PROVEN
GROUP OF COMPANIES

SUSTAINABILITY REPORT
2022-2023

Since 1996

Responsible Care®

ASEAN-OSHNET BEST PRACTICES AWARD 2016

Integrated Management System

ISO 9001: 2015

ISO 14001: 2015

ISO 45001: 2018

Responsible Care

Practice of IATF 16949: 2016

Proven Technology Industry Co., Ltd

Established in 1996 in accordance with legal permission from the Myanmar Investment Commission, the Proven Technology Industry Co., Ltd. (PTIC) is one of the leading firms in Myanmar that manufacture a number of high-tech industrial products. These include lead acid automobile batteries, industrial stand-by batteries and other various types of specialized batteries. Among them, many of the specialized types include locomotive batteries and forklift batteries.

In the year 2001, the Proven Technology Industry Company was chosen as a model company by the 'Japanese Standards Association'. Through this, the company was selected as a leading participant to attend a training and development program on 'Total Quality Management' held in Yokohama, Japan. Ever since the training, the company has been involved in quality issues and standardized procedures in the work environment.

According to the company policy of continuous improvement of quality in both products and services, the company has committed itself to ISO standard procedures since 2005. Achievement and rewards quality and credibility includes ISO 9001:2000 (QMS) certified in 2006, ISO 14001:2004(EMS) certified in 2013 and ISO 9001:2008 (QMS) certified in 2009. In further strengthening the quality circles in all spheres of the company, the "Responsible Care (RC)" system was incorporated and implemented in early 2011. Now, our company is compliance and implemented ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and practice in IATF 16949.

Overall, the company is strongly committed and dedicated to manufacture high quality TOYO Batteries in accordance with prescribed international procedures and technologies with the primary objective of achieving high customer value and customer satisfaction.

About Proven Group

The Proven Group is a leading Myanmar consortium of companies engaged in battery manufacturing, secondary lead smelting, plastic injection, and automotive-related products distribution.

We were founded in 1996 when we began producing automotive starting lead acid batteries under the brand names TOYO for car and trucks and LION for motorcycle applications in accordance with Japanese industrial standards. Since then, Proven Group has been central to the development of Myanmar's automotive industry, producing and distributing top quality products, and now comprises four companies:

PROVEN GROUP OF COMPANIES

The Proven Group is a leading Myanmar consortium of companies engaged in TOYO and LION battery manufacturing, secondary lead smelting, plastic injection, lubricants, grease, coolant, and automotive-related products distribution.

Proven Technology Industry Co., Ltd.
Yangon Metal Industry Co., Ltd.
Proven Polyworld Co., Ltd.
Proven International Co., Ltd.
Proven Distribution Co., Ltd.

Our successes have been compliant with many international standard practices, such as ISO: 9001 for Quality Management System (QMS), ISO: 14001 for Environmental Management Systems (EMS) and Occupational Health and Safety Assessment Series OHSAS:18001.

PROVEN TECHNOLOGY INDUSTRY

Proven Technology Industry Company Limited (PTIC) is Myanmar's leading lead acid battery manufacturer for automotive, industrial-standby and specialized applications.

YANGON METAL INDUSTRY

Established in 2005, Yangon Metal Industry Company Limited (YMI) is the largest lead secondary smelter in Myanmar. YMI produces 99.99% pure lead and other various lead alloys such as antimony and calcium based lead alloys.

PROVEN POLYWORLD

Our expertise lies in providing plastic injection services that transform plastic resins into quality finished products, ranging from automotive battery casing to other Original Equipment Manufacturing (OEM) products.

PROVEN INTERNATIONAL

Proven International Co., Ltd. (PI) was established in 2014 to select and distribute quality products for the automotive aftermarket sector, such as lubricants, spare parts, exterior and interior accessories.

PROVEN DISTRIBUTION

Proven Distribution Co., Ltd (PD) was established with the aims of distributing the consumers in the public with the best quality the following things: the batteries with premium quality for the vehicles to help in the sector of transportation such as motor cars, industrial vehicles, and vehicles with two wheels, three wheels and motor; TOYO and LION batteries, various types of batteries for communication and power back-up, and the spare parts of vehicles, and the materials for the maintenance of vehicles

EXECUTIVE DIRECTORS (PROVEN GROUP OF CAMPANIES)

Mrs. Mya Mya Than
Co-Founder. Board Of Directors

Mr. Kyaw Nyunt
Senior Advisor

Mr. Aung Nyunt
Corporate Governance Advisor

Mr. Than Htaik Lwin @ Alan
Chief Executive Officer (Group)

Mr. Myo Thit Aung
Executive Director (Admin & Accounts)

Mr. Aye Ko
Executive Director (Production-Group)

Mr. Tint Myo Naing
Managing Director
Yangon Metal Industry Co., Ltd.

Mr. Aung Aung Lwin
Executive Director (Procurement)
Yangon Mental Industry Co., Ltd.

Mr. Thant Zaw Oo
Distribution Director
Proven Distribution Co., Ltd

Mr. Aung Thu Si
Managing Director
Proven International Co., Ltd.

Mr. Myo Min Tun
Executive Director (Sales & Administration)
Proven International Co., Ltd.

Mr. Chia Tieng Yong
Executive Director (Technical & Production)
Proven Polyworld Co., Ltd.

EXECUTIVE DIRECTORS (PROVEN TECHNOLOGY INDUSTRY CO., LTD.)

Mr. Than Htaik Lwin @ Alan
Managing Director

Mr. Aye Ko
Executive Director (Production)

Mr. Myo Thit Aung
Admin & Accounts Director

Proven Technology Industry Company Limited (PTIC) is Myanmar's leading lead acid battery manufacturer for automotive, industrial-standby and specialized applications uses, TOYO for car and trucks and LION for motorcycle applications in accordance with Japanese industrial standards which are the brand leaders of Myanmar's automotive lead acid battery market.

Established in 1996, PTIC is dedicated to maintaining international quality product standards including ISO:9001 of Quality Management System (QMS), ISO:14001 of Environmental Management Systems (EMS) and ISO 45001 of Occupational Health and Safety Management System (OH&S). We are part of the Responsible Care initiative for enhancing environmental, health, safety and security performance in chemical related manufacturing.

Our commitments are assessed and certified by a range of internationally recognized certifications:

ISO 9001 (QMS) – for consistently providing products that meet the customer satisfaction and through IATF 16949, the Original Equipment Manufacturer (OEM) for the automotive assembly needs to comply with ISO 9001, IATF 16949, to achieve IATF certification.

ISO 14001 (EMS) – for meeting the requirements about significant environmental aspects, such as the environmental policy of our organization, the nature of our activities, products and services and the location and the conditions in which they function by the Bureau Veritas Certification, Bangkok, Thailand

ISO 45001 (OH&S) – for the satisfactory operation of our management system by the Bureau Veritas Certification, Bangkok, Thailand

Responsible Care - for our commitment to health, safety and security in the chemical industry by the Myanmar Industries Association and JETRO Yangon

ASEAN – OSHNET - best practices award 2016 in recognition for our contribution to workplace occupational safety and health by ASEAN member states and the Ministry of Labor, Invalids and Social Affairs of Vietnam.

IATF 16949 (QMS) – IATF 16949 (QMS) - IATF 16949 (QMS) - The Proven Technology Industry and Proven Distribution Co., Ltd have been striving for certification by the International Automobile Task Force (IATF). In 2023-2024, it completed the first stage 1 and stage 2 of the audit in April 2024 and recommends the certification by the Bureau Veritas Certification; Bangkok, Thailand accredited by International Automotive Oversight Bureau (**IAOB**) US.

About this report

Proven Sustainability Report Defining Principles (102-49, 102-50, 102-51, 102-52, 102-54)

Proven recognizes the importance of business growth along with its Corporate Social Responsibility to the Myanmar society. Therefore the Company has adopted a reporting process mainly based on the Global Reporting Initiative (GRI), as a tool for organizational development, Sustainability Accounting Standards Board (SASB) as a reference and the disclosure of Annual Sustainable-Development Performance, which is the 1st report of the organization.

The 2023 Sustainability Report was Proven's first report to apply the GRI Standards; This report has been prepared in accordance with the GRI Standards: Core option'. Covering 1 April 2022 to 31 March 2023, with the coverage scope limited to Proven Group of companies only.

In addition, this report presents the linkages of the Company's sustainable performance that complies with the GRI Standards, SASB standard which aligns with the United Nations Sustainable Development Goals (SDG) and also Company's Annual Report 2023. Some of the Cooperate governance topic, General disclosure, Anti-corruption and material topic will be covered by Company's Annual Report 2023.

The Defining of Report Contents & Topic Boundaries (102-46)

Proven Group considers topics related to stakeholder inclusiveness, in order to achieve business goals, such as maximizing customer satisfaction that is relevant to the modern era, expanding and strengthening value-added businesses, being a leader in quality, safety, environmentally conscious, and the society, through relevance impacts on sustainability context and topic boundaries, along with sustainability topics from the 2023 Sustainability Report, that was further reviewed to summarize relevant sustainability topics and topic boundaries.

The content of this report is based on our materiality assessment and sustainability strategy and is developed with consideration of the GRI reporting principles. The report content is developed and reviewed by representatives and relevant subject matter experts from each business unit and operational function. Top Management have reviewed the completeness-principle of the material topics, topics boundary and timeframe which consisted with the Company's sustainability operation

Significant Changes in the Report (102-10, 102-49)

The Company has initially developed the 2023 Sustainability Report.

Contact channel for Question and Recommendation (102-3, 102-53)

No. F/S-14, Bayintnaung Road, Shwe Sabei Yeikmon,
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Material Topic & Boundaries (102-47)

Material Topic (102-47)	Topic Boundaries					Sustainable Development Goals (SDG)
	Within Organization	Outside Organization				
	Proven group	Logistic	Supplier	Dealer	End User	
Economic						
Economic Performance	●					5, 7, 8, 9
Anti-corruption	Note: Refer to annual report 2023 in detail					16
Environment						
Energy	●	●				7, 8, 12, 13
Emissions	●	●				3, 12, 13,
Environmental Compliance	●	●				12, 13,
Supplier Environmental Assessment	●	●				
Social						
Employment	●					5 , 8
Labor/Management Relations	● Note: Also refer to annual report 2023					8
Occupational Health & Safety	●	●	●			3, 8
Training and Education	● Note: Also refer to annual report 2023	●	●	●		4, 5, 8
Freedom of association and collective bargaining	●					8
Customer Health & Safety/ Product Safety	●			●	●	
Customer Satisfaction	●			●	●	
Road safety	●					

OCCUPTIONAL HEALTH & SAFETY

(GRI 103-1, 103-2, 403-1, 403-4, 403-8, RT-CH-320a.2)

Safety is the heart of the Company's ongoing commitment to customer safety and the safety of associates. The Company recognizes that during the operation hours, if any type of accident occurs to associates regardless of causes, it may result in the loss of life and the property. The damage may include the loss of trust from external stakeholders toward the Company that will be difficult to regain. Therefore, the Company established the Occupational Health,

Safety, & Working Environment Policy and Occupational Health & Safety management system that was concretely approved by Managing Director, to prevent and reduce the risk of accidents and losses that may occur to associates and external persons who come in contact with the Company.
The role of the Occupational Health, Safety, & Working Environment Committee is to review the Safety Policy and Plans that are applicable to associates and external persons who come in contact

with the Company, to prevent and reduce the risk of accidents and losses that may occur, and to provide progress report to the Chairman of the Company

There are 20 members of the Committee comprise of each department representing the associates, which are 100% of workers represented by this committee.

Fire Fighting & Drill

SDG Goal – 8: Economic growth, productive employment and decent work

Proven Technology Industry Safety Measure (GRI 103-2, 103-3, 403-1, 403-2, 403-5, RT-CH-320a.2)

The Managing Director of the Company will consider the Company's vision and mission through its Occupational Health, Safety, & Working Environment Policy, which ensures safety for associates at all levels, raises safety awareness, develops safety knowledge for all personnel of every department, including compliance with safety laws. In addition, Senior Executives must be good role models to associates.

The Safety's main objective in 2022~2023 was to reduce the number of accidents at work, no fatal accident, no major accident and not more than 1 serious accident and not more than 3 minor accident.

The Company aims to have 100% of all office and factory to be safe and ready for operation. As a result, the first major measure was the establishment of a 5S Committee.

In addition, the Company prepares the Emergency Plan, with personnel development plans on the basis of safety. Moreover, all buildings and office equipment are prepared to be utilized safely and efficiently. In terms of safety measures to prevent potential accidents, every Department is responsible for providing the Monthly Incident Report to Top Executives on a monthly basis, and to provide the same report to the Occupational Health, Safety, & Working Environment Committee, by referencing the Reporting Guidelines and Accident- Collection Criteria based on the Accident Investigation procedure of Proven Technology Industry.

The purpose is to set standards for reporting and investigation of accidents/unusual incidents, to identify causes of accidents or incidents, and to prevent the recurrence.

There are establishment for the duties of related personnel, Investigation Report, the follow-up procedures, and corrective actions. In addition, the Company organizes the Safety promotion such as providing safety signature meal to all staff where no accident/incident within two months.

Though the accident statistics do not meet the zero, the Company is still committed and determined to continue the intervention with full participation of Management, associates and safety units in order to set up preventive and corrective measures in the future.

Training

In 2022~2023, Proven Technology Industry organized the Safety training course call induction 3 days training for all new employees before start work and refresher training for current employees.

Injury Rates, Occupational Disease Rates

(GRI 103-3, 403-3, 403-8, 403-9, 403-10, RT-CH-320a.1, RT-CH-320a.2, RT-CH-540a.1 , RT-CH-540a.2)

The risk rates of work-related diseases.

Statistics of Injury Rates, Occupational Disease Rates, & Labor Discontinuity Rates

Company has gathered information and statistic of injuries rate, occupational. Disease rates and injuries rates by obvious written and reported by Safety officer (professional level) and review in management review meeting by quarterly.

Associates

Injury Rates	2021	2022	2023
Fatal Injury Rates	0	0	0
Major Injury Rates	0	0	0

Contractors

Injury Rates	2021	2022	2023
Fatal Injury Rates	0	0	0
Major Injury Rates	0	0	0

Occupational Disease Rates	2021	2022	2023
Associates	0	0	0
Contractors	0	0	0

Training Courses & Safety Efficiency Improvement

In 2022-2023, the Company provided safety training courses to its associates on two main topics, namely the induction course and refresher course.

In 2022, there was a serious incident. It was considered a non-threatening incident and workmanship. After the above-mentioned incident, the Company organizes the team, in order to review the incident as per incident procedure. This team is included department head, company doctor, HR manager, safety officer and Factory manager and verifies the incident, analysis the root cause and take correction and corrective action.

All Incident Case including Minor, First aid Year of 22~23	Associates	Contractors	Associates + Contractors
Incident Cases	4	0	4
Incident Rate	0.468	0	0.468
TRC	4	0	4
TRIR	0.468	0	0.468

Exposure hours year (Apr'22 ~ Mar'23)	
Associates	1,709,877
Contractors	30,891

TRC - Total Recordable Cases includes Days Away from Work Cases, Restricted Workday Cases, and Medical Treatment Cases.
TRIR - Total Recordable Incident Rate (Number of Recordable Cases * 200,000 / Number of Exposure Hours) in a given time period.

The Risk ratio of work-related diseases to associates whose health is jeopardized from working near the risk factors such as chemicals, lead, work that is affected by extreme workplace-related noise, and hazardous workplace environment such as extreme light, noise, and heat, the Occupational Health, Safety, & Working Environment guide is required them to attend the annual medical check-ups. This annual check-up is jointly and continuously conducted by Human Resources and Occupational Medicine, especially for staffs working in the Factory site. Up to 2023 Sep, no work-related health abnormalities were found. We will test the blood lead medical check-up who work at site in Dec'2022.

