



# Sustainability Report

2024 - 2025

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2024 ~ 2025

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## About this report

### Proven Sustainability Report Defining Principles (GRI 2-1)

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 3rd report of the organization started from 2022-2023.

The 2025 Sustainability Report was Proven's third report to apply the GRI Standards. This report has been prepared in accordance with the GRI Standards: Core option'. Covering 1 April 2024 to 31 March 2025, with the coverage scope limited to Proven Group of companies only and reporting cycle will be annually.

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 2025. Corporate governance topic, General disclosure, Anti-corruption and material topic will be covered by Company's Annual Report 2025.

### The Defining of Report Contents & Topic Boundaries (GRI 2-1)

This report covers the Proven Group, which consists of 10 proven group of companies. Sections that do not cover the Proven Group are indicated as such with a reference to the material topic and boundaries. 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 2024 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 Management representative, 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 (GRI 2-1)

The Company has initially developed the 2025 Sustainability Report. No significant changes. Report no PGS25 and revision start from R0.

### Contact channel for Question and Recommendation (GRI 2-1)

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### Acronyms

Proven : Proven Group of companies,  
PTIC : Proven Technology Industry Co., Ltd.  
PD : Proven Distribution Co., Ltd.  
PPW : Proven Polyworld Co., Ltd.  
YMI : Yangon Metal Industry Co., Ltd.  
PI : Proven International Co., Ltd,

**Material Topic & Boundaries (GRI 2)**

Material Topic (GRI 2)	Topic Boundaries					Sustainable Development Goals (SDG)
	Within Organization	Outside Organization				
	Proven group	Logistic	Supplier	Dealer	End User	
<b>Economic</b>						
Economic Performance	●					5, 7, 8, 9
Anti-corruption	Note: Refer to annual report 2024-2025 in detail					16
<b>Environment</b>						
Energy	●	●	●		●	7, 8, 12, 13
Emissions	●	●				3, 12, 13,
Environmental Compliance	●	●				12, 13,
Supplier Environmental Assessment	●	●				
<b>Social</b>						
Employment	●					5, 8
Labor/Management Relations	●					8
	Note: Also refer to annual report 2024-2025					
Occupational Health & Safety	●	●	●			3, 8
Training and Education	●	●	●	●		4, 5, 8
	Note: Also refer to annual report 2024-2025					
Freedom of association and collective bargaining	●					8
Customer Health & Safety/ Product Safety	●			●	●	
Customer Satisfaction	●			●	●	
Road safety	●					



## Who we are

The Proven Group of Companies Ltd is registered in 2021 comprising three channels – manufacturing, investment and distribution types.

The Group is led by the holding company of which investment shares in Proven Technology Industry, Proven Distribution, Yangon Metal Industry, Proven Polyworld, Proven Auto and Proven International Co.,Ltd. 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, automotive-related products distribution and provide renewal energy solution including solar panel, solar inverter distribution.

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’.

## Proven Group of Companies

### Sustainability Report

2024-2025

IATF 16949:2016

ISO 14001: 2015

ISO 45001: 2018

Responsible Care



CERTIFIED  
IATF 16949  
ISO 14001  
ISO 45001



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 certified ISO 14001:2015, ISO 45001:2018 and IATF 16949:2016.

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.

# What we do

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

### PROVEN TECHNOLOGY INDUSTRY

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

### 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.

### 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.

### 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 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.

Automotive



Lubricants



Auto Care



Car Parts



Cycle Parts



Harvester Parts



**LEADERSHIP**

**EXECUTIVE DIRECTORS AND ADVISORS (PROVEN GROUP OF COMPANIES)**



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



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



Mr. Aye Ko  
Executive Director (Production-Group)  
Managing Director (Proven Polyworld)



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



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



Mr. Thant Zaw Oo  
Chief Operating Officer (COO)  
Proven Distribution Co., Ltd



Mr. Myo Min Tun  
Chief Operating Officer (COO)  
Proven International Co., Ltd.



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

## Awards & Certificates

Proven 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:

Award	Proven Technology Industry	Proven Distribution	Proven Polyword	Yangon Metal Industry	Proven International
ISO 9001	Covered by IATF 16949	Covered by IATF 16949	Certified	Certified	Certified in 2024 January
ISO 14001	Certified	Certified	Internal Compliance	Internal Compliance	Internal practice
ISO 45001	Certified	Certified	Internal Compliance	Internal Compliance	Internal practice
Asean Oshnet	Award	-	-	-	-
Responsible Care	Member	Belong under PTIC	Internal Compliance	Internal Compliance	-
IATF 16949	Certified	Certified	IATF tier 2 supplier	IATF tier 2 supplier	NA

## Proven Group's Milestone





**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 IATF Certified the certification by the Bureau Veritas Certification; Bangkok, Thailand accredited by International Automotive Oversight Bureau (IAOB) US.



**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



**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.



**ASEAN – OSHNET** - best practices award 2016 in recognition for our contribution to workplace occupational safety and health by ASEAN member states and ASEAN Secretariat.



**Responsible Care** - for our commitment to health, safety and security in the chemical industry by the Myanmar Industries Association and JETRO Yangon. (GRI 2-28)



# Occupational Health & Safety Management

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.

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



## PROGRAM Current Activities

- Integrated Management System
- Procedure
- Work Instructions
- Records
- QHSE Policy
- Objective Setting
- Emergency prepare plan
  - Chemical spill drill
  - Firefighting exercise
  - Emergency evacuation drill
  - ERT team drill
  - Electrical drill
- Accident investigation procedure
- Accident report
- Monthly safety committee meeting
- Management Review Committee Meeting
- Internal Audit
- Safety Promotion
- Light, Noise, Gas Monitoring
- Annual Medical Check up
- Medical consultation at workplace
- Regular safety check for tooling
- Preventive maintenance for machine
- Compliance with rule and law
  - Legal evaluation
- Permit to work system
- Fire Certificate
- Contractor evaluation process
- Safety patrol
- Daily Announcement to use PPE at the workplace.
- To promote of Fire emergency and first aid plan for trip and driver safety
  - Fire extinguisher, First aid monitoring and check inside the truck/car
- Assembly meeting
- Staff meeting (Health talk, Department Objective and transparency)
- External Audit

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

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

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

The Safety's main objective in 2024~2025 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.
- No complain from any stake holder
- No environmental incident
- Paper usage, Energy usage
- Miss of waste disposal

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 Co., Ltd.

As 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 a safety promotion company with no accidents/incidents 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.

### Environmental and Occupational health & safety Training

(GRI 103-2, 103-3, GRI 2-29)



Proven identified the training need for individual staff and training duration depend on IMS system requirement including safety. The internal and external training are made accordingly Human Resource 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. Besides, for all of the trainings, trainers and trainees made sure evaluation on their training effective. In 2024~2025, Proven 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 Rate  
Training Courses & Safety Efficiency  
Improvement**

***Injury Rates, Occupational Disease Rates***  
(GRI 103-3, 403-3, 403-8, 403-9, 403-10, RT-CH-320a.1,  
RT-CH-320a.2, SD, 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.

Injury Rates	Associates		
	2023	2024	2025
Fatal Injury Rates	0	0	0
Major Injury Rates	0	0	0

Injury Rates	Contractors		
	2023	2024	2025
Fatal Injury Rates	0	0	0
Major Injury Rates	0	0	0

Occupational Disease Rates	2023	2024	2025
Associates	0	0	0
Contractors	0	0	0

All Incident case including Minor, First aid Year of 24~25	Associates	Contractors	Associates + Contractors
Incident Cases	7	0	7
Incident Rate	0.505	0	0.505
TRC	7	0	7
TRIR	0.505	0	0.505

Exposure hours year (Apr'24 ~ Mar'25)	
Employees	2,771,785
Contractors	91,495

**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.

**Employees' Health & Medical Supplement**

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 2025 Mar, no work-related health abnormalities were found. We will test the blood lead medical check-up who work at site in Dec'2025.

Medical Check-up who work at site	2024~2025
Total check	493
Passed / within std;	493



***Safety Efficiency Improvement***

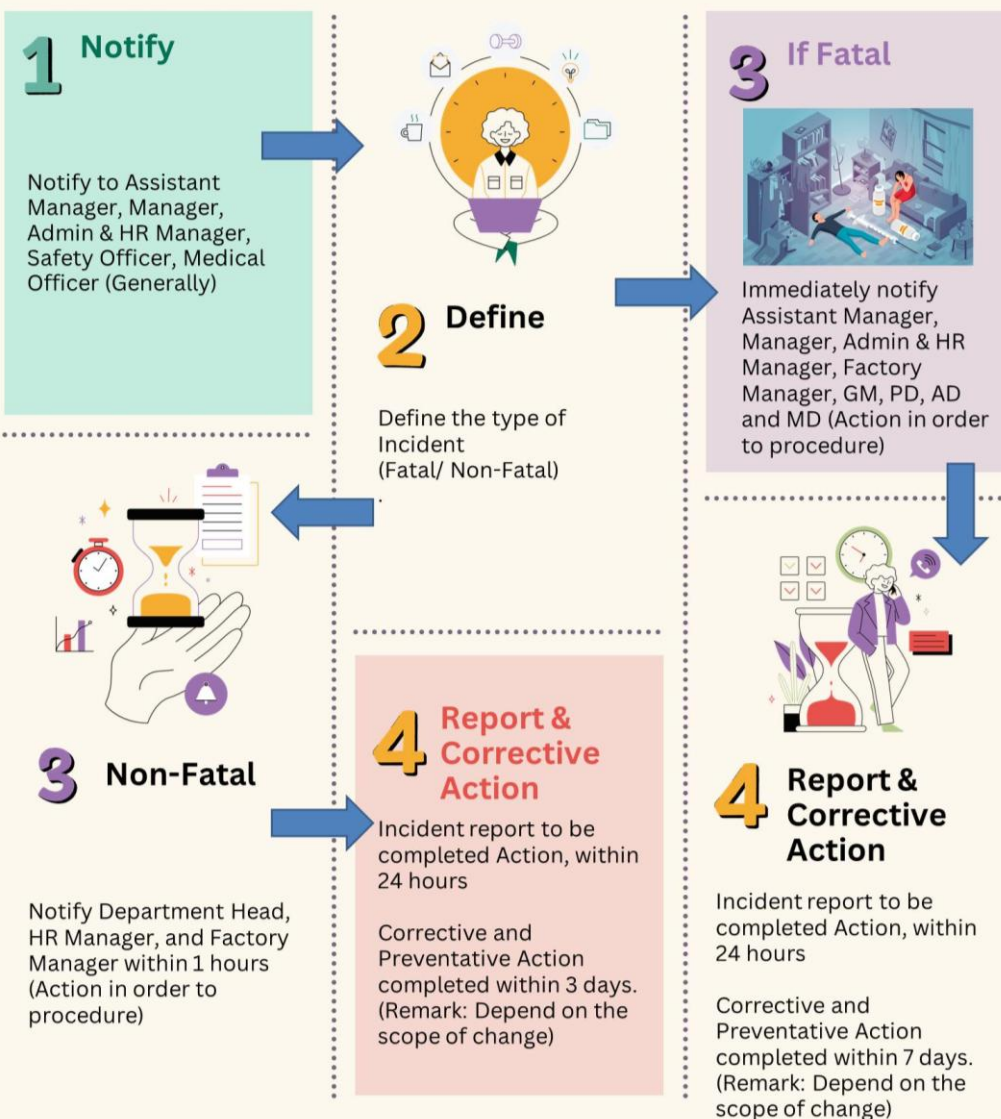
In 2024~2025, there was a serious incident. It was considered a non-threatening incident and workmanship. After the above-mentioned incident, the Company organizes the team, in order to review the incident as per incident procedure. This team is included department head, company doctor, HR manager, safety officer and Factory manager and verifies the incident, analysis the root cause, take correction and corrective action.



