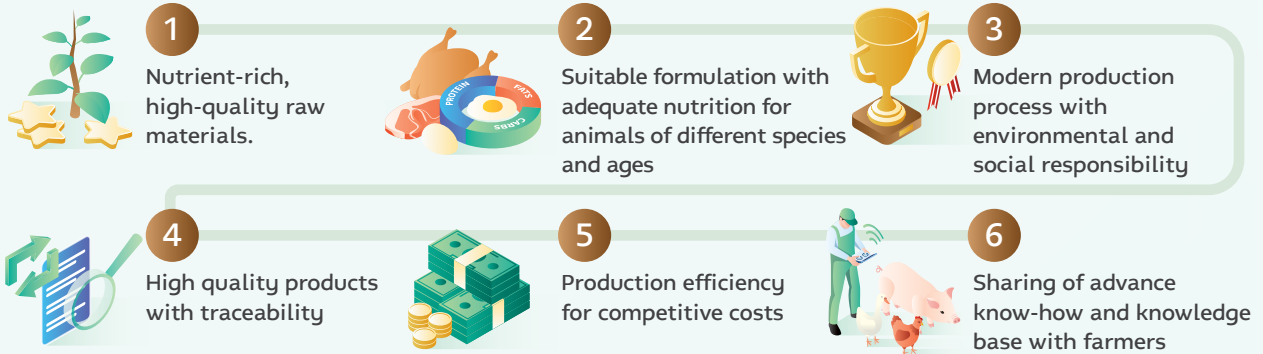


Animal feed constitutes the foundation of the meat production chain and the creation of quality food. The Company prioritizes the continuous development of innovations in production processes and animal feed nutrition to create feed tailored to the specific needs of different animal species and life stages. This approach enhances growth performance and good feed conversion ratio. By adhering to international standards, the Company integrates advanced technologies such as automation, robotics, and digital management systems into its production processes. These advancements allow for improved quality control, cost optimization, and a competitive edge in the market, driving operational excellence and efficiency. The main products in the feed business are broiler feed, swine feed, and shrimp feed both available in concentration, pallet, and powder form. Feed production are distributed within the country of production.

In addition, the Company manufactures and distributes Pet snacks under the main brand of Jerhigh, Jinny and K-Sy produced from the Company's byproducts transforming waste to value. Chicken byproducts are used as raw material of pet snacks with product standards equivalent to those for human consumption.

6

6 Key Success Factors of Feed Business



Factory Location and Design

The Company places great emphasis on strategic factory planning and site selection within agro-industrial zones, prioritizing environmental factors and infrastructure availability. Factories are located in elevated areas with sufficient water sources, ensuring they are distanced from communities and livestock farms to uphold occupational health and safety standards while minimizing contamination risks. Factory design follows the Green Factory and Smart Factory concepts, addressing potential environmental impacts through measures such as Wet Scrubber air treatment for boiler emissions, ozone systems for odor control, and cyclone dust collection systems. Additionally, the Company is actively reducing coal dependency in production. To enhance efficiency, artificial intelligence (AI) and full automation are integrated into operations, including AI Vision technology for comprehensive quality control at every stage of production. This approach not only improves precision and efficiency but also reduces manual labor in high-risk areas, ensuring a safer and more effective manufacturing process.

Feed Formulations

The Company uses feed formulation that meet the nutritional needs of each type of animal at different life stages ensuring they receive adequate nutrients for growth. Additionally, probiotics are used in animal feed to promote digestive health and strengthen the animals, resulting in healthier animals, thereby reduce the need for medication.

Raw Material Selection

The main raw materials used in animal feed production consist of corn, soybean meal, fish meal, rice bran, and other vitamin

and mineral components. Quality raw materials are important in producing good feed. The Company has a policy to prioritize procurement of raw materials from domestic sources to support local farmers. Additionally, it is committed to responsibly sourcing key agricultural raw materials, ensuring full traceability back to the cultivation source.

Production and Quality Control

The Company integrates automation and digital technologies, including robotics, into its production processes to enhance employee safety, and ensuring the quality of animal feed products meets international standards. All livestock feed products in the Company's Thailand operations are certified with the Carbon Footprint Label, reflecting its commitment to reducing carbon emissions throughout the value chain.

Sales and After-sales Service

The Company focus on sales and after-sales services, focusing on knowledge transfer and technical support for farmers to enhance efficiency and sustainability in animal farming. It also provides guidance on farm management and technology. The Company distributes animal feed directly to farmers and through online channels to improve accessibility and enhance customer data management efficiency. Additionally, the Company conduct it prioritizes customer satisfaction survey to adapts its services to align with industry trends. Furthermore, the Company is committed to continuously improving its services by enhancing the quality of animal feed and farm management solutions to help farmers achieve success in farming.



Farm and Processing Business

Revenues from
Farm and Processing Business
in 2024

320,240 million Baht



55%
of the total sales
revenue.

The Company operates farm and processing business in 15 countries, including Thailand, Vietnam, Russia, Cambodia, Philippines, China, The Republic of China (Taiwan), Malaysia, Laos, India, Türkiye, Sri Lanka, the United States and joint ventures in Canada, Brazil and Poland

15 countries



The Company's farm and processing business is comprised of commercial animal breeding, farming, and primary processing operations. The Company selects and develops breeds in response to customer needs in each area. Advanced technologies and digital systems have been implemented throughout the process with the consideration of animal well-being in accordance with international standards of animal welfare. The main products include animal breeds, live animals, primary processed meats (meat parts), and chicken eggs. The main types of animals are swine, broiler, layer, duck, and shrimp.

7

7 Key Success Factors of the Farm and Processing Business



1

Strong breeds



2

High quality feeds



3

Proper facilities and
equipment



4

Good farm management



5

Safe production procedures
certified by international
standards



6

Efficient logistic
system



7

Biosecurity system throughout
supply chain

Location and Farm Design

The Company considers its impact on communities and the environment by selecting suitable locations with sufficient land area and operating under biosecurity measures to minimize disease risks. The farm is designed based on **the Smart Farm concept**, utilizing modern technology and automation systems to enhance control, reduce labor dependency, and improve efficiency. It also includes health monitoring systems to ensure better animal welfare. Additionally, the Company incorporates sustainable farming practices by developing **green farms** that adhere to environmental standards and are located in appropriate areas. Efforts are also made to promote sustainable resource management, including utilizing renewable energy sources such as biogas generated from farm waste for on-site electricity production.

Raw Material Selection and Breed Development

The raw materials for livestock operation are animal feed and breeds produced under the Company's integrated feed production business. For breeding, the Company selects and imports great-grandparent lines for swine and grandparent lines for broiler and layer chickens from the United States, Europe, and Australia to develop breeds suited to the environment and market demands of each country. For shrimp, the Company develops its own specialized breeding lines using genetics and biotechnology to produce strong, disease-resistant, high-yielding shrimp that can adapt to different farming conditions, and meet market demands and evolving consumer preferences.

Animal Farming

The Company develops animal farming systems using advanced technology under "the 5 Freedoms principle" to ensure animal welfare, without the use of growth hormones, allowing animals to exhibit natural behaviors. The smart farming system integrates various technologies to enhance efficiency, reduce human-animal contact, and minimize disease risks. Additionally, the Space Safety Standard project has been implemented in the



broiler business in Thailand to ensure food safety at the highest levels according to NASA standards. The Company also promotes livestock farming under the Contract Farming system, which supports farmers in maintaining high farming standards while providing assistance in technology, animal feed, and expert guidance to ensure sustainable agricultural industry.

Primary Processing

The Company processes meat products based on animal welfare principles, covering both transportation and processing by ensuring appropriate transport distances and implementing measures to reduce animal stress before entering the production process. Each country's operations seek certification from independent regulator, adhering to both the Company's and customer's requirements, as well as the laws of that country to ensure that the production process is safe and meets international standards.

Packaging

The Company emphasizes packaging design that addresses functionality, enhances consumer experience through thoughtful design, and ensures food quality, cleanliness, and safety. It also focuses on packaging development for the farming business, emphasizing sustainability and efficiency.

Sales and Distribution Channels

Breeds as well as live animals are mostly distributed at the farm. Meat parts, chicken eggs, and byproducts from farming are distributed through dealers, traditional markets, and modern wholesale and retail channels (Modern Trade). The farm business is growing in line with an increasing demand due to the growing population and more convenient access to quality meat at affordable prices.

The 5 Freedoms Principle



1 Free from hunger and thirst



2 Free from discomfort



3 Free from pain, injury or disease



4 Raised with care



5 Freedom to express natural behavior



Food Business

Revenues from Food Business
in 2024

129,143 million Baht



22%
of the total sales
revenue.

The Company operates food manufacturing facilities in 15 countries, including Thailand, the United States, China, England, Vietnam, the Republic of China (Taiwan), Philippines, Malaysia, Cambodia, India, Russia, Laos, Türkiye, Sri Lanka, Belgium, and has joint ventures in Poland.

15 countries



The Company's focus is on developing nutritious food products with flavors that cater to consumer preferences, while ensuring safety throughout the entire supply chain. The Company set competitive pricing and offer a diverse range of products tailored to meet regional consumer demands through various sales channels, both direct and indirect, thereby enhancing global food security. The Company add value to meat products by developing processed foods and ready-to-eat meals, utilizing technology that meets international standards. The production system ensures full traceability at every stage to ensure quality and food safety. Furthermore, the Company have developed a transportation system that complies with occupational health standards and provides transparent and accurate labeling and packaging to provide accurate information to customers. The food business encompasses processed food products, ready-to-eat meals, and restaurant operations. The Company also export food products through our branch distribution networks, authorized distributors, and importers in several countries, alongside engaging in international trade.

Raw Materials

The Company's food products primarily utilize meat sourced from its own farms as the main raw materials, as well as produce from its contract farms. Other food ingredients, as a component of food product must also meet the Company's standard with traceable sources. In addition to using its own product, the Company sources food product globally by leveraging its distribution network. Procurement is conducted in accordance with a fair and traceable procurement policy.

Production

The Company's production processes adhere to stringent **quality and safety** measures throughout the value chain; prioritize research and innovation to enhance efficiency and ensure the delivery of quality, safe food products. **Automation and robotics technology** are integrated to improve production efficiency and precision. Furthermore, the Company has established **CPF Food Research and Development Center Company Limited** in Thailand, serving as a hub for advancing the food industry through innovative research and development, thereby catering to consumer demands and adapting to dynamic market trends.

Packaging

The Company selects packaging that protect food safety while preserving nutritional value, and extend its shelf life to prevent food waste and loss, as well as reducing environmental impact. The Company's product labeling indicates nutritional values and Guideline Daily Amounts, supporting good hygiene practices.

Distribution Channels

The Company has diversified sales channels to enhance consumer access to food, which include traditional markets such as fresh markets, modern wholesale and retail channels (Modern Trade) including convenience stores, supermarkets, and hypermarkets, as well as food service channels such as hotels, restaurants, food courts, and catering enterprises. Distribution is undertaken through both our own channels and those of our trade partners.