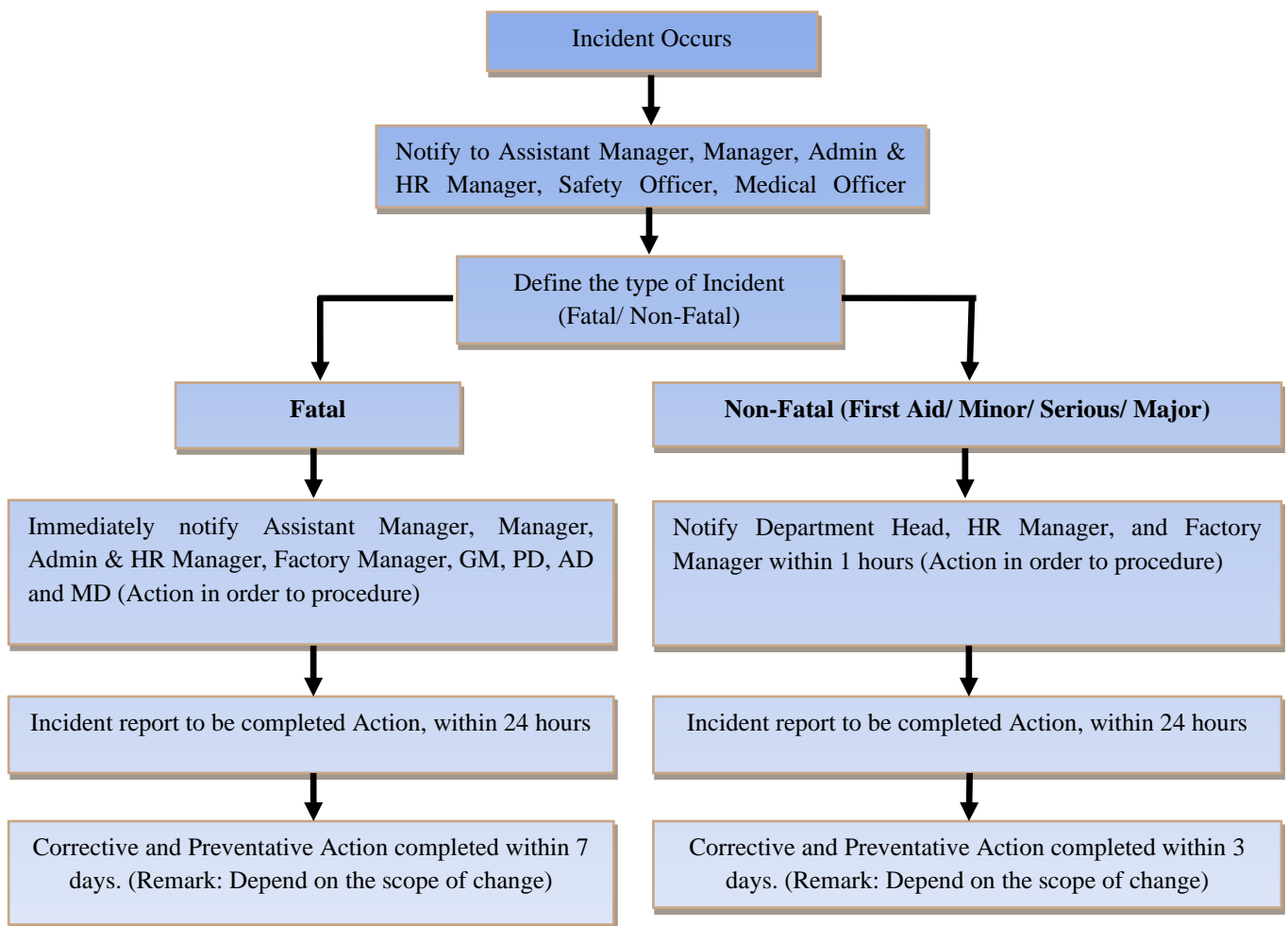| Medical Check-up who works at site	2021	2022
Total check	288	321
Passed / within std;	288	321

Annual Medical Check up

EHS Risk Management and Incident Investigation (GRI 103-2, 403-2, 403-4, 403-8)

We also cultivate a robust safety-first culture. These actions enable us to minimize safety risks and protect the health and safety of our employees, contractors and visitors. We take EHS incidents very seriously. We have a procedure and awareness for EHS incident management that enables incident reporting, investigation, and improvement. If an incident occurs, we follow it through until it is resolved and closed.

We also have reward donation to all employees as congratulation if factory had zero accident within two month continuously. This initiative motivated employees to continuously and effectively manage and improve our operations and helped mitigate EHS risks and reduce EHS incidents.

In line with EHS related laws and regulations, we further improved our EHS management system to mitigate EHS risks and safe employees. We also enhanced cooperation with RA (Risk Assessment) Team, RM (Risk Management) Team enterprises and providing EHS training and conduct onsite assessment. This helped us identify EHS risks in advance and take preventive measures. We improved EHS systems by enhancing our EHS leadership and better managing subcontractors' EHS activities. These actions led to reduced EHS incidents.

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                    ┌─────────────────────┐
                    │   Incident Occurs   │
                    └─────────┬───────────┘
                              ▼
         ┌──────────────────────────────────────────┐
         │ Notify to Assistant Manager, Manager,    │
         │ Admin & HR Manager, Safety Officer,      │
         │ Medical Officer                          │
         └─────────────────┬────────────────────────┘
                           ▼
              ┌────────────────────────────┐
              │ Define the type of Incident │
              │    (Fatal/ Non-Fatal)       │
              └────────────────────────────┘
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Fatal	Non-Fatal (First Aid/ Minor/ Serious/ Major)
Immediately notify Assistant Manager, Manager, Admin & HR Manager, Factory Manager, GM, PD, AD and MD (Action in order to procedure)	Notify Department Head, HR Manager, and Factory Manager within 1 hours (Action in order to procedure)
Incident report to be completed Action, within 24 hours	Incident report to be completed Action, within 24 hours
Corrective and Preventative Action completed within 7 days. (Remark: Depend on the scope of change)	Corrective and Preventative Action completed within 3 days. (Remark: Depend on the scope of change)

Proven Technology Industry puts safety first and takes preventive measures. Our goal is to optimize the processes and technologies relating to safety and better manage manufacturing safety.

SDG Goal – 10: Equal Opportunities and End Discrimination

Equality Organization Culture

Our organization established the equality organization and maintained the risk of social factors (including workload, work hours, victimization, harassment and bullying), leadership and the culture according to the our implemented ISO 45001 system requirement.

We have the equal rights opportunities for freedom, justice, security, equality and dignity. And also we did not discriminate of their race, origin, religion, position, status, culture, gender, living standards, and level of disability when hiring the employees.

SDG Goal – 6: Clean Drinking Water   (GRI 103-1, 103-2, 103-3, 403-3)

Drinking Water Testing

Clean water is essential not only to remain safe from disease but also to maintain good health.

Testing drinking water quality on a regular basis is an important part of maintaining a safe and reliable source. This will help ensure that the water source is being properly protected from potential contamination, and that appropriate treatment is selected and operating properly.

PTIC tested the drinking water twice a year to get the clean drinking water at laboratory at per WHO standard.

Electrolyte Beverage   (GRI 103-1, 103-2 403-3)

Providing Electrolyte Beverage

Electrolytes are minerals found in the blood that help regulate and control the balance of fluids in the body. These minerals play a role in regulating blood pressure, muscle contraction and keeps our system functioning properly.

So, we provided the Electrolyte Beverage to our factory employees everyday who work on site. It will help their electrolytes lose, sweat, muscle contractions and to reduce fatigue when during or after work.

SDG Goal – 3: Traffic Safety   (GRI 103-1, 103-2, 103-3, 403-4, 403-5)

Traffic & Road Safety

The most obvious reason for driving carefully is safety. Heavier traffic leads to a higher percentage and likelihood of accidents occurring. Around the world, more than 1.3 million people die every year in a car crash while another 50 million people are injured or disabled from crashes. In fact, car crashes are the 9th leading cause of death in the world.

We have once case of minor road incident and one near miss incident due to external factor. So, to prevent the traffic accident, PTIC provided the training (Road Safety Training, Traffic Rules & Maintenance Training), supervision, instruction and necessary requirements (first aid box, extinguisher) in the vehicle as well as reasonably practicable to ensure their safety, health and welfare when employees are operating a motor vehicle in the course of their work. And also, we allowed driving the persons who had the driving license for their driving vehicles.

Forklift Safety

Forklift driver safety training is crucial. It can minimize accidents and fatalities on the job while also reducing financial losses from damaged goods. Forklift drivers who operate this machinery without training pose an immediate danger to both themselves and everyone in the work area. So, In PTIC, every forklift operator must be trained and certified to operate the powered industrial truck in the workplace, and that the operator's performance is evaluated every year.

Health & Safety Performance for employees and sub-contractors
(GRI 103-2, 403-4, 403-8, RT-CH-320a.2)

Protecting employees and sub-contractors from harm and safeguarding their health is a key for our success. We maintain and continuously develop health, safety and welfare at work, by evaluating and analyzing the risks that can affect our employees and subcontractors and we act to make work a better place by promoting the safety condition.

Safety Officer train and awareness to all the subcontractors about the safe work procedure for workplace safety including prevention measures and safety plans and permit to work system on the safety requirements to meet their expected.
Permit to work procedure are implemented for internal employee process and also all 100% contractors work. Safety officer verified the permit to work process and control measure are in place before allow permit to work.

We aim to expand and promote employees' health and well-being through Health & Safety Program and local initiatives. This helps us to anticipate risks and take preventive action. To improve awareness and promote a healthy lifestyle for employees, we make the event included health talks and screenings, sporting and exercise, provided healthy food and drink.

We constantly strive to strengthen our safety culture by re-enforcing safe behaviors and working conditions through visits, training, audits, best practice sharing and communication. We prioritize the prevention of potential employee exposure to chemicals, fire and we work to minimize the risks around machinery, handling and materials. We regularly identify and assess any risks in our operations and take appropriate action to mitigate them.

Beside, we took immediate action all of the incident and more focused by enforcing our safety practices and procedures. Until now, we have only monitored the Lost Time Injuries (LTI) incident rate, which only records major incidents with days lost.

Environment, Health & Safety Training (Factory - Internal, External)

(GRI 103-2, 403-4, 403-5,)

Training Course	Location	Trainer	Number of Trainees	Training Hours	Year
Internal Training (Factory)					
1. Electrical Safety Training	Training Room	Asst; Supervisor (Maintenance Dept;)	24	2 Hrs	Apr'22
2. Chemical Handling & Storage Training	Training Room	Division Head (QC Dept;)	8	2 Hrs	May'22
3. Material Handling - 1	Training Room	Safety Officer	13	2 Hrs	May'22
4. Material Handling - 2	Training Room	Safety Officer	8	2 Hrs	May'22
5. Hand-fork Handling Safety Awareness Training	Plant-1	Safety Officer	43	30 mins	June'22
6. General Safety Training for new employees	Training Room	Safety Officer	15	1 day	June'22
7. Sub-contractor Safety Training	Training Room	Safety Officer	12	2 Hrs	June'22
8. Hand-fork Handling Safety Awareness Training	Plant-2	Safety Officer	36	30 mins	June'22
9. Safety Leadership Training	Training Room	Safety Officer	27	3 Hrs	July'22
10. Forklift Safety Training	Training Room	Safety Officer	8	2 Hrs	July'22
11. Confined Space and Working at Height Training	Training Room	Safety Officer	14	4 Hrs	Aug'22
12. Chemical General Knowledge Handling and Storage	Training Room	Division Head (QC Dept;)	19	2 Hrs	Aug'22
13. Incident Notification , Recording, Investigation and Reporting Training	Training Room	Sustainability Officer	31	1 day	Sept'22
14. Risk Management	Training Room	Sustainability Officer	32	1 Day	Sept'22

Environment, Health & Safety Training (Factory - Internal, External)
(GRI 103-2, 403-4, 403-5,)

Training Course	Location	Trainer	Number of Trainees	Training Hours	Year
Internal Training (Factory)					
15. Fire Safety Training	Training Room	Safety Officer	13	2 Hrs	Oct'22
16. ISO awareness Training	Training Room	Management Representative (Group)	12	3 Hrs	Oct'22
17. Disaster Training	Training Room	Safety Officer & Disaster Committee	34	2 Hrs	Oct'22
18. Fire Fighting & Emergency Escape Drill Training	Plant-2	Safety Officer & Fire Fighting Committee	All Employees	2 Hrs	Oct'22
19. Safety Supervisory Training	Training Room	Safety Officer	17	2 Hrs	Nov'22
20. Sub-contractor Meeting & Training	Training Room	Safety Officer	13	2 Hrs	Nov'22
21. General Safety Training for new employees	Training Room	Safety Officer	17	1 day	Nov'22
22. Acid Handling & Storage Training and Drill	Training Room & On site	Division Head QC Dept;	9	2 Hrs	Dec'22
23. General Safety Training for new employees	Training Room	Safety Officer	23	1 Day	Dec'22
24. Sub-contractor Training	Training Room	Safety Officer	9	2 Hrs	Dec'22
25. General Safety Training for new employees	Training Room	Safety Officer	42	1 Day	Jan'23
26. Fire Fighting and Fire Equipment Awareness Training	On – Site (For Security In-charge)	Admin Supervisor	3	1:30 Hrs	Jan'23
27. Forklift Safety & Driving Test Training	Training Room	Safety Officer	62	2 Hrs	Jan'23
28. ISO Awareness Training	Training Room	Management Representative (Group)	16	3 Hrs	Feb'23

Environment, Health & Safety Training (Factory - Internal, External)

(GRI 103-2, 403-4, 403-5,)

Training Course	Location	Trainer	Number of Trainees	Training Hours	Year
Internal Training (Factory)					
29. Crane Safety Training	Training Room	Safety Officer	20	2 Hrs	Feb'23
30. Sub-contractor Training (General Worker)	Training Room	Safety Officer	13	2 Hrs	Feb'23
External Training (Factory)					
1. Laboratory Safety Training	Online Course	ESCO Myanmar	2	2 Hrs	Nov'23

Environment, Health & Safety Training (PD - Internal, External)

Training Course	Location	Trainer	Number of Trainees	Training Hours	Year
Internal Training (PD)					
1. Introduction to OSH	Pent-house (PD)	SDG Officer	115	1	Mar to Nov
2. Understanding on OSH	Pent-house (PD)	SDG Officer	115	1	Mar to Nov
3. Understanding on Hazard	Pent-house (PD)	SDG Officer	115	1:30	Mar to Nov
4. Principle of OSH	Pent-house (PD)	SDG Officer	115	2	Mar to Nov
5. Fire Awareness Training	Pent-house (HO)	SDG Officer	15	1	Jun'2022
6. Road Safety & Safe Drive	Pent-house (PD)	SDG Officer	19	1	July'2022
7. Chemical Handling & Storage	PTIC	QC Division Head	2	2	Aug'2022

(GRI 103-2, 403-4, 403-5,)

Training Course	Location	Trainer	Number of Trainees	Training Hours	Year
Internal Training (PD)					
8. Chemical General Safety	Pent-house (HO)	SDG Officer	10	1	Sept'2022
9. Fire Fighting (Drill)	PTIC	Safety Officer	24	1	Nov'2022
10. Fire Fighting /Emergency Drill	Pent-house (HO)	SDG Officer	31	2	Feb'2023
11. Fundamental of Safety Training	Pent-house (HO)	Video Record	6	1	Mar'2023
External Training (PD)					
1. Road Safety & Safe Drive	Pent-house (HO)	U Sai Nay Lin Han	46	4	Mar'2023

Social Security Board

(GRI 103-2, 403-3, 403-6, 403-8, RT-CH-320a.2)

Proven provide to all employees social insurance protection monthly, SSB insurance fees can cover their medical care, sickness, maternity and work injury. There is the collection of contributions for medical benefit for patients, disability benefit and survivor benefit.

In addition, they come to our factory in 12 May 2022 and medical care for our entire employee's healthy.

(GRI 103-2, 403-4, 403-5)

SDG Goal – 13: Disaster Risk Action and Drill

Environmental and Occupational health & safety Training

The internal and external training are made accordingly Human Resource (PTIC & PD) training plan and some of the trainings are celebrated according to the needs of the business. In each training course, internal trainers are experts who have experience in their respective field and for external trainings; HR selected the candidates those who are eligible in their designated post and send training related with their purpose. After they return back to the company, they retrain the workers in the workplace. Beside, for all of the trainings, trainers and trainees made sure evaluation on their training effective.


Fire Fighting & Drill

Fire drills allow employees to practice evacuation points in a simulated situation to ensure they are fully aware of how to safely exit the building. The more familiar employees are with fire drill, the higher the chance that employee remains safe and well during an emergency.

Fire drills allow employees to practice exiting the workplace in the event of an emergency. A practiced exit plan will allow everyone to respond quickly, calmly, and safely in the event of a real emergency. a high-rise building, fire drills should be conducted more frequently.

