

Creating Educational Opportunities, Creating Jobs, Creating the Future

KEY PERFORMANCE IN 2019



273

Pracharat Schools supported
by the Company



34,344

total scholarships sponsored
by the Company in Vocational
and Higher education



1,105

million baht
of total scholarships
sponsored by the Company



49,694

children
youth and adults who have
been trained necessary skills

Supporting the SDGs



SDG1 **No Poverty**
1.4 Ensure that the poor
and the vulnerable
have equal rights to
economic resources,
as well as access to
basic services



SDG4 **Quality Education**
4.3 Ensure equal access
for all women and
men to affordable and
quality technical,
vocational and
tertiary education,
including university
To reduce rate of
youth who are not
employed, in
education, nor training

4.4 Substantially increase
the number of youth
and adults who have
technical and
vocational skills for
quality employment
and entrepreneurship



2020 GOAL

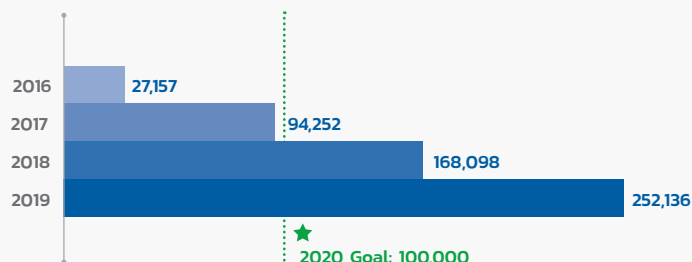


100,000

children, youth, and adults are to have access to education
and necessary skills development in 2020.

PERFORMANCE AGAINST GOAL

Number of Children, Youth and Adults
who have been Trained Necessary Skills (accumulated)



FOR MORE INFORMATION
CAN BE FOUND AT QR CODE OR
[https://www.youtube.com/
watch?v=7te3Lj5Ew0](https://www.youtube.com/watch?v=7te3Lj5Ew0)

Challenges

Quality basic education is a key factor for the growth of people in the society, and a driver of the country's economy. Nowadays, over 263 million children and youth aged between 6-17 years old worldwide do not have access to the quality basic education especially the underprivileged and those in poverty. Meanwhile, elevating digital technology to tackle the issue of access to the quality basic education is one of the solutions. Today, technologies and innovations change rapidly, resulting in new various learning methods, knowledge development, utilization of innovations for management, education enhancement, which are the key factors to reduce inequality and social issues. CP ALL Plc. and its Subsidiaries ("the Company") realizes the importance of its role to enhance the society by providing educational opportunities and support, offering knowledge, unlocking the potential of the children and youth in the society, and cultivating the idea of "being good and talented" for them to be an importance force to move the country forward and to be equipped with necessary skills to earn a living, leading to sustainable wellbeing of the children and youth in the country.

PROGRESS IN 2019



Panyapiwat Institute of Management, EEC Campus



STEM teacher development program



Aviation professional development program, EASA certified examination center



Youth development camp with knowledge sharing by professionals



Vocational skills development program as part of Return Good People to Society initiative

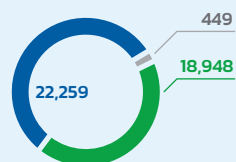


Vocational skills development program for children in poverty without educational opportunities after compulsory education

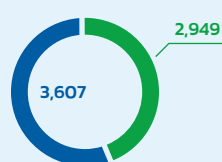
EDUCATION DASHBOARD

Creating Educational in 2019

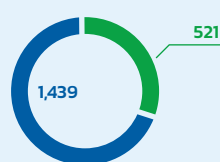
■ Elementary Education ■ Vocational Education ■ Higher Education



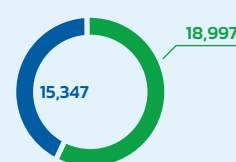
Students who studying (persons)



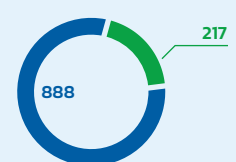
Students who graduated (persons)



Graduated students worked with the Company (persons)



Scholarship (persons)



Scholarship Value (million Baht)

