



Privacy Notice For Employee

INTRODUCTION

This Privacy Notice for Employee is effective on 1 October 2024

CP AXTRA Public Company Limited ("Company") would like to suggest you to take the time to carefully read and understand this Privacy Notice for Employee. This notice outlines how your personal data will be handled, including how it is collected, stored, used, and disclosed. It also explains your rights regarding the protection of your personal information.

1. Rationale

The Company recognizes the importance of privacy and the protection of your personal data, which is a fundamental privacy right safeguarded by the Constitution of the Kingdom of Thailand, as well as the Universal Declaration of Human Rights. In addition, the Personal Data Protection Act B.E. 2562 (2019) ("PDPA") was published in the Royal Gazette on May 27, 2019. In light of this, the Company has issued this Employee Privacy Notice.

For clarity, the term "personal data" refers to any information relating to an individual that can be used to identify that individual, either directly or indirectly. However, it does not include information pertaining solely to deceased individuals. The term "individual" refers specifically to natural persons.



2. Respecting Employees' Right to Privacy

The Company respects and values your right to personal data protection and recognizes that, as an employee, you expect your personal data to be handled securely. Your personal data will only be used for purposes related to the Company's operations.

Additionally, the Company has implemented security measures to safeguard your personal data and to prevent unauthorized individuals from accessing or unlawfully using your personal information.

3. In cases where the Company has collected your personal data prior to the effective date of the law, the Company will continue to collect and use your personal data for the original purposes previously communicated to you. However, you have the right to withdraw your consent by contacting the Company as outlined in Section 10 of this Privacy Notice.

4. Purpose

The Company collects, uses, processes, and/or discloses your personal data for the following purposes:

- To identify potential candidates, process and evaluate applications, make employment decisions, and conduct necessary background checks.
- To comply with employment contracts and related laws.
- To create and maintain an employee database within the Company.
- To recruit and select employees for the Company and its affiliates.
- To prepare and manage payroll, employee benefits, overtime payments, holiday pay, and/or other legal compensations.
- To develop employee skills, abilities, and competencies.



- To analyze and manage employee performance evaluation data.
- To maintain records of disciplinary actions and grievances.
- To prepare information for social security, group health insurance, and group life insurance.
- To prepare and manage the distribution of bonuses and other previously granted benefits, such as phone allowances, travel expenses, or costs for work-related travel both domestically and internationally.
- To confirm employment status when requested by new employers, financial institutions, or credit card issuers, in cases where the employee requests such confirmation.
- To use the data for monitoring and auditing purposes to detect wrongdoing, fraud, and to implement security measures, risk management, and internal management, including internal and external audits and the maintenance of IT systems.
- To conduct investigations or inquiries in compliance with legal procedures and other regulations, and to report or disclose information to government agencies as required by law, or in response to subpoenas or legal requests from the police, government authorities, courts, or other law enforcement agencies, as well as to establish, exercise, or defend legal claims.
- To transfer rights, duties, and any benefits under the employment contract between you and the Company, such as in the event of a merger or lawful transfer of employment.
- To carry out Company activities provided to employees or offer services to employees within the Company, its group, or external partners, in accordance with the benefits or welfare provided to employees.

5. Scope of the Privacy Notice

This Privacy Notice applies to job applicants, all types of employees under employment contracts specified by the Company, and any third parties involved (such as your family members, emergency contacts, or individuals you have designated for background checks prior to your employment with the Company). In the event that you disclose third-party personal data to the



Company, it is your responsibility to obtain the consent of those third parties before or at the time of disclosure (if consent is legally required). Once you have disclosed third-party personal data to the Company, it will be assumed that you have the legal right or the necessary consent to disclose such data.

6. Legal Basis

The Company collects, uses, and/or discloses your personal data based on the following legal grounds:

1. Compliance with the law
2. Contractual basis (i.e., for the performance of a contract or to take steps at your request prior to entering into a contract)
3. Legitimate interest
4. Consent
5. Exceptions under Section 26 of the Personal Data Protection Act (in cases of sensitive personal data)

Additionally, other legal grounds may apply as prescribed by law. You can refer to Appendix A for detailed information on the purposes and retention periods of personal data, categorized by legal basis.

7. Methods of Collecting Personal Data

The Company collects your personal data from the following sources:

1. Directly from you: Information from job applications and other documents you provide during the recruitment and employment process, as well as documents you submit during your employment, such as applications for company programs or benefits. This also includes personal information of others that you provide to the Company, such as family members (father, mother, spouse, children), emergency contacts, and/or other



references. The Company uses this data to manage human resources, provide employee benefits, and/or contact in case of emergencies.

2. Automatically from you: The Company may collect personal data automatically through various channels, such as cookies or similar technologies.

3. From other sources:

3.1. Recruitment agencies or personnel service providers (if you apply through such agencies, please review the privacy notices of those agencies as well).