Employees benefit from practice because it deepens their understanding and increases familiarity with the Fire Fighting Apparatus. Similarly, drills are useful to reinforce and practice more rote knowledge and skills. With both methods, employees are activating knowledge through application.
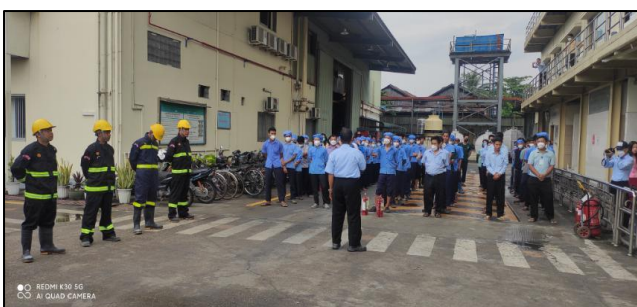
Disaster Emergency Preparedness   (GRI 103-1, 103-2, 103-3, 403-4, 403-5)

Disasters disrupt hundreds of thousands of lives every year. Each disaster has lasting effects, both to people and property. If a disaster occurs in our community, local government and disaster-relief organizations will try to help us, but we need to be ready as well. Local responders may not be able to reach us immediately, or they may need to focus their efforts elsewhere.

Disaster drills process: Alarm to awareness all employees, Carry the diesel and Close the Gas valve chemical tank to away (safe area), Close the Gas valve and Carry the gas cylinder to away (Safe Area)

Disaster drills are critical to provide experience and a sense of competence if a real disaster were to strike. We also provided a way to see where the system.
PTIC management aims to reduce, or avoid the potential losses from hazards, assure prompt and appropriate assistance to victims of disaster, and achieve rapid and effective recovery.

- Being prepared can reduce fear, anxiety, and losses that accompany disasters. ...
- Employees also can reduce the impact of disasters and sometimes avoid the danger completely.

The objective is:

- Prevent fatalities and injuries.
- Reduce damage to buildings, stock, and equipment.
- Protect the environment and the community.
- Accelerate the resumption of normal operations."

Environmental and Occupational health & safety program

No	Description	Program	Year of 2022 ~ 2023
1	To improve the fire protection system (GRI 403-1, 403-8)	- Regular checking for Fire extinguisher, hose reel, hydrant, alarm, smoke detector, etc…	12 Times
2	To promote of hazards and risk assessment (GRI 403-2)	- Identification and confirmation of hazards identification and risk assessment reviewing	1 Time
3	To improve Environmental Management System, Occupational Health and Safety Program (GRI 403-1, 403-8)	- Environment, Occupational Health and Safety Internal Auditing	4 Times
4	Monitoring of working area air quality (GRI 403-1, 403-8, RT-CH-320a.2)	- Air quality test by Occupational and Environmental Health Laboratory (every three years)	(Will test in June'2023) Test in every 3 year
5	To improve sub-contractor safety (GRI 403-4, 403-8)	- Permit To Work System before starting the sub-contractor work	Every work
6	To improve of overhead crane condition (GRI 403-1, 403-8)	- Inspection of overhead crane condition from Locomotive Workshop, Insein	1 Time
7	To protect blood lead pressure of all employees (Annual Medical Checkup) (GRI 403-3)	- Testing of blood lead pressure level	1 Time
8	To improve work place safety (GRI 403-1, 403-8)	- Gas Leakage monitoring at all factory site gas pipelines	5 Times
		- Monitoring of light & noise condition to safe employees at workplace and better environment	3 Times
9	To use for first aid condition (GRI 403-1, 403-8)	- Providing First Aid Box at all security gates	15 Times
10	Employees health & nutritive (GRI 403-3, RT-CH-320a.2)	- Providing of laundry service system for workplace In/Out	Daily
		- Providing of nitrous foods (Electrolyte Beverage Juice, Banana, Noodle, Egg, etc…)	Daily
11	To provide purify drinking water (GRI 403-3)	- Test Analysis of bacteriologically satisfactory for drinking purpose.	2 Time
12	To know how to reduce the disaster risk (GRI 403-1, 403-4, 403-5, 403-8)	- Awareness the Disaster (Earthquake, Storm, Flood, etc..) - Risk Management Training (External Trainer)	1 Time

No	Description	Program	Year of 2022 ~ 2023
13	Procedure & Process (GRI 403-1, 403-2, 403-8)	- Accident investigation procedure - EHS Procedure (Safe Work Procedure) - Quality Management System - Occupational Health & Safety Management System - Environmental Management System	Certified ISO 14001: 2015 ISO 45001:2018
14	Management Review meeting (GRI 403-1, 403-8)	- Review Occupational Health & Safety and Energy, Environmental Management system performance and effectiveness	3 Times
15	Safety Promotion (GRI 403-6)	- Provide meal to all employees when no any accident within continue two month	3 Time
16	To consult Employee Health (GRI 403-3, RT-CH-320a.2)	- Medical consultation at workplace	Daily
17	To reduce incident at confine space (GRI 403-1, 403-8)	- Permit To Work System before starting work at confine space	Always
18	To reduce the incident and good performance (GRI 403-1, 403-8)	- Contractor evaluation process	1 Time
19	To awareness for QHSE policy and instruction (GRI 403-8, 403-5)	- Assembly meeting at every Monday	Weekly
20	To reduce Machine incident and Accurate the test result (GRI 403-1, 403-8)	- Calibration of Master Tools and Equipment by third parties - Verification of all depts; machine tools and equipment (Internal)	1 Time 2 Times
21	Environmental Aspect and Impact (GRI 403-1, 403-8)	- Reviewing the control of environmental aspec and impact	1 Time
22	Legal and other requirement (GRI 403-1, 403-8, 307-1)	- Input the up to date legal and, reviewing for the environmental health and safety	1 Time
23	Checking and Monitoring of public drainage waste water result (GRI 403-1, 403-8, 306-2)	- Testing of Waste Water Quality in Factory (External Laboratory) - Monitoring of Waste Water PH level before disposal to the rain gutter	1 Time Daily

No	Description	Program	Year of 2022 ~ 2023
24	To improve environmental protection in workplace (GRI 403-1, 403-8)	- Servicing of Environmental Health and Safety Machine To get cleaning/ ventilation air system in the workplace and environment	3 Times
25	To improve environmental protection in workplace (GRI 403-1, 403-8)	- Chemical Spillage Drill	3 Times
		- Monitoring of water quality PH level at factory's outlet to external	Daily
26	To improve of observation Process Safety (GRI 403-4, 403-5)	- Machine, Electrical, Chemical training	11 Times
		- Safety Member Meeting for working safe condition	
		- Process safety Awareness Training on New Employee	11 Times
27	To Promote of Emergency Response (GRI 403-1, 403-4, 403-5, 403-8)	- Implementation of Emergency Response Drill (Fire/ storm & earthquake)	1 Time
28	Checking & Monitoring (GRI 403-1, 403-8)	- Safety Patrol	3 Times
		- Daily Announcement to wear PPE and 5S activity at the workplace.	Daily
29	To Promote of forklift operation safety (GRI 403-4, 403-5)	- Forklift operation safety awareness training	2 Time
30	To promote of Fire emergency and first aid plan for trip and driver safety (GRI 403-1, 403-8)	- Fire extinguisher, First aid kit monitoring and check inside the truck/car	12 Times
31	Safety Instruction for battery (GRI 403-1, 403-8)	- Provide safety Instruction for battery	All packing box have been indicated for instruction
		- Uploaded the instruction and troubleshooting instruction at website	Website
32	Energy warning sign to minimize the miss use of energy (GRI 302-4)	- Energy warning sign (Switch Off light, power, air con when not in use)	Warning Sign
33	Business Community Plan & Risk Management (GRI 403-2)	Review Business risk and plan to control	2 Times

(GRI 103-2, 403-1, 403-2, 403-5, 403-8, RT-CH-320a.2, RT-CH-410b.1)

Managing hazardous substances

Battery manufacturing process uses substances and materials that can be present health, safety and environmental impact.

We are committed to mitigating the risks related to our activities. Therefore, we focus our efforts on reducing usage chemical, controlling waste and environmental effect while complying with legal and customer requirements.

All our manufacturing sites identify and assess risk, define appropriate working area and we aim to make sure workers are protected, consider the risks linked to hazardous substances and respect safety measures. We also ensure that first aiders, emergency response teams and equipment safety and workplace environment controls are well prepared in case of any incidents. In addition, we have accordingly labelling, training, availability of personal protective equipment and emergency preparedness. We have appointed third-party experts to conduct audits for occupational health and safety and environment at all our manufacturing and distribution sites.

SDG Goal-9: Industry, Innovation and Infrastructure

AA Spectrometer for Product Quality and Waste Water Quality Test

AA Spectrometer

Proven Technology Industry Company Limited invested the Atomic Absorption Spectrometer in 2021 which is aim to prevent the environment the disposal of waste water by testing monthly and to take the action for environment impact and also to verify the quality of water which is used for production process.

Furthermore, Atomic Absorption Spectrometer analytical instrument is based on the principle of atomic absorption spectroscopy and is very useful to detect the metal ion concentration present in drinking water samples and can detect elements in either liquid or solid samples through the application of characteristic wavelengths of electromagnetic radiation from a light source.

By analyzing the water quality monthly, we can know what particles are over the standard and can search the ways how to prevent the root-cause by taking action immediately.

Water Quality Testing by AA Spectrometer

Air Shower Unit

We provided air shower unit to employees to clean their body who related to the production before entering to the dining room/ cafeteria.
Note: Stop to use of air shower unit after covid-19 occur in Myanmar.

Emergency Equipment

Employees who work related to any hazardous particle or liquid, they can use emergency eye wash and water shower for any emergency purpose.

Emergency Shower

Company Clinic

- We not only care employees' safety but also their health and well-being.
- Free Clinic Service is provided to all employees.
- Appointed Company Medical Doctors.

Laundry Service   (GRI 403-6)

We provided laundry service to employees to prevent the lead poison and exposure to their families and love.
They change their uniform before entering into workplace and return their uniform to the free laundry service before they are leaving from the work place.
Note: Stop to use of air shower unit after covid-19 occur in Myanmar.

Clean and Hygienic Cafeteria (Nutritional Supplement)   (GRI 403-6)

- All employees have lunch/ dinner at the clean and hygienic cafeteria.

- Providing of nutritional supplement foods for all employees daily (Electrolyte Beverage Juice, Banana, Sora bean juice, Bread, Egg, etc…

Customer Health & Safety

Health and safety is vital to ensuring businesses run smoothly and to make sure employees as well as customers are protected that can cause injury. We have been ensured the health and safety of our customers while visiting at our premises by providing awareness of visitor guide which is relevant with visitor Health & Safety before entry to our premises.

Product Safety

Product safety is one that provides either no risk or a minimum acceptable level of risk, taking into account the normal or reasonably foreseeable use of the product and the need to maintain a high level of protection for consumers.

PTIC developed the product safety procedures as per guide line from IATF 16949 in February 2023. Manufacturing team review and control product safety characteristic in below

- Identify product safety characteristic (Explosion, Handle broken, Leakage)
- Product Design Risk and Process Risk (FMEA) analysis
- Quality control & product validation for Handle tensile strength, battery terminal welding process, polarity sign, air vent blockage, battery sealing process.
- Train the skill person which is relevant with product safety process
- Outsource quality control and Internal quality control which is relevant with product safety
- Lesson learn from product fault and monitoring of improvement

So far, there are no know incident regarding about customer incident due to product quality safety.

Product user instruction and service labeling

Proven Technology Industry compliance with global and labeling information requirements. PTIC have been implemented of product and service information, such as compliance with global and product labeling requirements and the applicability of regulations, legislation and other Responsible Care related requirements.

Our product has a globally harmonized Safety Data Sheet that provides essential information on chemical and physical characteristics, safe handling, spill and emergency response measures, user instruction, disposal and contact numbers. We maintain informational contact with suppliers and customers throughout our product value chains. In 2019 to 2023 there were no known incidents of non-compliance with product health, safety.

GHS Labelling for Transportation truck

Covid-19 Prevention (GRI 103-1, 103-2, 403-3, 403-4, 403-5, 403-6, RT-CH-320a.2)

SDG Goal – 3: Good Health and Well being

Coronavirus Disease 2019 (COVID-19) is a respiratory disease; it has spread from China to many other countries around the world. Depending on the severity of Covid-19's impacts, affected all aspects of daily life and workplace. During this period of unprecedented challenge related to the COVID-19 pandemic, Proven Technology Industry Co.,ltd is working to support our customers, associates, business partners and communities across Myanmar where people are suffering the devastating effects of this health crisis. Following is a summary of the actions Proven Technology Industry Co.,ltd has taken, thus far, in response to the COVID-19 pandemic regarding its customers, associates, business operations and community partners.

- *Implementation of Health & Safety Policy on Covid-19*
- *Implementation in Business Continuity Committee*
- *Implementation of Covid-19 Emergency Plan*
- *CSR activities for Employees and Customers*
- *Covid Vaccine for all Employees*

So, to reduce the impact of Covid-19 conditions on workplace, we established and planned for Covid-19 prevention involving the specific exposure risks, sources of exposure, routes of transmission, and other characteristics.

To reduce the risk of worker exposure to Covid-19, we focused on jobs classified and provided specific recommendations for workers within specific risk. We developed Covid-19 preparedness and response procedure that can help guide protective actions against Covid-19. We considered Covid-19 prevention activities associated with various workplaces and job tasks workers perform at sites.

(GRI 103-2, 103-3, 403-3, 403-4, 403-5, 403-6, 403-7, RT-CH-320a.2)

Covid-19 Vaccination

Since Proven Group connected Shwe Pyi Thar Industrial Zone Committee Office for Covid-19 vaccine, the doctors from Shwe Pyi Thar Health Center have been coming to vaccinate all employees. By vaccinating to all employees, we can reduce the risk of getting and spreading the virus that causes COVID-19 and highly effective at preventing hospitalization and death, including against this variant.

Covid Vaccination	Dead Rate
Covid dead rate	0

Response to COVID-19 Will Make Us All Stronger (103-2, GRI 403-6, 403-7, RT-CH-320a.2)

We also are conducting a special matching gift program that enables Proven Technology Industry associates to make donations to food programs in their local communities, with Proven Technology Industry matching for each individual contribution including badly needed equipment such as gloves, face shields, protective masks, alcohol wipes, and hand sanitizer, rice and cooking oil.

We have always found that difficult times, even tragic ones like this COVID-19 pandemic, can bring out the best in people. Without question, what we are most proud about with Proven Technology Industry's response to this crisis is the efforts of our associates. Whether it's using PPE to protect healthcare workers, learning how to social distancing to save lives, build remote work culture in effective and efficient way and good communication by performing IT technology and contributing as a Virtual Volunteer, We are humbled by the efforts of our team to support the community, our suppliers, contractors and our customers.

COVID-19 is an unprecedented challenge for sure, but we have seen an unprecedented response as well from Proven Technology Industry associates and from good people across the country. These contributions serve as continued motivation to do even more. As a company, and as a country, we believe these challenging times will make us stronger.

Economic Issue & Business Management

(GRI 103-1, 103-2, 103-3)

Myanmar's economy remains subject to significant frequently change of government policy, challenge and opportunity. Policy changes continue to create opportunities, uncertainty and obstacles for doing business, with further regulations and restrictions introduced on international trade and financial transfers.

The business environment is challenge & opportunities to improve materially while electricity & diesel shortages, logistics disruptions, trade and foreign exchange restrictions, and regulatory uncertainty persist.

Proven group faced below situation and plan to react to sustain the business.

- *Electricity shortage*
- *Diesel shortages*
- *Logistic disruption*
- *Trade and Foreign Exchange policy*

Proven group implement the following program

- Monitor the effectiveness of energy usage and set up energy monitoring program
- Increase the diesel storage capacity and monitor the min level
- Communicate and research more alternative utility supply suppliers
- Development of Solar System to support electricity and diesel usage
- Closely monitor the bank, suppliers, trade policy, foreign exchange policy and comply the legal requirement
- Attend seminar, relevant communities and discussion
- Regular internal meeting and feasible of alternative production solution

Even those Proven face the obstacle above issue throughout hard working and coordination of the meeting, Proven overcome the business loss due to material shortage, lack of utility supply, logistic disruption, trade, foreign and comply the legal requirement on timely.

(GRI 103-1, 103-2, 403-4, 403-5)

Total Quality Management

Total quality management (TQM) describes a management approach to long-term success and business sustainability through customer satisfaction, health & safety, environment and engagement of people. In a TQM effort, all members of a Proven participate in improving processes, products, services, and the culture in which we work. Proven Technology Industry has been practicing the Total Quality Management System since 2001. To date, we established four committees such as Quality Control Circle, 5S, Safety and Suggestion Committees. Those committees cooperated with employees to continual improvement in quality of products and services, environmental performance, health & safety and suggestion of the technology, improvement of company.