The food industry is rapidly evolving and becoming increasingly competitive due to urbanization and changing lifestyles. Consumers place a premium on convenience, quality, and variety in food, particularly health-oriented products from reliable sources. Producers must develop products that align with local consumption patterns and cultural preferences. Efficient consumer access is crucial, requiring businesses to strategize in a manner that meets consumer demands and ensures food security during both normal conditions and crises. This principle forms the foundation of a sustainable food industry.



“Quality and Safety” throughout the production process is the key to good health

The fully integrated business allows the Company to exercise absolute quality control and assurance throughout the production process. The Company obtained various international standards as well as those required for different customers from third-party accreditation organization, all of which are applied in production of feeds, farming, and food businesses in conjunction with compliance with laws, rules, and regulations of each country in which the Company has business operations.

Production Standards



Feed Business

- GAP
- GMP/GHPs
- HACCP
- ISO 9001
- ISO 22000
- ISO/IEC 17025
- FAMI-QS
- Global G.A.P.
- RWA
- ALO
- BAP
- Marin Trust
- AI Compartment
- CPF Food Standard ; PS 7818



Farm and Processing Business

- GAP/CoC Dept. of Fisheries
- GMP/GHPs
- HACCP
- ISO 9001
- ISO 22000
- ISO/IEC 17025
- BRCGS
- Halal
- Global G.A.P.
- RWA
- ALO
- BAP
- ASC
- FMD Free
- AI Compartment
- LR Farm F1rst
- CPF Food Standard ; PS 7818



Food Business

- GMP/GHPs
- HACCP
- ISO 9001
- ISO 22000
- ISO/IEC 17025
- BRCGS
- Halal
- KOSHER
- ALO
- BAP
- ASC
- RSPO
- CPF Food Standard ; PS 7818

Environmental Standards

- ISO14001
- CPF SHE&En Standard
- ISO 50001

Occupational Safety Standards

- Good Labour Practice (GLP)
- ISO 45001
- TLS 8001-2010
- CPF SHE&En Standard

Note : Policies and guidelines of the Company are in compliance with the above standards. In this regard, the operation in each country will decide on application of standard certification as deemed appropriate based on the country's laws as well as requirements of the Company and customers.



We are dedicated to delivering safe,
high-quality products to ensure satisfaction
for consumer Worldwide.



Chicken and Duck Products



Chicken meat
contains OMEGA 3



Antibiotic-Free



Low calories product
for wellness



Aquaculture Products



Raised in closed
system





Pork Products



Special breed
Kurobuta pig



Cheeva pork contains
OMEGA 3



Egg Products



Carbon footprint
reduction



Reduce plastic in
packaging



Carbon
neutral label



Note : Image of the products presented are samples of the Company's products manufactured and distributed.



Sausage Products



Retort Product ; can be stored in room temperature



Innovative Product



Plant-Based Products



Carbon footprint reduction



Mono-material plastic





Ready-to-Eat Products



Cheeva pork contains OMEGA 3



Innovative Product



Sauces & Medical Food



Complete Nutritional Formula Ready-to-Eat Soup



Note : Image of the products presented are samples of the Company's products manufactured and distributed.



Innovation from the Heart to the Plate

Innovation plays a crucial role in helping the Company stay competitive within the industry. Consequently, the Company is committed to enhancing the growth potential of its operations through integrated research and development initiatives. Below are several examples of the Company's innovations:



Food Innovation

CP Chicken Pocket

Healthy food product is designed to meet the needs of modern consumers, particularly those seeking low-carb, high-protein meals. By using chicken instead of bread as a wrap, it provides high protein content, prolonged satiety, and effective energy control, while maintaining delicious flavors appealing to all age groups. This innovation has been recognized on the global stage, earning an innovation award at THAIFEX - Anuga Asia 2024, highlighting its creativity and exceptional quality. CP Chicken Pocket is more than just a nutritional solution it enhances the healthy eating experience in every meal.



Cage Free Egg Brand U Farm with Carbon Neutral Label

U Farm Cage-Free Eggs are a low-carbon product that aligns with sustainable development principles throughout the entire supply chain, from production to packaging disposal. This alignment is achieved through various initiatives, including the implementation of automated egg conveyor systems to minimize food loss in accordance with FAO guidelines, repurposing eggshell waste, and utilizing alternative energy sources such as solar power and biomass derived from wastewater treatment systems. Consequently, the product's greenhouse gas emissions are net-zero, earning the Carbon Neutral Product certification from the Thailand Greenhouse Gas Management Organization (TGO). This product is recognized as Asia's first carbon-neutral cage-free egg, delivering a high-quality source of protein that not only promotes health but also serves as an eco-conscious choice for consumers who aim to support climate change mitigation through sustainable food consumption.





Phuket-Style Moo Hong and Braised Pork Leg (Kha Moo Palo)

The Phuket-Style Moo Hong and Braised Pork Leg (Kha Moo Palo) products are prepared using high-quality, Omega-3-Cheeva pork, sourced from livestock raised on a superfood diet that includes flaxseed, fish oil, and seaweed. Notably, these products are 100% antibiotic-free. The pork is slow-braised to achieve a tender texture, infused with rich flavors, and enhanced by aromatic spices. Moo Hong, a distinguished specialty from Phuket Thailand, offers a unique interpretation of traditional braised pork belly, differentiating it from conventional recipes. This product is tailored for modern consumers and enthusiasts of slow-cooked dishes, delivering the authentic, rich taste of traditional recipes while ensuring added convenience.

Vegan Cheese

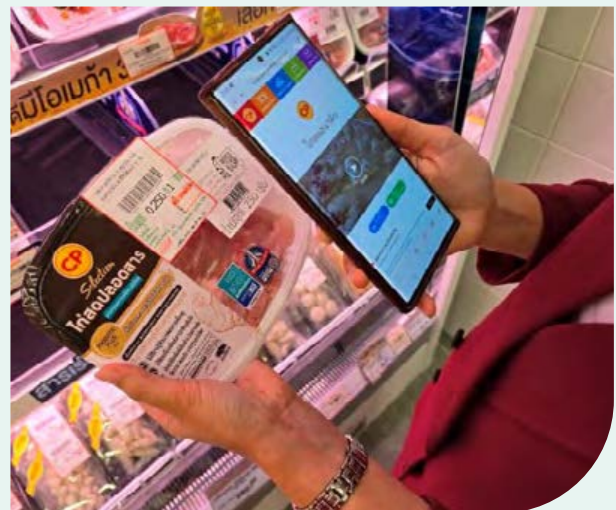
The healthy vegan cheese innovation is developed from broken rice, a byproduct of the rice milling process, which is biologically processed to create a nutrient-rich, lactose-free cheese alternative. This low-fat cheese is high in protein, minerals, and vitamins, making it an ideal choice for individuals with dairy allergies while also enhancing nutrient absorption. Beyond its health benefits, this product adds value to Thai agricultural resources, maximizing the potential of locally sourced rice.



Innovations for Enhancing Production Efficiency and Product Traceability

Product Traceability System using Blockchain Technology (ensuring quality, safety, and reducing environmental impact)

The Blockchain-based traceability system is a digital innovation that applies blockchain technology to ensure accurate and rapid tracking of products throughout the entire food production chain, enhancing consumer confidence. Consumers can easily access product information by scanning a QR code on the packaging, which provides details such as product origin, international quality and food safety certifications, eco-friendly product attributes, and greenhouse gas reduction data from the production process. This innovation not only ensures food quality and safety but also promotes transparency in the supply chain and supports sustainable development goals by reducing environmental impact.





Chicken Catching Vehicle Project

The chicken catching vehicle is an innovative prototype designed to facilitate the transportation and handling of poultry in Thailand's broiler farms. Unlike imported equipment, which is often incompatible with local farm structures, this vehicle is specifically developed to suit Thailand's unique poultry house designs. This project not only addresses local industry needs but also significantly reduces costs, saving 8.6 million baht per unit compared to imported models.

Clean Energy Model Farm Project

The Clean Energy Farm is a model farm designed to generate 100% of its electricity from renewable sources, eliminating reliance on external power and marking a significant step toward sustainability in agriculture. While traditional farms typically rely on biogas for 86% of their electricity needs and external power for 14%, this project has developed an automated energy management system that integrates biogas, solar energy, and backup electricity from the Provincial Electricity Authority, used only in emergencies. This model farm produces over 438,000 kWh of clean energy per year, reducing greenhouse gas emissions by 192 tons of CO₂ equivalent per farm annually.



SAP Net-Zero Intelligence Platform Project



The SAP Net-Zero Intelligence Platform is a digital innovation designed to establish a globally recognized standard for greenhouse gas emissions data management. This platform enables real-time tracking of emissions data from all of the Company's factories and farms worldwide, addressing the current limitations of emissions reporting, which are often accepted only at the national level. The platform integrates Big Data analytics to collect, manage, and forecast GHG emissions trends under a globally

credible framework, aligning with the Company's Net-Zero strategy. It provides comprehensive environmental data, covering energy, water, waste, refrigerants, and greenhouse gas emissions across Scope 1, 2, and 3. Users can access the platform via computers and mobile devices. The Company is the first in the world to implement this platform, starting in Thailand in 2024 and expanding to its global operations in 2025. This project marks a significant step in utilizing digital technology to support sustainable development and enhance transparency in the Company's operations on a global stage.



Social and Environmental Innovations

CPF Sustainability in Action Project

CPF Sustainability in Action Awards is an initiative established to promote sustainable community engagement activities within the Company. It focuses on developing projects that create positive impacts on both the environment and society, ensuring efficient resource utilization. Additionally, encourage employees and various departments to actively participate in the development of projects.



Collaborative Innovation with External Partners

SMEx Low-Cost, Eco-Friendly Project to Support the Supply Chain

This project aims to promote and enhance the growth potential of SME partners in Thailand by improving their efficiency and cost reduction. It also supports resource and energy management to maximize efficiency, reduce greenhouse gas emissions, and move towards the Net Zero goal. The project focuses on reducing greenhouse gas emissions in Scope 3 while also helping partners mitigate risks and prevent accidents in business operations.



Automated Product Inspection Prototype Platform Project

The automated product inspection prototype platform is an innovative system developed to enhance accuracy and efficiency in processed food production, a first-of-its-kind in the industry. This platform leverages cutting-edge technologies, including Computer Visual Inspection, Artificial Intelligence (AI), and Core Temperature Analysis of products. The system enables detailed external product inspections and can precisely identify non-compliant products on the production line, allowing automated systems or robots to efficiently remove defective items with high accuracy and speed. This project is the result of a collaboration between the National Electronics and Computer Technology Center (NECTEC), under the National Science and Technology Development Agency (NSTDA), and CPF (Thailand) Public Company Limited.



Driving Business towards Sustainability

Sustainability Management Policies and Goals

The Company evaluates the current context of the agro-industry and food operations business, along with an analysis of significant internal and external factor. This includes economic, social and environmental risks, as well as the satisfaction of both internal and external stakeholders. As a result, the Company has indentified 7 key sustainability focus and set goals to align with these key sustainability focus as well as the United Nations' 17 sustainable development goals (UN SDGs), and the 10 principles of the UN Global Compact.