## HSE Risk Management and Incident Investigation (GRI 103-2, 2-27, 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 HSE incidents very seriously. We have a procedure and awareness for HSE 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 HSE risks and reduce HSE incidents.



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

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



# Equal Opportunities and End Discrimination



## 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

### Drinking Water Testing (GRI 103-1, 103-2, 103-3, 403-3)

Clean water is essential not only to remain safe from disease but also to maintain good health. 103

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.

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

## Drinking Water Testing



## 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)



**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 9<sup>th</sup> leading cause of death in the world.

Myanmar National Road Safety Action Plan 2021-2030

Targets:

- 50 % reduction of road fatalities by 2030 using 2020 baseline
- 100 % use of motorcycle helmet
- 100 % use of seat-belt

We have one case road incident due to external factor. So, to prevent the traffic accident, Proven provided the

- Training (Road Safety, Traffic Rules & Maintenance)
- 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 strictly controlled driving the persons who had the driving valid 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 Proven, 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.



**Training & Awareness** (GRI 103-2, 403-4, 403-5, 403-8, RT-CH-320a.2)

**Health & Safety Practice for employees and sub-contractors**



The Safety Officer trains awareness to all the employee 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 procedures are implemented for the internal employee process and also all 100% of contractors work. The Safety officer verifies the permit for the work process and control measures are in place before allowing the permit to work.

Environmental training for employees is a crucial component of Human Resources management that aims to educate staff on environmental issues, best practices, and their roles in promoting sustainability within the organization.

This training fosters awareness, builds knowledge, and encourages environmentally responsible behaviors, contributing to a more sustainable workplace and reducing the company's environmental footprint.

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.

Environment, Health and safety training for employee, sub-contractors are essential to ensure environment and safe working environment for everyone. It involves awareness contractors on potential hazards, environmental aspect impact, safe work practices, and emergency procedures relevant to the specific site and tasks they will be performing. This training helps prevent accidents, protect workers' health, and ensures compliance with Proven regulations. Our intention in below

- Understanding Responsibilities:
- Legal and Regulatory Requirements:
- Compliance with Proven Standards:
- Identifying Workplace Hazards:
- Risk Assessment:
- Environmental Aspect impact:
- Specific Hazards:
- Personal Protective Equipment (PPE):
- Safe Use of Equipment:
- Emergency Procedures:
- Communication and Reporting:
- Initial Site Induction:
- Monitoring Contractor Performance:
- Communication and Coordination:



Besides, 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 Program and Training

***QHSE Training (PTIC - Internal, External)*** (GRI 103-2, 403-4, 403-5, 404-1, 404-2)

Training Course	Location	Trainer	Number of Trainees	Training Duration
Work in Process and Quality Knowledge Training	PTIC (Learning Center)	Production & QC Mgrs, Supervisors, In-charges	506	90hr
Environment and Health & Safety Awareness Training	PTIC (Learning Center)	Asst; Safety Officer	488	87hr
Chemical Handling & Storage for EHS	PTIC (Learning Center)	QC supervisor	46	8hr
Drill Exercise for Fire, Disaster, Chemical	PTIC (Plant 1&2)	Asst; Safety Officer	253	6hr
FMEA Awareness Training	PTIC (Learning Center)	MR, QC & Planning Managers, QC supervisor	33	7hr
Orientation Training	PTIC (Learning Center)	HR Executive Asst; Safety Officer QC Supervisor	153	80hr
IMS/ ISO Awareness and Documentation Training	PTIC (Learning Center)	Management Representative	97	23hr
Equipment Calibration & Verification Training	PTIC (Learning Center)	Maintenance Supervisor	9	2hr
IT, Admin & Planning Refresher Course	PTIC (Learning Center)	Supervisor & Manager	33	4hr
First Aid Training	PTIC (Learning Center)	Myanmar Red cross Society's Trainer	16	21hr
Financial Policy's Brief and Review	PTIC (Learning Center)	Advisors	27	2.5hr

**QHSE Training (PTIC - Internal, External)** (GRI 103-2, 403-4, 403-5, 404-1, 404-2)

Training Course	Location	Trainer	Number of Trainees	Training Duration
AWS Cloud Online External Training	PTIC (Learning Center)	External Trainer	1	16hr
Office Management Training	PTIC (Learning Center)	External Trainer	25	7.5hr
Time Management Training	PTIC (Learning Center)	External Trainer	25	7.5hr
SSB Knowledge	PTIC (Learning Center)	SSB	100	1hr
Supervisory Management Training	PTIC (Learning Center)	External Trainer	25	7.5hr
Security Management User Knowledge Sharing Training	PTIC (Learning Center)	IT Division Head	30	1hr
Legal Evaluation Training	PTIC (Learning Center)	Asst; Safety Officer	13	2hr
Network Infrastructure PTIC Knowledge Sharing Training	PTIC (Learning Center)	IT Division Head	2	1hr
Sever Management User Knowledge Sharing Training	PTIC (Learning Center)	IT Division Head	33	2hr
Leadership Alliance Building Unified Leaders Across Organizations -25	Panda Hotel	External Trainer	48	8hr
Ahtar Oo Software Training	PTIC (Learning Center)	External Trainer	7	1hr
SPC, GR & R Training	PTIC (Learning Center)	QC Manager & Supervisor	9	5hr
Total Training (Trainees & Hours)			1979	390 Hr

***QHSE Training (Proven Polyword)*** (GRI 103-2, 403-4, 403-5, 404-1, 404-2)

Training Course	Location	Trainer	Number of Trainees	Training Duration
Occupational Health & Safety Training	PPW, Meeting Room	Asst; Safety Officer	52	46hr
Safety Supervisor Training	PPW, Meeting Room	Asst; Safety Officer	30	10hr
Fire Fighting Training / Drill	PPW, Meeting Room	Asst; Safety Officer	26	4hr
5s Training	PPW, Meeting Room	Production Manager	25	4hr
First Aid Training	PPW, Meeting Room	Production Supervisor	28	4hr
Quality Check Point Training	PPW, Meeting Room	Production Division Head	48	12hr
Good Mindset & Attitude Training	PPW, Meeting Room	Asst; Safety Officer	16	2hr
Total Training (Trainees & Hours)			225	82 Hr

***QHSE Training (Proven Distribution)*** (GRI 103-2, 403-4, 403-5, 404-1, 404-2)

Training Course	Location	Trainer	No of Trainees	Training Duration
Document Location & Checking Awareness Training	PG, Meeting Room	Admin Manager	4	1hr
Export & Import Document Training	PG, Meeting Room	Trade Manager	6	2hr
Financial Statements Analysis (P-II)	PG, Meeting Room	Chief Internal Auditor	3	2hr
Security Management User Knowledge Sharing	PG, Meeting Room	IT Division Head	8	1hr
Fixed Assets Management Policy	PG, Meeting Room	Advisor	9	4hr
Business Market and Business Buyer Behavior	PG, Meeting Room	Marketing Manager	2	2hr
Document Training	PG, Meeting Room	Trade Manager	6	1hr
Solar System & Product	PG, Meeting Room	Solar Manager	19	2hr
QOB & Policy Awareness	PG, Meeting Room	Asst; Marketing Manager	18	2hr
Overtime Calculation & Leave Calculation Theory by Labour Law	PG, Meeting Room	HR Manager	2	2hr
Total Training (Trainees & Hours)			77	19hr

**QHSE Training (Proven Distribution)** (GRI 103-2, 403-4, 403-5, 404-1, 404-2)

Training Course	Location	Trainer	No of Trainees	Training Duration
Fundamental of Safety, Understanding on OHS, Principle of OHS	PG, Meeting Room	Sustainability Officer	138	9hr
Chemical Handling & Storage Training	PG, Meeting Room	Sustainability Officer	36	4.5hr
Fire Safety Management & Drill on Fire and Natural Disaster	PG, Meeting Room	Sustainability Officer	27	4hr
Road Safety Training	PG, Meeting Room	Marketing Manager & Vehicle Supervisor	26	4hr
Financial Policy Review and Financial Statement Analysis	PG, Meeting Room	Advisor & Internal Auditor	24	7hr
ERP Software Training	PG, Meeting Room	Chief Accountant	9	6hr
Product & Battery Knowledge Training	PG, Meeting Room	Sale Manager & Production Manager	35	5hr
Orientation Training, Rules & Regulations and HR Lite Software	PG, Meeting Room	HR Manager	10	2hr
ISO/ IATF Management Training	PG, Meeting Room	Management Representative (Group)	28	3hr
Awareness of PPE Area	PG, Meeting Room	Sale Supervisor	26	0.5hr
Permit to work	PG, Meeting Room	Admin Manager	3	1hr
Network Infrastructure Knowledge Sharing	PG, Meeting Room	IT Division Head	2	1hr
Display Guideline for Brand Visibility Development	PG, Meeting Room	Marketing Manager	7	1hr
Cycle Battery, Battery Water, Acid Delivery Awareness	PG, Meeting Room	Service Supervisor	15	1hr
Total Training (Trainees & Hours)			386	49 hr

**QHSE Training (Yangon Metal Industry)** (GRI 103-2, 403-4, 403-5, 404-1, 404-2)

Training Course	Location	Trainer	Number of Trainees	Training Hours
<b>Training</b>				
Health & Safety Training	YMI	HSE Officer	12	2hr
Machine Guard Safety Training	YMI	Asst; Mgr (Engineering)	10	2hr
Chemical Process Safety Training	YMI	Asst; Mgr(QC)	15	2hr
Health & Safety Training	YMI	HSE Officer	45	24hr
Environment Aspect & Impact Assessment	YMI	HSE Officer	15	2hr
Safety Induction	YMI	HSE Officer	15	2hr
Confined Space	YMI	HSE Officer	15	2hr
Working at Height	YMI	HSE Officer	15	2hr
Forklift Safety	YMI	HSE Officer	15	2hr
Overhead Crane Safety	YMI	HSE Officer	10	2hr
Risk Assessment	YMI	HSE Officer	12	2hr
Safety Leadership	YMI	HSE Officer	15	2hr
Safety Induction	YMI	HSE Officer	15	2hr
Total Training (Trainees & Hours)			209	48 hr

**QHSE Training (Yangon Metal Industry)** (GRI 103-2, 403-4, 403-5, 404-1, 404-2)

Training Course	Location	Trainer	Number of Trainees	Training Hours
<b>Training</b>				
Office Letter Writing	YMI	Manager (Admin)	25	2hr
Warehouse Knowledge	YMI	Asst; Mgr (Planning)	15	2hr
Spectrometer	YMI	Asst; Mgr(QC)	10	2hr
Finished Goods Checking	YMI	Asst; Mgr(QC)	8	2hr
Cutting Machine	YMI	Asst; Mgr(Production)	15	2hr
Plastics Machine	YMI	Asst; Mgr(Production)	15	2hr
Kettle Process Knowledge	YMI	Asst; Mgr(Production)	15	2hr
Cupola Process	YMI	Asst; Mgr(Production)	15	2hr
Office Letter Writing	YMI	Manager (Admin)	25	2hr
Cupola Process	YMI	Asst; Mgr(Production)	15	2hr
Leadership Alliance	Panda Hotel	U Aye Chan Ko Ko	45	8hr
Management Retreat	Wyndham Grand Hotel	U Aye Chan Ko Ko	18	8hr
Total Training (Trainees & Hours)			221	36 hr