QCC committee

Proven Technology Industry recognize that continual Quality improvement is crucial to the growth of the company but also setting the work place standards to achieve the consistence quality will help to build the brand royalty. Our company QCC committee is responsible to provide the necessary planning and monitor on quality issues and approach to long-term success through customer satisfaction. After that, all members were participating and discus in improving processes, products, services and the culture in which workplace.

5S committee

5S committee is provided for organizing, cleaning, developing and sustaining a productive work environment. Our committee main purpose is to improve efficiency by eliminating the waste of motion looking for tools, materials or information. Other benefits include improved safety and morale due to improvements in the work environment.

Safety Committee

The responsibility of safety committee is to review all safety and health policies and procedures established by the agency pertaining to hazards management. Committee reviewed the incidents involving work-related fatalities, injuries, illnesses or near misses related to hazards management. Beside, committee performed to increase awareness of health and safety issues among workers, supervisors, and managers; and develop strategies to make the work environment safe and healthy.

Suggestion committee

We organized the suggestion committee to get an opportunity for state employees to be recognized for their suggestions. Suggestion committee is evaluates eligible suggestions received from employees and determine which suggestions should or should not be approved and the level of award to be granted for approved suggestions. Through this program, employees can earn cash/ recognition award from their suggestion for quality, environment, safety improving thoughts and cost saving ideas.
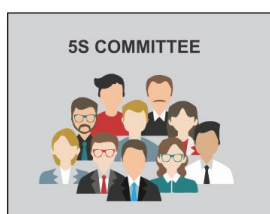
ASEAN-OSHNET (GRI 103-1, 403-1)

The ASEAN-OSHNET (ASEAN Occupational Safety and Health Network) has its origin in the ILO Programmed for the Improvement of Working Condition and Environment (PIACT), which was launched in 1976. At an ILO seminar held in 1984 for the ASEAN countries, it was recommended to establish a regional center to collect and disseminate information with in ASEAN and to manage research and training for the improvement of working condition and environment

The idea to develop a project network in improving condition was agreed by the First ASEAN Labor Technical Working Group Meeting held in October 1984 in Manila, and then proposal was approved by The 5th ASEAN Labor Minister Meeting held in Manila at the same time.

In 1995, the ASEAN Secretariat obtained UNDP funding of conduct a feasibility study to establish an ASEAN Training Center/network for Improvement of Working Condition and Environment. The feasibility study was conducted in 1996, and workshop to review the feasibility study was convened in Manila in October 1996. The workshop attended by headed of National OSH Center and national experts from seven ASEAN member countries, agreed to the following five recommendations:

1. To establish the ASEAN-OSHNET among the National OSH Centers in ASEAN members countries
2. To form an ASEAN-OSHNET Coordinating Board comprising the heads of National OSH Centers or their equivalent, which report directly to ASEAN Subcommittee on Labor Affairs (ASCLA). The Board will oversee the operation of the ASEAN-OSHNET, the planning and implementation of its Plan of Action.
3. The ASEAN-OSHNET Coordinating Board will meet twice a year, and its immediate task will be to establish the secretariat of the network.
4. That the ASEAN-OSHNET was considered as a flagship project of ASCKA, and,
5. To include six projects under the Proposed Four Year Plan of Action (FYPA).

ASEAN-OSHNENT Coordinating Board and Its Function

The Coordinating Board comprises one representative from each ASEAN member country, as designated by the respective government, a representative of the Secretary-General of ASEAN (ex-officio). The representative of each member country is preferably the head of the National Occupational Safety and Health Centre, or its equivalent.

Benefits for Southeast Asia

Programmed of the ASEAN-OSHNET will increase awareness, knowledge and skill in OSH for all concerning parties. The multiplier effects will encourage and motivate industrial society, including small and medium enterprises to implement OSH at their workplaces properly and improve their working conditions. These efforts will contribute significantly to the promotion of human resources development, and to the creation of productive and competitive manpower, as one important component of Hanoi Plan of Action.

ASEAN-OSHNET Best Practice Award
(GRI 103-1, 103-2, 403-1)

ASEAN-OSHNET was established in 2000 with the aim of acting as an effective network in fostering a safe and healthy working environment to bring about a productive and competitive workforce striving to bring about a better quality of life.

In 2016, PTIC was selected as the winner for ASEAN-OSHNET Best Practice Award in the Union of Republic of Myanmar.

Proven Technology Industry won best practice award with an intention to deepen constructive cooperation and strengthen solidarity among occupational safety and health institutions in the ASEAN community.

The Awards would cultivate better awareness and greater involvement of business leaders in achieving the mindset that all work injuries and ill health are preventable in ASEAN Member States (AMS).

Responsible Care

(GRI 103-1, 103-2, 102-13, 403-4,403- 5, RT-CH-410b.1, RT-CH-410b.2)

Responsible Care is a global initiative that began in Canada in 1984, was enacted by the U.S. chemical industry in 1988, and today is practiced in 68 economies around the world. Participation in Responsible Care is a condition of membership for ACC members and Responsible Care Partner companies, all of which have made CEO-level commitments to uphold the program elements.

The Responsible Care Guiding Principles are at the heart of the Responsible Care commitment—through these principles, members and Partners pledge to improve environmental, health, safety and security (EHS&S) performance for facilities, processes and products throughout the entire operating system.

Companies also are committed to open and transparent reporting and undergo mandatory headquarters and facility audits to certify their performance.

Responsible Care® is the chemical manufacturing industry's environmental, health, safety and security performance initiative. For more than 30 years, Responsible Care has helped American Chemistry Council (ACC) member companies significantly enhance their performance and improve the health and safety of their employees, the communities in which they operate and the environment as a whole.

Responsible Care & Sustainability – to help manufacturers and their supply chain work together to solve our world's most pressing sustainability challenges

Responsible Care Member and Practicing

Proven Technology Industry has also been practicing the Responsible Care since 2011. PTIC has been implemented and practice on RC activities to continuous improvement in the areas of environmental protection, energy usage and reduction, health and safety and to ensure that our products pose no risk to people and the environment when used responsibly and in the intended manner.

Environment

SDG Goal-12: Responsible Consumption and Production

Environmental Friendly Business Operation (GRI 103-2, 103-3, 307-1, RT-CH-130a.1)

The Company is committed to the environment and energy performance in accordance with **Environmental Management System (ISO 14001: 2015)**, as well as establishing an Environmental Policy to raise awareness of its associates, dealers nationwide, and key business partners and ongoing manners.

PTIC is strongly committed and dedicated to manufacture high quality TOYO Batteries with conservation program in accordance with prescribed international procedures and technologies with the primary objective of achieving high customer value and customer satisfaction. Beside, we have done environmental management system and Occupational Health and Safety which is to protect environment from the impact of an organization's activities and employees' health and safety.

Proven Technology Industry is consuming energy about 13 million kWh in 22~23. Most are electricity energy from national grid and when power cut-off time, plant use diesel generator for plant power supply.

Environmental Compliance (GRI 103-1, 103-2, 103-3, 307-1, RT-CH-530a.1)

Proven Technology Industry's business processes focus on environmentally friendly operations. Some processes require the company to comply with environmental laws and regulations, such as the quality of wastewater and air quality.

The company continuously ran the operation according to the legal provision, e.g. Rules and Regulations set by Department of Industrial Works, law of Department of Labor Protection, laws on occupational safety and health and work environment, and other acts concerning operation related with chemicals, work environment and air ventilation, drain water quality and waste water treatment, hazardous waste and non-hazardous industrial waste storage, transportation and elimination, etc. The procedure shall be supervised through Environment Management System by the officer in charge and Company's internal auditors for consistency, accuracy and completeness as required by law. The result of legal operation is reported to the management for review quarterly a year in the Management Review Meeting. Proven Technology Industry has complied with all applicable law and did not get any penalty according to laws and regulations on environment until now.

ENERGY & ENVIRONMENT

(GRI 103-1, 103-2, 306-1)

We strive to minimize the impact of our activities on the environment and to develop products which contribute to a green world.

Our strategy and commitment is to decrease our use of natural resources, reducing waste and emissions, and preventing pollution, while complying with applicable regulations and standards.

The management of our environmental programs is in line with international standards, ISO 14001. Our environmental performance and management systems are regularly evaluated through external certifications and internal audits.

ISO 14001:2015

Waste Disposal   (GRI 103-2, 306-2, RT-CH-150a.1)

Waste Disposing are separated at the sources into 4 types. They are Paper Waste, Plastic Waste, General Waste and Hazardous Waste. Each type has been managed by suitable methods.

Paper Waste Disposal & Recycle System

Recycling paper helps to reduce greenhouse gas emissions that can contribute to climate change. It takes less energy and water to recycle paper than to create new paper from trees. For Paper, PTIC control exercises paper usage such as reusing one-sided used office paper, monitoring of paper usage by each department and also we sold the other cartons and papers waste to the recycling buyer to reduce the effects of environment by using the recycling system. Reduces the amount of waste sent to landfills and incinerators.

- Conserves natural resources such as timber.
- Prevents pollution by reducing the need to collect new raw materials.
- Cost-saving

Plastic Waste Disposal & Recycle System

Plastic can take hundreds or even thousands of years to break down so the environmental damage is long-lasting. Plastics can impact serious environment pollution such as soil pollution, water pollution, and air pollution.

For Factory plastic Waste, PTIC sold to the recycling buyer because Plastic Recycling helps to reduce the effects of environment and the consumption of fresh raw materials. We want to move towards a more circular economy, so that more plastic has the best possible chance to reused or recycled. Proven group invested plastic recycle machine at Yangon Metal Industry for battery plastic recycle process. Batteries contain a number of plastic container, cover and recycling of them by Yangon Metal Industry.

Plastic Recycling Plant at YMI
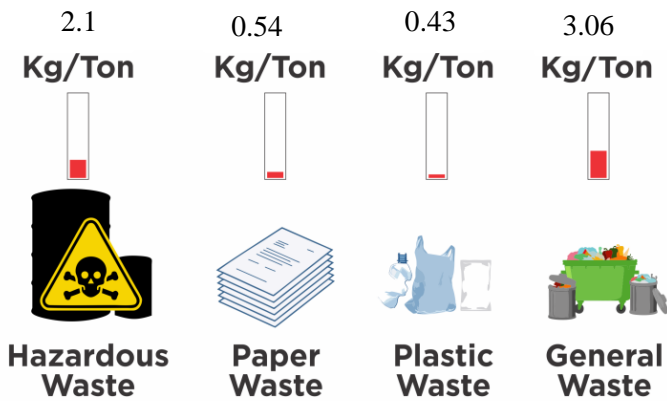
General Waste Disposal

General Waste means the waste which cannot be able to non-recycle and also non-hazardous. We dispose the general waste by communicating with Yangon City Development Committee (YCDC).

Hazardous Waste Disposal

We did not dispose the hazardous waste in landfill and waste bins like ordinary waste and give the awareness to all employees to dispose the separated hazardous waste bin. Because, it can cause harm or damage to humans, animals, or the environment. So, we dispose the final hazardous solid wastes at authorized sites. For hazardous liquid waste, we sent to the waste water treatment plant from pipe line and disposed after the treatment system. Other hazardous waste, we dispose the waste to YCDC.

(Apr'2022 to Mar'2023) Total Waste Disposal (kg/ton)
(GRI 103-3, 306-3, 306-4, 306-5, RT-CH-150a.1)

2.1 Kg/Ton	0.54 Kg/Ton	0.43 Kg/Ton	3.06 Kg/Ton
Hazardous Waste	Paper Waste	Plastic Waste	General Waste

From Apr'22 to Mar'23 Waste Disposal (kg/ton)

Paper Waste Recycle is 0.54 kg per ton of production

Plastic Waste Recycle is 0.43 kg per ton of production

General Waste Disposal is 3.06 kg per ton of production

Hazardous Waste Disposal is 2.1 kg per ton of production

MANUFACTURE — SELL — RECYCLE
PROGEN GROUP OF COMPANIES

Prevention of Environmental Impacts from Lead Acid Battery

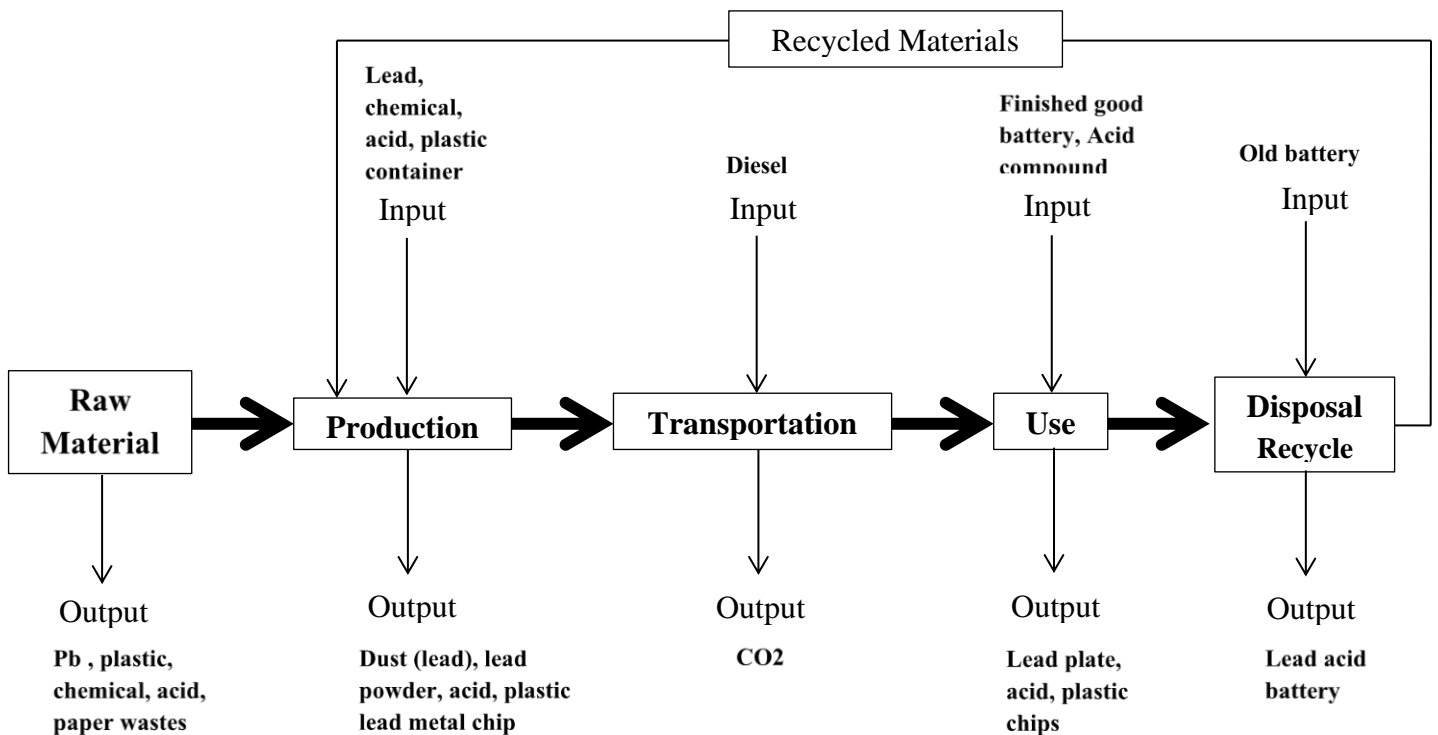(GRI 103-2, 306-2, 306-4, 306-5, RT-CH-150a.1)

We aim to reduce, reuse, recycle or recover as much of our battery waste as possible, not to dispose it to landfill. So, to prevent environmental impact of battery, our company brought all of batteries and then sent to our group of company (Yangon Metal Industry) battery recycling site which is aims to reduce the number of batteries being disposed as municipal solid waste and to promote sustainable recycling practices for lead recovery and minimizing environmental impact. This is an important contribution to protecting our environment. Because batteries contain a number of heavy metals and toxic chemicals and disposing of them by the same process as regular trash has raised concerns over soil contamination, water pollution and damaging ecosystem.