Creating the Educational

Pracharat Schools under the Company's Oversight



Pracharat Schools Partner

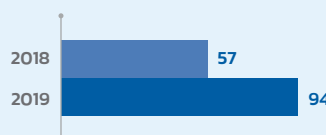


Funding Support for Development (million Baht)



School Partner

Educational Volunteers (persons)



Volunteering Hours



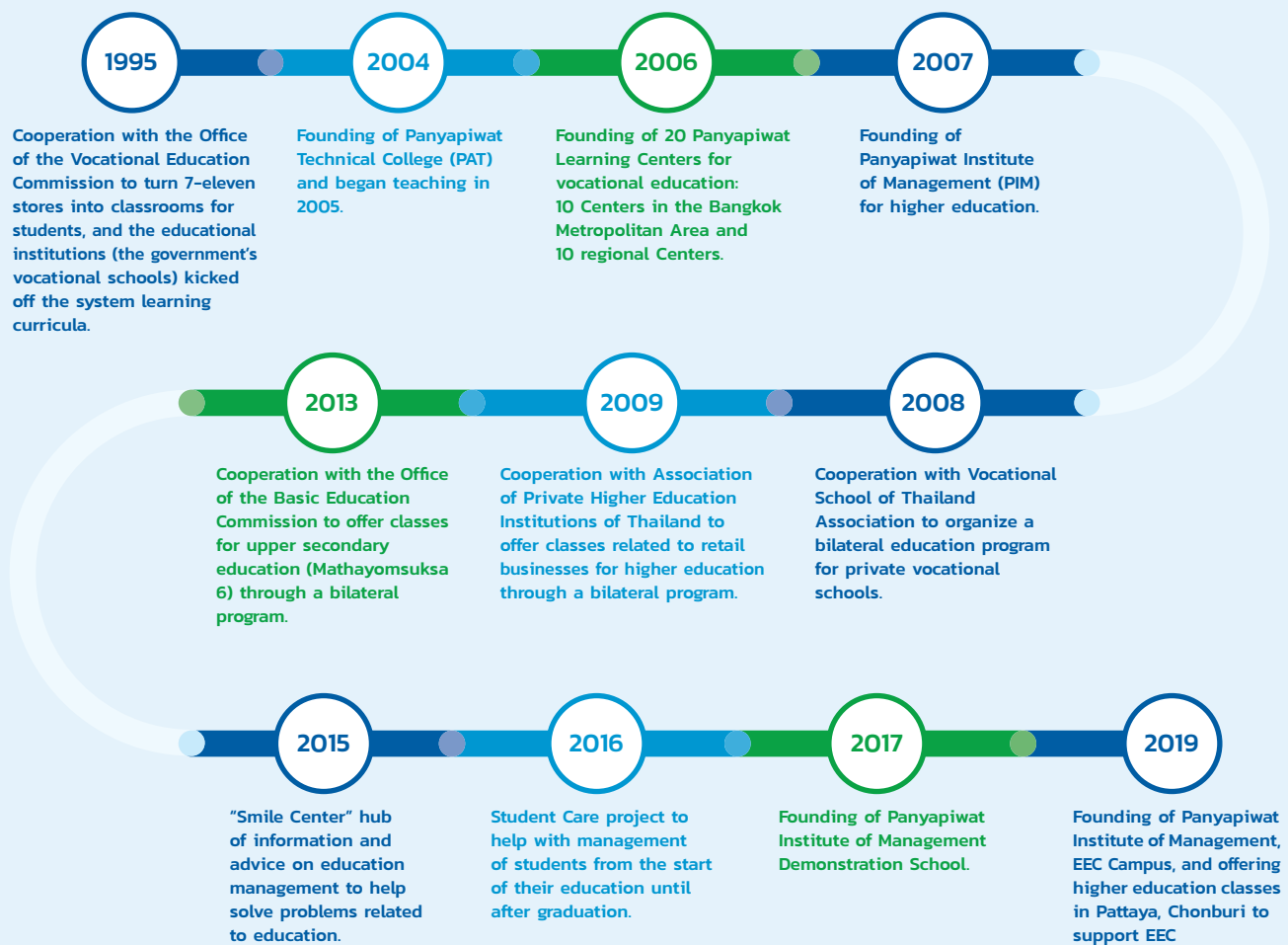
Enhance Knowledge and Skills Development (persons)



Management Approach

The Company gives priority to the development of children, youth and people in the society, believing that providing educational opportunities can open doors to career and enhanced wellbeing. The Company encourages youth to be an importance force to push the country forward through work-based education, and continues to support the United Nations' Sustainable Development Goals (SDGs), working in line with Target 4.3 to ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university, for a sustainable quality of life of the population.