**QHSE Training (Proven International)** (GRI 103-2, 403-4, 403-5, 404-1, 404-2)

Training Course	Location	Trainer	Number of Trainees	Training Hours
WMS - Warehouse Management System (including 5S, HSE)	Warehouse	U Khaing Zayar Kyaw	23	3hr
Team work's effective	PI, Office	MD	82	2hr
Team Work & Team Building	PI, Office	Daw Poe Ei Phyu	83	30min
Department Skill Improve & Customer Service Training	PI, Office	MD	33	2 hr
Marketing 6.0 (Basic Maret Analysis) Product Market Development	PI, Office	MKT Rep & Sale Rep	2	1:30hr
ISO Awareness Training	PI, Office	Daw Pyae Pyae Win	20	1hr
KPI Knowledge	PI, Office	HR Team	21	1hr
Warehouse Management & Leadership (including 5S, HSE)	Warehouse	U Myat Soe Kyaw	23	3hr
Warehouse & Strategy	Warehouse	U Khaing Zayar Kyaw	24	2hr
HR Professional Apply Course	PI, Office	Daw Poe Ei Phyu	21	1hr
Inventory Knowledge	PI, Office	U Khaing Zayar Kyaw	25	3hr
Warehouse Analysis (2024)	Warehouse	U Khaing Zayar Kyaw	23	3hr
HR Orientation (Including HSE)	PI, Office	Daw Myat Kay Khaing	4	2hr
Lubricants Part I, II	PI, Office	Daw Zue Zue	11	2hr
Total Training (Trainees & Hours)			395	27 hr

**Training & Awareness** (GRI 103-1, 103-2, 103-3, 404-1, 404-2)

**Skill Development Training**

Skill training for Proven involves developing the specific knowledge, abilities, and behaviors that employees need to perform their jobs effectively and contribute to organizational goals. This can include both hard skills (technical expertise) and soft skills (interpersonal and communication skills).

Here's a more detailed look at skill training for organizations:

1. Identifying Training Needs:

- Skill Gap Analysis:
- Strategic Alignment:
- Role-Specific Needs:
- Hard Skills Training:
- Soft Skills Training:
- Organizational Skills Training:
- Formal Training Programs:
- On-the-Job Training:

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

- Improved Employee Performance:
- Increased Employee Engagement:
- Reduced Turnover:
- Enhanced Innovation and Adaptability:
- Stronger Organizational Culture:

Proven 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 2024.





Fire Fighting Drill

**Fire Fighting & Drill** (GRI 103-1, 103-2, 103-3, 403-4, 403-5)

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. In 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 root knowledge and skills. With both methods, employees are activating knowledge through application.

Proven conducted firefighting drill annually upon on relevant location PTIC factory, PPW factory, YMI factory and PI warehouse.





## SDG Goal – 13: Disaster Risk Action and Drill (GRI 103-1, 103-2, 103-3, 403-4, 403-5)

### Disaster Emergency Preparedness

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 tank 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.

Proven 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.



## Earthquake Drill & Exercise (GRI 103-1, 103-2, 103-3, 403-4, 403-5)



Drop, Cover, and Hold On offers the best overall level of protection in most situations.

Drills and exercises are activities that test and evaluate the response to a particular event.

We cannot prevent natural earthquakes from occurring but we can significantly mitigate their effects by identifying hazards and providing education on earthquake safety. Proven prepared the disaster drill plan annually and established the disaster committee to reduce the disaster risk from human by promoting awareness and to respond immediately with preplanned steps to mitigate the disaster including recovery process.

## Chemical Spillage Drill & Awareness Training

Emergency spill drill can help to focus employees on the actions needed to respond to a spill. By exercising the chemical spillage drill, employees are more familiar to response when spill and we can introduce some hazard to the workplace, which must be managed to ensure EMS and employee safety. So, Proven is planned annually for chemical spillage drill and training for the most effective ways to prepare the emergency situations and get the opportunity to practice.



***Environmental and Occupational health & safety program (PTIC)***

No	Description	Program	Year of 2024 ~ 2025
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 2026) 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	4 Times
		- Monitoring of light & noise condition to safe employees at workplace and better environment	4 Times
9	To use for first aid condition (GRI 403-1, 403-8)	- Providing First Aid Box at all security gates	22 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, etc...)	Daily
11	To provide purify drinking water (GRI 403-3)	- Test Analysis of bacteriologically satisfactory for drinking purpose.	2 Times
12	To know how to reduce the disaster risk (GRI 403-1, 403-4, 403-5, 403-8)	- Awareness the Disaster Training & Drill (Earthquake, Storm, Flood, etc..)	1 Time

*Environmental and Occupational health & safety program (PTIC)*

No	Description	Program	Year of 2024 ~ 2025
13	Procedure & Process (GRI 403-1, 403-2, 403-8)	- Accident investigation procedure - HSE 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	1 Times
15	Safety Promotion (GRI 403-6)	- Provide meal to all employees when no any accident within continue two month	2 Times
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)	2 Times 2 Times
21	Environmental Aspect and Impact (GRI 403-1, 403-8)	- Reviewing the control of environmental aspect 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	3 Time Daily

*Environmental and Occupational health & safety program (PTIC)*

No	Description	Program	Year of 2024 ~ 2025
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 - Monitoring of water quality PH level at factory's outlet to external	3 Times Daily
26	To improve of observation Process Safety (GRI 403-4, 403-5)	- Machine, Electrical, Chemical training - Safety Member Meeting for working safe condition - Process safety Awareness Training on New Employee	11 Times 10 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 - Daily Announcement to wear PPE and 5S activity at the workplace.	3 Times 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 - Uploaded the instruction and troubleshooting instruction at website	All packing box have been indicated for instruction 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
Total			112 Times

*Environmental and Occupational health & safety program (YMI)*

No	Description	Program	Year of 2024 ~ 2025
1	To improve the fire protection system (GRI 403-1, 403-2, 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 sub-contractor safety (GRI 403-4, 403-8)	-Permit To Work System before starting the sub-contractor work -Providing outsider General Safety Training	Every work
4	To improve of overhead crane condition (GRI 403-1, 403-8)	-Overhead crane inspection	1 Time
5	To protect blood lead pressure of all employees (GRI 403-3)	-Testing of blood lead pressure level	1 Time
6	To improve work place safety (GRI 403-1, 403-8)	-Gas Leakage monitoring at all factory site -Monitoring of light & noise condition to safe employees at workplace and better environment	12 Times
7	To use for first aid condition (GRI 403-1, 403-8)	-Providing First Aid Box at security gate and office	12 Times
8	Employees health & nutritive (GRI 403-3, RT-CH-302a.2)	-Providing of nitrous foods (Electrolyte Beverage Juice, Banana, Milk, etc..)	Daily
9	To provide purify drinking water (GRI 403-3)	-Test Analysis of bacteriologically satisfactory for drinking purpose.	1 Time
10	Management Review meeting (GRI 403-1, 403-8)	-Review Occupational Health & Safety and Energy, Environment Management system performance and effectiveness	3 Times
11	Safety Promotion (GRI 403-6)	-Provide awareness	6 Times
12	To reduce incident at confine space (GRI 403-1, 403-8)	-Permit to Work System before starting work at confine space	Always
13	To reduce the incident and good performance (GRI 403-1, 403-8)	-Contractor evaluation process	1 Time

***Environmental and Occupational health & safety program (YMI)***

No	Description	Program	Year of 2024 ~ 2025
14	To awareness for QHSE policy and instruction (GRI 403-5, 403-8)	-Assembly meeting at every Monday	Weekly
15	Environment Aspect and Impact (GRI 403-1, 403-8)	-Reviewing the control of environment aspect and impact	1 Time
16	To improve environmental protection inn workplace (GRI 403-1, 403-8)	-Chemical Spillage Drill	2 Times
17	To improve of observation Process Safety (GRI 403-4, 403-5, 403-8)	-Safety Member Meeting for working safe condition	12 Times
18	To promote of Emergency Response (GRI 403-1, 403-4, 403-5, 403-8)	-Implementation of Emergency Response Drill (Fire/ Drill)	1 Time
19	Checking & Monitoring (GRI 403-1, 403-8)	-Safety Patrol	12 Times
20	To promote of forklift operation safety (GRI 403-4, 403-5)	-Forklift operation safety awareness training	1 Time
21	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	3 Times
22	Business Community Plan & Risk Management (GRI 403-2)	-Review Business risk and plan to control	1 Time
Total			83 Times

***Environmental and Occupational health & safety program (PPW)***

No	Description	Program	Year of 2024 ~ 2025
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	2 Times
4	To improve sub-contractor safety (GRI 403-1, 403-8)	- Permit to Work System before starting the sub-contractor work	Every work

***Environmental and Occupational health & safety program (PPW)***

No	Description	Program	Year of 2024 ~ 2025
5	To improve of overhead crane condition (GRI 403-1, 403-8)	- Inspection of overhead crane condition from Locomotive Workshop, Insein	1 Time
6	To protect blood lead pressure of all employees (Annual Medical Checkup) (GRI 403-3)	- Testing of blood lead pressure level	1 Time
7	To improve work place safety (GRI 403-1, 403-8)	- Monitoring of noise condition to safe employees at workplace and better environment	2 Times
8	To use for first aid condition (GRI 403-1, 403-8)	- Providing First Aid Box at all security gates & Production Assembly	12 Times
9	Employees health & nutritive (GRI 403-3, RT-CH-320a.2)	- Providing of nitrous foods (Electrolyte Beverage, Noodle, Banana, etc...)	Daily
10	To provide purify drinking water (GRI 403-3)	- Test Analysis of bacteriologically satisfactory for drinking purpose.	1 Time
11	Procedure & Process (GRI 403-1,403-2,403-8)	- Accident investigation procedure - HSE Procedure (Safe Work Procedure) - Quality Management System - Occupational Health & Safety Management System - Environmental Management System	Certified ISO 9001: 2015
12	Management Review meeting (GRI 403-1, 403-8)	- Review Occupational Health & Safety and Energy, Environmental Management system performance and effectiveness	2 Times
13	To reduce incident at confine space (GRI 403-1, 403-8)	- Permit to Work System before starting work at confine space	Always
14	Environmental Aspect and Impact (GRI 403-1, 403-8)	- Reviewing the control of environmental aspect and impact	1 Time
15	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
16	To improve of observation Process Safety (GRI 403-1, 403-8)	- Machine, Electrical, I training	2 Times
		- Safety Member Meeting for working safe condition	12 Times
		- Process safety Awareness Training on New Employee	8 Times
17	To Promote of Emergency Response (GRI 403-1, 403-4, 404-5, 403-8)	- Implementation of Emergency Response Drill (Fire)	2 Time
18	To Promote of forklift operation safety (GRI 403-4, 403-5)	- Forklift operation safety awareness training	2 Times
19	To promote of Fire emergency and first aid plan for trip and driver safety (GRI 403-1, 403-8)	- Fire extinguisher and check inside the truck/car	12 Times
Total			74 Times

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

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**

**Cupola Machine**



The New cupola machine was installed with the aim of significantly reducing the use of electricity, oxygen, and natural gas at Yangon Metal Industry Co., Ltd.



**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 came to our Proven Distribution and medical care for our employee’s health.