Secondary Lead Recycling Plant

Product Lifecycle Assessment (LCA) (GRI 103-2, 305-5, 306-1, 306-2, 306-3, RT-CH-210a.1, RT-CH-410b.2)

We followed ISO 14001 to conduct lifecycle assessments and quantify the environmental impact of our products. LCA make more environmentally friendly, assessing environmental impacts associated with all the stages of the life-cycle of a commercial product, process, or service including improvements in raw material, manufacturing processes, transportation, processing to use, disposal and recycling. We are committed to minimizing our environmental impacts during our production and operations and throughout our product and service lifecycles.

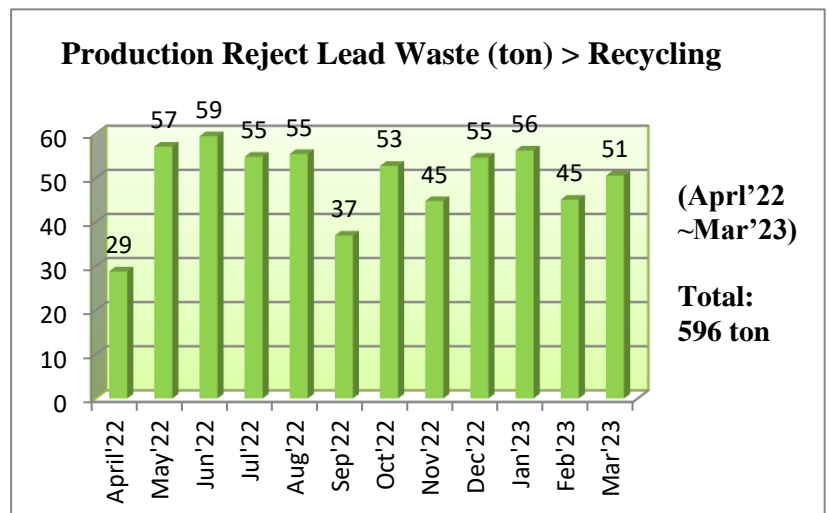|	Recycled Materials			
	Lead, chemical, acid, plastic container Input	**Diesel** Input	**Finished good battery, Acid compound** Input	**Old battery** Input
Raw Material →	**Production** →	**Transportation** →	**Use** →	**Disposal Recycle**
Output	Output	Output	Output	Output
Pb , plastic, chemical, acid, paper wastes	**Dust (lead), lead powder, acid, plastic lead metal chip**	**CO2**	**Lead plate, acid, plastic chips**	**Lead acid battery**

To protect our environment and to safe customers who used our product, we mention do and don't instruction in our product. And we do treatment by waste water plant, acid fume purify system, lead fume purify system, dust collector, and send lead recycle to Yangon Metal Industry recycle plant.

Production Lead Waste Reducing and Recycling (GRI 103-2, 103-3, 306-2, 306-3, 302-1, 302-4, RT-CH-150a.1)

We take products' environmental impacts into account throughout the entire process.

In particular, we carry out production reject waste recycling, rework program and reduce the landfill rate of waste, and minimize the negative impact on the environment.

We had the target for the production reject waste and also established the objective program how to reduce according to the quality, cost reduction and environmental impact.

Production Reject Lead Waste (ton) > Recycling

Month	Value
April'22	29
May'22	57
Jun'22	59
Jul'22	55
Aug'22	55
Sep'22	37
Oct'22	53
Nov'22	45
Dec'22	55
Jan'23	56
Feb'23	45
Mar'23	51

(Aprl'22 ~Mar'23)

Total: 596 ton

SDG Goal-6: Clean Water

(GRI 103-2, 103-3, 306-2, 306-3, 306-4, 302-1, 302-4, 303-1, 303-2, 303-3, 303-4, 303-5, RT-CH-140a.1, RT-CH-140a.2, RT-CH-140a.3, RT-CH-410b.2)

Improving Water Efficiency

Water availability is a global challenge and we continually strive to reduce our water consumption and consider its impact on local ecosystems. Maintain in water efficiency is based on consumption, recycling, conservation and process optimization. Proven Technology Industry uses the water approximately 70, 000 m^3/year and main water source is underground water. All waste water in factory has been sent to waste water treatment plant. So, water treatment system process waste water and some recycled water have been used for toilet washing and gardening. This can reduce approximately 7.5 percentages of raw water.

Centralized Waste Water Treatment

Water Recycling

Air   (GRI 103-1, 103-2, 305-1, 305-5, 307-1, RT-CH-110a.2)

Proven Technology Industry (PTIC) want to help reduce the impact global warming caused by CO2 emissions (scope 1) from the factory.

For the fume concern with lead into the process, lead fume purified machine has been cleaned by absorbing the entire lead fume with filter. And, all of the dust comes out from plate cutting and brushing section has been reduced the lead particles from the operation area by using dust collector and purified machine. For acid mist, we used the acid fume exhaust system to eliminate the acid fume emission into the atmosphere. After by cleaning from all purifying machine, all of the fume, dust and mist are changing as the cleaning air has been emitted to the atmosphere. Beside, PTIC has every three years checking to the air result by communication with ministry of occupational and health laboratory.

Lead Fume Purify System


Dust Collector Machine

Acid Fume Purification System

(GRI 103-1, 103-2, 103-3, 307-1, 306-2,
RT-CH-140a.2, RT-CH-140a.3)

SDG Goal – 12: Responsible consumption and Production

Wastewater is one of the biggest challenges of our time: huge quantities of untreated wastewater end up in the environment with damaging consequences for people's health, socioeconomic development, and ecosystems. To improve waste water quality by reducing pollution, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally. Reduce waste and air pollution in order to minimize adverse impacts on human health and the environment. PTIC dispose the waste water by treated with NaOH and NaOH / Na2CO3 and monitor the result of waste water laboratory test result by quarterly . Refer below table for waste water test result.
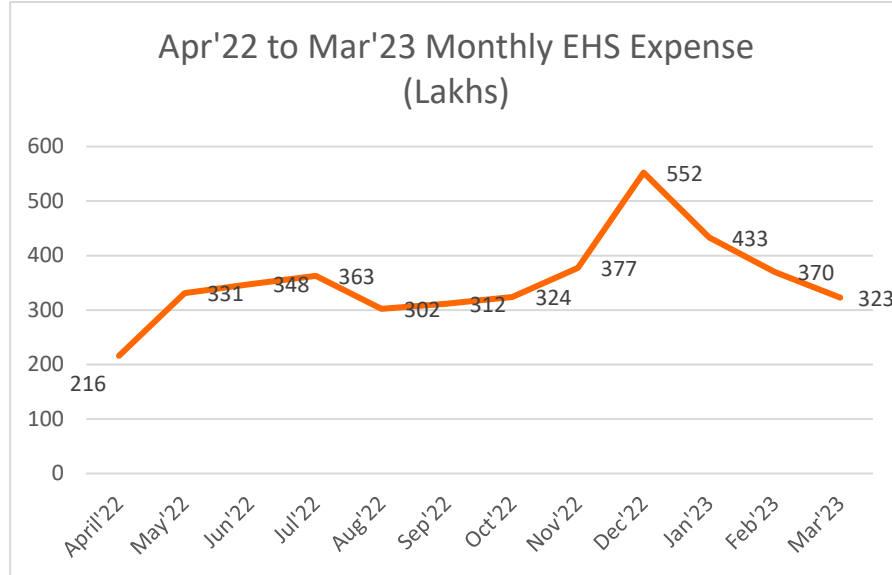

NaOH & Na2CO3 (kg)
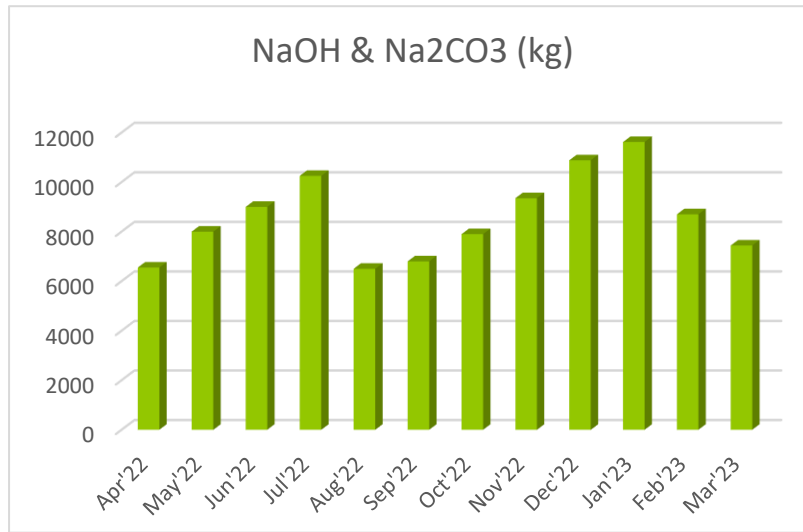
Waste Water Test Results (Oct'2022)   (GRI 103-3, 307-1, 306-2, RT-CH-140a.2, RT-CH-140a.3)

No	Parameter	National Standard	Plant-1	Plant-2 (A)	Plant-2 (B)
1	Total Suspended Solids	20 mg/l	8	6	5
2	Arsenic	0.05 mg/l	Nil	Nil	Nil
3	Lead	0.1 mg/l	0.1	0.1	0.1
4	Zinc	0.2 mg/l	0.104	0.108	0.105
5	Nickel	0.1 mg/l	< 0.05	< 0.05	< 0.05
6	Chemical Oxygen Demand	50 mg/l	32	32	32
7	pH	6-9 S.U.[a]	7.4	7.5	7.4
8	Fluoride	5 mg/l	0.2	0.1	0.3
9	Copper	0.1 mg/l	Nil	Nil	Nil
10	Cadmium	0.05 mg/l	0.044	0.046	0.045
11	Aluminum	0.2 mg/l	0.05	0.06	0.1

Environmental Health and Safety Expense (GRI 103-3, 305-1,403-3, 403-6)

Apr'22 to Mar'23 Monthly EHS Expense (Lakhs)

216, 331, 348, 363, 302, 312, 324, 377, 552, 433, 370, 323

Air Quality Test (GRI 103-2, 103-2, 307-1, 305-5, RT-CH-110a.2)

Proven Technology Industry has every three years checking to the air quality result by communication with Ministry of Occupational and Health Laboratory. There are no finding and penalty.

Gas Leakage, Noise Level and Light Quality Monitoring (GRI 103-2, 403-1, 403-8)

Proven Technology Industry has every two month monitoring and inspection for gas leakage, noise level and lighting quality

Light Monitoring

Air Quality Testing

Gas Leakage Monitoring

Noise Monitoring

Environmental Activities   **SDG Goal – 13: Climate Action**   GRI 103-1, 103-2, 305-5, RT-CH-110a.2

Global warming is a term used for the observed century-scale rise in the average temperature of the Earth's climate system and its related effects. Scientists are more than 95% certain that nearly all of global warming is caused by increasing concentrations of greenhouse gases (GHGs) and other human-caused emissions. World Environment Day is a global platform for inspiring positive change. People from more than 150 countries participate in this United Nations international day, which celebrates environmental action and the power of governments, businesses and individuals to create a more sustainable world. The event has been led by the United Nations Environment Programmed (UNEP) since its inception in 1973.

World Environment Day (Environmental Events)

During Month in June, we hold a range of environmental events.

5'June of each year is designated as "World Environmental Day," with the intention of ensuring environmental awareness and activities among all PTIC employees and encouraging them to take individual action on the environment such as Forest preservation, Energy reduction, Planting Events, Plastic Waste Control, Picking up trash, which is aimed to reduce the emission of CO_2 and to protect the global warming as a Corporate Social Activities of our employees.

5th June 2022

Energy   **SDG Goal – 13: Climate Action**
Associate Behavior Change Campaign (GRI 103-1, 103-2, 302-1, 302-4, 305-5, RT-CH-130a.1)

Energy is an important topic for Proven Technology Industry especially for consumption of energy from the use of factory process, as well as energy management within organization and outside the organization.
The Company has adopted the idea of changing energy consumption behavior into every operational process, focusing on awareness-raising to associates, to create a sustainability mindset through communication and recommendation of good practices in various Branch Offices, in order to create behavioral changes as follows;

- **Turn off** the power plug after work and when not in use
- **Turn off** the lights when the meeting is over
- **Turn off** the air conditioner when the end of the meeting
- **Report** when found water leakage

Energy Saving

Proven Technology Industry has organized an energy management committee and applied energy management practices since end of 2015. The factory has set up the energy policy, objectives, target and action plans and working procedure to achieve energy saving. All employees are participating in energy saving activities. The factory sent staffs/engineers to various energy efficiency trainings provided by development partners. PTIC's staffs/engineers attended Energy Management System (EnMS) User and Expert level trainings, Compressed Air System Optimization (CASO) User level trainings and invited UNIDO's energy efficiency experts for energy assessments. With cooperation of development partners, factory implemented various energy saving activities.

Energy Efficiency Index (EEI)
- 1,691 kWh/ton in 2016
- 1,654 kWh/ton in 2017
- 1,690 kWh/ton in 2018
- 1,704 kWh/ton in 2019
- 1,623 kWh/ton in 2020
- 1,688 kWh/ton in 2021
- 1,603 kWh/ton in 2022
- 1,435 kWh/ton in 2023 (Jan to Mar)

Energy Saving Activities	Description
Replace with energy efficient lamps	Lamps for office, manufacturing spaces have been replaced with energy efficient lamps.
Install variable speed frequency drives	Motors for lead fume, acid fume, and dust collector have been controlled with variable speed control drives.
Install control valves in fume extraction, dust collection system	Install control valves in fume extraction, dust collection system at plate cutting, bushing process section for efficient suction condition with minimum energy input.
Compressed Air System Optimization	Set correct pressures setting in compressor control, reduce pressure differential at air treatments, fix leakages in whole compressed air line, increase air receiver tank to reduce compressor load/unload frequencies, install localized receivers to compensate intermitted demand events in compressed air system etc.
Use natural light for some working space	Install transparent roof sheets at some work space where natural lighting system is enough for working condition.
Reduce the lighting in day time	Turn off the power, lighting at office rooms and process manufacturing building.
Auto lighting Sensor project	Install the auto lighting sensor at reasonable area to save the energy if employees were forgetting to turn off lighting.
Solar Project	To generate solar power through the installation of solar panels on the roof of the factory.

Energy Conservation Measure (2016-2020) (GRI 103-2, 103-3, 302-1, 302-4, 305-5, RT-CH-130a.1)

Proven Technology Industry has committed to energy efficiency with the proper adjustment of energy saving equipment, starting with fluorescent lamp to LED light bulbs, switch off the process and office lighting in break time, switch off the computer and air-con in the break time (office), switch off the toilet lighting and fan after usage, reduce the frequency of all fumes, smart sensor installation, implementation transparent root-sheet for some production area, change main breaker to switch breaker at lighting line, air compressor design modified and adding receiver tank, installation exhaust valve for isolation and save energy, installation of sub meter to know the individual process meter usage.