Journey of Youth Development Towards Sustainable Careers



Establishing Educational Institutions to Groom Youth as Professionals



Panyapiwat Technical College (PAT)

The College was established to develop retail workforce who are both academically and professionally talented. Experiences gained through hands-on practices at different units of the Company lead to innovations for development that can support the Company's operations itself, as well as become an importance force to maintain and enhance the quality of Thai workforce skills.

The Company also finds opportunities to provide knowledge in retail business management, which is one of its key strengths, to youth through Panyapiwat Learning Center located in 20 different communities. The learning management by Panyapiwat Technical College is aimed at expanding the education in retail business management, providing easily accessible educational opportunities for



youth, and helping them earn income through vocational trainings that include theory-focused learning at the educational institution and shift to hands-on internships at 7-Eleven every 3 months, according to the slogan, "Free education and job opportunities provided with paid internships while studying". The Company also signed a Memorandum of Understanding (MoU) with Department of Skill Development, Ministry of Labor, to certify those who have participated in the skill development program, in order to guarantee a higher pay due to their increased experiences. The project achieved a substantial success, with 7,966 students who have been trained as quality professionals who are academically talented and ready to work as well as drive the country's growth in the future.



Panyapiwat Institute of Management (PIM)

To support vocational students to be able to pursue higher studies including bachelor's, master's, and doctoral degrees, PIM serves as a hub for developing the graduates of different fields through opportunities and supporting new generation through the concept, "Equip people with skills to help them get ready for real-life work experience". Thus, they designed a unique learning system, "Work-based Education" (WBE), bridging theory and practice with the following strengths:

1

The students will gain knowledge from experienced professors through a worldwide multi-dimension network of academic collaborations, covering the integration of local and international public and private sector organizations that are ready to cooperate to elevate the Thai education.

2

The students will gain hands-on work experiences from the subsidiaries and business partners that will also serve as a Corporate University and Network University.

3

Over 4,000 scholarships from overseas universities and business sector are given per year. The students will have access to various learning opportunities to increase their competitiveness on an international scale.



With the integration of the three strengths aimed to develop education, elevate the human resources and create new knowledge, creation of new innovations by the professions and students are encouraged through the support of on-going research projects. To expand the access to education for learners upcountry in other communities, PIM also provides a bachelor's-level education in key cities and distance education in 12 locations across the country, to accommodate learners to be able to study near their homes and thoroughly expand educational opportunities.

Apart from education management, PIM also takes care of the quality of life of its students who came from less fortunate families through PIM SMART, or Lifelong Learning Fund appointed in 2012 in compliance with the regulation of charitable funds. The aim of PIM SMART is to develop quality professionals. The scholarships offered through PIM SMART are free without any conditions after graduation to help students maintain a balanced life where they can focus on their studies, job training, and volunteer work as well as gaining valuable life experience. Over 12,000

PIM graduates over the past 9 years have become quality professionals who are academically talented and skillful, meeting the demand of employers, and ready to work as well as drive the country as good citizens of the community, society and the country.



PIM Demonstration School (Satit PIM)

Satit PIM was founded as part of the Company's mission to build a strong foundation for success, providing youth learning opportunities that suit their personalities through active learning, which focuses on the development towards excellence according to one's aptitude, highlighting language skills, and cultivating morals, gratitude, honesty, responsibility and discipline mindset. Effective learning experiences are encouraged through digital classroom environment. To date, the total number of students is 449 in studying.