**Clinic for Proven employees (GRI 403-6)**

Proven on-site clinic provide comprehensive medical services and wellness initiatives within the workplace. By setting up onsite clinics, it can decrease the number of employees going to hospitals, and it can reduce working hours lost due to employees leaving work to see offsite medical doctors. Besides, easily accessible healthcare gives employees the opportunity to be more productive and they can get back to work faster instead of they had a day off to leave. So, it also gets the more productive workforce and become a healthier, happier environment. That is a significant point of increase productivity. Having clinic in factory is not only saving work hours but can also low cost for our employees instead of medicate at external clinic and shows our company is serious about the well-being of our employees.



**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.

**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, Soy Milk, Bread, Egg, etc...

**Personal Protective Equipment (GRI 403-6)**

Employees who work related to any hazardous substances, we provided relevant PPE such as safety shoes, safety helmet, half shoes, head cap, mask, respiratory mask, safety harness, hand gloves (rubber, cotton, electrical insulation, acid resistant), apron etc. And also, we provided Air shower machine to employees to clean their body who related to the production before entering to the dining room/ cafeteria and employees who work related to any hazardous particle or liquid, they can use emergency eye wash and water shower for any emergency purpose.

**Customer Health & Safety** (GRI 103-1, 103-2, 103-3, 416-1, 416-2, GRI 417-1, 417-2, 417-3)

Health and safety are 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.

Description	Implementation
Identify the safety characteristic	Explosion, Handle broken, Leakage
Product design risk	FMEA Analysis
Validation	Handle tensile strength, battery terminal welding process, polarity sign, air vent blockage, battery sealing process
Training	Skill person
Quality Control	Internal and Outsource
Lesson learn	From product fault and monitoring

**Product Safety** (GRI 103-1, 103-2, 103-3, 416-1, 416-2, GRI 417-1, 417-2, 417-3)

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.

Proven has developed the product safety procedures as per guidelines from IATF 16949 in February 2023. The manufacturing team has reviewed and controlled product safety characteristics.

So far, there are no known incidents regarding customer incidents due to product quality safety.

**Product user instruction & Service labelling**

Proven has been in compliance with global standards and labelling information requirements. Proven has been implemented of product and service information, such as compliance with global and product labelling 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 2025 there were no known incidents of non-compliance with product health, safety.



GHS Labelling for Transportation Truck

**Pandemic Prevention** (GRI 103-1, 103-2, 403-3, 403-4, 403-5, 403-6,403-7, RT-CH-320a.2)

**SDG Goal – 3: Good Health and Well being**

A pandemic is an epidemic of an infectious disease that has a sudden increase in cases and spreads across a large region, for instance multiple continents or worldwide, affecting a substantial number of individuals. After post covid situation, Proven still always alert and ready to activate BCC program and practice to conduct drill annually.

<b>Covid Vaccination</b>	Dead Rate
Covid dead rate	0



## **Economic Issue & Business Management** (GRI 103-1, 103-2, 103-3)

During recent periods 2024-2025, the Group has formed two committees, such as " Business Development Committee " and another " Audit and Risk Management Committee ". Furthermore, in each subsidiary company, Business Continuity Sub-committee is headed by the Managing Directors.

All of these committees work together to overcome the challenges of electricity outages and diesel shortages by installing solar system. So also, dealing with correspondent banks at times helps the company to note and settle for foreign exchange restrictions and notification from the Central Bank.

As all distributors are facing logistics disruptions, timely management of supplying our goals to have in advance stock at our retailers helps us to be in a stable one.

Proven group implement the following program

- Established Proven energy Co.,Ltd, Proven Properties Co.,Ltd, Proven Autoparts & Care Co.,ltd, Proven Engineering Co.,Ltd in 2025.
- Proven Energy Co., Ltd. will be able to open a dedicated branch office in Mandalay from 2025, import and distribute solar and new energy products.
- Proven Technology Industry Co., Ltd. was able to obtain an MIC Permit has been certified as an Authorized Economic Operator (AEO) - (Level-1, Importer Certificate) in Myanmar and is in the process of applying for Level-2.

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.



**Total Quality Management** (GRI 103-1, 103-2, 403-4, 403-5)

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 have 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 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 QCC committee is responsible to provide the necessary planning and monitor on quality issues, customer complain, problem solving 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. After that, set up the committee plan, conduct the meeting and regular patrol for planning, implementing, monitoring, sustaining the 5S methodology.



**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. Besides, 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 evaluating 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.



# Environmental Management

## SDG Goal-12: Responsible Consumption and Production

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

The Proven 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.

Proven is strongly committed and dedicated to manufacture high quality product with conservation program in accordance with prescribed international procedures and technologies with the primary objective of achieving high customer value and customer satisfaction. Besides, 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.

Energy Consumption: PTIC – 7,113,091 kWh, PD – 83,900 kWh, YMI – 6,535,299 kWh, PPW – 702,286 kWh, PI – 65,364 kWh.

Most are electricity energy from national grid and when power cut-off time, plant use diesel generator for plant power supply rooftop solar system have been installed at all the manufacturing facilities and batteries have been installed at PD office, and solar branches.

### Environmental Compliance (GRI 103-1, 103-2, 103-3, 2-27, 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 Supervision and Inspection, Department of Labor, 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.

## *We Protect the Environment*



### ***We Protect the 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.

### **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 (GRI 103-2, 306-2, RT-CH-150a.1)

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

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 System at YMI



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

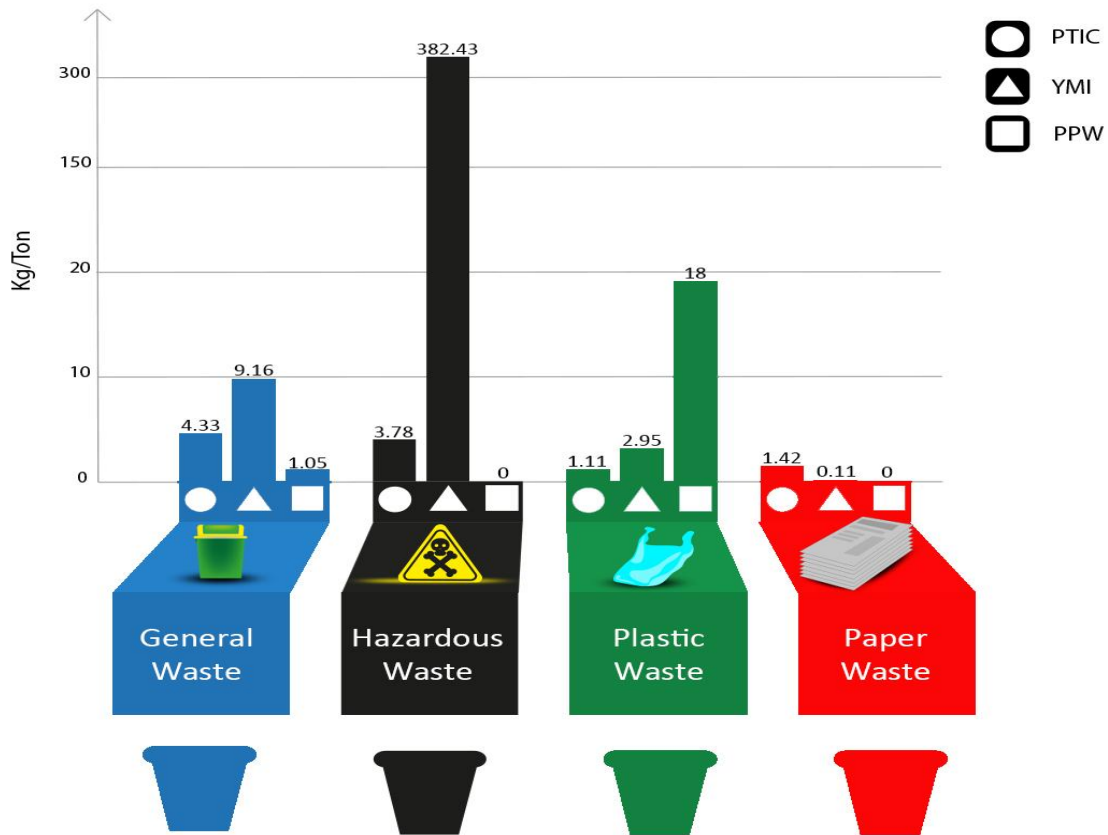
General Waste means the waste which cannot be able to non-recycle and also non-hazardous. We dispose the general waste by coordinating with Yangon City Development Committee (YCDC).

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

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'2024 to Mar'2025) Factory Total Waste Disposal (kg/ton)**

(GRI 103-3, 306-3, 306-4, 306-5, RT-CH-150a.1)



***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.

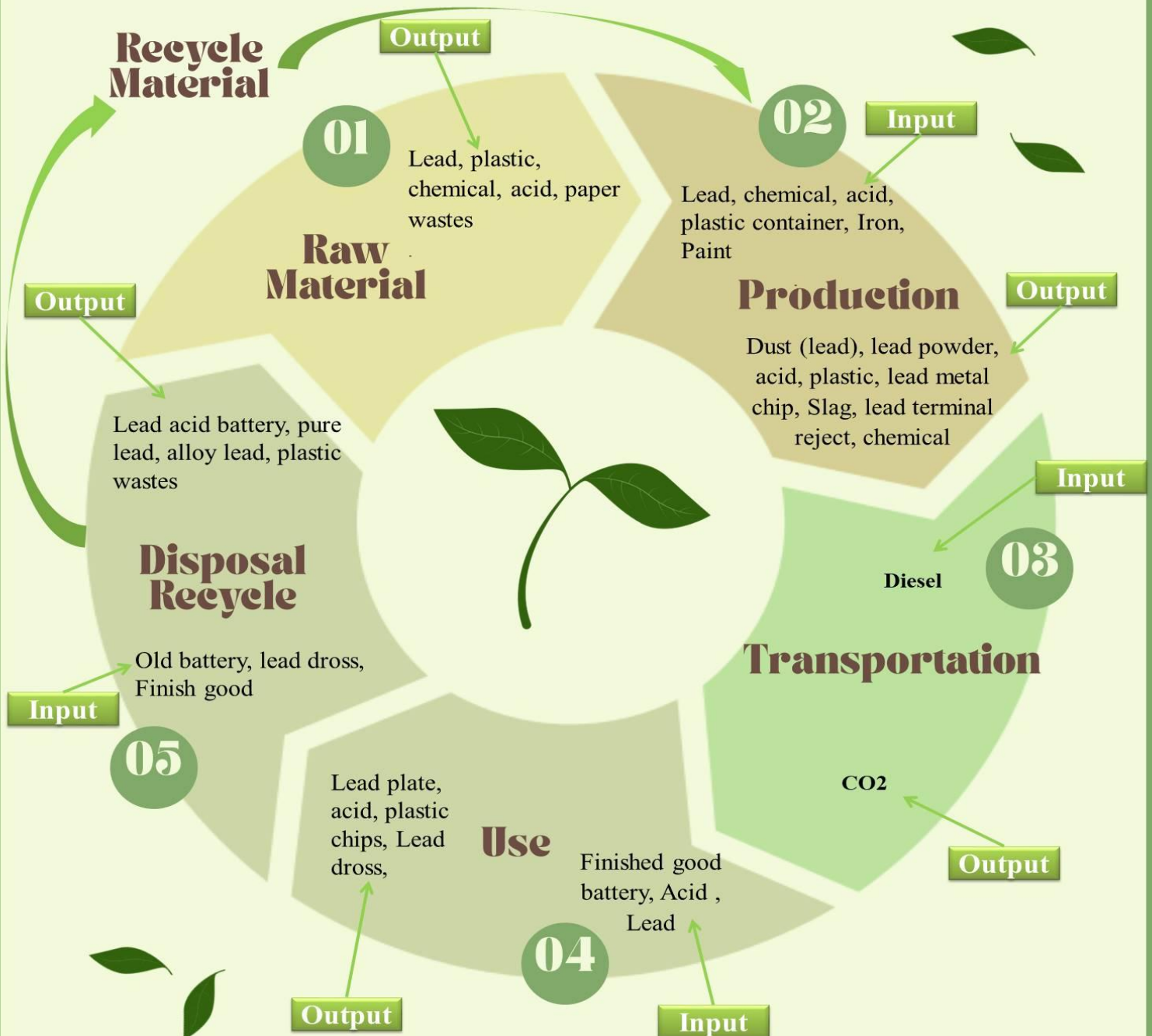


**Secondary Lead Recycling Plant**



# The Life Cycle of Plants

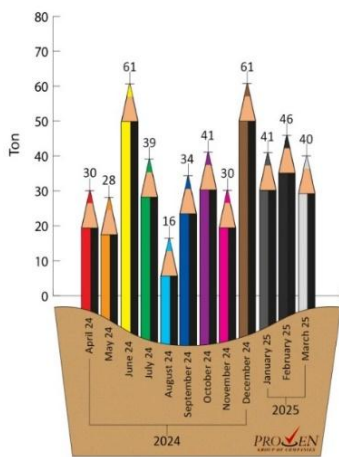
We followed ISO 14001 to conduct lifecycle assessments and quantify the environmental impact of our products. LCA make more environmentally friendly, assessing environmental impacts associated with all the stages of the life-cycle of a commercial product, process, or service including improvements in 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.