3.2. References from colleagues or former employers.

3.3. Personal background checks, within legal limits and regulations.

3.4. Companies within the Charoen Pokphand Group.

When collecting your personal data, you will be informed of the details as outlined in this Employee Privacy Notice, including but not limited to the legal basis for collecting, using, or disclosing your personal data. In cases where consent is required by the data protection law, the Company will request explicit consent from you and will process your personal data only after receiving such consent.

The Company stores your personal data as follows:

1. Physical record storage:

1.1. In securely locked cabinets, with limited access to only authorized personnel.

1.2. Documents are sealed in secure boxes and sent to document storage service providers that ensure secure storage and destruction.

2. Electronic storage: In secure cloud and server systems (such as the Human Resource Information System - HRIS or HUMATRIX, depending on the case), with servers located in



Thailand. This includes eLearning systems, recruitment systems, performance evaluation systems, and other HR systems, all of which have industry-standard data security measures in place.

8. Retention Period

The Company will retain your personal data and any related documents for as long as necessary to fulfill the purposes for which the personal data is processed. The retention period may vary depending on the specific purpose for collecting the personal data. If you are accepted and enter into an employment contract with the Company, your personal data and related documents will be retained for the duration of your employment.

After your employment has ended, the Company will retain your personal data for a period of 10 years to support legal inquiries or claims, in accordance with Section 193/30 of the Civil and Commercial Code. However, if any employment-related laws require a longer retention period, the Company will retain the data for the legally mandated duration. After the retention period has expired, all your personal data will be subject to the Company's data destruction process.

9. Entities to Whom Personal Data May Be Disclosed

To fulfill the purposes for which personal data is collected, used, and/or disclosed, the Company may disclose your personal data to:

1. Companies within the CP AXTRA Public Company Limited Group and the Charoen Pokphand Group (details of the companies within the business group and Charoen Pokphand Group are listed in Appendix C), for the purposes outlined in Appendix A, and



- for business transactions or internal management restructuring within the Charoen Pokphand Group. This includes ensuring the continuity of employment contracts and employee benefits, and for the ongoing operations within the Charoen Pokphand Group.
2. External entities related to employment and employee benefits management, such as technology service providers, employee and company tax management service providers, group health and life insurance providers, insurance companies, travel insurance providers, auditing firms, legal consulting firms, business card or employee card providers, document storage companies, banks where you hold a salary account, hospitals or medical facilities according to company-provided healthcare benefits, employee training development providers, companies handling company licenses, government organizations, the Department of Skill Development, the National Science and Technology Development Agency (NSTDA), the Office of the Higher Education Commission, Science, Research and Innovation Policy Council (NRCT), etc.

The Company will only disclose your personal data to others under the defined purposes or other purposes permitted by law. If the law requires your consent for such disclosure, the Company will obtain your explicit consent before disclosing your personal data.

When disclosing your personal data to others, the Company will implement appropriate measures to protect the disclosed personal data and to comply with data protection standards and obligations as required by law. If the Company transfers or discloses your personal data internationally, it will ensure that the destination country, international organization, or foreign data recipient has adequate data protection measures in place. In some cases, the Company may seek your consent for the international transfer of your personal data, as required by law.

10. Contact Us

The Company respects and values your rights and the protection of your personal data. We understand that you expect your personal data collected, used, and/or disclosed by the Company to be handled securely and in accordance with the purposes communicated to you.



Additionally, the Company has implemented measures to ensure security and prevent unauthorized collection or misuse of your personal data. As the data controller, the Company has appointed a Data Protection Officer (DPO) to oversee the collection, use, and disclosure of personal data. If you have any comments, suggestions, or questions regarding your personal data, you can contact us at:

Data Controller

CP AXTRA Public Company Limited

1468 Phatthanakan Road, Phatthanakan Sub-district, Suan Luang District, Bangkok 10250

Telephone: +66 (0) 2067-8999 Ext. 9207

Fax: +66 (0) 2067-9888

Website: <https://www.cpaxtra.com/th/home>

Email: PDPA-HR@cpaxtra.co.th or datasubject.request@lotuss.com

Data Protection Officer

Name: As per the Company's announcement

Telephone: +66 (0) 2067-9799

Email: DPO@cpaxtra.co.th or DPOThailand@lotuss.com

11. Rights of Data Subjects

As a data subject, you have the following rights under the Personal Data Protection Act:

1. Right to Withdraw Consent

You have the right to withdraw your consent for the processing of your personal data at any time.

2. Right to Access and Obtain Copies of Personal Data

You have the right to access and request copies of your personal data held by the Company.



3. Right to Data Portability

You have the right to request that your personal data be transferred or transmitted to another data controller or processor.

4. Right to Rectification

You have the right to request that your personal data be corrected, updated, or completed to ensure its accuracy and completeness.

5. Right to Erasure

You have the right to request the deletion or destruction of your personal data or to anonymize it, so it no longer identifies you.

6. Right to Restrict Processing

You have the right to request that the processing of your personal data be restricted under certain conditions.