7 Key Sustainability Focus





Governance, Risk Management, and Compliance - GRC

Good governance is an essential foundation for achieving organizational sustainability, alongside driving economic growth and caring for society and the environment. Consequently, the implementation of principles and practices set forth in the Company's Corporate Governance Policy and Sustainability Development Policy is considered a shared mission of the Board of Directors, management, and employees.



Food Security

Food security is the core mission of the Company as one of the leaders in the agro-industrial and food business. The Company is committed to ensure food security by producing high-quality, safe, and nutritious food that is sufficiently accessible to all. It also emphasizes responsible sourcing of raw materials and creating shared value throughout the supply chain to enhance the quality of life for everyone.



Human Rights

The Company recognizes the importance of safeguarding and respecting the human rights of all stakeholders, including employees, workers and their families, customers, consumers, business partners, communities, shareholders, bondholders, investors, trade creditors, lenders, government agencies, civil society, academic institutions, the media, and participants in the Company's supply chain. The Company conducts its business in adherence to legal and international human rights protection standards. It has established strategies to prevent risks of rights violations, along with mechanisms for protection and remediation in the event of incidents. Furthermore, it encourages all stakeholder groups to participate in discussions to foster understanding, collaboration, and shared benefits.



Employees and Communities

The Company is confident that success derives from employees who are capable of adapting to change, an organizational culture that aligns with business objectives, and technology that enhances operational efficiency. To this end, the Company has

established a human resource strategy focused on achieving organizational excellence. This includes fostering employees with both knowledge and integrity, promoting lifelong learning (Employee Life Cycle), and ensuring the management of health, safety, and occupational well-being. Additionally, the Company is committed to building a culture of employee engagement to strengthen workplace cohesion. Furthermore, employees are encouraged to actively contribute to the well-being of surrounding communities, particularly during times of crisis, to create sustainable and mutual benefits for both the Company and society.



Climate Action

The Company is committed to reducing greenhouse gas emissions throughout the food production value chain. Key approaches include establishing a deforestation-free supply chain, utilizing renewable energy, and improving agricultural and production efficiency through digital technologies. The Company has set an ambitious target to achieve net-zero greenhouse gas emissions across its value chain by 2050. This goal, along with the Company's short- and long-term emission reduction plans based on scientific principles, has been officially endorsed by the Science Based Targets initiative (SBTi).



Water Stewardship

The Company focuses on systematic water consumption management, including risk evaluation of water resources used for flood and drought prevention. The Company adopted technologies in the production process to reduce water consumption, optimize water usage, implement water reclamation system, control the quality of water before releasing it, as well as collaborate with government sector and communities to manage local water resources.



Biodiversity and Ecosystem

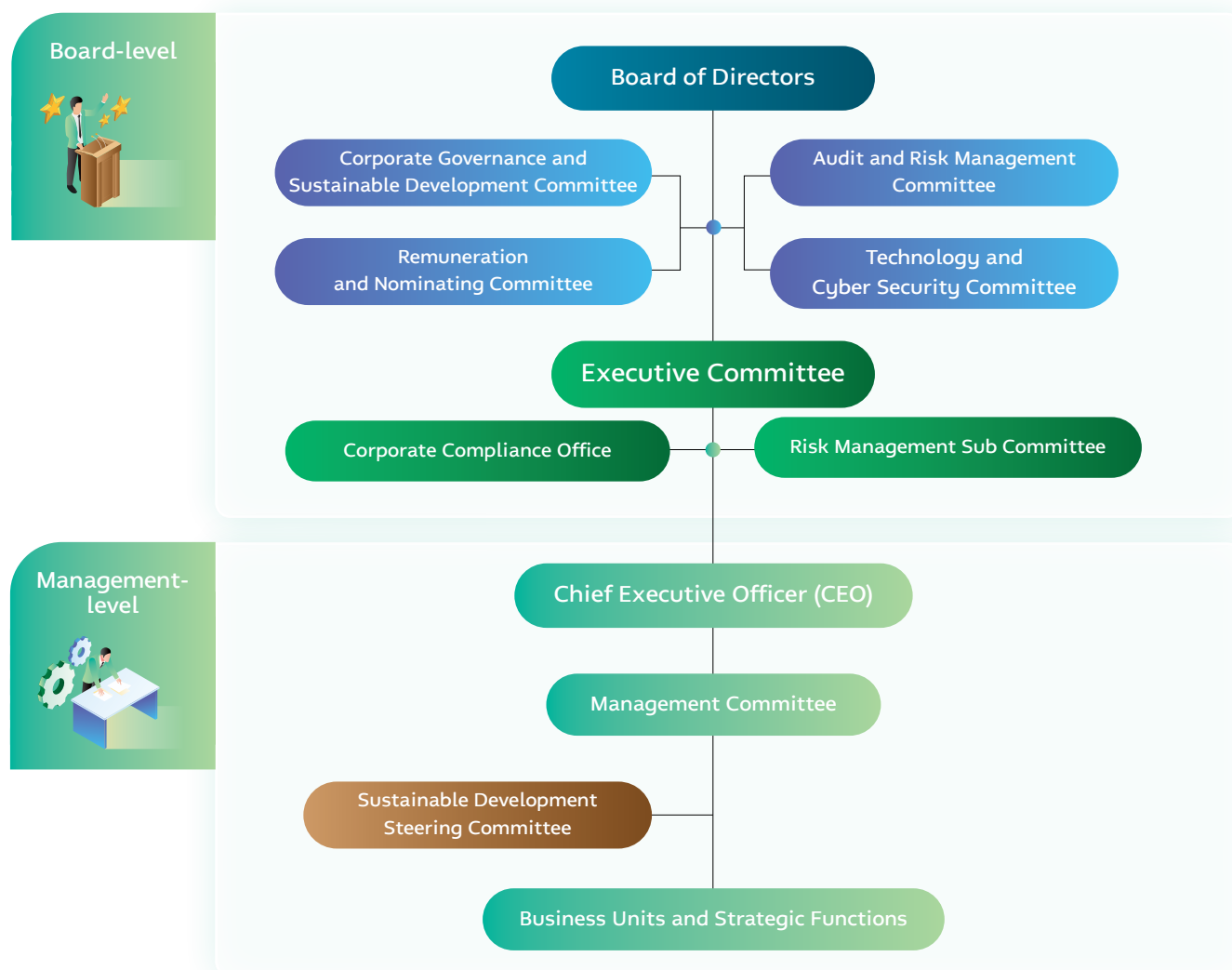
The Company values biodiversity as essential to the global environment and promotes its preservation and restoration through internal initiatives and collaborations with governments and stakeholders to ensure long-term ecological balance.



Sustainability Governance Structure and Strategy

The Board of Directors has appointed subcommittees in various aspects to supervise and consider the operations regarding sustainability. This includes Corporate Governance and Sustainable Development Committee, Audit and Risk Management Committee, and Technology and Cyber Security Committee. The Board of Directors has been assigned to supervise the operations according to the regulations

Structure of Supervisory Oversight to Achieve CPF's Sustainability Targets



To continuously drive the Company towards sustainability, the Company has established strategic plans to drive social and environmental sustainability for 10 years (2021-2030) as shown in the Sustainability Report 2024. The Company also annually reviews the sustainability aspects and plans to keep up with the ever-changing global trends.

Sustainability Management in Environmental Dimension

Environmental Policies and Practices

The Company is committed to take a good care of environment throughout the value chain. By analyzing the environmental impact across the entire life cycle of products, the Company gathers essential information to establish policies that govern its business operations. Environmental aspects have been integrated into the cost-saving approach in business operations to reduce resource usage and pollution. The Company's key environmental aspects and management guidelines are as follows:

Climate Action

The Company sets a goal to achieve Net-Zero in the entire value chain within 2050. The goals and plans have been approved by the Science Based Targets initiative (SBTi). CPF is the first food company in the world to get approval for both short-term and long-term goals, aligning with the Forest, Land and Agriculture (FLAG) standards for agriculture and food sector. The main approach for the reduction of greenhouse gas is to be achieved through zero deforestation supply chain, the use of renewable energy, the optimization of agriculture and production via digital technologies, and the implementation and development of other technologies, such as electric vehicle, hydrogen energy from livestock manure, and disaster risk management through water stewardship for flood and drought prevention.

Circular Economy, Packaging, and Waste Management

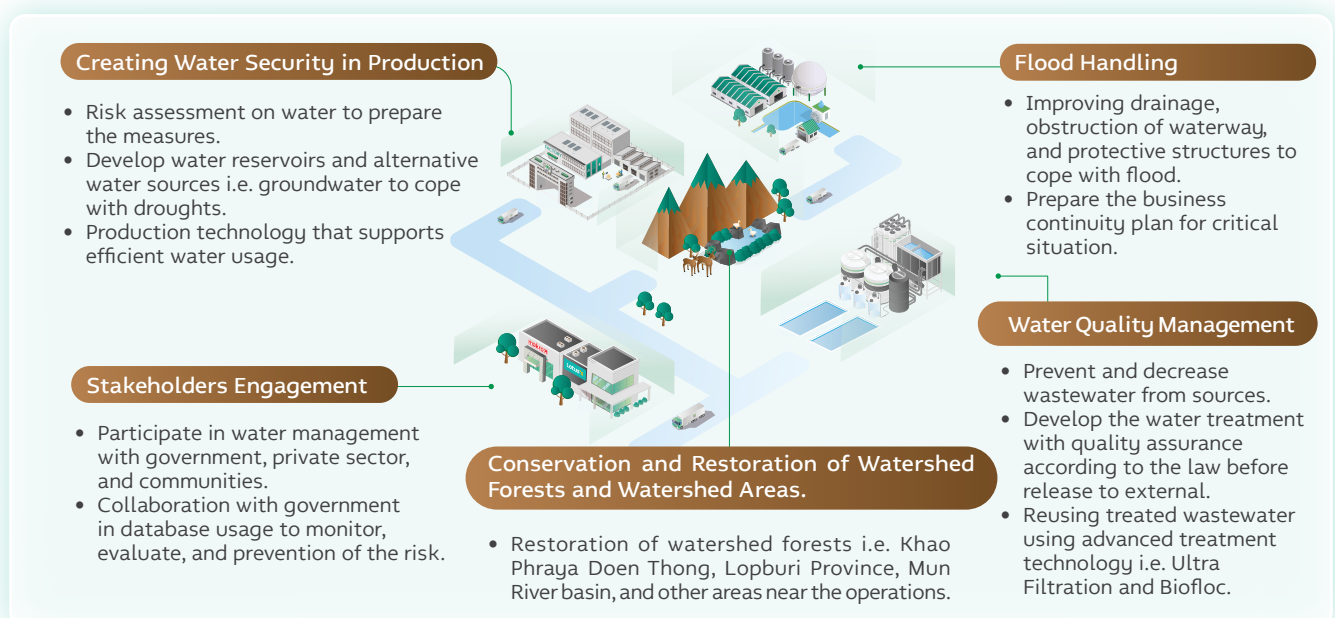
The Company has established and implemented waste management and circular economy policies focused on minimizing production waste sent to landfills and reducing food waste in its operations. It has also developed sustainable

packaging policies and guideline, incorporating circular economy principles throughout the value chain.