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 at Yangon Metal Industry recycle plant.

**PTIC Production Reject Lead Waste (Ton) - Recycling**

(GRI 103-2, 103-3, 306-2, 306-3, 302-1, 302-4, RT-CH-150a.1)



**Production Lead Waste Reducing and Recycling**

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.

**SDG Goal-6: Clean Water**

(GRI 103-2, 103-3, 306-2, 306-3, 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 12,000 m<sup>3</sup>/year and main water source is underground water. All waste water in the 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**



**Receiving/ Storage tank for waste water collection at YMI**

YMI constructed a ground tank in 2023 for waste water collection from rain water. The factory's general waste water (not process waste water) and recycled water have been used for gardening, emergency firefighting testing and factory floor cleaning. This can reduce the raw water usage and also use of electricity.

# We Protect the Environment



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

Proven wants to reduce the impact of global warming caused by CO2 emissions (scope 1) from the factory. For the fume concern with lead in the process, the lead fume purifying machine is cleaned by absorbing the entire lead fume with the filter. And, all the dust coming out from the plate cutting and brushing section has reduced the lead particles from the operation area by using the dust collector and the purifying 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. Besides, PTIC checked the air quality result on every 3 years basic with the relevant laboratory.

## SDG Goal – 12: Responsible consumption and Production

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



**PTIC Lead Fume Purify System**



**PTIC Acid Fume Purification System**



**PTIC Dust Collector Machine**



**YMI Blower and Wet Scrubber for gas Neutralization**



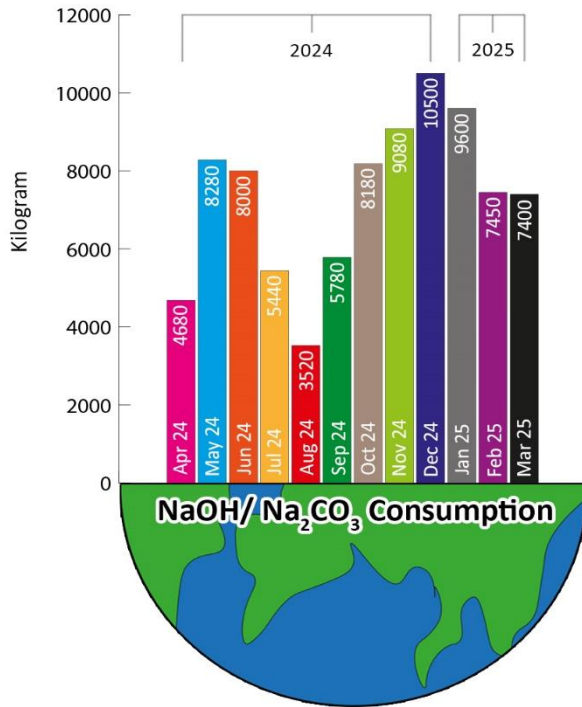
**YMI Bag House to filter lead dust from Rotary Furnaces**



**YMI Exhaust (dust & gas) Settling & Cooling Chamber**

**NaOH/ Na<sub>2</sub>CO<sub>3</sub> consumption (kg/ton) for Waste Water and Acid Fume** (GRI 103-3, 307-1, 306-2)

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, YMI dispose the waste water by treated with NaOH and NaOH / Na<sub>2</sub>CO<sub>3</sub> and monitor the result of waste water laboratory test result by quarterly. Refer below table for waste water test result. YMI dispose the process waste water by evaporator after treatment and PPW dispose the waste water by PTIC where necessary.



**Waste Water Test Results (Jan'25)**

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

No	Parameter	National Standard	P-1	P-2 (Pasting)	P-2 (Forming)
1	Total Suspended Solids	20 mg/l	0	1	1
2	Arsenic	0.05 mg/l	0	0	0
3	Lead	0.1 mg/l	0	0	0
4	Zinc	0.2 mg/l	< 0.05	< 0.05	< 0.05
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. <sup>a</sup>	7	7	7
8	Fluoride	5 mg/l	0.3	0	0.1
9	Copper	0.1 mg/l	0	0	0
10	Cadmium	0.05 mg/l	0	0	0
11	Aluminum	0.2 mg/l	0.16	0.15	0.16
12	Mercury	0.01 mg/l	0	0	0

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

Total HSE Expense within Apr'24 ~ Mar'25 is 6,544 Lakhs. We used the following expenses for Environmental Health & Safety.

- |  |  |
|--|--|
| SSB tax (3%)                                 | Accident Treatment Cost                                |
| Supplement and Others                        | Safety Committee Expense                               |
| PPE supporting                               | HSE Machine Energy Cost                                |
| Clinic Fees                                  | HSE Machine Servicing Cost                             |
| Laundry Services                             | HSE Machine Chemical Usage Cost                        |
| HSE External Audit fees                      | HSE Equipment Service & Calibration Cost               |
| Nutritious Foods & Electrolyte Beverage Cost | Waste Water, Drinking Water & Air Quality Testing Cost |

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

Proven has every three years checking to the air quality result by communication with third party Laboratory. There are no incident of air emission and any finding and penalty from authority.



Air Quality Testing



Air Quality Testing

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

Proven has every two months monitoring and inspection for gas leakage, noise level and lighting quality



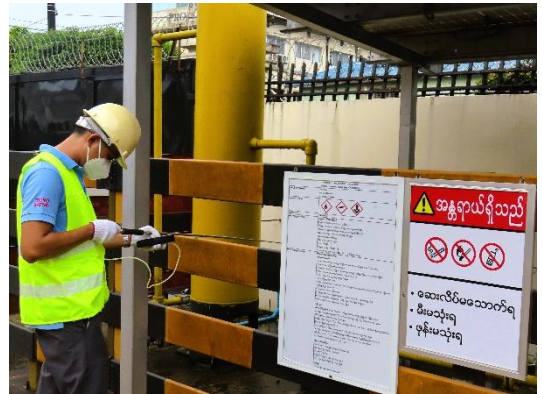
Light Monitoring



Noise Monitoring



Waste Water Testing



Gas Leakage Test



**Environmental Activities** (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 Programme (UNEP) since its inception in 1973.



**World Environment Day (Environmental Events) & Education Support**

5<sup>th</sup> June of each year is designated as “World Environmental Day,” with the intention of ensuring environmental awareness and activities among all Proven 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<sub>2</sub> and to protect the global warming as a Corporate Social Activities of our employees. Proven held planting event and donated education support for No.8 Basic Education Primary School Shwe Pyi Thar Township, Yangon.

# GREEN ENERGY



## Energy Management

### SDG Goal – 13: Climate Action

**Associate Behavior Change Campaign** (GRI 103-1, 103-2, 103-3, 302-1, 302-4, 305-5, RT-CH-130a.1)

Energy is an important topic for Proven including 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.

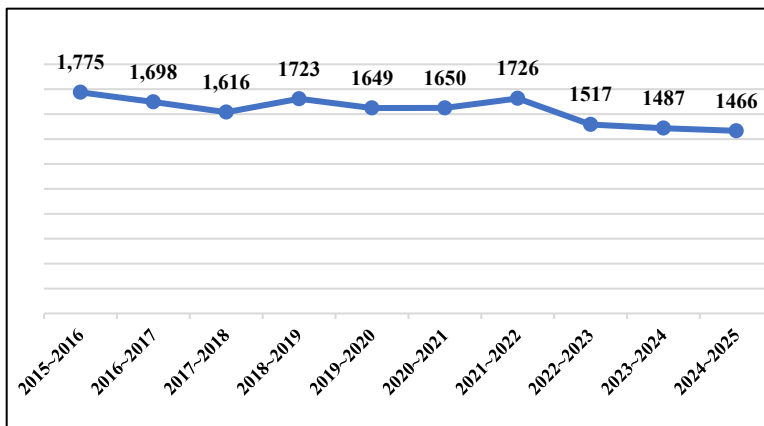
The Company has adopted the idea of changing energy consumption behavior into every operational process, focusing on awareness-raising to associates, to create a sustainability mindset through communication and recommendation of good practices in various Branch Offices, in order to create behavioral changes as follows;

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

### Energy Efficiency Project for 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 the cooperation of development partners, the factory implemented various energy saving activities.

### Energy Efficiency Index for PTIC (EEI) (kWh/ton)



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 [PTIC] (2016-2025)** (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 Total Energy Saving in 2024~2025	Energy Efficiency Index (kWh/ton)	Energy Conservation Annually	
		Electric + Diesel	
		Energy Saving (kWh)	Decrease CO <sub>2</sub> (Ton)
<ul style="list-style-type: none"> <li>➤ Switch off the process and office lighting in break time</li> <li>➤ Switch off the computer and air-con in the break time (Office)</li> <li>➤ Switch off toilet lighting and fan</li> <li>➤ Reduce the frequency of all fumes</li> <li>➤ Saving from Smart Sensor Installation</li> <li>➤ Saving from LED lighting changes</li> <li>➤ Saving the changes of Main Breaker to Switch Breaker at lighting line</li> <li>➤ Saving from Air compressor design modified and adding receiver tank</li> <li>➤ Generate from Solar System</li> </ul>	1,466	610,170	192