Education Project Highlight in 2019



Panyapiwat Institute of Management, EEC campus

To support the demand in the Eastern Economic Corridor (EEC), EEC campus was established to provide higher education in Pattaya, Chonburi. The 5 programs, including Aircraft Maintenance and Restaurant & Hotel Business Management, which are currently being developed, are expected to serve the increased demand for skilled labors in the area. The campus is set to be open on June 1, 2020 with 750 students expected to enroll into the school. The Company also signed a Memorandum of Understanding (MoU) with the Ministry of Education for "Bundit Premium" project, managed by a network of educational institutions

under PIM, EEC campus, to advance the education system by obtaining interested universities to develop graduates that are in line with the government's policy to help them get a job after graduation, or serve the demand of the business sector. In 2019, 80 educational institutions took part in "Bundit Premium" project (total data from 2018-2019). The Company expects to develop at 1,800 students to become professionals who meet the demand of the business sector and can get a job right after their graduation.

Providing Educational Opportunities

The Company has continued to support students in vocational education (high school), higher education (Bachelor's degree or higher) for 11 consecutive years. Meanwhile, CP ALL Plc. also signed with 7 Rajabhat Universities - Chandrakasem Rajabhat University, Chiang Mai Rajabhat University, Dhonburi Rajabhat University, Buriram Rajabhat University, Rambhai Barni Rajabhat University, Songkhla Rajabhat University and Ubon Ratchathani Rajabhat University - to develop graduates who have qualifications that meet the demand of the business sector through learning and hands-on practice, and provide scholarships throughout the curricula. The project is a part of the Company's policy to support education for youth development and in line with its mission to "create and share opportunities for everyone". In 2019, the Company has supported scholarships to students and to date the Company has given out 34,344 scholarships worth more than 1,105,978,842 Baht.



These scholarships were provided to create educational opportunities for youth to become an importance force to drive organizations, the society, and the country's economy. The Company also provided additional options through scholarships for Master of Education, along with opportunities for the students to work with the Company, as well as opportunities to become 7-Eleven store owners. Because the Company is confident in the capabilities and students of the Panyapiwat Institute, the Company enacted a policy to employ graduates from the Institution to work at 7-Eleven stores as an Assistant Manager immediately. These students also have good career advancement and receive special benefits in becoming a store business partner (SBP). In 2019, 1,960 graduates worked with the Company.

Mr.Korsak Chairasmisak, Chairman of Executive Committee, CP ALL Plc., has continued to offer a scholarship for Ms.Kotchannun Kulsuwan or "Seven" for 11 consecutive years.

“ Seven's family said, We are really glad and would like to thank CP ALL Plc. for supporting Seven with the scholarship all along.”



In 2019, the Company has supported scholarships to students and to date the Company has given out

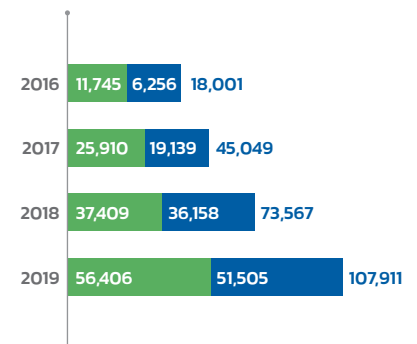
34,344 scholarships worth more than

1,105 Million Baht covering in Vocational and Higher education

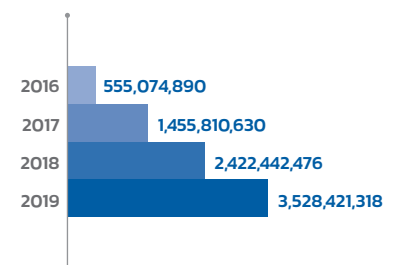
Performance in Providing Educational Opportunities

Number of Scholarships (accumulated number)

■ Vocational Education
■ Higher Education

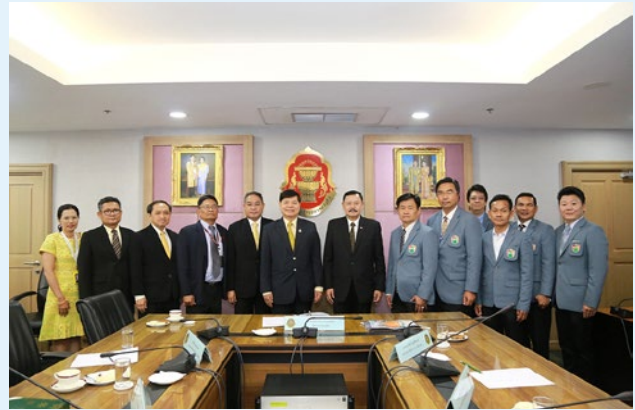


Scholarship Value (accumulated value)