The Company prioritizes the development of packaging that can be reused or recycled or degradable. Furthermore, the cooperation network has been formed with government sector, business sector, independent organizations and stakeholders to promote and support food waste and packaging management post consumption.

Water Stewardship

The Company manages the water usage by reducing the quantity used per product unit in the production process, applying the 3Rs principle: Reduce, Reuse, and Recycle. The Company also control the quality of wastewater before releasing it adherence to the relevant standards. In addition, the Company conducts the water risk assessment to identify appropriate measures as well as collaborate with communities, farmers, government sector and significant local stakeholders for water management, flood prevention, and water reservation.





Biodiversity and Ecosystem

The Company is committed to preserve the biodiversity and the anti-deforestation. The biodiversity risk of the production location in Thailand has been assessed with the Geographic Information System (GIS), a tool to showcase and assess the proximity between establishments and biodiversity areas and national and international protected areas. The Company has made sustainable procurement and guidelines for business partners to oppose deforestation and raise awareness of the importance of responsible sourcing throughout the value chain. The Company promotes forest conservation and reforestation to ensure everyone's rights to good environment through various projects.

From mountains to mangrove forests project

From mountains to mangrove forests project connects the forest conservation in the water source areas to the mangrove forests in the river mouth areas. The project consists of the conservation project at Pa Sak Basin, Khao Phraya Doenthong, Lopburi Province, Thailand, that transforms dry area to forest, restoring natural humidity and supporting diverse flora and fauna.



The mangrove conservation project

The mangrove conservation project in 3 areas in Thailand: Bang Ya Phraek Sub-district, Samut Sakhon Province, Pak Nam Krasae Sub-district, Rayong Province, and Tha Phrik Sub-district, Trat Province, enriches the mangrove forests for nursery grounds, resulting in the benefits from restored natural resources for nearby communities.



Sustainability Management in Social Dimension

The Company prioritizes the cultivation of knowledgeable and ethical personnel. Its focus is on enhancing the capabilities of employees to thrive in the business realm by fostering a culture of lifelong learning, innovation, and effective internal management. This ensures that employees not only work happily but also enjoy a good quality of life and a safe working environment. Moreover, the Company fosters a corporate culture that promotes employee engagement, encourages continuous learning throughout their career, and prioritizes the well-being of employees through policies addressing safety, health, and the environment.

Human Rights

The Company emphasizes respecting diversity, equality, and the protection of vulnerable groups while promoting stakeholder engagement through various activities and communication channels. It collaborates with organizations across all sectors to enhance the effectiveness of its human rights initiatives, ensuring they meet expectations comprehensively and sustainably.



Human Resource Management

To address the challenges of a rapidly changing business landscape, the Company has adapted its human resource strategies and policies to become a “Bionic Organization,” seamlessly integrating human expertise with technology to achieve sustainable growth. This strategy focuses on 5 key areas critical to maintaining a competitive edge and driving future organizational success:

- 1. Enhancing Digital Talent:** Increase the number of employees with digital skills who can deliver results aligned with organizational goals.
- 2. Building Workforce and Organizational Capabilities:** Develop the potential of individuals and the organization to achieve shared business objectives.
- 3. Fostering an Innovation-Driven Organization:** Cultivate a culture that drives creativity and continuous innovation to generate new ideas and solutions.
- 4. Developing Change Agents:** Train change agents at all organizational levels to guide teams effectively and drive business outcomes.
- 5. Building the LOVE Brand:** Foster employee pride, loyalty, and a sense of belonging to the organization.



Economy Dimension

The Company supports the income generation for the community and society to live sufficiently and sustainably through the Company’s expertise in various projects. The Company emphasizes on carrying and passing on the successful projects to the ally network along with laying the project foundation to further skills and incomes for the community, such as building entrepreneurs through Five Star franchise system.



Community Development and Support

Communities and society are key stakeholders that the Company prioritizes. The Company actively listens to the needs and expectations of the community to guide the development and support of projects that address social, environmental, and economic dimensions requirements comprehensively. The goal is to improve livelihoods and enhance environmental quality through collaborative activities with the organization. The Company’s approach includes the following:

Operational Guidelines

- The announcement of policy and commitment to conduct a business with the consideration of social responsibility and sustainable growth.
- The collaboration with stakeholders to hear their needs and expectations of community development guidelines.
- The support and encouragement for internal personnel to bring their knowledge to create positive impact for the society and environment.
- The collaboration in the entire value chain and with the relevant stakeholders to develop communities and society.



Social Dimension

The Company actively supports vulnerable social groups, such as individuals with disabilities, by promoting their development and integration into society. It also works to reduce educational inequality by providing support to students through initiatives like the ongoing collaboration with the CONNEXT ED Foundation, now in its 9th year. Additionally, the Company focuses on enhancing the health and quality of life of senior citizens within communities through projects such as the “CPF Return Happiness to Seniors program”.





Performance Highlights 2024

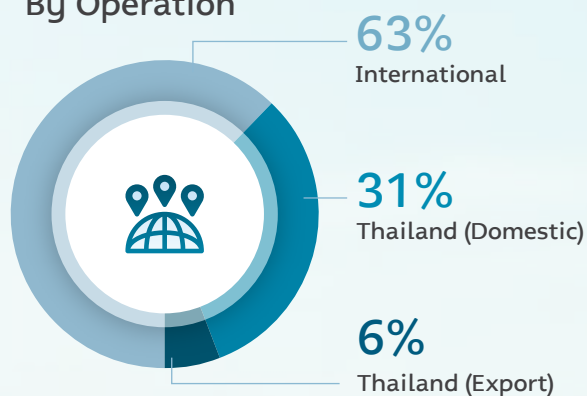


Sales Revenue Breakdown

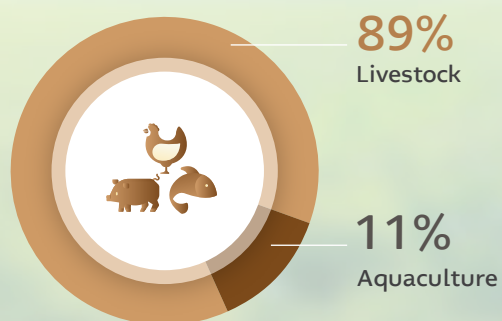
By Product



By Operation

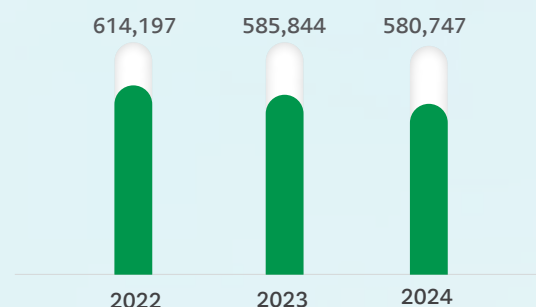


By Business

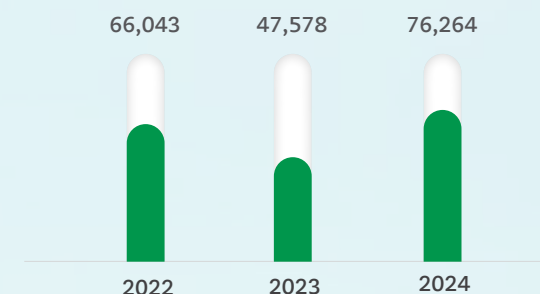


Revenue from Sales

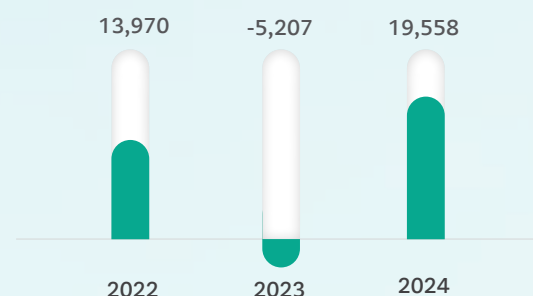
Unit : million Baht

**Earnings Before Interest, Tax, Depreciation, Amortization (EBITDA)⁽¹⁾**

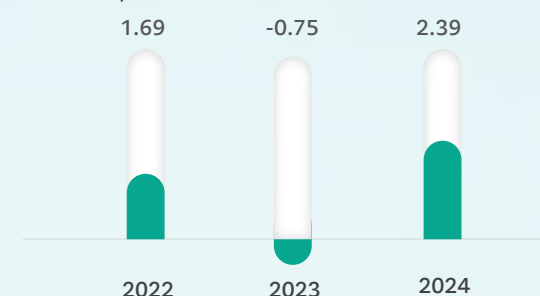
Unit : million Baht

**Net Profit⁽²⁾**

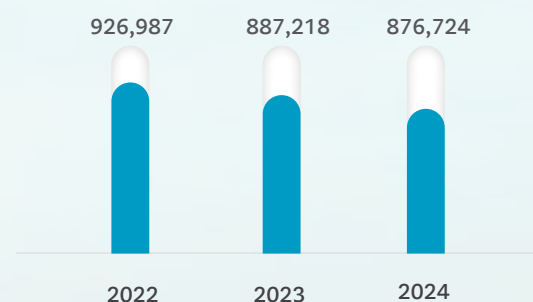
Unit : million Baht

**Earnings per Share**

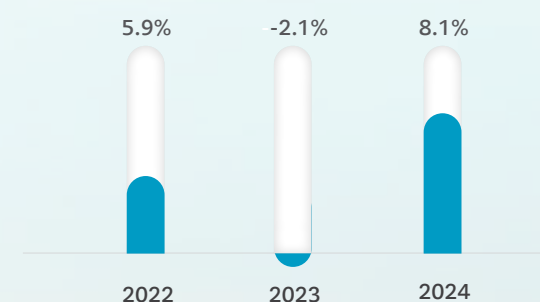
Unit : Baht per Share

**Total Asset**

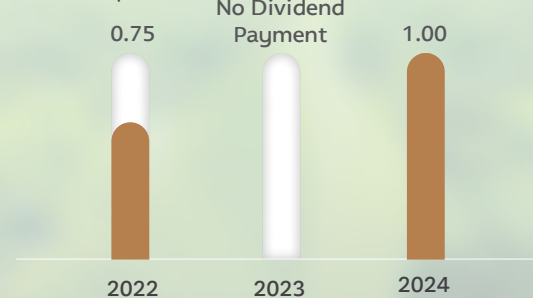
Unit : million Baht

**Return on Equity⁽³⁾**

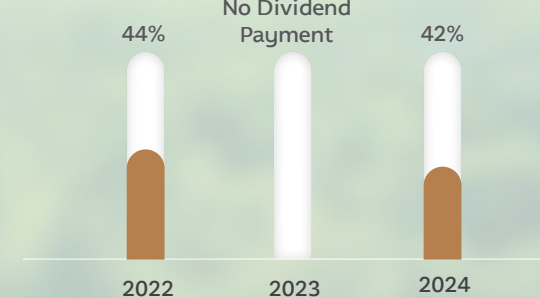
Unit : %

**Dividend per Share**

Unit : Baht per Share

**Dividend Payout Ratio**

Unit : %



⁽¹⁾ EBITDA = Revenue from Sales – Cost of Sales Goods + Net Other Income – Selling & Administrative Expense + Gain (Loss) from Foreign Exchange + Depreciation & Amortization + Depreciation of Biological Asset + Dividend Income from Associate and Joint Venture

⁽²⁾ Net Profit = Profit Attributable to Equity Holder of the Company

⁽³⁾ Return on Equity = Profit Attributable to Equity Holders of the Company / Average Shareholders' Equity Attributable to Equity Holders of the Company



Awards and Achievements in 2024

Corporate Excellence

The 14th Asian Excellence Award 2024

Organized by Corporate Governance Asia Magazine, 5 awards, namely

- Asia's Best CEO
- Asia's Best CFO
- Best Investor Relations Professional
- Best Investor Relations Company
- Sustainable Asia Award



CAC Change Agent Award 2024

Organized by Thai Institute of Directors Association (IOD) and Thai Private Sector Collective Action Against Corruption (CAC), stressing company standpoint which runs business based on good corporate governance in accordance with ESG.