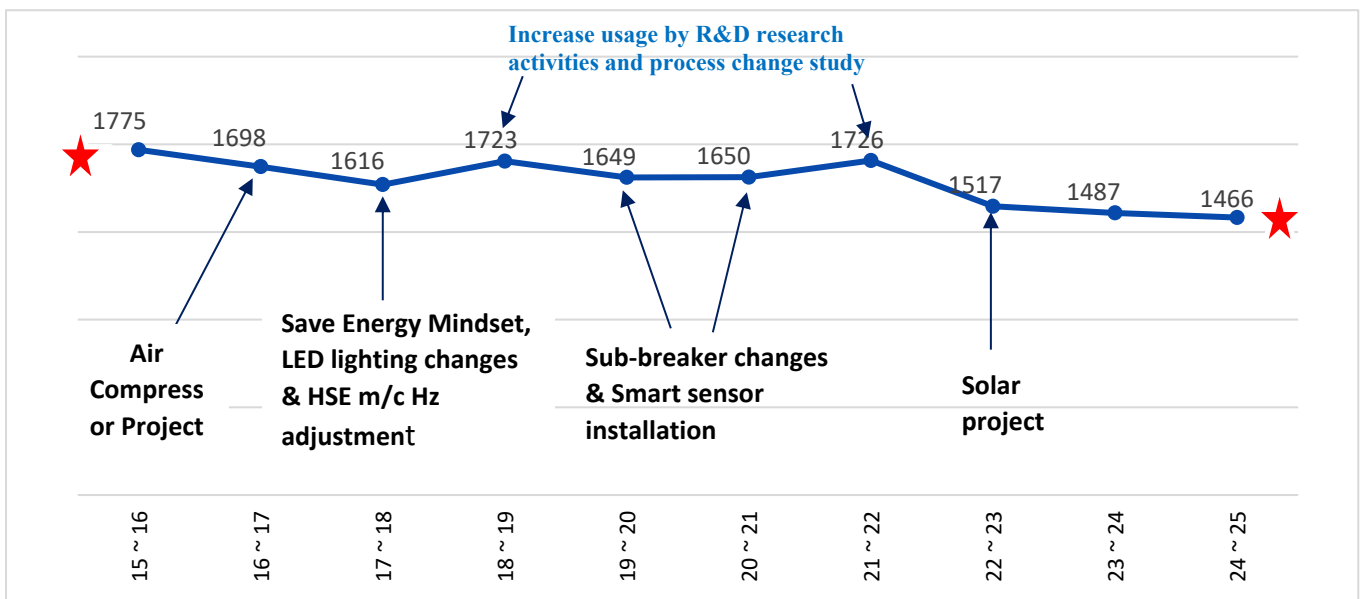
Before doing this energy conservation activities and knowing the energy saving awareness, PTIC didn't do these activities. As the result of energy management practices, PTIC has saved energy about 732,057 kWh within the years of 2023~2024.

**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.

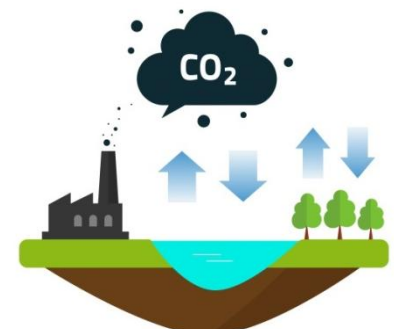
**PTIC Energy Consumption (kWh/ton)** (GRI 103-3, 302-3, 305-1, 305-2, RT-CH-130a.1, RT-CH-110a.1)



From the year of 2015 to 2025, the year of 2025, energy usage (kWh/ton) at PTIC has decreased about 21% after implementing energy saving activities & projects.

Besides, Proven implemented renewable energy program for solar system in 2023 to reduce the energy usage and improve energy usage.

**Your Environmental Impact Depends on How Much Energy You Use?**



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

Energy	Unit	PTIC	PD	PPW	YMI	PI
Energy consumed (electricity + diesel)	kWh	7,113,091	83,900	702,286	6,535,299	65,364
Diesel Gallon	Gallon	407,879	3663	35,949	246,610	2,188
Quantity of electricity consumed	kWh	1,403,500	35,401	170,192	532,900	23,116
Energy consumption	kWh/ton	1,466	NA	1,158	623	NA
Quantity of natural gas consumed	kWh	1,797,433	NA	NA	20,895,997	NA
Quantity of LPG gas consumed	kWh	692,063	NA	NA	NA	NA
Scope 1 GHS Carbon emission (electricity + diesel)	T CO <sub>2</sub> Eq	716	12	78	333	36

**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 CO2 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.

**Fuel Consumption Gallon (For Distribution & Transportation)**

Fuel Consumption for Distribution & Transportation (April 2024 to March 2025)					
	PTIC	PD	PPW	YMI	PI
Diesel (Gal)	1,015	10,039	175	7,984	7,241
Octane (Gal)	398	8,003	0	0	8,104



**SDG Goal – 7: Renewable Energy**

**Solar System Improvement** (GRI 103-1, 103-2, 103-3, GRI 2-25, 2-29, 302-4, RT-CH-110a.2)

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<sub>2</sub>, 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 national 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 such cities as Yangon and Mandalay. In the installation of solar power generation equipment to provide a source of renewable energy, PTIC has installed solar power system with a total capacity of 200 kWp at Factory No.1 and 450 kWp at Factory No.2. The installation covers the entire roof areas of the factory buildings, and a car parking structure with 34 kWp, totaling 2,264.6 m<sup>2</sup>. The system is expected to generate approximately 550 MWh of electricity annually. YMI has also implemented a 300 kWp solar system, which commenced operation in January 2024. Similarly, PPW installed a 200 kWp solar system, which became operational in April 2024.

**SDG Goal – 9: Industry Innovation and Infrastructure**



Solar Saving Energy & Cost	PTIC	PPW	YMI
Saving Month for Solar Operation	April 24 – Mar 25	April 24 – Mar 25	April 24 – Mar 25
	12 months	12 months	12 months
Total kWh (Grid+ Generator)	417,556 kWh	165,857kWh	224,044 Kwh
Diesel (Gallon)	17,652 Gallons	6453 Gallons	12,968 Gallon
Total Cost of Saving (MMK)	316,700,348 MMK	95,186,278 MMK	162,018,000 MMK

## **SDG Goal – 7: Renewable Energy**

## **SDG Goal – 9: Industry Innovation and Infrastructure**

### **New Energy Solution Department** (GRI 103-1, 103-2, 103-3, GRI 2-6, 2-29)

Myanmar’s electricity generation mainly depends on gas and hydropower, while renewable sources such as solar and wind contribute merely one percent to the overall output. However, residential solar systems have gained significant popularity and widespread adoption since 2022.

Due to the recurrent occurrence of power outages, a growing number of factories and residences are opting to adopt solar energy systems. The domestic market has experienced a notable increase in the demand for solar panels and solar-powered devices due to the prolonged blackouts. Certain affluent households opt for residential solar power systems, and the factory, which previously received a mere two hours of electricity from the national grid daily, transitioned to a fully solar-powered system. Some rural areas lacking access to electricity employ solar energy as a means of facilitating irrigation, utilizing water pumps, and supplying illumination to fish farms and poultry farms.

The solar marketing industry is experiencing significant growth, which is a promising development. Solar renewable energy is widely recognized for its environmentally friendly nature, sustainability, and positive environmental impact. The solar industry in Myanmar has experienced a significant expansion of ten times its previous size within the last year. Solar panels are classified as priority products for import, alongside other commodities such as medical supplies and fuel.

As Proven, during the period 2024–2025, has acquired Solar Projects from Yangon and Mandalay. The total installed capacity of solar panels in these projects is as follows:

#### **Factory – 300kW On-Grid Solar System Project**

Customer’s purpose is that would like to reduce the fuel consumption of the genset and perform to reduce the EPC bill. Therefore, we proposed to install Huawei inverter (100 kW) 3 nos, Elegris Genset Controller 1 nos, Smart logger 1 nos and Jinko 590W Solar Panels 96 nos for Solar On-Grid System for a factory in Hlaing Thar Yar Township, Yangon.

Project started at 2 August 2024.

Project accomplished at 15 March 2025.



## **Polyworld Plastic Factory – 57kW Solar On-Grid System Project**

Customer’s purpose is the fuel consumption of the diesel generator and to reduce the EPC bill.

Therefore, we proposed to install 50 kW Huawei inverter 1 nos, Elegris Genset Controller 1 nos, Smart logger 1 nos and Jinko 590W Solar Panels 96 nos for Solar On-Grid System for a factory in 2025.

Project started at 17 February 2025.

Project will accomplish at 7 March 2025.



## **KMA Suzue Logistics Warehouse – 28kW Solar Hybrid System Project**

Customer’s purpose is that he would like to reduce the fuel consumption of the genset and perform to reduce the EPC bill.

Therefore, we proposed to install 12 kW Deye inverter 2 nos, Lithium Battery 51.2V/200A 6 nos and Jinko 590W Solar Panels 48 nos for Solar Hybrid System for warehouse.

Project started at 24 January 2025.

Project will accomplish at 10 February 2025.



## Management Review Meeting (GRI 103-1, 103-2, 103-3, GRI 2-29, 403-4)

The management review is essential for operating an IATF, ISO-certified management system. Management review meeting is a formal platform for top management to evaluate the organization's performance against set objectives, policies, customer feedback, company improvement and audit results, monitoring result, analysis, effectiveness of risk action, participation and consultation status, supplier performance, legal compliance.

Proven held the management review committee meeting annually and discuss the effectiveness of our organization's management system based on the agenda of meeting input & output according to the IATF, ISO system. By holding this meeting, we can evaluate the performance of management systems based on the purpose and goal, as well as whether we are producing desirable results aligned with the organization's needs and risk associated with the management activities in departmental objectives.



## Monthly Employees Meeting



In our workplace, staff/employee meetings play a vital role in fostering communication, collaboration, and alignment among department. Meetings provide an opportunity for employees to generate ideas/suggestion collectively and discuss different perspectives of an issue. During such interactions, we can share the departmental objective for our future improvement and the health & safety awareness, workplace discipline to encourage idea generation, knowledge and responsibility. After that, we celebrated the birthday-party and lucky draw program even for all employees who fall their birthday in relevant month. It makes employees feel appreciated and brings staff/ employees together, transparency between all employee and management, both of which help to form deeper relationships between employees and across the organization.

# Economic, Business Development and Risk Management

## Business Development Committee (GRI 103-1, 103-2, 103-3, GRI2-25, GRI 2-29)

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 as below

- Two executive directors
- Four non-executive directors and
- One consultant

Business development committee held review meeting 3 times in year of 2024 to 2025 and discussed the following.

- Necessary action for PTIC Plant 3 infrastructure
- Business expansion for Proven Energy Co.,Ltd
- Authorized distributorship for Proven Auto Co.,ltd
- Investment program



## Audit and Risk Management Committee

Various Risks are uncertainties that have 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 such as market supply chain, logistics, financial lose. 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 audit and risk management committee in below

- Three non-executive director and
- Two consultants

Audit and risk management committee held review meeting 2 times in year of 2024 to 2025 and discussed the following.

- Assess the status of internal audit findings and action for group of companies
- Assign responsible person to assess legal compliance relevant with commercial tax.
- Established accounting policy and fixed assets.
- Review Financial Report to submit board of directors
- Implementation for risk management and action
- Engagement with external auditors and discussed to their findings.

## Nomination and Remuneration Committee

The role of the committee is a key corporate governance body that manages the selection, appointment, compensation, and succession planning for board members and senior executives, ensuring competent leadership and alignment with shareholder interests through formal, transparent processes for recruitment and pay policies.

Proven established nomination and remuneration committee as below

- Four non-executive directors and
- One consultant

The committee held review meeting 2 times in year of 2024 -2025 and discuss about the approval of the remuneration and meeting attendance fees, the staff Thingyan allowance and one month’s basic salary bonus, dividends arrangements for shareholder for 2022-2023 financial years, to select and appoint new directors from among the nominated shareholders and to present for approval the appointment of the 17 selected individuals as Directors for the 2024–2025 financial year and to endorse the members of the Control Committee

## Business Continuity Committee / Contingency Plan (BCP) (GRI 103-1, 103-2, 103-3, GRI 2-25, GRI 2-29, 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 reviews the contingency plan annually in collaboration with top management, related department managers and the safety officer. By doing this plan, it provides a structure for assessment and actions to recover from such unexpected events. Besides, it can help the organization identify the risks and consider the probability of adverse

### Business Continuity Committee

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

#### Step 1: 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 2: Evaluate the potential impact of disruptions to our enterprise and workers

Risk analysis and Manage  
Evaluate the require key resource and facilities

#### Step 3: Establish contact lists

- Accurate and update lists of all key stakeholders.