7. Right to Object to Processing

You have the right to object to the processing of your personal data under certain circumstances.

12. Right to Lodge a Complaint

You may exercise the above rights by:

- **Filling Out a Request Form:** Complete the request form and verify your identity using methods specified by the Company.
- **Submitting a Request:** Submit your request to the Data Protection Officer (DPO) via email at:
 - DPO@cpaxtra.co.th or
 - DPOThailand@lotuss.com
- **Response to Request:** The Data Protection Officer will acknowledge or reject your request with reasons within a reasonable time. The Company may not be able to comply with your request in all cases if it does not meet legal requirements.



- Following Up: Proceed with the request that has been acknowledged.

For withdrawing certain consents or initially correcting personal data, you can handle these through the Company's system yourself. The Company is always willing to address issues upon receiving your complaint. However, you also have the right to file a complaint with the Office of the Personal Data Protection Committee regarding the Company's handling of your personal data.

13. Changes to the Privacy Notice for Employees

The Company may update this Privacy Notice for Employees to reflect changes related to the processing of your personal data and to comply with the Personal Data Protection Act or other relevant laws. The Company will inform you of any significant changes to this notice along with the updated Privacy Notice for Employees through this channel or other appropriate means. It is recommended that you periodically review and stay informed of any updates.



Annex A

The personal data collected by the Company and the purposes for collecting, using, and/or disclosing personal data are in accordance with the Personal Data Protection Act B.E. 2562 and relevant laws as follows. In some cases, there may be more than one legal basis supporting the processing. The details are outlined below.

1. Legal Compliance Basis under Section 24 (6)¹

This involves the Company's compliance with the law as the data controller. The information in the table below is provided for ease of understanding and reference. However, in some cases, a single type of personal data, such as name, surname, and home address, may be used for multiple purposes.

Personal Information	Objectives	Retention Period
Title, Name, and Surname	For Reporting and Compliance with Legal or Government Agency Requirements • Employee Registration: Social Security Fund, Workmen's Compensation Fund, Department of Skill Development.	The company will retain personal data and documents containing personal data of employees for the entire duration of their employment. After the termination of employment, the company will keep personal
Identification Number		
Sex		
Title		

¹ The sections referenced in this document refer to sections of the Personal Data Protection Act B.E. 2562, unless explicitly stated otherwise.



Name of Agency	• Income Reporting: ○ Withholding Tax Return under Section 59 of the Revenue Code (Form PND 1). ○ Withholding Tax Return under Section 58 (2) of the Revenue Code (Form PND 1 Kor). ○ Withholding Tax Certificate under Section 50 Bis of the Revenue Code (Form 50 Bis). • Reports on: ○ Provident Fund. ○ Home Loan. ○ Student Loan Fund (Government Student Loan Fund). ○ Court Seizures, etc. For Verifying Work Eligibility: Related to employee nationality and immigration status.	data for no more than 10 years to facilitate data retrieval for legal claims purposes, in accordance with Section 193/30 of the Civil and Commercial Code, or as per the company's data retention policy.
Social Security Number		
Birthdate		
age		
Address shown in ID card		
Current Address		
Start Date		
Type of Employee		
Salary and other income		
Date of resignation		
Employee ID		
Nationality		



IP Address, Cookies from the use of the company's electronic devices, including desktop computers, laptops, tablets, and company mobile phones.	To identify electronic footprints, which may be relevant for data retrieval in legal proceedings.	



2. Contractual Basis (Section 24 (3))

This is necessary for the performance of a contract to which the data subject is a party, or to take action based on the data subject's request before entering into that contract. The information in the table below is provided to facilitate understanding and reference. However, in some cases, a particular type of personal data, such as name, surname, and address, may be used for multiple purposes.

Personal Information	Purpose of Collection or Use	Retention Period
Title, Name, Surname	To identify identity	The company will retain personal data and related documents of employees throughout their employment. Once employment ends, the company will retain personal data for up to 10 years to support data retrieval for legal claims purposes, in accordance with Section 193/30 of the Civil and Commercial Code, or in accordance with the company's data retention policy.
Picture	To compare and verify each individual's identity.	
Thai Citizen ID Card	To verify and confirm Thai nationality.	
Social Security Card	To verify and confirm identity for foreign nationals.	
Passport	To verify and confirm identity for foreigners.	
House Registration	To verify and confirm residency according to the household registration	



Sex	To assess the suitability for the job position	
Current Address	To verify the distance of the commute to work.	
Tel. Number	To Facilitate Prompt Communication	
Corporate email	To Serve as a Communication Channel and to Send Work-Related Information	
General Personal Information Related to Pre-Employment and Ongoing Health Checks	To Assess Work Performance, Health Risks, and Biological Safety	
Education Background	To evaluate the suitability for the job position	
Employment History, Including Employment Certificates, Salary and	To assess work experience, employment, transfer, role change, or promotion	



Other Income, and Reasons for Leaving		
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Personal Information	Purpose of collection or use	Retention Period
Training history, language skills, and qualifications, including certificates and licenses	To assess knowledge and skills for employment, transfers, position changes, or promotions To facilitate employee development To evaluate knowledge, skills, and work experience for transfers, position changes, or promotions To support employee development To award long service recognition for tenure with the company	The company will retain personal data and related documents of employees for the entire duration of their employment. Upon termination of employment, the company will keep the personal data for up to 10 years to support legal claims and purposes in accordance with Section 193/30 of the Civil and Commercial Code, or as per the company's data retention policy.