Asia's Best Companies Poll 2024

Organized by FinanceAsia, 5 awards, namely

- Best Managed Company (Gold)
- Most Committed to Diversity, Equity & Inclusion (Bronze)
- Best Mid-Cap Company (Bronze)
- Best CEO to Mr. Prasit Boondoungprasert, Chief Executive Officer
- Best CFO to Mr. Paisan Chirakitcharern, Chief Financial Officer

Thailand Franchise Award 2024

Organized by the Department of Business Development, Ministry of Commerce, 3 awards, to Five Star business, namely

- Best Food Franchise Award
- 1st Runner-Up for Franchise of the Year
- 1st Runner-Up for Best Export Franchise





IAA Awards for Listed Companies 2024

Organized by the Investment Analysts Association, awarded the “Outstanding Investor Relations Award” in the Agriculture and Food Industry category.

ASEAN-OSHNET Best Practice Awards 2024

Organized by the Ministry of Manpower (MOM), Singapore, was awarded to the Than Kasem Animal Feed Plant in Saraburi province, Thailand.

This recognition reflects outstanding safety and occupational health practices in the ASEAN region



Innovation Awards

THAIFEX - Anuga Taste Innovation Show 2024

Food Innovation Award from THAIFEX - Anuga Asia 2024 was awarded to CP Chicken Pocket, a sandwich that replaces traditional bread with chicken meat.



The 49th International Exhibition of Inventions Geneva, Switzerland

Bronze award and Special Prize award for the innovation “Vegan Cheese” (Just-Cheese) made from broken rice, featuring low fat and high nutritional value.

Global Most Innovative Knowledge Enterprise Award 2024

Organized by the Institute for Knowledge and Innovation Southeast Asia (IKI-SEA), 2 awards, namely

- The Southeast Asia Most Innovative Knowledge Enterprise Award 2024
- Global Most Innovative Knowledge Enterprise Award 2024



DTN Smart Labelling Contest 2023

Organized by the Department of Trade Negotiations, Ministry of Commerce. The Company received a Grand prize for Smart Packaging and Label Design. The award recognizes the presentation of a prototype packaging project that integrates sustainable packaging materials with cutting-edge technology under the concept “Good food delivers good feelings to consumers, featuring a smart label.”



Marketing Awards



Thailand Corporate Excellence Award 2024

Organized by the Thailand Management Association (TMA) in collaboration with Sasin Graduate Institute of Business Administration, Chulalongkorn University, 2 awards, namely

- Marketing Excellence
- Product / Service Excellence Award

Marketing Award of Thailand 2024

Organized by the Marketing Association of Thailand, 4 awards, namely

- CMO's TOP CHOICE Award from "CP Brand's Thai Chicken – Mission to Space" campaign
- Silver Award for Brand Experience & Communication
- Silver Award for Brand Experience & Communication, awarded to Five Star business for the advertisement "My Parent is a TikToker."
- Certificate Shortlist for Excellence in Innovation and Technology Marketing, awarded for campaign CP steamed egg, a healing heart in every bite.



Marketing Excellence Awards 2024

Organized by Marketing-Interactive, a leading online magazine in Asia, 6 awards, namely

- 2 Gold Awards for Excellence in Marketing Strategy and Excellence Communications of the Year
- Silver Award for Excellence in Out-of-Home Advertisement
- 3 Bronze Award for Excellence in TV / Video Advertising, Marketing Team of the Year and Excellence in Interactive Marketing AR & VR

Human Resource Awards

Thailand Labour Management Excellence Award 2024

The Royal Award by Her Royal Highness Princess Maha Chakri Sirindhorn, organized by the Ministry of Labor. The award was granted to Ban Bueng Aqua Feed Mill, Chonburi province, and Tha Bon Shrimp Hatchery in Songkhla province for outstanding enterprises with excellent labor management practices in the medium and small enterprise categories.



Human Rights Award 2024

Awarded outstanding level for large organization category, 4th year consecutive organized by the Ministry of Justice. This recognition reflects CPF's commitment to promoting and integrating human rights into all aspects of its business operations.

The Outstanding Award for Gender Equality and Rights Protection

Presented on the occasion of International Women's Day 2024, was organized by the Ministry of Social Development and Human Security, 2 awards were granted namely: Outstanding Private Sector Organization Award and Outstanding Private Sector Individual Award

Achievement of International Operations

Vietnam

Food Hero 2024

Organized by the Vietnam Food Development Network and the Association for Transparency in Food (AFT) in collaboration with the Global FoodBanking Network (GFN)

Vietnam Report Magazine, in collaboration with VietNamNet, presented three awards to C.P. Vietnam, as follows:

- Top 10 Most Reputable Food Company 2024 Award for the fifth consecutive year.
- Top 10 Leading Animal Feed Companies Award for the fifth consecutive year.
- Top 50 Best Companies in Vietnam Award



High-Quality Vietnamese Brand 2024

Recognized as one of Vietnam's top-quality brands for 2024 through consumer voting, organized by the Business Association of High Quality Vietnamese Products.

Two Honorary Awards from the Vietnam Youth Federation, as follows:

- Honorary Award for “Outstanding Achievement”, presented to the C.P. Vietnam Youth Federation.
- Honorary Award for “Active Participation in Federation Activities”, presented to the C.P. Vietnam Charity Fund, recognizing its contributions to beneficial activities and improving the quality of life for the Vietnamese people.

Republic of China - Taiwan

Fun Food Taiwan 2024

Organized by the Food Industry Research and Development Institute (FIRDI) of the Industrial Development Bureau (IDB), and the Taiwan Food Association, was awarded to Crispy German Pork Knuckle and SaltWell Chicken Breast products.

The Superior Taste Award 2024

Organized by the International Taste Institute, Belgium, was awarded to Traditional Shredded Chicken, Pepper-Marinated Chicken, Spicy Basil Chicken, and Crispy Chicken Steak in recognition of their exceptional flavor and quality.



United Kingdom



Technical Partnership Award

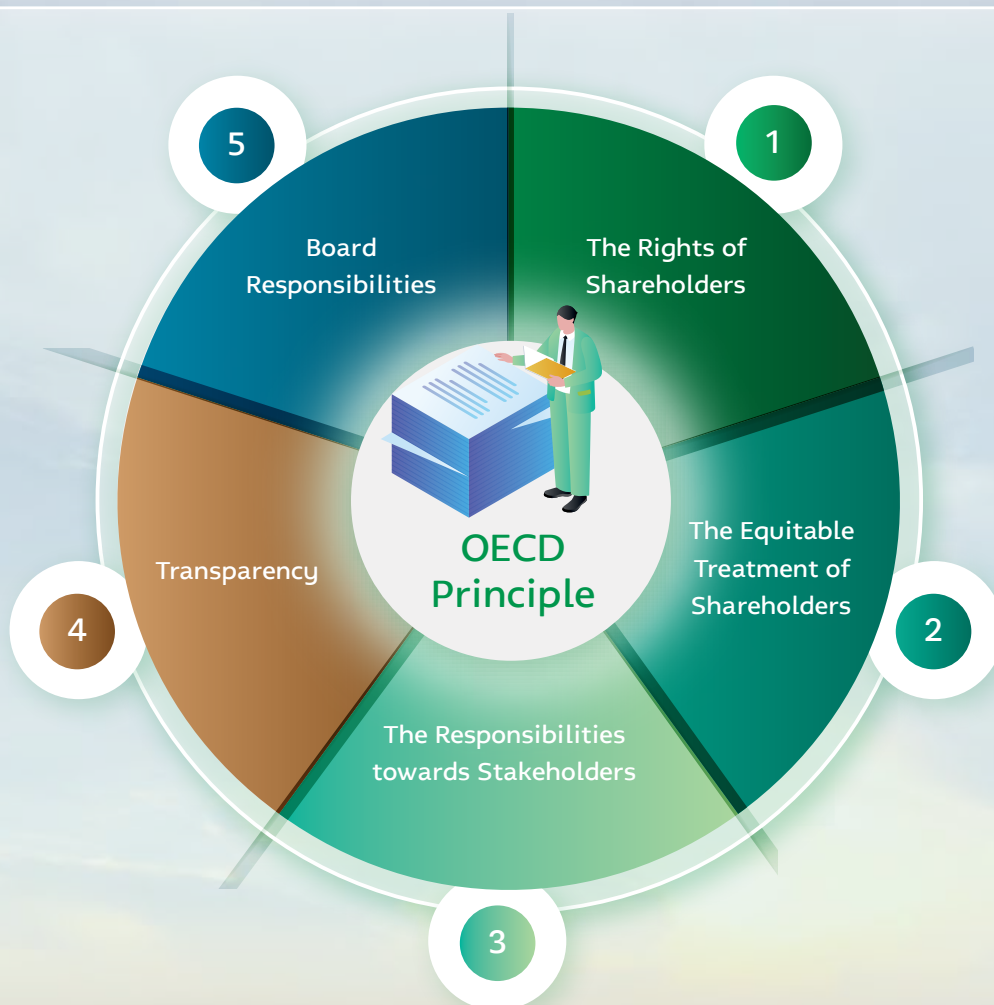
Organized by Sysco Corporation, a global leader in food distribution and service industry. This award reflects the success of The Foodfellas in being a trusted partner that delivers high-quality products and services that meets international standards.