Energy Conservation Measure 2022 & 2023	EEI (kWh/ton)	Energy Conservation Annually	
		Electric + Diesel	
		Saving Energy (kWh)	Decrease CO_2 (Ton)
Total Energy Saving in 2022 (Jan to Dec)			
1. Switch off the process and office lighting in break time	1,603	253,239	73
2. Switch off the computer and air-con at break time (Office)			
3. Switch off toilet lighting and fan			
4. Reduce the frequency of all fumes			
5. Saving from Smart Sensor Installation			
6. Saving from Transparent Roof-sheet implementation			
7. Saving from LED lighting changes			
8. Saving the changes of Main Breaker to Switch Breaker at lighting line			
9. Saving from Air compressor design modified and adding receiver tank			
10. Saving from solar system			

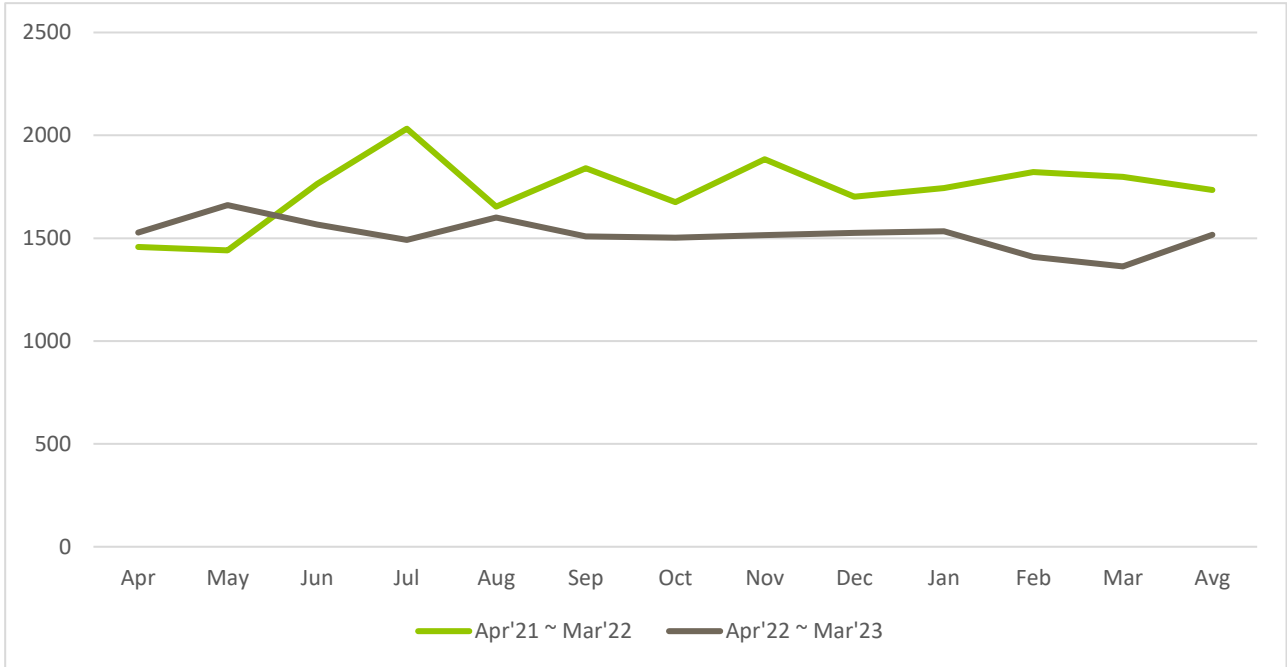| Energy Conservation Measure 2022 & 2023	EEI (kWh/ton)	Energy Conservation Annually	
		Electric + Diesel	
		Saving Energy (kWh)	Decrease CO_2 (Ton)
Total Energy Saving in 2023 (Jan to Mar)			
1. Switch off the process and office lighting in break time	1,435	60,721	16
2. Switch off the computer and air-con at break time (Office)			
3. Switch off toilet lighting and fan			
4. Reduce the frequency of all fumes			
5. Saving from Smart Sensor Installation			
6. Saving from Transparent Roof-sheet implementation			
7. Saving from LED lighting changes			
8. Saving the changes of Main Breaker to Switch Breaker at lighting line			
9. Saving from Air compressor design modified and adding receiver tank			
10. Saving from solar system			

Before doing this energy conservation activities and knowing the energy saving awareness, PTIC didn't do these activities. As the results of energy management practices, PTIC has been saved the energy about **5.7 million MJ** within the year of 2016 to 2023.

Save Energy to Save the Environment:
How Your Energy Usage Affects Climate Change   (GRI 103-1, 103-2, 302-4)

Our ambition is to reduce carbon and impact on climate change by decreasing our greenhouse gas emissions and improving energy efficiency. Battery production uses a lot of energy, from the extraction of raw materials to the electricity consumed in manufacture which means high greenhouse gas emission. So, we are committed to reducing emissions due to their impact on the environment by developing energy efficiency and conservation programs.

Energy Consumption (kWh/ton) (GRI 103-3, 302-3, 305-1, 305-2, RT-CH-130a.1, RT-CH-110a.1)

For the year (April 21~March 22), energy usage (kWh/ton) is increased compare to (April 22~March 23) due to electricity distribution from EPC and higher number of generator operating hour.

PTIC implemented renewable energy program for solar system into 2023 to reduce the energy usage and improve energy usage.

Your Environmental Impact Depends on How Much Energy You Use

Average Consumption of Energy (kWh/ton)
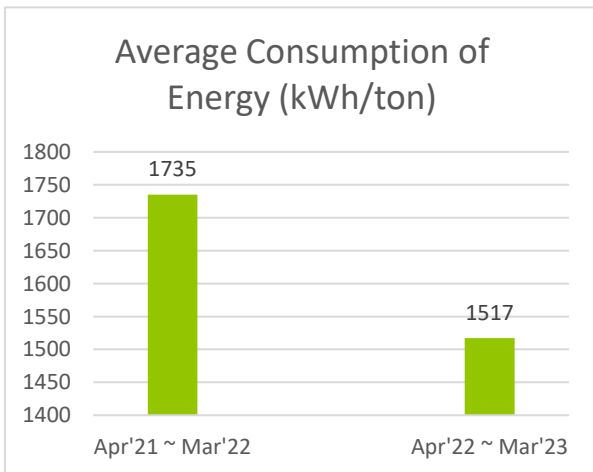
Energy	(Apr'2022 to Mar'2023)	
Energy consumed (electricity + diesel)	kWh	**8,536,518**
Quantity of electricity consumed	kWh	**3,398,700**
Quantity of natural gas consumed	kWh	**1,676,592**
Quantity of LPG gas consumed	kWh	**594,224**
Scope 1 GHS Carbon emission (electricity + diesel)	T CO_2 Eq	**3,271**

(GRI 103-1, 103-2, 103-3, 102-15, 302-4, RT-CH-110a.2)

Solar System Improvement

SDG Goal – 7: Renewable Energy

Solar energy is a renewable energy source and clean, each kilowatt-hour (kWh) of solar that is generated can substantially reduce greenhouse gas emissions like CO_2, as well as other dangerous pollutants such as sulfur oxides, nitrogen oxides and particulate matter. A solar energy system can reduce our reliance on the grid and help us save on our electricity bill. Solar lights are powered by the sun instead of our factory's electrical system, to help save money.

Since early 2022, electricity blackouts have expanded across the country, including in the business hub cities of Yangon and Mandalay. In the installation of solar power generation equipment to provide a source of renewable energy, PTIC have installed a solar system with a total electric power capacity of 200 kWp in Factory-1 and 300 kWp in Factory-2 by covering the entire roof area of the factory building, office building, and parking building 34 kWp, totaling 2264.6 m^2. The system is expected to generate 488.83 MWh of electricity every year.

SDG Goal – 9: Industry Innovation and Infrastructure

Solar Rooftop Project in Factory - 1

Solar Rooftop Project in Factory - 2

As a long-term plan, Proven Technology Industry (PTIC) will distinguish production energy use and non-production energy use. PTIC aims to continue to explore opportunities for more energy and environmental friendly production. After that, we always seek opportunities for better energy performance in production steps without conflicting production.

Item	SDG Goal – 7: Renewable Energy Plan for End of 2023
1	Solar System Project (PTIC: 200kWp, YMI: 200kWp, PPW: 50kWp
2	Energy saving activities and to develop energy saving culture mindset

(GRI 103-1, 103-2, 103-3, 102-15)

Business Development Committee

The role of the business development committee is to implement the Board's fiduciary, strategic, and generative plans, policies, and decisions consistent with the organization's vision, mission and guiding principles.

Proven established business development committee in below

- Two executive director
- Four non-executive director and
- One adviser.

Business development committee held review meeting 3 times in year of 2022 to 2023 and performed the following.

- Extended motor cycle production line
- Visited to china for joint venture program
- Visited foreign for update technology
- Attended to oversee Trade Show
- New Investment program

Financial Risk Management Committee

Financial Risks are uncertainty that has the potential to affect the financial performance or stability of a business, or other organization. These risks can arise from various sources, including market fluctuations, economic conditions, or regulatory changes.
Risks can arise from various sources, and their impacts can be highly variable and hard to quantify. This makes it challenging to allocate resources and prioritize risk management efforts. Another challenge is that financial risks can have significant social and economic impacts.

Proven established financial risk management committee in below

- Two non-executive director and
- One executive director
- One adviser.

Financial risk management committee held review meeting 4 times in year of 2022 to 2023 and performed the following.

- Identify risk management and advise for predict action
- Review Financial Report to submit board of directors
- Review whistle blowing policy and code of conduct
- Consolidated financial statement report for Proven group

Business Continuity Committee / Cont (GRI 103-1, 103-2, 103-3, 102-15, RT-CH-210a.1)

The purpose of BCP / contingency plan is to formulate an emergency plan for interrupted utilities, production process, fire, natural disasters, labor shortages or infrastructure disruptions, notification process to customer and interested parties, cyber security, finished goods delivery and transportation including informing customers in the event that the product cannot be manufactured or delivered and in case of product quality problems. So, PTIC is reviewed annually the contingency plan in collaboration with top management, related department manages and safety officer. By doing this plan, it provide a structure for assessment and actions to recover from such unexpected events. Besides, it can help the organization identify risks and consider the probability of adverse events occurring.

Business Continuity Committee
The following are the six steps establish our business continuity committee (BCC):

Step 1: Identify our key products or services
Consider the following criteria for our most important product and services:
- Share of income we generate;
- Amount of clients demanding them; and
- Negative financial, productivity and reputational consequences.

Step 2: Establish the objective of our BCC
Zero major OHS, Environment incident, On time delivery, stake holder and customer satisfaction, and to be continues to provide the work opportunity by protecting all the employees. Set the program to achieve the objective.

Step 3: Evaluate the potential impact of disruptions to our enterprise and workers
Risk analysis and Manage
Evaluate the require key resource and facilities

Step 4: List action to protect our business
Actions to minimize risk to ours in below dated on Jan 2023.
- Special maintenance activities for critical equipment
- Renewal Energy Project
- Spare part for critical equipment
- Identify and monitor the min stock for critical raw material and critical factory supply
- Prioritize the performance of critical supplier and their risk
- Supplier day and supplier development program
- Employee job rotation program
- Multi task skill program for key persons
- Legal evaluation and compliance
- Cyber-attack and preventive action program
- Practice of problem solving
- Disaster and Emergency Preparedness program

Step 5: Establish contact lists
More of our activity will be non-physical (Viber, zoom meetings etc). Accurate and update lists of all PTIC and outsource key stakeholders.

Step 6: Maintain, review and continuously update our BCC

PTIC set the BCP program to review the effectiveness twice a year.

BUSINESS RISKS

Risk Management and Opportunities

Risk management encompasses the identification, analysis, and response to risk factors that form part of the life of a business. Effective risk management means attempting to control, as much as possible, future outcomes by acting proactively rather than reactively. Therefore, effective risk management offers the potential to reduce both the possibility of a risk occurring and its potential impact. Risk management is an important process because it empowers a business with the necessary tools so that it can adequately identify and deal with potential risks. Once a risk has been identified, it is then easy to mitigate it. In addition, risk management provides a business with a basis upon which it can undertake sound decision-making.

For a business, assessment and management of risks is the best way to prepare for eventualities that may come in the way of progress and growth. When a business evaluates its plan for handling potential threats and then develops structures to address them, it improves its odds of becoming a successful entity. In addition, progressive risk management ensures risks of a high priority are dealt with as aggressively as possible. Moreover, the management will have the necessary information that they can use to make informed decisions and ensure that the business remains profitable.

(GRI 103-1, 103-2, 103-3, 102-15, 102-40, 102-42, 102-43, 102-44, 403-2, 403-8)

We operate with integrity and in compliance with all applicable laws and regulations. We work to ensure employee growth and value realization.

Based on ISO 9001, IATF 16949, ISO 14001 and ISO 45001, PTIC has established a risk management process and systematically manage risks, Hazard, covering risk identification, control, response, monitoring and reporting. We believe that QEHS risk management should be part of everyday company management and organizational operations, rather than being independent of business operations. Top management plays a critical role in Business, QEHS risk management and clearly defined to ensure that risks are effectively managed. Fully identifying QEHS risks and opportunities is an important consideration in our annual reviewing. This helps us set well-targeted goals and work plans, minimizes QEHS risks that PTIC is facing, and maximize our contributions to sustainability.

Risk Management Process

| Risk Identification | Risk Evaluation | Risk Control | Risk Monitoring and Reporting |

Context of Organization

Stake Holder	Description of overall Risk	
Supplier, External provider	Product quality	Competitor
Government	Disposal of waste	Social Media
Employee	Storage	Promotion
Management / BOD	Raw Materials	Recruitment
Customer	Inventory control	Cash flow
Social	Competency	Exchange rate
Certify Body / Third party	Process Failure	Ground stock
Neighbor	Culture	Foreign shipment
Community and Society	Rework	Legal
Competitor	Product recall	Knowledge
	Change process	Transportation
	Environment Performance	Environmental
	Internal & External audit finding	Customer complain
	Machine performance	OHSAS
	Recruitment	

(GRI 103-1, 103-2, 103-3, 102-15, 102-40, 102-42, 102-43, 102-44, 403-2, 403-8)

Materiality Analysis

Importance to the Stakeholders and Impact to PG

| Social		
Issues on Materiality	Proposed Action	Expected Results
False Information	-Regular Public Announcements -Annual Report	- Minimize the impacts.
Complaints	-Monitoring and Resolution Mechanism	-Minimize the complaints. -To provide excellent products and services by understanding tripartite complaints and take improvement measures
Donations	-Enforcement on the Donation Policy	-More reachable to the needy.

Governance		
Issues on Materiality	Proposed Action	Expected Results
Corruption	-Anticorruption Program	-To fully comply with the Anticorruption Law -To promote employees' code of ethics -To promote fair competition for long term sustainability
Transparency	-Guidelines and Rules to Transparency	-To gradually meet the requirements of GRI Standard.
Conflict of Interest	-Guidelines and Rules on Conflict of Interest	-Zero Conflict of Interest
Bribery	-Guidelines, Rules and Code of Conduct on Bribery	-Zero Tolerance on bribery

Environment		
Issues on Materiality	Proposed Action	Expected Results
Waste Generated from Production Process	-Continuous monitoring and treatment	-Environment-friendly Business Activities -Meet the legal requirements by Environmental Conservation Law
Purchasing of Life-Spent batteries	-More Consumers and Distributors Awareness Programs on Battery Waste -Message on Proper disposal of batteries	-Clean Environment -Promote Circular Economy -Proper Disposal and Reduce Environment Impacts
Industrial Incidents (Leakages, Noise)	- Continuous Audit, Inspection , Training and Proactive Maintenance	-No Major Occupational Incidents -Minimize Potential Workplace and Industrial Incidents
Incidents under Transportation (Acid waste left on the road while transporting)	- Reporting Mechanisms -Proper Mode of Coaching on Policy System - Training and Providing awareness program or sharing information to related personnel	-No Major Transportation Incidents -No Environmental Impacts and Promote Clean and Responsible Transportation

Risk management is the process of identifying, assessing and controlling threats to a PTIC's capital and earnings. These risks stem from a variety of sources including financial uncertainties, legal liabilities, technology issues, strategic management errors, accidents and natural disasters.

A successful risk management program helps an organization consider the full range of risks it faces. Risk management also examines the relationship between risks and the cascading impact they could have on an PTIC's strategic goals.

PTIC conducted Risk assessment for all organization context and identify, evaluate, control and monitoring including business risk, hazardous analysis and environment aspect and impact by annually.
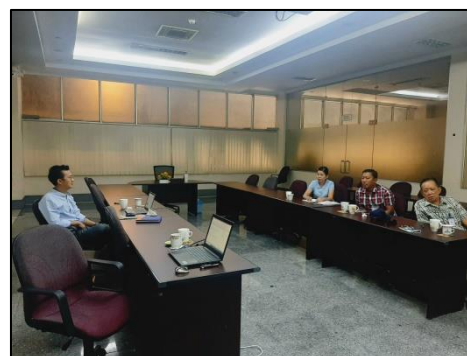
(GRI 103-1, 103-2,103-3, 102-9, 102-43,308-1,308-2)

Supplier Relationship Management

Supplier Day and Supplier Development Program

As more companies grow savvy to the benefits of cultivating a diverse supplier base, supplier diversity programs have grown in popularity and in number. For a supplier program to succeed long term, however, it needs to have a sustainable growth strategy—and that's where supplier development programs offer a strategic advantage. Supplier development is a business strategy that involves working with our diverse suppliers to boost their performance and drive continued business growth. Through education, mentoring, and access to resources, we'll help drive more sustainable and robust economic opportunities for our own business.

Supplier development is the process of working with suppliers whose scores are low, maintain the good quality, delivery performance, environmental and occupational health and safety performance, enhance customer requirement, on a one-to-one basis, with the goal of improving their performance. At the end of this process, PTIC have a detailed plan of action, along with a deadline by which supplier should implement each change.
Below, we've outlined reasons to invest in a formal supplier day and supplier development program.