Employment history within the company, such as current company, affiliated department, start date, probation completion date, job position, and transfer dates	To assess knowledge, skills, and work experience for transfers, position changes, or promotions To facilitate employee development To award long service recognition based on current tenure with the company	
Salary rates and other monetary compensation	To consider employment To manage compensation and employee benefits	
Payroll account information	To transfer compensation or salary payments to employees	
Benefits entitlements and information on the usage of various benefits	To consider employment To manage benefits and compensation	



Performance results, including evaluations, suggestions, and feedback	To manage compensation, such as salary increases, bonuses, and salary adjustments	
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Personal Information	Purpose of Collect and use	Retention Period
Date of resignation or termination of employment	To carry out the termination of employment: Actions to be taken when an employee ceases to be employed. To create a succession plan for the position. To manage employee compensation and benefits, including the provident fund.	The company will retain personal data as well as documents containing employees' personal information throughout the period of employment. After the termination of employment, the company will retain personal data for no more than 10 years to accommodate data retrieval for legal purposes,



Retirement date	To create a succession plan for the position To manage employee compensation and benefits, including the provident fund	in accordance with Section 193/30 of the Civil and Commercial Code, or as per the company's data retention policy.
GPS location of the company's vehicle	To be used as information for tracking in case of accidents or vehicle loss	

Personal Information	Purpose of collecting or use	Retention Period
Locations where employees travel for work purposes	To be used for travel expense approval To be used for identifying work locations, both on-site and off-site	
Working Hours	For payroll management	



Father-Mother name and surname	For emergency contact For tax deduction purposes	
Spouse name and surname	For emergency contact For tax exemption purposes	
Occupation and income information of the spouse	For tax deduction filing purposes	
Name and age of the child	For tax deduction filing purposes For benefits administration (specific position)	

Personal Information	Purpose of collection and use	Retention Period
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Name, age, and address of the beneficiary	For contacting to claim benefits according to the insurance company's policy in the event of an employee's death	
Name and surname of reference	For employment reference	
Name of emergency contact	For contacting in case of an emergency involving an employee	
Still images and video footage that may be recorded by CCTV	For use in HR activities or management, both within and outside the company	
Necessary Employee personal information	For internal management purposes related to business operations, such as sharing employee work details (e.g., email addresses, login details) with IT support providers, sharing information with the finance department for budgeting purposes, sharing data with agencies for obtaining relevant	



	licenses on behalf of the company (e.g., alcohol sales licenses or food management certifications), and recording details of vehicle operators, including driving offenses and incident details. For coordinating with employees to achieve the company's objectives, as well as the objectives of affiliated companies and subsidiaries within the CP Group	
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2. Legal basis under Article 24(5) is necessary for the legitimate interests of the data controller or other individuals or legal entities that are not the data controller, unless such interests are outweighed by the fundamental rights of the data subject in their personal data

Personal Information	Purpose of collection or use	Retention Period
Name and personal information of the employee necessary for carrying out the respective purposes	To protect and support the business, such as investigating allegations, including complaints; to review incidents that may violate laws, business ethics, regulations, policies, practices, and measures of the company; to prevent and investigate anti-social behavior, fraud, theft, and other crimes; to promote a safe working environment; to monitor and improve work methods; to address complaints and suggestions related to employees; to manage the company's human resources; for handling tax and licensing matters of the company, such as tax deductions or tax refunds due to the	The company will retain personal data, as well as personal data documents of employees, for the duration of their employment. After the employment has ended, the company will retain the personal data for no longer than 10 years to facilitate data retrieval for legal proceedings in accordance with Section 193/30 of the Civil and Commercial Code or in accordance with the company's data retention policy



employment of certain categories of workers, including highly skilled employees in the fields of science, technology, engineering, or mathematics (STEM); for internal management of business operations or restructuring of the company, affiliated companies, and CP Group, including the buying, selling, or transfer of business, whether in whole or in part; for general research and statistical purposes; to provide benefits by offering privileges or programs of affiliated companies and CP Group, such as offering special privileges, discounts, or promotions from affiliated companies and CP Group to company employees, or programs beneficial to employees, such as educational loan programs for employees' children; for training purposes of the company, affiliated	
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	companies, and CP Group; for use in the public relations media of the company, affiliated companies, and CP Group, such as using employee photos for promoting various projects, for which the company has already informed employees of the purpose beforehand.	
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3. **Consent Basis**, Section 19: A data controller shall not collect, use, or disclose personal data without prior or concurrent consent from the data subject, except where this Act or other laws provide otherwise. Consent must be explicitly obtained in writing or through an electronic system, unless circumstances prevent consent from being obtained through such methods.