Corporate Governance

Corporate Governance and Sustainable Development Policies

The Company's Corporate Governance and Sustainable Development Policies are established based on the Philosophy of Sufficiency Economy, as advocated by His Majesty King Rama IX, which emphasizes moderation, reasonableness, self-immunity, and the application of knowledge and ethics. Additionally, the Company incorporated the Three-Benefits to Sustainability Principle of Charoen Pokphand Group, which focuses on generating benefits for the country, the people, and the Company. These principles serve as fundamental guidelines for the Company's sustainable growth and resilience. Moreover, the Company aligns its development strategies with the United Nations Sustainable Development Goals (SDGs), particularly through SDG Localization, ensuring that global sustainability objectives effectively translate into impactful local community initiatives. The policies also adhere to national and international regulations, guidelines, and best practices.



1. The Rights of Shareholders

The Board of Directors prioritizes the protection of shareholder rights and encourages shareholders to exercise their rights in accordance with applicable laws. The Company ensures that shareholders receive clear, accurate, and timely information through various communication channels to facilitate informed decision-making.

1

Provide an opportunity for minority shareholders to propose additional agenda in advance of the shareholders' meeting, including submitting names of individuals with appropriate qualifications for consideration as company directors.

2

Communicate information and documents related to the Annual General Meeting through its website, 30 days prior to the meeting.

3

Send the meeting invitations along with accompanying documents to shareholders by mail 21 days prior to the shareholders' meeting through Thailand Securities Depository Co., Ltd., which serves as the Company's registrar

2. The Equitable Treatment of Shareholders

The Company is committed to ensuring fair and equitable treatment of all shareholders. This includes equal voting rights, transparent communication, and the ability to propose agenda items and director nominations under clearly defined criteria. These guidelines are publicly available on the Company's website and through the Stock Exchange of Thailand (SET) channels.

3. The Responsibilities towards Stakeholders

The Company takes responsibility and conducts itself ethically towards society, based on the principles of human rights. It has guidelines and policies to care for the interests of all stakeholders appropriately, including overseeing, preventing, addressing, or mitigating the impacts arising from the Company's operations, whether directly or indirectly (if any). Additionally, the Company engages in activities to care for and foster good relationships with each stakeholder group.



In addition, the Company also places importance on the protection of personal data of all stakeholders. The Company is committed to safeguarding and maintaining the security of personal data in compliance with the law and international standards. Therefore, the Company has established a Personal Data Protection Policy as a practice guide for employees at all levels to ensure proper compliance with the law. Furthermore, the Company has created a Privacy Notice to inform the data subjects that every transaction with the Company is secure, trustworthy, and equipped with appropriate measures to prevent harm resulting from the misuse of personal data for unethical gains.



4. Transparency

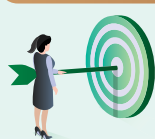
The Company respects and prioritizes the protection of personal data for all stakeholder groups. The Company is committed to safeguarding personal data from being used inappropriately and ensures the security of such data in accordance with personal data protection laws and international standards. The Company's Board of Directors has assigned the **Investor Relations and Capital Market Division to disseminate financial and general information about the Company to securities analysts and investors.** This division also serves as a communication channel for investors interested in interacting with the Company. For **financial reporting**, the Company prepares financial statements in accordance with accounting standards and financial reporting standards announced by the professional accounting body. This includes adhering to the generally accepted accounting principles in Thailand. The company adopts appropriate accounting policies and ensures consistent compliance.

Regarding product information, the Company **conducts sales and marketing activities responsibly and ethically.** Information used for sales promotion and advertising, as well as any communication on behalf of the Company, must not deviate from the truth or lead to misunderstandings. The Company is committed to providing accurate and relevant information transparently, adhering to laws, regulations, and cultural differences in each country.

5. Board Responsibilities

The Board of Directors is responsible for overseeing and ensuring that the management operates in the best interests of the Company and all stakeholders in the long term, based on compliance with applicable laws, regulations, company objectives, articles of association, and shareholder resolutions. Additionally, the Board monitors and ensures that the management drives the organization in alignment with approved strategies, annual plans, and goals, covering economic, social, and environmental performance. The Board also emphasizes balancing the interests of the Company and various stakeholder groups under the 3 main strategic directions: sustainable growth, aiming for excellence, and building a solid foundation, while fostering an organizational culture based on the Company's values, known as the "CPF Way".

Roles of Board of Directors



Set goals



Govern business operations



Evaluate, monitor & disclose

Composition of the Board of Directors

As of 31 December 2024



Non-Executive Director
67%



Independent Director
33%



13

Male Directors



2

Female Directors



3

Age 50-59 years



6

Age 60-69 years



6

Age 70-79 years

The Company prioritizes diversity in skills, knowledge, and expertise among its directors, in line with the Board Skills Matrix. This is an integral part of the director selection process to ensure the appointment of qualified individuals with expertise across various fields. Additionally, the Company considers diversity in race, nationality, gender, and age as key factors in shaping the composition of the Board of Directors.

Business Code of Conduct

“**CPF Code of Conduct**” is the basic principle, guidelines to be upheld by the Company’s directors and personnel in line with the Company’s expectations. It specifies the principles of business operations, corporate values, compliance with the business code of conduct, laws and regulations, as well as the supervision of compliance with expectations for the benefit of establishing performance standards among the Company’s directors and personnel and to ensure integrity and honesty. The details in this manual shall not address every specific situation; however, it will help suggest proper and appropriate behaviors in each situation. The Company’s directors and personnel must comply with the following:

- To understand principles and guidelines.
- Consult supervisors or relevant departments responsible for regulations or policies when uncertain if actions align with the related code of conduct.
- Communicate to relevant parties for acknowledgement.
- Report suspicious activities against business code of conduct using whistleblowing mechanisms and provide cooperation in the investigation process. The informants shall be protected based on the policies that correspond to applicable laws.



To ensure that all employees comply with the Code of Conduct upon the same standards, the Company has set a total of 12 related policies, divided into 4 categories as follows:



1. Moral

Conflict of Interest Policy
Anti-Corruption Policy
No Gift Policy



2. Quality

Sustainability Policy
Supplier Code of Conduct
Supply Chain Management Policy



3. Personnel

Human Rights and Labor Practices Policy
Whistleblowing Policy
Personal Data Protection Policy
Occupational Health and Safety Policy



4. Asset

Information Management Policy
Anti-Money Laundering Policy



Corporate Governance Policies and Practices Monitoring

Conflicts of Interest Prevention

The Company specifies that all employees should refrain from engaging in any conflicting interest and must report any potential conflicts of interest to their superiors or relevant authorities. Superiors have the responsibility to inform the Human Resources Department following the guidelines set by the Human Resources Department.

At the Board of Director's meetings, if any board member has conflicts of interest in the agenda under consideration, that board member must immediately disclose the details of the conflicts of interest to the Company board. Furthermore, they must abstain from participating in the decision-making process related to that agenda. Additionally, board members and executives, by definition of the Securities and Exchange Commission, have the responsibility to report their conflicts of interests and those of related individuals when assuming office and whenever there is a change in this information to the Company. The Company secretary will send a copy of the report to the Chairman of the Board, the Chairman of the Audit and Risk Management Committee within 7 days from the date the Company receives the report. This ensures that the Company has the necessary information to comply with regulations on related party transactions, which may create conflicts of interest and potentially lead to the transfer of company benefits.



During the year 2024

The Company communicated its code of conduct to prevent conflicts of interest to the board members, executives, and all employees through electronic public relations media. Additionally, the Company has revamped the reporting format for the conflicts of interest of board members and executives to an online system. This change facilitates both reporting and accessing information, ensuring that the database is regularly updated. In 2024, the Company did not engage in any intercompany transactions outside of normal business operations or those supporting regular business activities.

The Oversight of Internal Data Usage

The Company has established policies and guidelines governing the use of its internal information to prevent the misuse of such information for personal gain or the benefit of others in an inappropriate manner, which could cause harm to the overall shareholders. Additionally, the Company supports the fair and equitable treatment of all shareholders in accordance with their fundamental rights.

Policies and Guidelines for Equitable Treatment of Shareholders as follow:

1. Establishing policies for internal data usage and securities trading to ensure accurate disclosure of information crucial for influencing changes in the price or value of securities. This commitment extends to the Board of Directors, executives, employees, and all personnel, who are expected to adhere to the same guidelines. In the event that a director, executive, or insider intends to trade the Company's securities, they must **notify the Company Secretary at least 1 business day in advance before executing the transaction.**
2. Establishing **policies and standards for information security** to define direction, principles, and regulatory frameworks for protecting information assets from threats, ensuring data integrity, availability, and security of information systems. This policy aims to drive robust internal information controls based on risk alignment and in accordance with international standards.
3. Preparing **a list of individuals who have access to internal information, and are members of the project team with critical information that has not yet been disclosed to the securities market.** All individuals with access to internal information are required to strictly adhere to the policies and regulations related to the use of internal information.

Anti-corruption

The Company has established comprehensive **anti-corruption policy** and consistently communicates awareness and provides training to executives and employees at all levels. Independent channels are available for complaints and whistleblowing, and regular reviews of policy compliance are conducted to ensure alignment with business changes, national regulations, and international standards.



During the year 2024

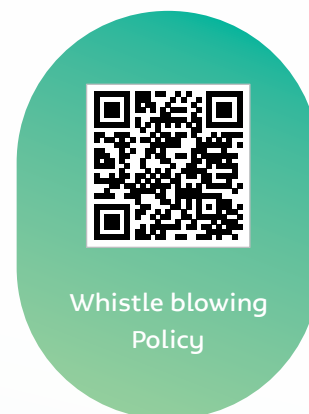
- Raise awareness by communicating operational guidelines to ensure employees understand the correct practices that align with the Company's anti-corruption principles. This is done through various channels such as email, the Intranet system (CPF Connect), and Facebook.
- Develop various learning materials in both online and offline formats for employees in all countries, enabling them to learn, understand, and correctly implement the Company's policies. The Company mandates that all employees regularly review their knowledge and understanding at least once a year.
- Received the extension of accreditation as a member of the Private Sector Collective Action Against Corruption in Thailand, or CAC.
- The CAC Change Agent Award 2024 was received through the initiative of encouraging and promoting Small and Medium Enterprises (SMEs) to participate in the CAC SMEs program to create transparency in the supply chain.
- Participating in the demonstration of resistance against corruption on the International Anti-Corruption Day 2024 event on Friday, September 6, 2024, under the theme **'Transparent Corruption: ESG... G, Seen but Unseen.'** The event was broadcast via Facebook Live by the Anti-Corruption Organization to raise awareness, encourage society to recognize corruption issues in Thailand and foster various forms of collaboration to eliminate corruption.





Whistleblowing

The Company has announced the whistle blowing policy (<https://www.cpfworldwide.com/content/en/governance/whistleblowingpolicy.pdf>) in order to provide its employees, stakeholders or third parties with opportunities for whistleblowing or lodging complaints relating to any violation of law and code of conduct or corruption or infringement of rights through a wide range of channels, including Audit and Risk Management Committee contact channels, as follows:



Whistle blowing
Policy

Audit and Risk Management Committee

-  1, 1/1 Sapsamut Building 2, 4th floor, Soi Yen Chit 2, Intersection 1, Yen Chit Road, Thung Wat Don, Sathon, Bangkok 10120
-  02-780-8779, 097-190-5848
-  02-780-8787
-  iaoffice@cpf.co.th
-  LINE ID: CPFIA
-  <https://www.cpfworldwide.com/en/contact/form>

Consumer Center

-  02-800-8000
-  consumercenter@cpf.co.th

Whistleblowers, both employees or third parties, commercial partners or business allies will receive appropriate protection from the Company, including protection from harassment whereas information about complaints will be kept confidential and not disclosed to unrelated persons unless it is necessary to be revealed according to legal provision. In addition, there will be no dismissal or suspension or job change or disciplinary action against the informant including providing fairness and protection to employees who refuse to commit any act that is considered corruption.