#### Step 4: List action to protect our business

Actions to minimize risk to ours in below

- Special maintenance activities for critical equipment, Spare part for critical equipment
- Renewal Energy Project
- Minimum stock level for critical raw material
- Performance of critical supplier and their risk
- Employee job rotation program
- Legal evaluation and compliance
- Cyber-attack and preventive action program
- Disaster and Emergency Preparedness program

#### Step 5: Validate

- Validate contingency test.

#### Step 6: Maintain, review and continuously update

- To review the effectiveness twice a year.

**Risk Management and Opportunities** (GRI 103-1, 103-2, 103-3, GRI 2-25, GRI 2-29, 403-2, 403-8)

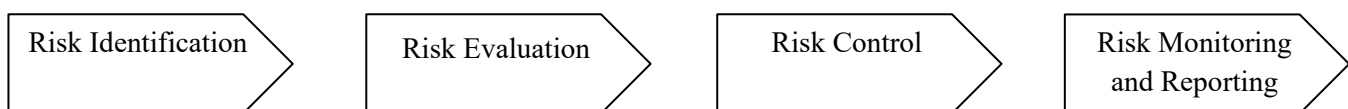
Risk management encompasses the identification, analysis, and response to risk factors that form part of the life of a business. Effective risk management means attempting to control, as much as possible, future outcomes by acting proactively rather than reactively. Therefore, effective risk management 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.

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, Proven has established a risk management process and systematically manage risks, Hazard, covering risk identification, control, response, monitoring and reporting. We believe that QHSE 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, QHSE risk management and clearly defined to ensure that risks are effectively managed. Fully identifying QHSE risks and opportunities is an important consideration in our annual reviewing. This helps us set well-targeted goals and work plans, minimizes QHSE risks that Proven has facing, and maximize our contributions to sustainability.



**Risk Management Process**



**Context of Organization**

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

Materiality Analysis (GRI 103-1, 103-2, 103-3, GRI 2-25, GRI 2-29, 403-2, 403-8)

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.

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

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

Risk management is the process of identifying, assessing and controlling threats to 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 strategic goals.

The group conducted risk assessment for all organization contexts and identified, evaluate, control and monitoring, including business risk, hazardous analysis and environment aspect and impact by annually.

# Stakeholder Engagement

## Supplier Relationship Management (GRI 103-1, 103-2,103-3, GRI 2-6, 2-25, 2-29,308-1,308-2)

### 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, Proven has 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



## SDG 1: No Poverty



Proven hires over 1000 local workers from nearby low-income areas and provides fair wages (enough to meet basic living standards).

Proven offers monthly training programs for unskilled workers and improve their skill to develop future successful.

Proven donated the batteries, engine oil and lubricant to Social Rescue Organization for their emergency response operations and ensures their vehicles and equipment remain functional and ready to save lives.

Proven bought all of the old used batteries in local for several important benefits to the community such as environmental protection, health & safety, recycling & resources efficiency, income opportunities, awareness & responsibility.

## SDG 3: Good Health and Well-being



Proven Group of Companies, we understand the vital link between battery production and human health. As a manufacturer of lead acid batteries, we recognize both the health risks posed by chemical materials and our responsibility to protect workers, communities, and end-users.

### Workplace Health & Safety

- Implemented a real-time air quality monitoring system in the production areas to detect the air quality (e.g. PM<sub>10</sub>, PM<sub>2.5</sub>, CO, etc...).
- Trained 100% of factory workers in chemical safety, emergency response, and use of personal protective equipment (PPE).
- Achieved **zero lost-time injuries (LTI)** for 12 consecutive months in our Industry.

### Employee Wellness & Medical Screening

- Conducted annual lead test for all employees with focus on blood.
- Provided nutritious meals and health & safety awareness to promote healthy lifestyles for workers.
- Implemented ISO 45001-certified Occupational Health & Safety Management Systems (OHSMS) across all production sites.
- Established on-site medical clinics and annual health screening for all employees.
- Zero fatalities in the workplace across all sites.
- Over 1000 workers participated in health & safety awareness and training programs.

### Community Health & Environmental Protection

- Installed wastewater treatment systems to prevent harmful discharge flowing to public drainage.
- Funded purify drinking water equipment for (24) Basic Education Primary School, Shwe Pyi Thar Township and provided to students.
- Sharing knowledge to our customers, retailers and wholesalers to well know the lead poison, lead-acid battery safety & waste control programs by focusing on health, safety and environmental pollution awareness.
- Plantation of perennial trees at school as the event of World Environment Day to reduce carbon dioxide and to protect the global warming through forest preservation.

**SDG 4: Quality Education**



Proven provides long-term training and development programs for all employees across the quality, environment, health & safety trainings that achieved 244 times training in 2024 ~ 2025.

Employee Lifelong Learning Program - Proven offered on-site training programs on Quality, Environment, Health & Safety (QHSE), computer practice, and leadership skills for employees.

School Partnership Program - Proven host the factory tours for students and visitors to raise awareness of industrial skills and career opportunities.

**SDG 5: Gender Equality**



Equal Hiring & Promotion - Promote equal opportunity in recruitment and promotion regardless of gender and equal pay for equal work for both men and women.

Women in Leadership Program - Provide leadership/ supervisory skill training and management training for female employees to support women moving into supervisory and managerial roles.

Support for Working Mothers - Provide paid maternity leave in line with labor laws or better.

Offer paternity leave to encourage shared family responsibilities.

Technical Training for Women - Communicate with the external training centers or internal expert level trainers to provide technical and soft skill development training for women.

30% of supervisor positions are women and more than 100 women trained in Quality, Environmental and Health & Safety at PTIC and normally proven group of companies are also similarly.

**SDG 6: Clean Water**



**1. Water Recycling System**

Proven uses the waste water system that treats and recycles water used in toilet and gardening.

**2. Water Discharge**

Proven aims for no untreated wastewater are released into the environment. All wastewater is treated and reused or safely disposed of.

**3. Environmental Compliance**

Proven monitors the water usage as part of its Environmental, Social, and Governance strategy and dispose by the environmental health and safety guidelines

## SDG 6: Affordable and Clean Energy



The shift to renewable energy adoption and energy efficiency initiatives in battery manufacturing is not only an environmental responsibility but also a strategic business advantage. By integrating renewable energy, adopting sustainable sourcing, reducing waste, and applying smart technologies, battery manufacturers can achieve cleaner production, cost efficiency, and long-term competitiveness in the global market.

Proven has taken concrete steps toward this transition by:

- Installing solar power systems to generate clean electricity and reduce reliance on diesel fuels.
- Developing energy-saving programs that lower carbon emissions and decrease air pollution.
- Implementing battery recycling plant (YMI) to recover and reuse valuable materials, minimizing environmental impact while improving energy efficiency.

As a result of these initiatives, Proven is able to:

- Reduce the environmental footprint
- Lower energy costs and operational expenses
- Strengthen brand value and consumer trust through sustainability leadership
- Ensure compliance with regulatory standards and international best practices

By developing renewable energy and energy efficiency programs into the operations, Proven can enhance both sustainability and profitability, fostering environmental stewardship while strengthening business resilience.

## SDG-8: Decent Work and Economic Growth



Proven aims to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. So, Proven create the direct jobs in production, engineering, quality control and indirect employment opportunities arise in professional job such as trainers, officers and technicians. Besides, battery production involves hazardous materials such as lead, acids, and other chemicals, and it is operated with heavy machinery. Therefore, we conducted risk assessments, provided appropriate PPE, and delivered regular health & safety training to ensure worker safety.

## SDG – 10: Reduced Inequalities



Our company provides fair recruitment and career development pathways, ensuring equal opportunities for all employees regardless of gender, age, ethnicity, or disability.

## SDG – 12: Responsible consumption and production



Energy-efficient technologies were implemented in production processes to reduce energy consumption and CO<sub>2</sub> generation. Lead, plastics, and other battery components are recovered and reused through a recycling system, reducing hazardous waste. Strict handling and storage protocols are in place for acids and other hazardous chemicals to minimize environmental risks.

## SDG – 13: Climate Action



Our battery manufacturing industry plays a critical role in reducing greenhouse gas emissions and advancing the integration of renewable energy, thereby supporting the global transition toward sustainable energy systems

### Solar Power by Renewables

Proven runs partly on renewable energy, with a plan to be efficient powered by solar.

### Carbon Reduction in Manufacturing

Proven measures and reports the GHG emissions annually, aiming for continuous reductions in Electricity and Generator by production intensity (CO<sub>2</sub> per kWh battery produced).

### Battery Recycling

Proven developed battery recycling processes that recover 100% of lead, reducing lead waste from production and old batteries.

### Energy Efficiency

Proven has developed energy-efficient projects aimed at reducing both CO<sub>2</sub> emissions and operational costs, while also conducting staff awareness programs on effective energy consumption.

### Climate Risk Adaptation

Proven evaluates climate change-related risks annually and conducts awareness programs on climate risks and mitigation practices through drill exercises and emergency response training.

## Ceremony to award the recognition certificate to Proven as the first Authorized Economic Operator (AEO) Importer (Level-1) in Myanmar

(GRI 103-1,103-2,103-3, GRI 2-29)

Proven Technology Industry Co., Ltd., with a presence of over 30 years in Myanmar’s industrial sector, has been awarded the recognition certificate as the first Authorized Economic Operator (AEO) Importer (Level-1) in Myanmar. The award ceremony was held on November 22, 2024, at 9:00 AM in the UMFCCI (Mingalar Hall)



The primary objective of the first level of the Authorized Economic Operator (AEO) program is to ensure that a company has systematically implemented internal controls and complies with regulations. As part of this process, Ministry of Myanmar Planning & Finance and Myanmar Custom conducted inspections of the company’s operations, including raw material importation, procurement, proper storage and usage of materials, and accounting record management. They also reviewed compliance with the tax authority’s prescribed requirements and verified the company’s external reporting. As our company met all the prescribed standards and demonstrated full compliance, it was awarded the AEO recognition certificate.



**Corporate Social Responsibility** (GRI 103-1,103-2,103-3, GRI 2-29)

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.

***Donation to Flooded Area***

Since 9 September 2024, heavy rains caused by the monsoon season and remnants of Typhoon Yagi have led to severe flooding across Myanmar. Central Myanmar was the worst affected. The flood impacted 59 townships in nine regions and states, including the state’s capital, Nay Pyi Taw, Bago, Kayah, Kayin, Magway, Mandalay, Mon, and eastern and southern Shan. There had been significant damage to road networks, transportation, telecommunications, and electricity in affected areas. Most areas remain flooded, and some townships were exceeding water levels. So, to be able in part as helping, Proven was donated the nutrition foods, purify drinking water and energy drink, etc to the at the flood victims at the flood affected area.