Personal Information	Purpose of Collection or use	Retention Period
religion	For managing employee care, task assignments, and organizing appropriate locations/activities. For managing employee benefits, such as religious-related leave entitlements	The company will retain personal data, as well as personal data documents of employees, for the duration of their employment. After the employment ends, the company will retain the personal data for no longer than 10 years to facilitate data retrieval for legal proceedings in accordance with Section 193/30 of the Civil and Commercial Code or in accordance with the company's data retention policy
Health History Information • Pre-employment health check results • Annual health check results • Medical certificates	For assessing work capability. For health management, including health insurance	



• Other health information such as age, weight, height, blood type, chronic diseases, history of drug or food allergies, and sick leave records		
Criminal Record	To verify job qualifications, assess suitability for the position, and for the benefit of collaboration in the workplace	The company will retain personal data regarding criminal history for no more than 6 months from the date the criminal background check is completed, unless explicit consent is obtained from the data subject to retain it for a different period.
Name-Surname		



Position	To present products and services, benefits, promotional offers, and various proposals by analyzing and selecting those most suitable for company employees, as well as to research, develop, improve products, and plan marketing strategies.	The company will retain employees' personal data for the duration of their employment and will delete or remove the data from the system after the employment ends.
General contact information, such as phone numbers or email addresses, as well as other necessary information to achieve the objectives		

4. Exceptions under Section 26 include:

4.1 Necessary for establishing, complying with, or exercising legal claims, or for defending against legal claims.

4.2 Exceptions under Section 26(5) include: (a) Preventive medicine or occupational medicine, evaluating employees' work capability, diagnosing medical conditions, providing health or social services, medical treatment, health management, or social welfare services, provided that it is not for legal compliance and the personal data is under the responsibility of professionals or individuals who are legally required to keep such data confidential, and must be in accordance with an agreement between the data subject and the medical professional.



(b) Labor protection, social security, National Health Insurance, medical benefits for legal beneficiaries, vehicle accident victim protection, or social protection where the collection of personal data is necessary for the fulfillment of rights or duties of the data controller or data subject, with appropriate measures in place to protect the fundamental rights and interests of the data subject.

ANNEX B

Group	Subsidiaries of CP AXTRA PUBLIC COMPANY LIMITED and affiliates within CP Group that can disclose personal data	
	Thai	English
เครือเจริญโภคภัณฑ์ (CP Group)	บริษัท เครือเจริญโภคภัณฑ์ จำกัด	Charoen Pokphand Group Co., Ltd.
	บริษัท พัฒนาผู้นำเครือเจริญโภคภัณฑ์ จำกัด	Leadership Development Charoen Pokphand Group Co., Ltd.
	บริษัท ซีพี บีแอนด์เอฟ (ไทยแลนด์) จำกัด	CP B&F (Thailand) Co., Ltd.
	บริษัท ซีพี แมตซ์ จำกัด	-
เจียไต๋ (Chia Tai)	บริษัท เจียไต๋ จำกัด	Chia Tai Co., Ltd.
	บริษัท อาคเนย์เกษตรกรรม จำกัด	South-East Agricultural Co., Ltd.



Group	Subsidiaries of CP AXTRA PUBLIC COMPANY LIMITED and affiliates within CP Group that can disclose personal data	
	Thai	English
	บริษัท ชนม์เจริญฟาร์ม จำกัด	Choncharoen Farm Co., Ltd.
	บริษัท เจียไต๋เมล็ดพันธุ์ จำกัด	Chia Tai Seeds Co., Ltd.
	บริษัท ซีทีที เมล็ดพันธุ์ จำกัด	CTT Seed Co., Ltd.
	บริษัท เจียไต๋เทคโนโลยีการเพาะปลูก จำกัด	Chia Tai Cultivation Technology Co., Ltd.
	บริษัท เจียไต๋โปรดิวซ์ จำกัด	Chia Tai Produce Co., Ltd.
	บริษัท ซีที เฟรช จำกัด	CT Fresh Co., Ltd.
	บริษัท คีย์ อินโนเวชั่น จำกัด	Key Innovation Co., Ltd.
	บริษัท เฟรสโค อินเตอร์เนชั่นแนล จำกัด	Fresco International Co., Ltd.
	บริษัท พริกสยาม จำกัด	Siam Chili Co., Ltd.
เจริญโภคภัณฑ์อาหาร (CPF)	บริษัท เจริญโภคภัณฑ์อาหาร จำกัด (มหาชน)	Charoen Pokphand Food Public Co., Ltd.
	บริษัท ซีพีเอฟ (ประเทศไทย) จำกัด (มหาชน)	CPF (Thailand) Public Co., Ltd.
	บริษัท ซีพีเอฟ เทรดดิง จำกัด	CPF Trading Co., Ltd.
	บริษัท ซีพีเอฟ ไอทีเซ็นเตอร์ จำกัด	CPF IT Center Co., Ltd.
	บริษัท ซีพีเอฟ เทรนนิ่งเซ็นเตอร์ จำกัด	CPF Training Center Co., Ltd.
ซีพี ออลล์	บริษัท ซีพี ออลล์ จำกัด (มหาชน)	CP ALL Public Co., Ltd.