Vocational skills development program for children in poverty without educational opportunities after compulsory education

Panyapiwat Technical College (PAT) collaborated with Office of the Ombudsman to discuss ways to create educational opportunities and support "vocational skills development program for children in poverty without educational opportunities after compulsory education" with an objective to help 80,000 - 100,000 underprivileged children per year who do not have educational opportunities after compulsory education, to get access to additional education and develop vocational skills as "skilled labors," resulting in higher income, stable jobs, ability to make a living and support family to have a better quality of life and reduced social inequality.



Vocational skills development program as part of Return Good People to Society initiative

The program is a partnership between Panyapiwat Technical College (PAT) and Department of Juvenile Observation and Protection to support children and youth to be informed of news updates related job opportunities and the demand of the labor market, guidance on entering the job market, both in the present and future, and the preparation of searches for full-time and part-time jobs, to help the children and their family plan their lives in the future, through vocational guidance and related activities as well as career readiness tests covering 35 organizations in Central and Eastern Thailand to help them choose the right career for themselves.



Besides, Panyapiwat Technical College (PAT) also collaborated with Juvenile Observation and Protection Centre of Nakhonratchasima Province and All Coffee Academy (A-CA), organizing vocational coffee making trainings for 283 youth and staff in the Centre. Coffee making is a set of vocational skills that the children and youth can utilize in their career in the future. Scholarships for vocational education, higher education (Bachelor's Degree) were given to provide theory-focused and real practice-based knowledge, including a paid internship at a real workplace, for children. After graduation, they can use these experiences to get a stable job for themselves as well as support their family, community and country.



CONNEXT ED – Sustainable education project in 2019

CP ALL Plc. is one of the 12 private organizations who established “Prasarn Palang Pracharat” project, in the field of basic education and leadership development (E5) and leaders to build sustainable education project (CONNEXT ED). CONNEXT ED is aimed to elevate the Thai education quality and has been on-going since 2016. Over the past 3 years, more than 339 schools have participated in the project, which is entering its third phase in 2020. Aside from providing a total of over THB 47 million budget to support different initiatives aimed to maintain and solve problems for schools in different regions, the Company also supported them through School Partner volunteer workshops where over 151 representatives from all the subsidiaries of the Company made visits and followed up on the operations of the projects of which budgets have been approved as well as worked closely with principals, professors and students in order to develop over 120 target schools in the new phase.