The Whistleblowing Process

-  1 Internal or external stakeholders lodge complaints
-  2 24 hours contact channels
-  3 Audit and Risk Management Committee, and Internal Audit Office acknowledge the complaints
-  4 Screening and investigation process
-  5 Appropriate action
-  6 Report to Audit and Risk Management Committee, and Board of Directors

Risk Management

In the current global environment, the Company face multiple uncertainties that are unpredictable. Therefore, developing an effective risk management system to prevent, control, and establish measures to address problems, obstacles, and various fluctuations both external and internal is essential to support business resilience, sustainable growth, and the creation of opportunities and appropriate returns.

Risk Management Culture

The Company communicates roles and responsibilities, aiming to instill awareness among employees to act responsibly in considering potential risks and opportunities, through the following actions:



Environmental

- Communicate risk management policy.
- Integrate risk management principles with the Company policies, rules, and procedures.
- Establish risk management as part of corporate strategy.
- Setting risk appetite.
- Specify roles and responsibilities of personnel involved in risk management.



Implementation

- Regular workshops between executives and the Risk Management Office.
- Establish Key Risk Indicators (KRIs) and tracks the progress of action plans and monitor key risk indicators.
- Assess risks comprehensively across all aspects of activities.
- Encourage the inclusion of risk management as a standing agenda item in monthly business unit meetings.
- Encourage the sharing of risk management experiences among business units.



Awareness Building

- Communicate the importance of risk management within the organization through various media and activities to ensure that employees understand preventive measures. This includes develop courses, conduct training, and review risk management to ensure employees understand and can assess risks effectively.



Financial Incentives

- Consider financial rewards and promotion for executives and employees based on defined indicators such as risk management.





Risk Management Policy and Governance

The Company has developed risk management framework in alignment with the Committee of Sponsoring Organizations of the Treadway Commission Standard (COSO). This integrated approach covering the entire organization and all types of risks across business activities. To ensure that the Company's risk management processes are effective and efficient, capable of managing risks at risk appetite levels, and supporting sustainable business operations. The implementation involves the following:



Audit and Risk Management Committee is assigned by the Board of Directors to review the adequacy, effectiveness, and compliance of the Company's risk management policy, strategies, and risk appetite levels.



Executive Committee oversees and monitors key risks status, risk management, and promotes a risk management culture.



Risk Management Sub-committee is appointed independently from business units and chaired by the Chief Financial Officer. This sub-committee plays a crucial role in driving the Company's risk management efforts. Its responsibilities include reviewing key risks, monitoring progress of action plans, and measuring key risk indicators in collaboration with relevant business units as risk owners. Furthermore, this sub-committee meeting will be held on quarterly basis.



Risk Management Office is responsible for promoting, disseminating knowledge, providing guidance to business units on risk management, and tracking action plans progress.



Business Unit Executives are directly responsible for managing risks within their areas of responsibility, and reporting risk management results to the Risk Management Sub-committee.



The Risk Champions act as intermediaries between business units and the Risk Management Office.



Employees contribute to risk management as part of their responsibilities by adhering to the risk management culture and promptly reporting identified risks through designated channels.



Internal Audit Office evaluates risk management processes to ensure compliance with policies, provides recommendations for improving risk management practices, and uses risk evaluation results to develop risk-based audit plans.



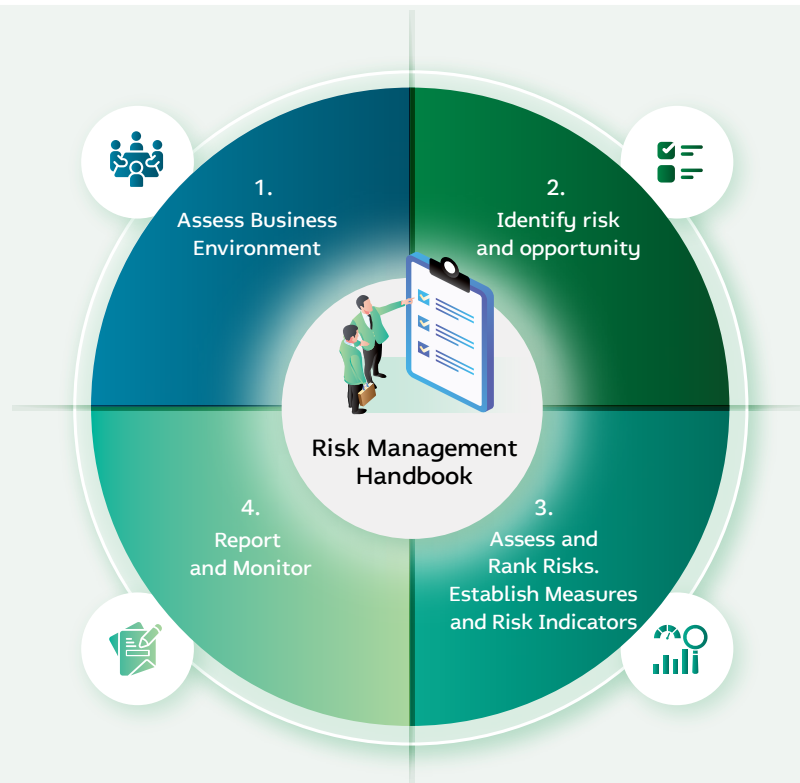
The Company mandates risk assessments at least 2 times per year or when there are significant changes in the business environment.

The Risk Management Sub Committee will report the assessment results to Executive Committee and to the Audit and Risk Management Committee as well as inform the assessment outcomes to the Management Committee to follow-up on specified measures.



Risk Management Framework and Mechanism

The Company's risk management process is consolidated in the "Risk Management Handbook," outlining the operational steps and tools utilized as follows:



1. Assess business environment which involves analyzing the global, regional, and industry conditions, as well as the specific circumstances of the Company. This is done to gain insights into the current situation, including potential future trends.

2. Identify risks and opportunity that could affect the Company's objectives, encompassing both existing risks and emerging risks. This includes exploring business operation opportunities utilizing various tools or techniques to help management understand scope of risks.

3. Assess and rank risks including the establishment of key risk management measures and significant risk indicators.

- Define risk appetite.
- Risk assessment which involves gathering data through risk surveys, conducting workshops and presented on a Risk Heat Map.
- Rank risks involves by assessing the relationship between the impact and the likelihood of the occurrence of each risk event.
- Establish additional risk management measures and risk indicators for significant risks.

4. Report and monitor the progress of the risk management measures and the status of key risk indicators as scheduled.





Significant Risk Factors in the Company's Operations

The Company considers risk factors based on the sustainable business approach, which encompasses Environmental, Social, and Governance (ESG) principles, and has established the following risk management strategies.

1. Emerging Risks

- Goeconomic Confrontation
- Biodiversity Loss and Sustainability in the Supply Chain
- Increase in Sustainability Laws and Regulations
- Risk from Sustainability Information Disclosures

2. Strategic Risks

- Climate Change
- Changes in Consumer Behavior
- Investment and Operational Performance

3. Operational Risks

- Product Quality and Safety
- Animal Epidemics and Zoonotic Diseases
- Commodity Price Volatility
- Cyber Risk
- Occupational Health and Safety Risk
- Human Resources Management to Support Future Business Growth

4. Financial Risks

- Financial Market Volatility
- High Debt Level from Operations and Acquisitions
- Debt Repayment Ability
- Maintaining Financial Ratios

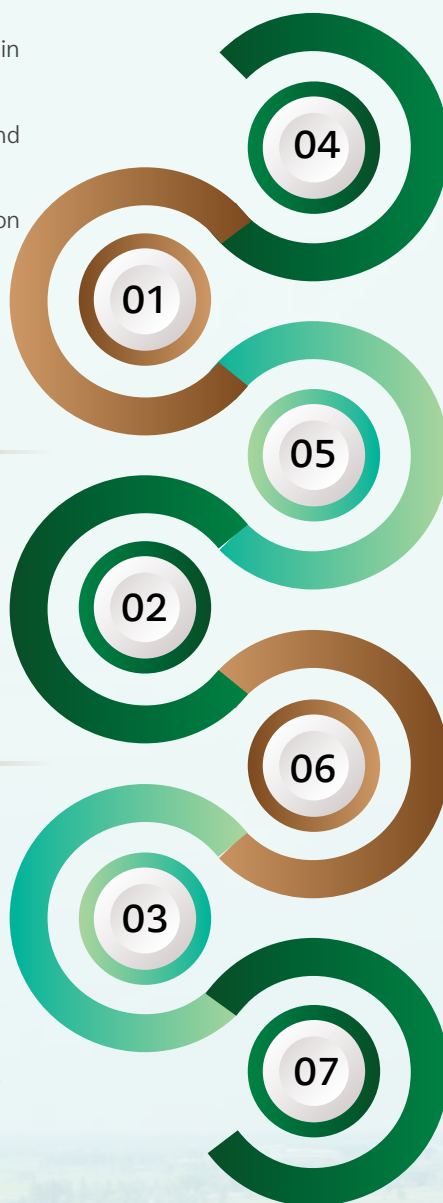
5. Governance Risks

- Legal and Regulatory Risk
- Human Rights in the Supply Chain

6. Corporate Image and Reputational Risk

7. Investment Risks in Company Securities

- Risks from a Major Shareholder Holding More Than 25% of the Issued Shares
- Investment Risk of Securities Holders