Group	Subsidiaries of CP AXTRA PUBLIC COMPANY LIMITED and affiliates within CP Group that can disclose personal data	
	Thai	English
(CP ALL)	บริษัท ซีพี รีเทลลิงค์ จำกัด	CP Retailink Co., Ltd.
	บริษัท ซีพีแรม จำกัด	CP RAM Co., Ltd.
	บริษัท เอ็ม เอ เอ็ม ฮาร์ท จำกัด	MAM Heart Company Limited
	บริษัท เทเวนต์ไฟร์ ซุปเปอร์ จำกัด	24 Shopping Company Limited
	บริษัท เคาน์เตอร์เซอร์วิส จำกัด	Counter Service Company Limited
	บริษัท โกซอฟท์ (ประเทศไทย) จำกัด	Gosoft (Thailand) Company Limited
	บริษัท ไทยสมาร์ทคาร์ด จำกัด	Thai Smart Card Company Limited
	บริษัท ออลล์ นาว แมเนจเม้นท์ จำกัด	All Now Management Company Limited
	บริษัท ไดนามิค ลอจิสติกส์ จำกัด	Dynamic Logistics Company Limited
	บริษัท ปัญญธारा จำกัด	Panyatara Company Limited
	บริษัท ออลล์ เทรนนิ่ง จำกัด	All Training Company Limited
	วิทยาลัยเทคโนโลยีปัญญาภิวัฒน์	Panyapiwat Technological College
	สถาบันการจัดการปัญญาภิวัฒน์	Panyapiwat Institute of Management
	โรงเรียนสาธิตสถาบันการจัดการปัญญาภิวัฒน์	Panyapiwat Institute of Management Demonstration School
	บริษัท ซีพี ฟู้ดแล็บ จำกัด	CP Food Lab Company Limited



Group	Subsidiaries of CP AXTRA PUBLIC COMPANY LIMITED and affiliates within CP Group that can disclose personal data	
	Thai	English
	บริษัท ออลส์ นาว โลจิสติกส์ จำกัด	All Now Logistics Company Limited
	บริษัท ออลส์ เวลเนส จำกัด	All Wellness Company Limited
ซีพี แอ็กซ์ตร้า (CP AXTRA)	บริษัท ซีพี แอ็กซ์ตร้า จำกัด (มหาชน)	CP AXTRA PUBLIC COMPANY LIMITED
	บริษัท สยามฟู้ด ซอร์วิส จำกัด	-
	บริษัท โปรมาร์ท จำกัด	-
	บริษัท แม็คโคร อาร์โอเอช จำกัด	-
	-	Indoguna (Singapore) Pte Ltd.
	-	Indoguna Lordly Company Limited
	-	Just Meat Company Limited
	-	Indoguna Dubai LLC
	-	Maxzi The Good Food Restaurant & Café LLC
	-	Indoguna (Cambodia) Company Limited
	-	Indoguna Vina Food Service Company Limited
	-	ARO Company Limited
	-	ARO Commercial Company Limited



Group	Subsidiaries of CP AXTRA PUBLIC COMPANY LIMITED and affiliates within CP Group that can disclose personal data	
	Thai	English
	-	Makro (Guangzhou) Food Company Limited
	-	Makro (Cambodia) Company Limited
	-	CP Wholesale India Private Limited
ทรู กรุ๊ป (TRUE Group)	บริษัท ทรู คอร์ปอเรชั่น จำกัด (มหาชน)	True Corporation Public Company Limited
	บริษัท ทรู มูฟ จำกัด	True Move Company Limited
	บริษัท ทรู ดิสทริบิวชั่น แอนด์ เซลล์ จำกัด	True Distribution and Sales Company Limited
	บริษัท เคเอสซี คอมเมอร์เชียล อินเทอร์เน็ต จำกัด	KSC Commercial Internet Company Limited
	บริษัท ทรูไลฟ์สไตล์รีเทล จำกัด	True LifeStyle Retail Company Limited
	บริษัท ทรูทัช จำกัด	True Touch Company Limited
	บริษัท ทรู มูฟ เอช ยูนิเวอร์แซล คอมมิวนิเคชั่น จำกัด	True Move H Universal Communication Co., Ltd.
	บริษัท บีเอฟเคที (ประเทศไทย) จำกัด	BFKT (Thailand) Limited
	บริษัท เบคเฮ้าส์ จำกัด	Bakehouse Co., Ltd.
	บริษัท จีซีบี (ประเทศไทย) จำกัด	GCB (Thailand) Limited
	บริษัท เรียล มูฟ จำกัด	Real Move Company Limited
	บริษัท ทรู ดิจิตอล พลัส จำกัด	True Digital Plus Company Limited