Supplier Day and Development program

The program ultimately leads to better overall supplier relationships because it provides:
- full transparency between PTIC and suppliers;
- improved collaboration between PTIC and suppliers;
- streamlined and reduced sourcing activities and lead times;
- improved quality, environmental health and safety, manufacturability, and reliability for new designs;
- increased supplier responsiveness;
- increased customer satisfaction;
- increased awareness of supplier diversity;
- Gain a Competitive Edge
- Access more supplier channels and sources
- Encourage Collaboration Between Suppliers
- Improve Brand Perception
- Create Stronger and More Sustainable Business Partnerships

PTIC Supplier Development Program
- Implementation of Measurement system analysis
- Systemic problem solving tools
- Product life cycle assessment (Environment)
- Environmental Aspect Impact
- Hazardous analysis
- Implement Machine down time objective
- Improvement for Machine repair time
- Safety Training

Supplier Evaluation Program

In 2022, PTIC evaluated total 92% out of 100% local essential supplier passed PTIC QHSE requirement and, improvement for their QHSE, two essential major supplier have been programed for above supplier development program.

IATF Management System   (GRI 103-1, 103-2)

Whether it's about the things that we use or the food we consume every day, quality is the prominent consideration. Even the success of the organization depends on the quality of products/services they deliver to their customers.

Quality covers a broader spectrum, including safety, efficiency, and reliability, while many organizations define quality as exceeding customer expectations. This is the reason; there are some standard guidelines published for different industries to manage product quality and keeping the deviations to a minimum.

Different Guidelines: One Common Goal

Though guidelines specified in both the standards may vary, they share a common goal to achieve, i.e., Quality – for products, services, and processes. Achieving quality ensures Longevity, Fulfillment, Cost vs. Need, Security, Usability, and Efficiency of the product.

We must ensure quality is critical to keep our customers satisfied and retain their loyalty for long-term profits. Maintaining quality processes make the organization a better place to work while fostering a culture of continuous improvement.

Also, quality helps businesses to achieve:
1. Productivity
2. Sustainability
3. Profitability
4. Business Success
5. Customer Satisfaction

ISO 9001

ISO 9001 is a set of international standards that defines requirements for an effective quality management system (QMS). ISO 9001 certified organizations are the ones that demonstrate their ability to deliver high-quality products and services consistently while meeting customer and applicable regulatory requirements.

IATF 16949

IATF 16949, specified by The International Automotive Task Force (IATF), defines the QMS standards specifically for the automotive industry. An organization needs to achieve this certification through a 3rd party auditor. Though IATF 16949 used the structure of ISO 9001, the automotive companies need to comply with both the manuals, i.e., IATF 16949 and ISO 9001, for achieving certification.

Achieving Quality Requires an Effective Quality Management System

We can leverage multiple benefits like;
1. Streamlined and controlled processes
2. Reduced wastage and downtime
3. Lesser chances of expensive mistakes such as product recall
4. Lowered costs of quality
5. Identifying and fulfilling training requirements
6. Increased employee engagement
7. Continuous improvements and process alignment with quality objectives
8. Smoother communication and collaboration to eliminate inconsistencies

PTIC implemented IATF management system started in 2021 by providing training from Thailand and practicing and continuous improvement until now. PTIC aim to certify IATF 16949 in end of 2023.

IATF Management System Implementation

❑ IATF 16946: 2016 Management system second party audit from Thailand.
❑ IATF continuous improvement in process and will undergo the external audit in End of 2023.

Production Waste

(GRI 103-1, 103-2, 103-3, 302-4, 306-2)

Waste is any activity that uses resources but doesn't add value for the end customer, and can therefore be eliminated. Viewed this way, some activities that see materials going in the bin are actually valuable to end customers and shouldn't be considered as pure waste – for example quality testing to prevent defective products reaching consumers.

Waste can be classified as:
- **Necessary waste.** This waste doesn't add value but it is necessary. For example, quality testing, production planning, creating business reports
- **Pure waste.** This waste doesn't add value and it's not necessary. For example, waiting for someone to finish using a machine before you can use it. Now that we can identify genuine waste; let's explore the seven types of waste and how you can reduce them.

There are many things that can lead to wastage in a manufacturing business. Some of them are easy to identify, but others less so. The eight types of waste according to Lean theory are:

1. Waste of inventory
2. Waste of transportation
3. Waste of motion
4. Waste of waiting
5. Waste of overproduction
6. Waste of over processing
7. Waste of defects
8. Waste of poor skill and talent

Waste can accrue through defects in raw materials, which end up as scrap and are unusable. Waste can also happen through the processes and materials involved in transporting goods.

Implementation for waste reducing

PTIC implemented the analysis, study and waste reduction program in 2021 and continue to maintain the program until now.

- Recycle for lead paste
- Reduce the kwh usage for Curing Section
- Reduce the usage of LPG gas in Drying Section

Implementation for waste reducing & Cost Saving   (GRI 103-3, 302-4)

PTIC implemented the analysis, study and waste reduction program in 2022 and continue saving until now.

- Recycle for lead paste
    - Improved factory environment cleanness
    - Reduce contractor labor fee for lead paste collection
    - Reduce the safety risk for contractor
    - Saved **30.4 kg of lead paste/ 1MT** production and result in **90490 Kyats /1MT Production**

- Reduce the kwh usage for Drying Section
    - Reduce of temperature in drying oven and result in saving of **52 kWh,   10164 Kyats (every 1MT Production)**

- Reduce the usage of LPG gas in Drying Section
    - Reduce the temperature and operation time for no moto drying oven without impact productivity, quality and result in saving of LPG 6.14 kg **10820 Ks (every 1MT Production)**

Control of Fuel Consumption   (GRI 103-2, 103-3, 302-2, 305-1, 305-5, SDG Goal-13, RT-CH-130a.1)

Minimizing the environmental footprint of our operations is a long-term initiative at PTIC and we use a number of approaches to reduce fuel consumption and CO_2 emissions.

Proven Technology Industry established the fuel consumption objective/KPI and monthly monitoring generator fuel usage, vehicle fuel consumption, depends on gallon per kilometer which is aimed to reduce the environmental air pollution and regular maintenance of vehicle by monthly.

Monthly Fuel Consumption Gallon (For Distribution & Transportation)
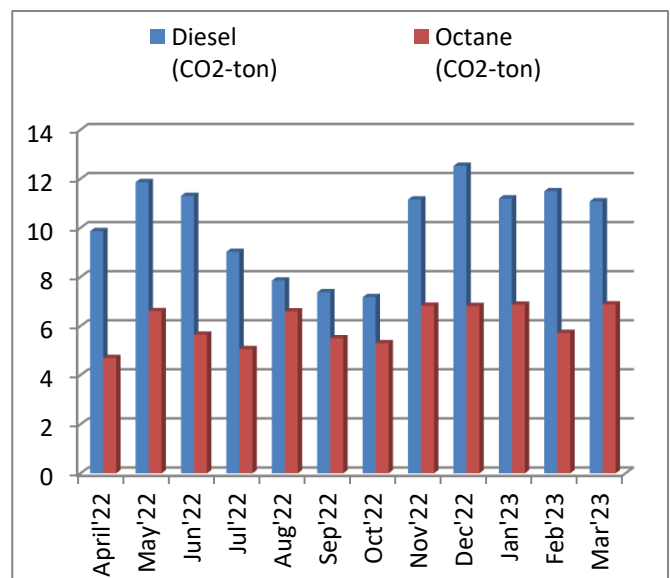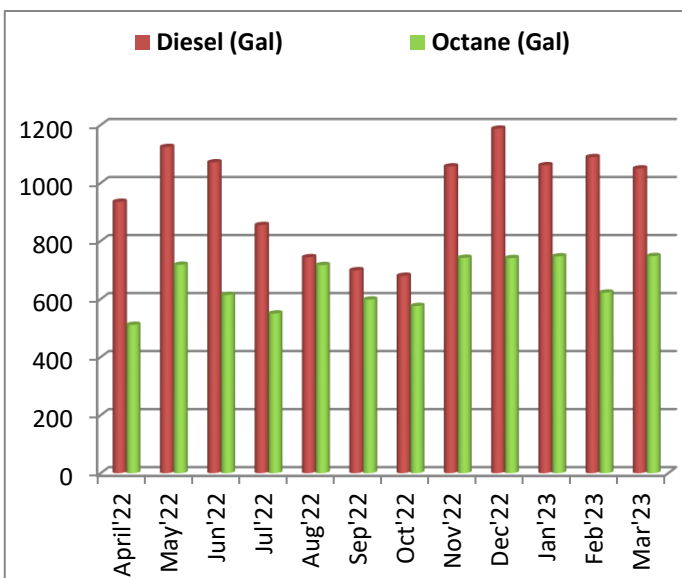
(GRI 103-2)

CSR Activities (Food Donation)

Corporate Social Responsibility is a management concept whereby companies integrate social and environmental concerns in the business operations and interactions with the stakeholders. Our ultimate purpose of CSR is to maximize shared value among organizations, employees, customers, shareholders, community members and other needed persons.

The first and foremost benefit of a donation is of helping the needy people around. There are a number of people who need help in life for various essential things. A unique way is to provide people with the most important thing that is food. Donating food to someone can help someone's life and food is an entity that is most important and the most required element.

So, as our CSR activity, PTIC donate the lunch to patients at the hospitals of Shwepyithar, Tamwe, Insein on Feb, Mar' 2023.

Industrial Visit for MBA, BBA Students

Industrial visits are usually the first point of interaction between a student and a live working industry. Industry visits can provide students with opportunities to network with professionals and potentially secure internships or job opportunities in the future. This interaction can help students gain insights into the industry and clarify any doubts they may have about the profession. So, PTIC welcome to factory visit to learn about the latest technology trend, manufacturing process, management system for Vivekananda American University students 23rd August 2022. Industrial visits provide students with a chance to meet industry leaders, professionals, entrepreneurs, policymakers, and corporates by sharing our wisdom, learning, and experiences. By visiting to PTIC, they get to have interactions with us and learn industry-specific workings and wisdom, eventually leading the students to understand better management process, manufacturing process, management system, etc.

The personnel skill-development result is one of key factors leading the organization to achieve its goal, as well as developing more competitive competencies.

(GRI 103-1, 103-2, 103-3, 404-1, 404-2, 404-3)

Training Course	Location	Trainer	Number of Trainees	Training Hours	Year
Training & Education					
1. QC inspection training (Work & Process)	Training Room	QC Division Head	14	2	Apr'22
2. Production Fault & Customer Complain	Training Room	Production Manager	12	3	May'22
3. File Server Use & Computer Knowledge	Online	IT Division Head	33	2	May'22
4. Brushing QC check point Awareness	Training Room	QC Division Head	11	2	May'22
5. FMEA awareness	Training Room	QC Manager & Production Manager	16	3	Jul'22
6. Ground stock conduction necessary training	Training Room	Factory Manager	8	2	Aug'22
7. Good Mindset and Attitude Training	Training Room	External Trainer	52	8	Sep'22
8. Production Fault & Customer Complain	Training Room	QC Manager & Production Manager	13	3	Oct'22
9. FMEA awareness	Training Room	Production Manager	171	3	Dec'22
10. Problem Solving Method (Petree Analysis)	Training Room	Senior Accountant	11	2	Jan'23
11. Process Knowledge Training	Training Room	Production In-charge	15	3	Jan'23
12. Forming to Brushing Process and General	In process	Production Asst; Spv	13	1	Jan & Feb'23
13. Stacking to Group Burning Training	In-process	Production In-charge	15	2	Jan'23
14. Car Assembly and Cycle Assembly Welder to Heat Sealing	In-process	Production Asst; Spv	21	8	Feb'23
15. Process Knowledge Training	In-process	Production In-charge	9	8	Feb'23
16. QC check point about Grid Section	In-process	QC Division Head	20	8	Feb'23
17. Grid Operation and General Training	In-process	Production In-charge	46	8	Mar'23

By developing the quality and skill training, they will have a positive attitude towards quality, a commitment to continuous improvement, and a willingness to learn from mistakes and feedback. Besides, if we provide the good mind-set attitude, leadership and other job task training, the employees can get experience how to communicate and collaborate with others, how to contribute to the culture of their work environment, and how to perform their daily tasks and responsibilities. So, we provide all trainings to improve their soft skill and hard skill including communication, leadership, attitude technical, knowledge, etc.PTIC determines the associate performance evaluation once a year, with well-defined evaluation criteria and timeframes for the performance appraisal in every operation location. The percentage of associates whose performance was evaluated and reviewed was 100% in 2023.

(GRI 103-2, 103-3, 102-6, 102-7, 102-43)

Customer Engagement

Proven is solid commitment to providing the best products and services to ensure customer satisfaction. Over the past 25 years, Proven has never stopped developing and providing quality products and services with a responsible and challenging spirit, and committed to research and development, manufacturing processes, distribution and after-sales services to meet customer's needs.

Improve the quality and service of the products through high-quality dealer stores and continue to operate business, covering every step of the way, such as providing excellent service to existing customers before, during and after. Continue to develop, build quality of trust in the products and services, and continue to use products for our customers.

Number of Authorize Service Center
ASC 200

BAT - I	BAT - II	BAT- III
44	40	40

BAT - IV	BAT - V
39	60
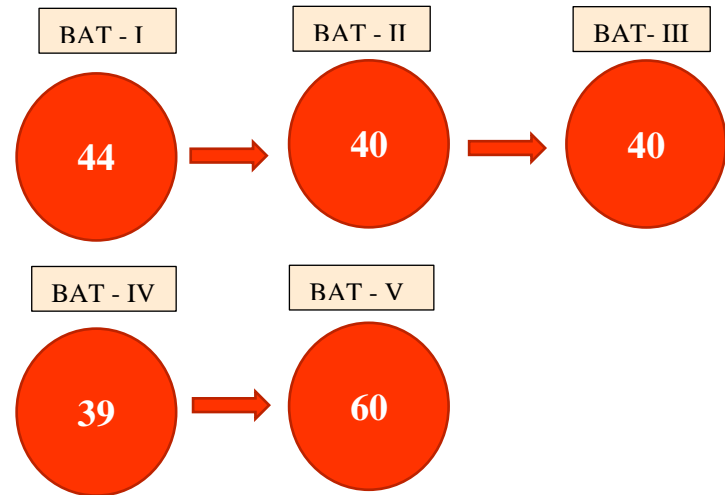
Sales & Service Center	**Authorized Service Center**	**Retailer**
10 branches	Over **200** Shops	Over **4000** Shops

(GRI 103-2, 102-43)

Customer Dinner Gala

Changes in customer behavior are not only product-related, but they also need to address emotional value. These dinners based on the need to provide customer satisfaction and value in building relationships. Customer Dinner Gala celebrates three times in 2022 – 2023 budget year that reflects the customer satisfaction for the product. And Proven Distribution gives awards 6 month trade promotion to loyal customers.

"Building relationship with customers"
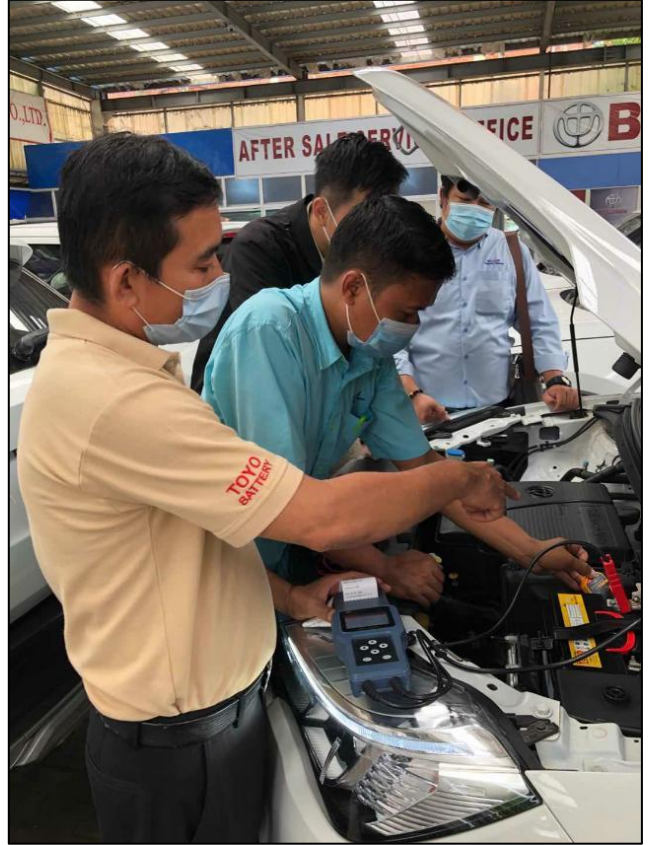
(GRI 103-2, 103-3, 102-43)

Customer Satisfaction with B2B after sales service

We are building customer satisfaction and relationship with the objective of inspecting service to achieve as per monthly plan.