Developed Schools in 2019 by

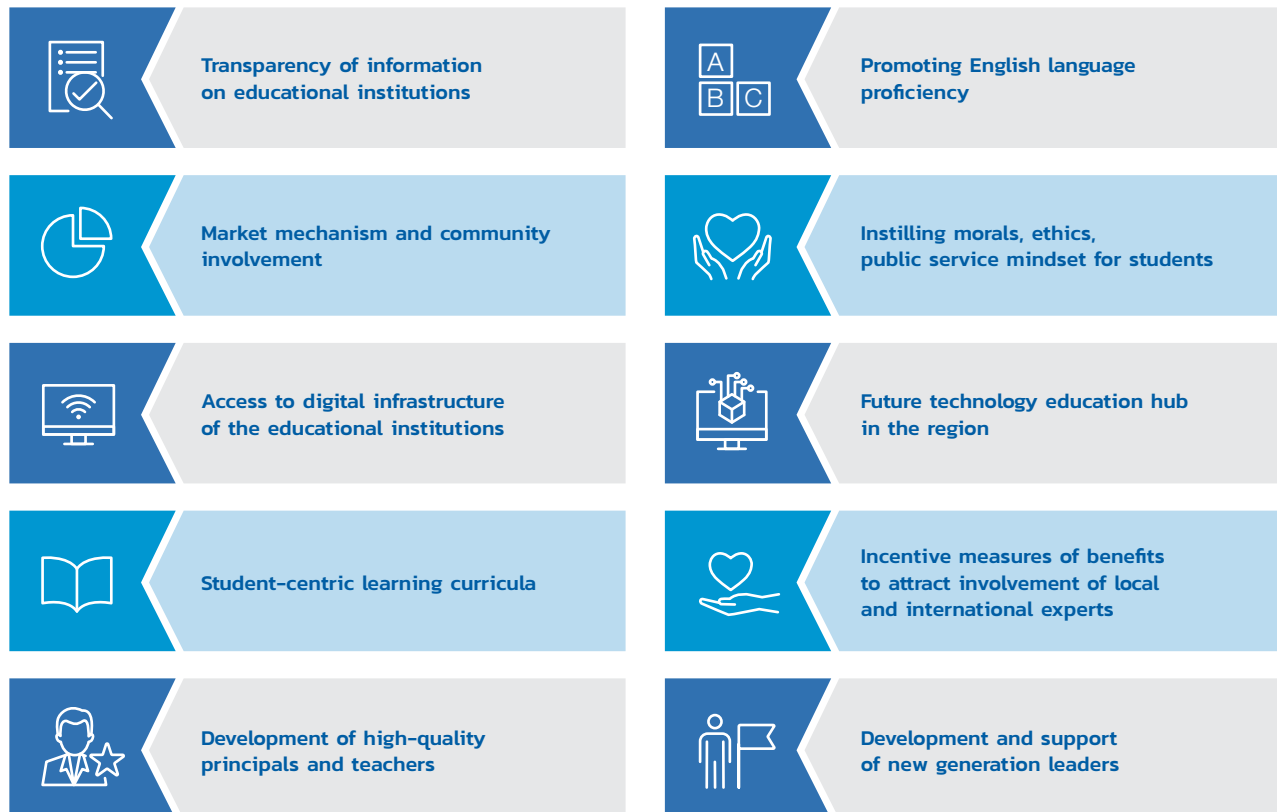
273 schools or

87%

of **313** target schools,
covering the number
of youth by

43,000 students

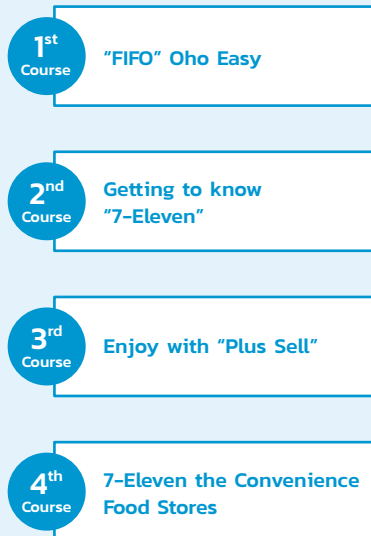
10 Strategies for Thailand Education Transformation



Business for Young program

The Company sees the importance of vocational guidance and works through Panyapiwat Technical College (PAT) to build understanding for youth and adjust their attitude in studying vocational education, as well as encourage them to gain vocational knowledge and skills related to the retail business. The Company has continued to operate the program with 93 educational institutions since 2017. In 2019, activities to educate students on different processes in retail business were organized, with learning style being adjusted to divided into 3 different formats:

- 1** a 2-day learning course with an opportunity to make a study trip to a 7-Eleven store,
- 2** a 1-day learning course
- 3** a half-day learning course to help promote and build understanding for youth in choosing and working in different fields within the retail business.