Group	Subsidiaries of CP AXTRA PUBLIC COMPANY LIMITED and affiliates within CP Group that can disclose personal data	
	Thai	English
	บริษัท ทรู ลีสซิ่ง จำกัด	True Leasing Company Limited
	บริษัท ทรู พรอพเพอร์ตีส จำกัด	True Properties Company Limited
	บริษัท ทรู อินเทอร์เน็ต คอร์ปอเรชั่น จำกัด	True Internet Corporation Company Limited
	บริษัท ไวร์เลส แอนด์ ไวร์เลส จำกัด	Wire & Wireless Company Limited
	บริษัท เอเชีย ไวร์เลส คอมมิวนิเคชั่น จำกัด	Asia Wireless Communication Company Limited
	บริษัท ทรู ดิจิทัล กรุ๊ป จำกัด	True Digital Group Company Limited
	บริษัท เทเลคอม แอสเซต แมเนจเม้นท์ จำกัด	Telecom Asset Management Company Limited
	บริษัท ทรู แอกซิออน อินเตอร์แอคทีฟ จำกัด	True Axion Interactive Company Limited
	บริษัท ทรู วอยซ์ จำกัด	True Voice Company Limited
	บริษัท ซีพี เมดิคัล เซ็นเตอร์ จำกัด	CP Medical Center Company Limited
	บริษัท ซีพี รีเสิร์ช แอนด์ ดีเวลลอปเม้นท์ เซ็นเตอร์ จำกัด	CP Research & Development Center Company Limited
	บริษัท ทรู ดิจิทัล พาร์ค จำกัด	True Digital Park Company Limited
	บริษัท รถไฟความเร็วสูงสายตะวันออกเชื่อมสามสนามบิน จำกัด	Eastern High-Speed Rail Linking Three Airports Company Limited
	บริษัท ทรูสเปซ จำกัด	True Space Co., Ltd.



Group	Subsidiaries of CP AXTRA PUBLIC COMPANY LIMITED and affiliates within CP Group that can disclose personal data	
	Thai	English
	บริษัท TRUE สแควร์ จำกัด	True Square Co. ,Ltd.
	บริษัท วิชดอม แลนด์มาร์ก คอร์ปอเรชั่น จำกัด	Whizdom Landmark Corporation Limited
TRUE วิชั่นส์ กรุ๊ป (True Visions Group)	บริษัท ไทยนิวส์ เน็ตเวิร์ค (ทีเอ็นเอ็น) จำกัด	Thai News Network (Tnn) Company Limited
	บริษัท TRUE ฟูร์ยู สเตชั่น จำกัด	True4U Station Company Limited
	บริษัท TRUE ยูไนเต็ด ฟุตบอล คลับ จำกัด	True United Football Club Company Limited
	บริษัท ซีเนเพล็กซ์ จำกัด	Cineplex Company Limited
	บริษัท TRUE วิชั่นส์ เคเบิล จำกัด (มหาชน)	True Visions Cable Public Company Limited
	บริษัท TRUE มีเดีย โซลูชั่นส์ จำกัด	True Media Solutions Company
	บริษัท เอสเอ็ม TRUE จำกัด	Sm True Company Limited
	บริษัท TRUE วิชั่นส์ กรุ๊ป จำกัด	True Visions Group Company Limited
	บริษัท แพนเทอร์ เอ็นเตอร์เทนเมนต์ จำกัด	Panther Entertainment Company Limited
	บริษัท TRUE ซีเจ ครีเอชั่น จำกัด	True CJ Creations Company Limited
แอสเซนด กรุ๊ป (Ascend Group)	บริษัท TRUE อินฟอร์เมชั่น เทคโนโลยี จำกัด	True Information Technology Company Limited
	บริษัท TRUE อีโลจิสติกส์ จำกัด	True E-Logistics Company Limited
	บริษัท TRUE อินเทอร์เน็ต ดาต้า เซ็นเตอร์ จำกัด	True Internet Data Center Company Limited