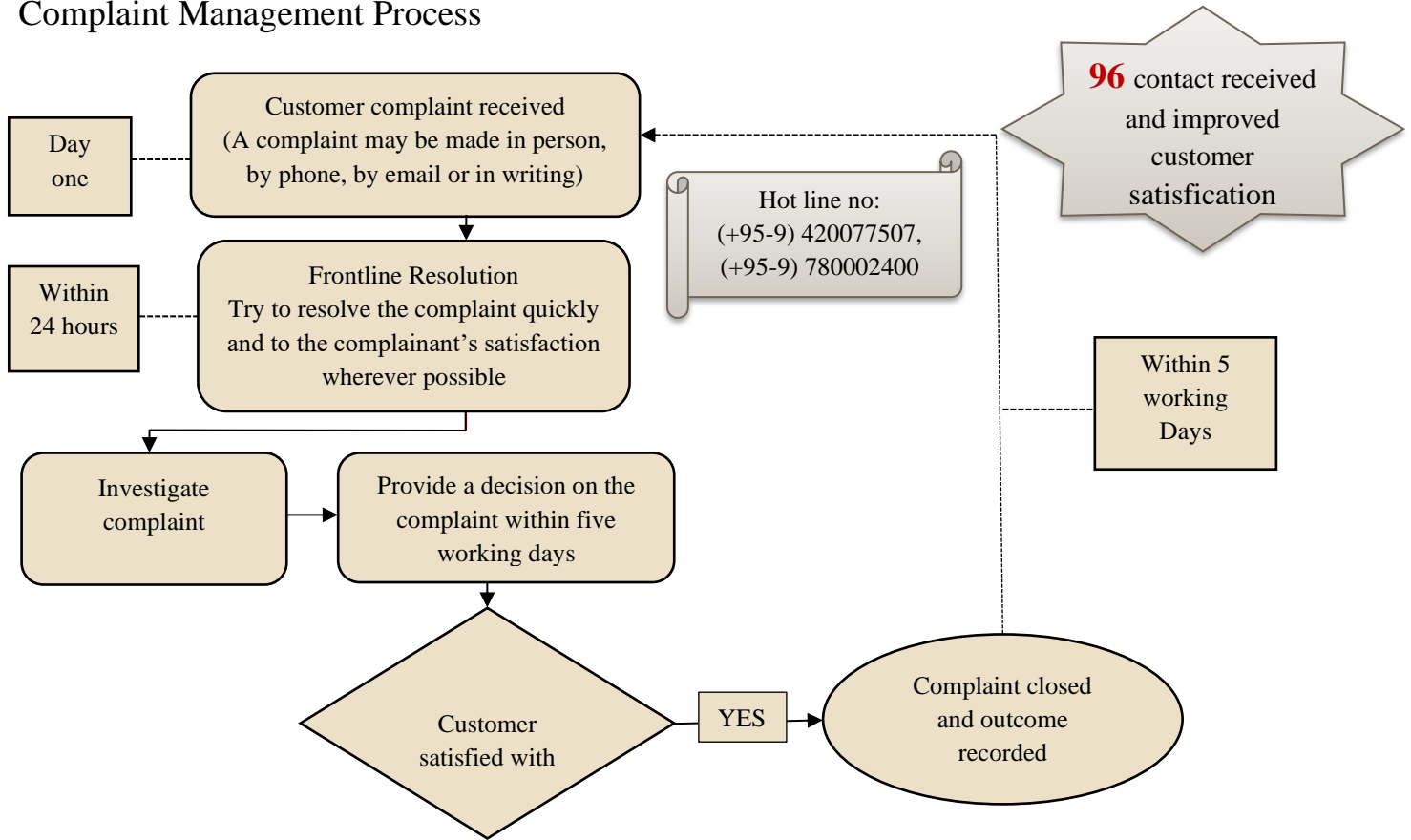## Vehicle Inspection Step by Step

- **Measuring the Acid Power**

- **Measuring the Battery Volt**

- **After checking the conditional**

- **Filling the battery water if necessary**

- **Checking joint condition**

- **Cleaning the whole battery**

- **Polish with the grease**

- **Checking the engine condition to be ready.**

**Inspection & Services
5,000 + Vehicles served
per annum**

(GRI 102-15, 102-43, 102-44, 103-2, 103-3)

Complaint Management Process

```
Day one ------- Customer complaint received
                (A complaint may be made in person,
                by phone, by email or in writing)

Within          Frontline Resolution
24 hours ------ Try to resolve the complaint quickly
                and to the complainant's satisfaction
                wherever possible

Investigate  →  Provide a decision on the
complaint       complaint within five
                working days

                Customer satisfied with  → YES → Complaint closed
                                                  and outcome
                                                  recorded
```

Hot line no:
(+95-9) 420077507,
(+95-9) 780002400

96 contact received and improved customer satisfication
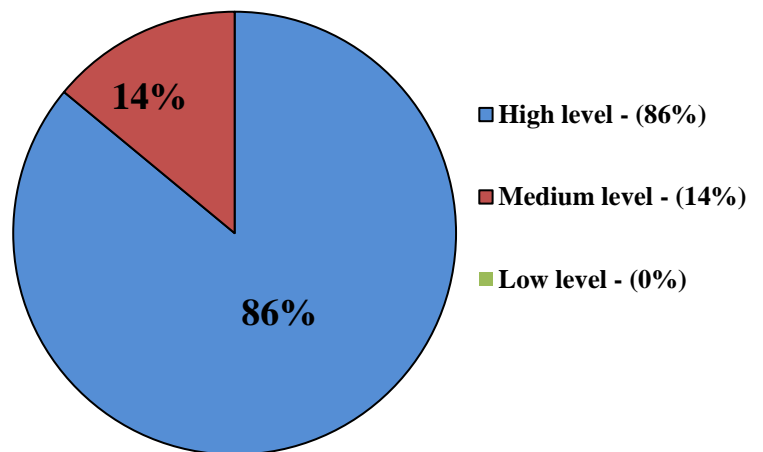
Within 5 working Days

Customer satisfaction

We need to measure the customer satisfaction on company's products, services, and overall customer experience whether meet on customer expectations. By conducting the customer satisfaction survey, it reflects our business' development by showing how well our products or services resonate with buyers and it also helps to check the willingness of customers what they think about our brand. Proven Distribution Co., Ltd. target to analysis more than 50% of customer survey within calendar year annually.

Proven Distribution conduct the customer survey score yearly to obtain information about customer satisfaction levels with existing products and their opinions and expectations regarding on new products and services and give firms specific information about positive and negative perceptions, which could improve our production, marketing and sales efforts.

The level of Customer Satisfaction on our product and service in 2022

- High level - (86%)
- Medium level - (14%)
- Low level - (0%)

14%
86%

GRI-102-43, 102-6, 102-11, 102-44, 103-1, 103-2, 103-3

New Production Development

Product design is the business process of creating products that provide the most value possible in solving a user's issue or addressing a specific need in the automotive industry and crucial to the success of our business. One of the main reasons behind the success of any product is its design and selling strategy. Product design and development lets us prepare product designs that attract our target audience.

Proven Technology Industry designed new product development in the year of 2022-2023 the following models. Our products are designed with international standards and consider user product safety, comfort, and benefit to the end users.

- N35
- LN 2
- LN3
- MF 115
- MF 145
- MF 190
- Buggy 6 volt / 8 volt

PTIC continues to drive by dreams, we will continue creating new value, by providing new products and services that bring joy to customers, with the commitment to be a company that society wants to exist.

N35

Buggy Battery

LN2

LN3

MF 115

MF 145

MF 190

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General Disclosures			
GRI 102: General Disclosures 2016	102-1 Name of the organization	1, 2 Refer to Annual Report 2023	
	102-2 Activities, brands, products, and services	1, 2 Refer to Annual Report 2023	
	102-3 Location of headquarters	5 Refer to Annual Report 2023	
	102-4 Location of operations	Refer to Annual Report 2023	
	102-5 Ownership and legal form	Refer to Annual Report 2023	
	102-6 Markets served	56,60	
	102-7 Scale of organization	56 Refer to Annual Report 2023	
	102-8 Information on employees and other workers	Refer to Annual Report 2023	
	102-9 Supply chain	50	
	102-10 Significant changes to the organization and its supply chain	NONE	
	102-11 Precautionary principle or approach	60	
	102-13 Membership of associations	32	
	102-14 Statement from senior decision-make	Refer to Annual Report 2023	
	102-15 Key impacts, risks, and opportunities	45,47,46,48,49,59	
	102-16 Values, principles, standards, and norms of behavior	Refer to Annual Report 2023	
	102-18 Governance structure	Refer to Annual Report 2023	
	102-40 List of stakeholder groups	48,49	
	102-41 Collective bargaining agreements	Refer to Annual Report 2023	
	102-42 Identifying and selecting stakeholders	48,49	
	102-43 Approach to stakeholder engagement	48,49,50,56,57,58,59,60	
	102-44 Key topics and concerns raised	48,49,59,60	
	102-45 Entities included in the consolidated financial statements	Entity has only Proven Group which don't has Associated company and subsidiaries	

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General Disclosures			
GRI 102: General Disclosures 2016	102-46 Defining report content and topic Boundaries	5	
	102-47 List of material topics	6	
	102-48 Restatements of information	There don't have any restatement	
	102-49 Changes in reporting	5	
	102-50 Reporting period	5	
	102-51 Date of most recent report	5	
	102-52 Reporting cycle	5	
	102-53 Contact point for questions regarding the report	5	
	102-54 Claims of reporting in accordance with the GRI Standards	5	
	102-55 GRI content index	61,62,63,64,65,66,67,68,69	
	102-56 External assurance	In 2023 Proven don't have external assurance process	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	32,46,47,48,49,50,51	
	103-2 The management approach and its components	32,46,47,48,49,50,51,54,56, 57,58,59	
	103-3 Evaluation of the management approach	46,47,48,49,50,56,58,59	

Material Topics			
Economic Performance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	28,60	
	103-2 The management approach and its components	28,56,60 Refer to Annual Report 2023	
	103-3 Evaluation of the management approach	28,56,60 Refer to Annual Report 2023	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Refer to Annual Report 2023	
	201-3 Defined benefit plan obligations and other retirement plans	Refer to Annual Report 2023	

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Anti-corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Refer to Annual Report 2023	
	103-2 The management approach and its components	Refer to Annual Report 2023	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Refer to Annual Report 2023	
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	41,43,45,52	
	103-2 The management approach and its components	33,41,42,43,45,52,53	
	103-3 Evaluation of the management approach	33,42,43,44,45,52,53	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	36,37,41,42,43	
	302-2 Energy consumption outside of the organization	53	
	302-3 Energy intensity	44	
	302-4 Reduction of energy consumption	22,36,37,41,42,43,45, 52,53	
Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	32,37,41,45	
	103-2 The management approach and its components	36,37,39,40,41,42,43, 45,53	
	103-3 Evaluation of the management approach	32,39,42,43,45,53	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	37,39,44,53	
	305-2 Energy indirect (Scope 2) GHG emissions	44	
	305-5 Reduction of GHG emissions	36,37,39,40,41,42,43,53	

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Environmental Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	33,37,38	
	103-2 The management approach and its components	33,37,38,39	
	103-3 Evaluation of the management approach	33,38,39	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	21,33,37,38,39	
Supplier Environmental Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	50	
	103-2 The management approach and its components	50	
	103-3 Evaluation of the management approach	50	
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	50	
	308-2 Negative environmental impacts in the supply chain and actions taken	50	
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Refer to Annual Report 2023	
	103-2 The management approach and its components	Refer to Annual Report 2023	
	103-3 Evaluation of the management approach	Refer to Annual Report 2023	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Refer to Annual Report 2023	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Refer to Annual Report 2023	
	401-3 Parental leave	Refer to Annual Report 2023	
Occupational Health & Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	7,11,12,19,26,29,30,31,32, 33,47,48,49	
	103-2 The management approach and its components	7,8,10,11,12,13,14,15,16, 17,18,19,23,24,26,27,29, 31,32,33,39,47,48,49	
	103-3 Evaluation of the management approach	8,9,11,19,27,39,47,48,49	

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GRI 403: Occupational Health & Safety 2018	403-1 Occupational health and safety management system	7,8,20,21,22,23,30,31,39	
	403-2 Hazard identification, risk assessment, and incident investigation	8,10,20,21,22,23,48,49	
	403-3 Occupational health services	9,11,17,20,21,26,27,39	
	403-4 Worker participation consultation, and communication on occupational health and safety	7,10,12,13,14,15,16,17, 18,19,20,22,24,26,27,29,32	
	403-5 Worker training on occupational health and safety	8,12,14,15,16,17,18,19,20,21, 22,23,26,27,29,32	
	403-6 Promotion of worker health	17,21,24,26,27,39	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	27	
	403-8 Workers covered by an occupational health and safety management system	7,9,10,13,17,20,21,22,23,39,48,49	
	403-9 Work-related injuries	9	
	403-10 Work-related ill health	9	
Training & Education			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	55	
	103-2 The management approach and its components	55	
	103-3 Evaluation of the management approach	55	
GRI 404: Training & Education	404-1 Average hours of training per year per employee	55	
	404-2 Programs for upgrading employee skills and transition assistance programs	55	
	404-3 Percentage of employees receiving regular performance and career development reviews	55	

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Freedom of Association and Collective Bargaining			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Refer to Annual Report 2023	
	103-2 The management approach and its components	Refer to Annual Report 2023	
	103-3 Evaluation of the management approach	Refer to Annual Report 2023	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom	Refer to Annual Report 2023	
Customer Health & Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	25	
	103-2 The management approach and its components	25	
	103-3 Evaluation of the management approach	25	
GRI 416: Customer Health & Safety	416-1 Assessment of the health and safety impacts of product and service categories	25	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	25	
Customer Satisfaction			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	60	
	103-2 The management approach and its components	56,57,58,59,60	
	103-3 Evaluation of the management approach	56,58,59,60	
Road Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	12	
	103-2 The management approach and its components	12,17	
	103-3 Evaluation of the management approach	12	

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Water and Effluents			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	38	
	103-2 The management approach and its components	23,37,38	
	103-3 Evaluation of the management approach	37,38	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as shared resource	37	
	303-2 Management of water discharge-related impacts	37	
	303-3 Water withdrawal	37	
	303-4 Water discharge	37	
	303-5 Water consumption	37	
Waste			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	33,34,48,49,52	
	103-2 The management approach and its components	33,34,36,48,49,52	
	103-3 Evaluation of the management approach	35,36,48,49,52,53	
GRI 306: waste 2020	306-1 Waste generation and significant waste-related impacts	34,36	
	306-2 Management of significant waste-related impacts	21,34,35,36,37,38,52	
	306-3 Waste generated	35,36,37	
	306-4 Waste diverted from disposal	35,37	
	306-5 Waste directed to disposal	35	

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Marketing and Labeling			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	25	
	103-2 The management approach and its components	25	
	103-3 Evaluation of the management approach	25	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	25	
	417-2 Incidents of non-compliance concerning product and service information and labeling	25	
	417-3 Incidents of non-compliance concerning marketing communications	25	

SASB Index

No.	Details	Page(s) in this index
RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	44
RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	37,39,40,45
RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity,	33,41,42,44,53
RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed,	37
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	37,38
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	37,38
RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	34,35,36
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	36,47
RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	9
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	7,8,9,13,17,20,21,23,24,26,27
RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	23,32
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	32,36,37
RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry ,	33
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	9
RT-CH-540a.2	Number of transport incidents	9

SDG Goal

No.		Details	Page no
SDG Goal - 1		No Poverty	Refer to Annual Report 2023
SDG Goal - 3		Traffic Safety	12,26
SDG Goal - 6		Clean Water	11,37
SDG Goal - 7		Renewable Energy	45
SDG Goal - 8		Economic growth, productive employment and decent work	8
SDG Goal - 10		Equal Opportunities and End Discrimination	11
SDG Goal - 12		Responsible Consumption and Production	33,38
SDG Goal - 13		Disaster Risk Action and Drill	18
		Climate Action	40,41
		Control of Fuel Consumption	53
SDG Goal - 16		Peace, Justice and Strong Institutions	Refer to Annual Report 2023

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