Outcome and Benefits for 2017 - 2019



363 teachers



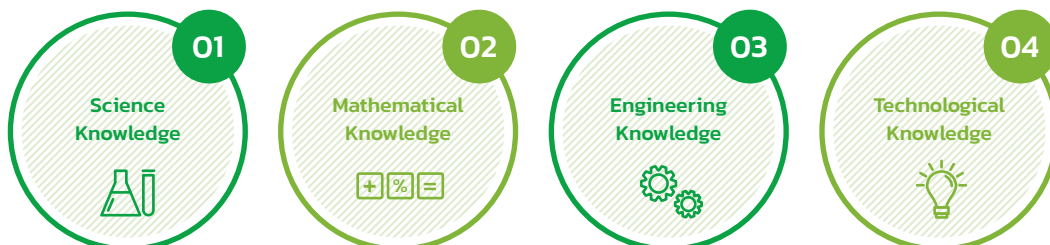
5,073 youths



93 schools

STEM Teacher Development Program

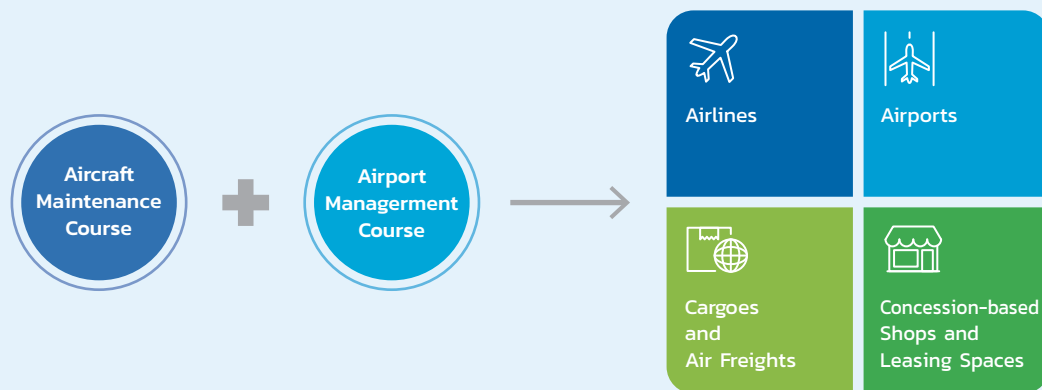
To continue improving the country's education quality, in 2019, the Company partnered with Office of the Basic Education Commission, Wat Kiree Wiharn School (Somdej Phra Wanrat Uppatham), Wat Nong Samet School (Attaporn Songkhro) and Wat Sai Thong School, organizing a pilot training for over 50 teachers in STEM education to help them get ready and be able to integrate active learning in their courses and to enhance learning opportunities for students, through a thinking process that encourages them to utilize their full knowledge and skills and solve problems through a connection of academic knowledge in 4 areas:



Aviation Professional Development Program, EASA Certified Examination Center

CP ALL Plc. in partnership with Germany's AERO-Bildung signed a Memorandum of Understanding (MoU) for "Aviation professional development program," establishing a theory test center for aircraft maintenance technicians and organizing short-term trainings in line with EASA Part 66 standard to enhance the knowledge of professors who teach at educational institutions with aircraft maintenance courses along with short-term trainings to develop skills of customer service agents and help fresh graduates get ready to pursue a career in the aviation market as

well as increase Thais' competency in aviation careers to reach the global standard. The project also shows the Company's support for Thailand 20 Year Strategic Plan and Thailand 4.0 policy as well as a solid cooperation to develop professionals for the Eastern Economic Corridor (EEC). The short-term trainings can also be combined with Panyapiwat Institute of Management's 2 work-based learning courses, covering 5 areas including passenger services, ramp services and cargo services



to serve the demand in the aviation market for 4 businesses: airlines, airports, cargoes and air freights, and concession-based shops and leasing spaces. Meanwhile, an aviation professional development program, managed by Panyatara Company Limited, a subsidiary of CP ALL Plc., also covers EASA Part 66 examination center which has been officially registered through AERO-Bildung, an EASA certified company.

Youth Development Camp Program

Panyapiwat Institute of Management (PIM) partnered with Pak Kret Municipality, organizing a youth development program, with an aim to provide on-going learning opportunities including out-of-classroom experiences for children to become talented and quality youth, and inspire them to have a sense of hometown pride and improve themselves to create values and transform their communities in the world where new innovations are rapidly emerging. The second year of the project operation in 2019 included skills and knowledge development activities as well as guidance for Bachelor's Degree education

for children and youth living in Pak Kret Municipality, through 7 activities booths comprising: next-generation automotive and robotics sector station, digital and intelligent electronics sector station, high-income tourism, health tourism, aviation and logistics sector station, agriculture, biotechnology, and food processing sector station, education 4.0 station, quality citizen and environment protection station and Pak Kret Municipality, resulting in engagement and sustainable benefits for the community or University Shared Value. 884 children and youth took part in the program.