Group	Subsidiaries of CP AXTRA PUBLIC COMPANY LIMITED and affiliates within CP Group that can disclose personal data	
	Thai	English
	บริษัท ทรู มั่งคั่ง จำกัด	True Money Company Limited
	บริษัท แอสเซนด กรุ๊ป จำกัด	Ascend Group Company Limited
	บริษัท แอสเซนด มั่งคั่ง จำกัด	Ascend Money Company Limited
	บริษัท แอสเซนด คอมเมอร์ซ จำกัด	Ascend Commerce Company Limited
	บริษัท แอสเซนด นาโน จำกัด	Ascend Nano Company Limited
	บริษัท เอเดน ฟูลฟิลเมนต์ จำกัด	Aden Fulfillment Company Limited
	บริษัท เอ็ก ดิจิทัล จำกัด	Egg Digital Company Limited
	บริษัท พันธวนิช จำกัด	Pantavanij Company Limited
	บริษัท แอสเซนด ฟู้ด จำกัด	Ascend Food Co., Ltd.
	บริษัท แอสเซนด แทรเวล จำกัด	Ascend Travel Company Limited
ฟรีวิลล์ โซลูชันส์ (Freewill Solutions)	บริษัท ฟรีวิลล์ โซลูชันส์ จำกัด	Freewill Solutions Co., Ltd.
พืชครบวงจร (Crop Integration Business Group)	บริษัท เจริญโภคภัณฑ์วิศวกรรม จำกัด	Charoen Pokphand Engineering Co., Ltd.
	บริษัท เจริญโภคภัณฑ์การเกษตร จำกัด	Charoen Pokphand Agriculture Co., Ltd.
	บริษัท เจริญโภคภัณฑ์เมล็ดพันธุ์ จำกัด	Charoen Pokphand Seeds Co., Ltd.



Group	Subsidiaries of CP AXTRA PUBLIC COMPANY LIMITED and affiliates within CP Group that can disclose personal data	
	Thai	English
	บริษัท เจริญโภคภัณฑ์พัฒนาการเกษตร จำกัด	Charoen Pokphand Agricultural Development Co., Ltd.
	บริษัท ซี.พี. สตาร์ไลน์ส์ จำกัด	C.P. Starlanes Co., Ltd.
การค้าระหว่างประเทศ และพืชครบวงจร (ข้าวโพด) (CPTG&CROP (Maize))	บริษัท ซี.พี. อินเตอร์เทรด จำกัด	C.P. Intertrade Co., Ltd.
	บริษัท ข้าว ซี.พี. จำกัด	Khao C.P. Co., Ltd.
	ซี.พี. ฟู้ด สโตร์	C.P. Food Store Co., Ltd.
	ไดนามิค ทรานสปอร์ต	Dynamic Transport
	ไดนามิค อินเตอร์	Dynamic Inter
	แอ็ดวานซ์ ทรานสปอร์ต	Advance Transport
	ซี แอนด์ เอฟ	C and F
เจริญโภคภัณฑ์โปรดิ๊วส (CPP)	บริษัท เจริญโภคภัณฑ์โปรดิ๊วส จำกัด	Charoen Pokphand Produce Co., Ltd.
การค้าวัตถุดิบอาหารสัตว์ (FIT)	บริษัท กรุงเทพโปรดิ๊วส จำกัด (มหาชน)	Bangkok Produce Merchandising Public Co., Ltd.
อาหารสัตว์เลี้ยง (PCG)	บริษัท เพอร์เฟค คอมพานีเนียน กรุ๊ป จำกัด	Perfect Companion Group Co., Ltd.



Group	Subsidiaries of CP AXTRA PUBLIC COMPANY LIMITED and affiliates within CP Group that can disclose personal data	
	Thai	English
บรรจุภัณฑ์ (Packaging Business Group)	บริษัท ซีพีพีซี จำกัด (มหาชน)	CPPC Public Co., Ltd.
	บริษัท ซี.พี. สหอุตสาหกรรม จำกัด	C.P. Poly-Industry Co., Ltd.
	บริษัท ซี.พี. อุตสาหกรรมบรรจุภัณฑ์ จำกัด	C.P. Packaging Industry Co., Ltd.
	บริษัท แอดวานซ์ไพพ์ จำกัด	Advanced Pipe Co., Ltd.
	บริษัท ซี.เอ.ปิโตรเคมี จำกัด	C.A. Petrochemical Co., Ltd.
	-	C.P. Packaging (Vietnam) Industry Co., Ltd.
	-	CPPC Marketing Inc.
	-	CPPC Outdoor Wear (Vietnam) Co., Ltd.
	-	CPPC Outdoor Wear (Cambodia) Co., Ltd.
	-	Ningbo Beston Plastics Co., Ltd.
	-	Beston Action Utility Wear (Lianyungang) Co., Ltd.
อสังหาริมทรัพย์ (CP Land)	บริษัท ซี.พี. แลนด์ จำกัด (มหาชน)	C.P. Land Public Co., Ltd.
สยามแลนด์ฟลายอิง (Siam Land Flying)	บริษัท สยามแลนด์ ฟลายอิง จำกัด	Siam Land Flying Co., Ltd.



Group	Subsidiaries of CP AXTRA PUBLIC COMPANY LIMITED and affiliates within CP Group that can disclose personal data	
	Thai	English
อื่นๆ (Others)	บริษัท เอโค คอร์ปอเรชั่น จำกัด	Eko Corporation Co., Ltd.
