



# LRQA Independent Assurance Statement

## Relating to Charoen Pokphand Foods Public Company Limited's assertion for Gender Pay Gap performance for the calendar year 2025

This Assurance Statement has been prepared for Charoen Pokphand Foods Public Company Limited in accordance with our contract but is intended for the readers of this Assertion.

### Terms of engagement

LRQA Group Limited (LRQA) was commissioned by Charoen Pokphand Foods Public Company Limited (CPF) to provide independent assurance on its assertion for "Gender Pay Gap" performance of its operations in Thailand and overseas in Laos, Malaysia, Philippines, India, Cambodia, Vietnam and Türkiye for the calendar year 2025 ("the assertion") against the GRI specific standard disclosure below to a limited level of assurance and at materiality of the professional judgement of the verifier using LRQA's verification procedure. LRQA's verification procedure is based on current best practice, is in accordance with ISAE 3000 and uses the following principles of - inclusivity, materiality, responsiveness and reliability of performance data.

Our assurance engagement covered CPF's and their subsidiaries' operations and activities in Thailand and overseas in Laos, Malaysia, Philippines, India, Cambodia, Vietnam and Türkiye and specifically the following requirements:

- Evaluating the reliability of data and information for only the selected indicator below:
  - GRI 405-2 Ratio of basic salary and remuneration of women to men (2016) <sup>1</sup>

Our assurance engagement excluded the data and information of its associated and jointly controlled entities both in Thailand and overseas.

LRQA's responsibility is only to CPF. LRQA disclaims any liability or responsibility to others as explained in the end footnote. CPF's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the assertion and for maintaining effective internal controls over the systems from which the assertion is derived. Ultimately, the assertion has been approved by, and remains the responsibility of CPF.

### LRQA's Opinion

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

- Disclosed reliable performance data and information as no errors or omissions were detected.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of the professional judgement of the verifier.

*Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.*

### LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Auditing CPF's data management systems to confirm that there were no significant errors, omissions or mis-statements in the assertion. We did this by interviewing with those key people responsible for compiling the data.
- Verifying data and information from the HR department's database and Payroll department's database. We did this by sampling the data and information in person at CPF's head office.

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<sup>1</sup> <https://www.globalreporting.org>.



## Observations

Further observation and finding, made during the assurance engagement, is:

- Reliability:  
Data management systems are established for collecting and calculating Gender Pay Gap performance data across each country of operation, which is then consolidated for both Thailand and overseas operations. It is our opinion that CPF should consider disclosing this performance data on a country-by-country basis. This will enable CPF to demonstrate clearly how its performance compares against other businesses in these various countries of operation.

## LRQA's standards, competence and independence

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

LRQA has reviewed CPF's SHE & EN Standard to ensure that it is in accordance with the relevant ISO standards and based on risk management principles. This, together with the verification and certification assessments, is the only work undertaken by LRQA for CPF and as such does not compromise our independence or impartiality.

A handwritten signature in black ink, appearing to read 'Paveena Hengsriratwat', is positioned above the printed name.

Paveena Hengsriratwat  
LRQA Lead Verifier

Dated: 13 March 2026

On behalf of LRQA (Thailand) Limited  
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LRQA reference: BGK00001253\_B

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Gender Pay Gap (Equal Pay Assessment) Indicator:

- GRI 405-2 Ratio of basic salary and remuneration of women to men (2016)

Reporting period: Calendar year 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025

Reporting boundary: Country – CPF Thailand operation and overseas operation in Laos, Malaysia, Philippines, India, Cambodia, Vietnam and Türkiye.<sup>(1)</sup>

	Thai + Expat	Overseas	Thai + Expat + Overseas
Employee Level	Ratio Women : Men	Ratio Women : Men	Ratio Women : Men
Executive level <sup>(2)</sup> (base salary only)	1 : 1.20		1 : 1.20
Executive level (base salary + other cash incentives)	1 : 1.20		1 : 1.20
Management level <sup>(3)</sup> (base salary only)	1 : 1.06	1 : 0.89	1 : 0.98
Management level (base salary + other cash incentives)	1 : 1.08	1 : 0.96	1 : 1.01
Non-management level <sup>(4)</sup> (base salary only)	1 : 1.15	1 : 1.16	1 : 1.08
Non-management level (base salary + other cash incentives)	1 : 1.18	1 : 1.18	1 : 1.16

Remark:

- (1) CPF considers that the significant locations of operation, are Thailand, Vietnam, Laos, Cambodia, Malaysia, the Philippines, India, and Türkiye operations only, that collectively generate more than 70% of the total revenue of the organization.
- (2) Executive level consists of Executive Vice Presidents (EVP) and above
- (3) Management level consists of Senior Vice Presidents (SVP), Vice Presidents (VP), Assistance Vice Presidents (AVP) and General Managers (GM)
- (4) Non-management level consists of Department Managers (DM), Section Managers (SM), Staffs, and Workers.

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