Capital and Shareholder Structure

As of 13 March 2025

Registered Capital

9,093,856,518 Baht

Paid-up Capital

8,413,568,585 Baht

59.27%

Thai Institutions

24.93%

Foreign Institutions

Shareholders
Structure

0.02%

Foreign Individuals

15.78%

Thai Individuals

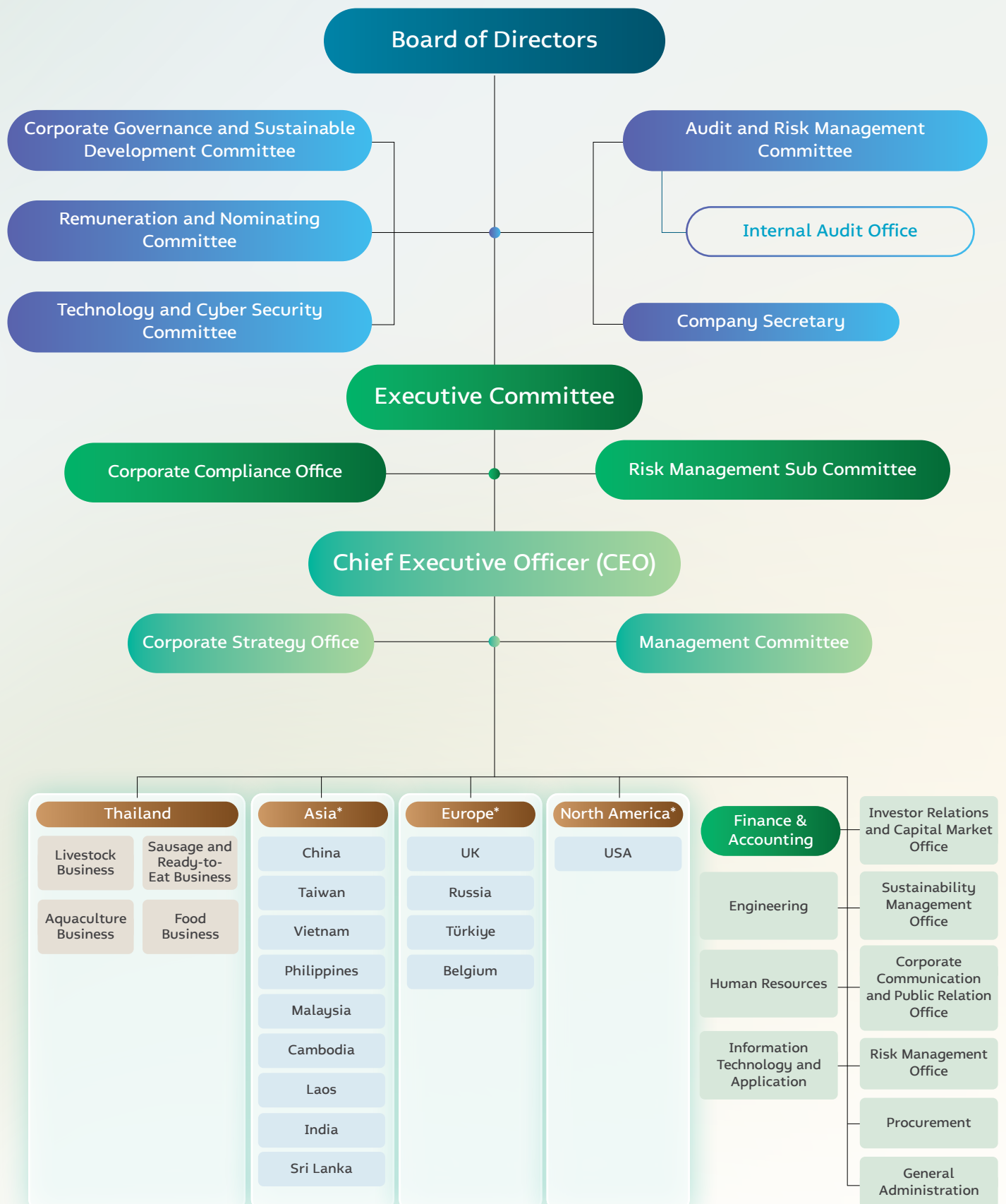
Top 10 Major Shareholders

Name	No. of Shares	% Shareholding (before deduction of treasury stock)
1. CPG Group ⁽¹⁾	4,162,127,539	49.47%
2. Thai NVDR Co., Ltd.	875,107,414	10.40%
3. Social Security Office	254,458,600	3.02%
4. STATE STREET EUROPE LIMITED	185,682,550	2.21%
5. SOUTH EAST ASIA UK (TYPE C) NOMINEES LIMITED	180,213,554	2.14%
6. Vayupak Fund	154,734,200	1.84%
7. UBS AG HONG KONG BRANCH	123,855,600	1.47%
8. Mr. Prinya Tieworn	103,300,000	1.23%
9. Thailand Securities Depository Co., Ltd. for Depositors	73,390,306	0.87%
10. QS Software Systems Co., Ltd.	60,500,000	0.72%

Note : ⁽¹⁾ CPG Group is reporting group to be in compliance with Section 246 and Section 247 of the Securities and Exchange Act of 1992 (as amended)



Management Structure



Note :

* Country in which the Company has operating subsidiary

Board of Directors

As of 1 March 2025 The Board of Directors consist of 15 directors of the following:



Mr. Soopakij Chearavanont
Chairman ⁽¹⁾



Mr. Phongthep Chiaravanont
Vice Chairman ⁽¹⁾



Mr. Suphachai Chearavanont
Vice Chairman ⁽¹⁾



Mr. Adirek Sripratak
Vice Chairman ⁽¹⁾



Mr. Krisada Chinavicharana
Director ⁽²⁾⁽³⁾



Professor Dr. Kittipong Kittayarak
Director ⁽²⁾⁽⁴⁾⁽⁵⁾



Mrs. Vatchari Vimooktayon
Director ⁽²⁾



Mr. Vinai Vittavasarnvej
Director ⁽²⁾⁽⁶⁾



Mr. Sek Wannamethee
Director ⁽²⁾



Mrs. Arunee Watcharananan
Director ⁽¹⁾



Mr. Prasit Boondoungprasert
Director ⁽¹⁾



Dr. Sujitt Thammasart , D.V.M.
Director ⁽¹⁾



Mr. Siripong Aroonratana
Director ⁽¹⁾



Mr. Paisan Chirakitchareon
Director ⁽¹⁾



Mr. Montri Suwanposri
Director ⁽¹⁾

Note :

- ⁽¹⁾ Authorized directors whereby any two of the authorized directors shall sign on behalf of the Company with the Company's seal affixed
- ⁽²⁾ Independent director
- ⁽³⁾ Chairman of the Audit and Risk Management Committee

- ⁽⁴⁾ Chairman of Corporate Governance and Sustainable Development Committee
- ⁽⁵⁾ Lead Independent director
- ⁽⁶⁾ Chairman of Remuneration and Nominating Committee



Executives

As of 1 March 2025, The management in Thailand consists of :

1. Mr. Prasit Boondoungprasert⁽¹⁾
Chief Executive Officer (CEO)

2. Dr.Sujint Thammasart, D.V.M.⁽¹⁾
Chief Operating Officer -
Aquaculture Business

3. Mr. Siripong Aroonratana⁽¹⁾
Chief Operating Officer -
Livestock Business

4. Mr. Paisan Chirakitchareon⁽¹⁾
Chief Financial Officer

**5. Ms. Pimonrat
Reephattanavijitkul⁽¹⁾**
Chief People Officer

6. Mr. Rewat Hathaisattayapong
Head of Livestock Feed Business

7. Mr. Somporn Jermpong
Head of Swine Business

8. Mr. Panuwat Niamprem
Head of Integrated Poultry Business

9. Mr. Somkid Wannalukkhee
Head of Layer Business

10. Mr. Pairoj Apiruknosit
Head of Aquaculture Integrated
Business (Thailand)

11. Mr.Sujarit Magalarp
Senior President – Food Business
and Acting President of Domestic
Trade Business

12. Mr. Ekpiya Ua-wutthikrerk
President - International Trade
Business

13. Mr.Sunthorn Jaksukan
President - Five Star and Restaurant
Business

14. Ms. Lalana Boonngamsri
President - Chester's Business

15. Mr. Kitisak Limamphai
President - Pet Snack Business

16. Mr. Thiti Lujintanon
Chief Executive Officer - Feed
Ingredients Trading Business Group

17. Mr.Robins Pharr McIntosh Jr.
Head of Aqua Broodstock Business

18. Mr.Suphol Phantumaophas
Acting Head of Aquatic Feed
Research and Development

19. Mrs.Wilailuck Klodpeng
Head of Corporate Food Quality
Assurance

20. Mr. Narerk Mangkeo
President CPF Food and Beverage
Co., Ltd. (Ready to Eat Food Business)

21. Mr. Peerapong Krinchai
Head of Central Engineering

22. Mr. Premsak Wanuchsoontorn
Head of Aquaculture Research and
Development

23. Mrs.Naline Robinson
Head of Research and Development

24. Ms.Anakawee Churat
Head of Marketing

**25. Mrs.Wanthanee
Chamnanshettakarn**
Head of Egg Processing, Bread and
Ready-to-Eat Paet Riew Business

26. Mr. Sunsern Samaisut
President CPF IT Center Co.,Ltd. -
Information Technology and
Applications

27. Mr. Voravit Janthanakul
Executive Vice President General
Administration Unit

28. Mrs. Kobboon Srichai
Company Secretary & Head of
Corporate Affairs and Investor
Relations

⁽¹⁾ In accordance with the definition stipulated in Notification of the Securities and Exchange Commission No. Kor Chor. 17/2551 Re: Definition under Notifications relating to Issuance and Offering of Securities

Executives of International Operations

Name	Country
1. Mr. Bai Shanlin	 China
2. Mr. Pawalit Ua-amornwanit	 Vietnam
3. Mr. Nicholas Shaw	 United Kingdom
4. Mr. Graham Hillier	 United Kingdom
5. Mr. Thong Chotirat	 Republic of China (Taiwan)
6. Mr. Sittiphorn Phrommajun	 India - Livestock Business
7. Mr. Chakgrit Veeranakin	 India - Aquaculture Business
8. Mr. Anat Julintron	 United States
9. Mr. Sakol Cheewakoset	 Philippines
10. Mr. Montree Srihamontree	 Malaysia - Livestock Business
11. Mr. Wirat Phothipphan	 Malaysia - Aquaculture Business
12. Mr. Thomas Norgaard	 Russia - Swine Business
13. Mr. Buree Sina	 Russia - Integrated Poultry Business
14. Mr. Wittaya Kreangkriwit	 Cambodia
15. Mr. Mehmet Ali Tekin	 Türkiye
16. Mr. Thamnong Pholthongmak	 Laos - Livestock Business
17. Ms. Aameena Ziauddin	 Sri Lanka

Employees

As of 31 December 2024, the Company had a total of

132,739

employees and workers.*

* Worker mean monthly workers, daily workers, and part-time workers





Contact Us

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313 C.P. Tower, Silom Road, Silom, Bangrak, Bangkok 10500, Thailand



02-766-8000



02-638-2139



www.cpfworldwide.com

Investor Relations and Capital Market Office

313 C.P. Tower, 15th Floor, Silom Road, Silom, Bangrak, Bangkok 10500, Thailand



02-766-8322 and 02-766-8323



iroffice@cpf.co.th

Corporate Secretary Office

313 C.P. Tower, 15th Floor, Silom Road, Silom, Bangrak, Bangkok 10500, Thailand



02-766-8352 and 02-766-8354



02-638-2139



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Recruitment and Selection Office

313 C.P. Tower, 21st Floor, Silom Road, Silom, Bangrak, Bangkok 10500, Thailand



02-766-8702-5



job@cpf.co.th

Whistleblowing

1, 1/1 Sapsamut Building 2, 4th Floor, Soi Yenchtit 2 subsoi 1, Yenchtit Road, Thong Wat Don, Sathorn, Bangkok 10120, Thailand



02-780-8779 and 097-190-5848



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