**Battery and Engine Oil Donation to Rescue Team**

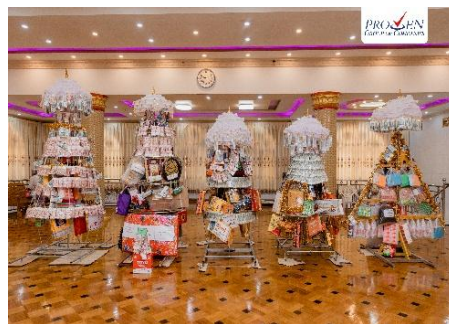
Proven Group of Companies have been donated the Battery and Engine Oil to YarMaNya, MaNawPhyu and GaYuNar rescue teams. That we aim according to help the organization respond more effectively to urgent needs, sustain long-term projects, and strengthen social bonds between people. Batteries and engine oil are essential for rescue vehicles, ambulances, and transportation trucks used in relief activities. By donating batteries and engine oil to rescue team, they can respond to emergencies without delays or breakdowns and timely transportation of patients or victims. After that, donations help cut down on expenses for purchasing these items, effect the saved funds to be used for other humanitarian projects.



**KHATAIN** (GRI 103-1,103-2,103-3, GRI 2-29)

The KHATAIN Robe Offering Ceremony is one of Myanmar’s most significant traditional festivals, highly respected by the people of Myanmar.

On October 14th, 2024, the KHATAIN Robe Offering ceremony was held at Shwe Myo Win Zee Gone Monastery in Shwe Pyi Thar Township and we donated new robes (Khataing robes) for the monks, food and monetary donations, medicines and health supplies. Our group of companies also organizes the KHATAIN festival annually together with employees, we joyfully celebrate this event in unity.



**International Lead Poisoning Prevention Week Event** (GRI 103-1,103-2,103-3, GRI 2-29, GRI 403-4, 403-5, 403-6)

In 20–26<sup>th</sup> October 2024, marks the start of the twelfth annual International Lead Poisoning Prevention Week with over 50 events being held in countries around the world. This year’s theme is **Bright Futures Begin Lead Free**, and WHO and partners are raising the alarm on the urgent need to address global lead exposure and its permanent and devastating effects on health. World Health Organization has been identified lead as one of the top 10 chemicals of major public health concern due to its widespread use, persistence in the environment, and severe health effects.



**YMI’s Lead Poisoning Prevention**



**PTIC’s Lead Poisoning Prevention**

**International Lead Poisoning Prevention Week Event** (GRI 103-1,103-2, GRI 2-29)

As our company that has obtained ISO 45001, 14001 certification, we place great emphasis on ensuring the safety of our employees. So, the seminar on lead hazard prevention was held to ensure that all employees are aware of lead safety at our Proven Group of Companies. By holding this seminar, employees well known as the Lead is a highly toxic substance and also able to recognize the risks and sources of lead exposure. In addition to holding these seminars, we also shared awareness about lead poisoning prevention to our customers, retailers, and wholesalers to improve their knowledge of lead safety.



**Oxygen Cylinders Donation**

The CSR Team of Proven Technology Industry Co.,Ltd provided multi-faceted support to ensure the successful donation of Oxygen Cylinders by the Myanmar Industries Association.

Donating oxygen cylinders to hospitals not only saves lives directly but also strengthens healthcare services, reduces financial strain, and creates long-term social impact.

Oxygen cylinders provide critical assistance for patients facing breathing difficulties or life-threatening emergencies. Doctors and healthcare staff can perform surgeries and emergency treatments more effectively with sufficient oxygen supply and donations help hospitals save costs, allowing them to allocate budgets to other urgent medical needs. Donating oxygen reflects compassion, humanity, and commitment to supporting community well-being.

So, Our company made every effort to provide the necessary support to enable the Myanmar Industries Association to donate 200 Oxygen Cylinders to the Labor Hospital and North Okkla General Hospital in Yangon.





**Educational Support Program** (GRI 103-1,103-2,103-3, GRI 2-29)

Corporate education is like the foundation stones in building the future of the nation. Promoting the education of children is one of the most effective investments for the country’s development. As a company, we place special emphasis on the education sector in corporate social responsibility activities. Our annual educational supports for the children of employees are aimed at enchasing the quality of future generations. Let us all join hands to strive for the education, health, and personal development of the younger generation. Only when we can nurture a well-educated new generation will our nation be able to stands as a modern and developed country.





Accordingly, as part of our educational support program, the Company organized a school supplies donation ceremony for the children of employees during the 2024–2025 academic year. At the event, essential school materials, including stationery and other educational items, were provided to support the needs of the students.

**Education Support and Supplementation** (GRI 103-1,103-2,103-3, GRI 2-29)

Education is an essential part of every child's development as knowledge and skill for their future. So, Proven Group of Companies was donated the copier machine and copier paper at (24) Basic Education High School, Myaung Dagar, Hmaw Bi Township on 27<sup>th</sup> February 2024.

Proven Group is intended to enhance the educational environment and administrative efficiency of the school by donating a copier machine and copier paper. That can easily reproduce teaching materials, worksheets, and handouts, ensuring that all students have access to the necessary learning tools. This donation not only reduces manual paperwork, saving time and effort for teachers and administrators, but also provides long-term financial relief by supplying a continuous provision of paper resources.



Basic Education Primary High school Myaungtagar Hmawbi Township



**CSR Activities** (GRI 103-1,103-2,103-3, GRI 2-29)

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.

By donating food at hospital, we can help fill an immediate need for those in need, while also helping to mentality support in our local community. Donating is a powerful concept that has the power to make a lasting impact in the fight against poor health. Even a small donation of food can have an immediate effect on those in need and can help provide them with access to nutritious meals and other essentials that they may not be able to afford.

**Food Donation at Hospital**

In honor of World Labor Day, Proven donated the nutritious lunch to Medical workers, patients and caregivers who were receiving medical treatment (700 people) at Labor Hospital (Tarmwe) and Yangon General Hospital (500 beds) on 1<sup>st</sup> May 2025 at 10:30 am. We are proud to be able to provide meals for those whom are in needs.



## Industrial Visit for GTI (Insein) Students (GRI 103-1, 103-2, GRI 2-29)

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 they may have about the technology and knowledge. With that, PTIC welcome the students to visit the PTIC factory visit to learn about the latest technology trend, manufacturing process and solar project for Government Technological Institute. Industrial visits provide students with a chance to meet industry leaders, professionals, entrepreneurs and technicians by sharing our wisdom, knowledge, technic and experiences. By visiting to PTIC, they get to have interactions with us and learn industry-specific workings and technical, eventually leading the students to understand better management process, manufacturing process and technology, etc.



## Donation of Engineering Tools to the Government Technology Institute (Insein)

Engineering tools will support not only the hands-on training but also the foster innovation to better prepare graduates. This donation aims to the development of skilled professionals, supporting education, fostering innovation and supports national technological advancement. So, our Proven donated mechanical and electrical tools, as well as cotton hand gloves, to Insein Government Technical Institute (GTI) to enhance students' practical learning experiences and improve the quality of technical education.



**Proven’s Staff Party** (GRI 103-1,103-2,103-3, GRI 2-29)



Proven annual staff parties (Team Celebration Gala @ 2024) are an excellent way to strengthen the relationships between management and employees. Each employee can chance to talk about things, and introduce new friendships and professional collaborations by creating connections between groups of companies and it can strengthen team bonds. By celebrating the staff party, it offers a chance to relax and unwind by increasing employee morale and it makes employees feel appreciated by recognizing and celebrating for their achievements often feel a sense of loyalty to employer which can reduce turnover. At our Proven annual staff parties, the following agendas, activities are included and arranged for employees’ success and happiness.





Live Music Band & Singing Performance

The 2024 Staff Party was successfully held at the City Golf Resort Hotel & Swimming Pool in a grand and festive manner. The event was honored by the presence of the CEO, Managing Director, Directors, Shareholders, and all employees of Proven Group of Companies. The program included live music band performances and a variety of food and beverages, creating a pleasant and relaxing atmosphere. Employees enjoyed the occasion with joy and enthusiasm, while the CEO and Directors also actively participated by joining the staff in singing and dancing, further strengthening the spirit of unity and teamwork. The event concluded successfully, leaving a memorable experience for all participants.



Employees' cheerful participation in dancing



Our CEO joined with employees in singing and performance



Group song performance by CEO and Directors



## Annual Retreat Program (2024~2025) (GRI 103-1, 103-2, GRI 2-29)



A retreat is a focused event where individuals or groups come together to engage in activities that promote relaxation, reflection, and personal growth. It serves as a dedicated time and space for participants to disconnect from our routines, rejuvenate our minds and bodies, and cultivate new insights and experiences. Retreats offer a unique opportunity to escape the demands of daily life and explore personal development in a supportive and inspiring environment.

Retreat activities are an opportunity for an organization's team members to recreate and learn and that can benefit from enhanced teamwork and collaboration, communication skills and conflict resolution skills.

Proven held the retreat program with all middle management level, executive directors and board of directors at Ngwe Saung Beach and program consist of group sessions that center around learning, corporate governance awareness, discussion, opportunities for improvement, vision, mission, strategy and growth as well as individual time for reflection, recharging, workshops, games, physical activities, meals and lodging.



**Customer Satisfaction with B2B after sales service** (GRI 103-2, 103-3, GRI 2-25, 2-29)

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

- Measuring the Acid Power
- Measuring the Battery Volt
- Check the charging condition
- Filling the battery water if necessary
- Checking joint condition
- Cleaning the whole battery
- Polish the terminates with the grease



# Customers Engagement (GRI 103-2, 103-3, GRI 2-6, GRI 2-25, 2-29)

Over the two decades of good market experiences, 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.

With the mindset of continuous improvement, the best services are provided through our channel partner outlets as well as our customers.

**Sales & Service Center**



**Branded Outlet**



**Retailer**



**10** branches

**+200** Shops

**+3,000** Shops

## Customers Rewards & Dinner Party

(GRI 103-2, 103-3, GRI 2-25, 2-29)

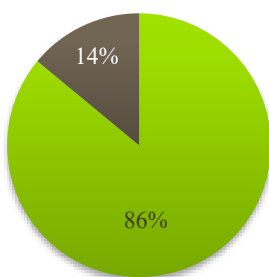
In order to provide customer satisfaction and value in building relationships, Proven Distribution gives 6 months trade promotion awards to the loyal customers in Customer Gala Dinner. We believe that mutual trust and respect leads to long-term growth mutually.



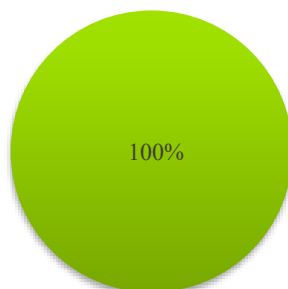
## Customer Satisfaction

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

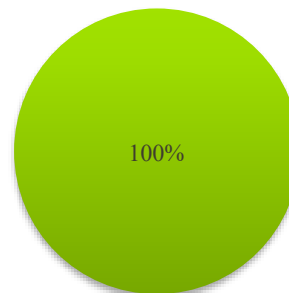
Proven Technology Industry & Proven Distribution



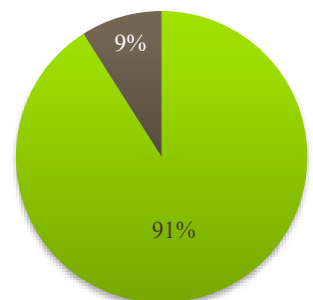
Proven Polyworld



Yangon Metal Industry



Proven International



■ High level %    ■ Medium level %  
 ■ Low level %

## New Production Development (GRI 103-1, 103-2, 103-3, GRI 2-6, GRI 2-25, 2-29)

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 2024-2025 the following models. Our products are designed with international standards and consider user product safety, comfort, and benefit to the end users.

1. 55B24 (Maintenance Free Battery)
2. YTZ5S (Cycle Battery)

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.

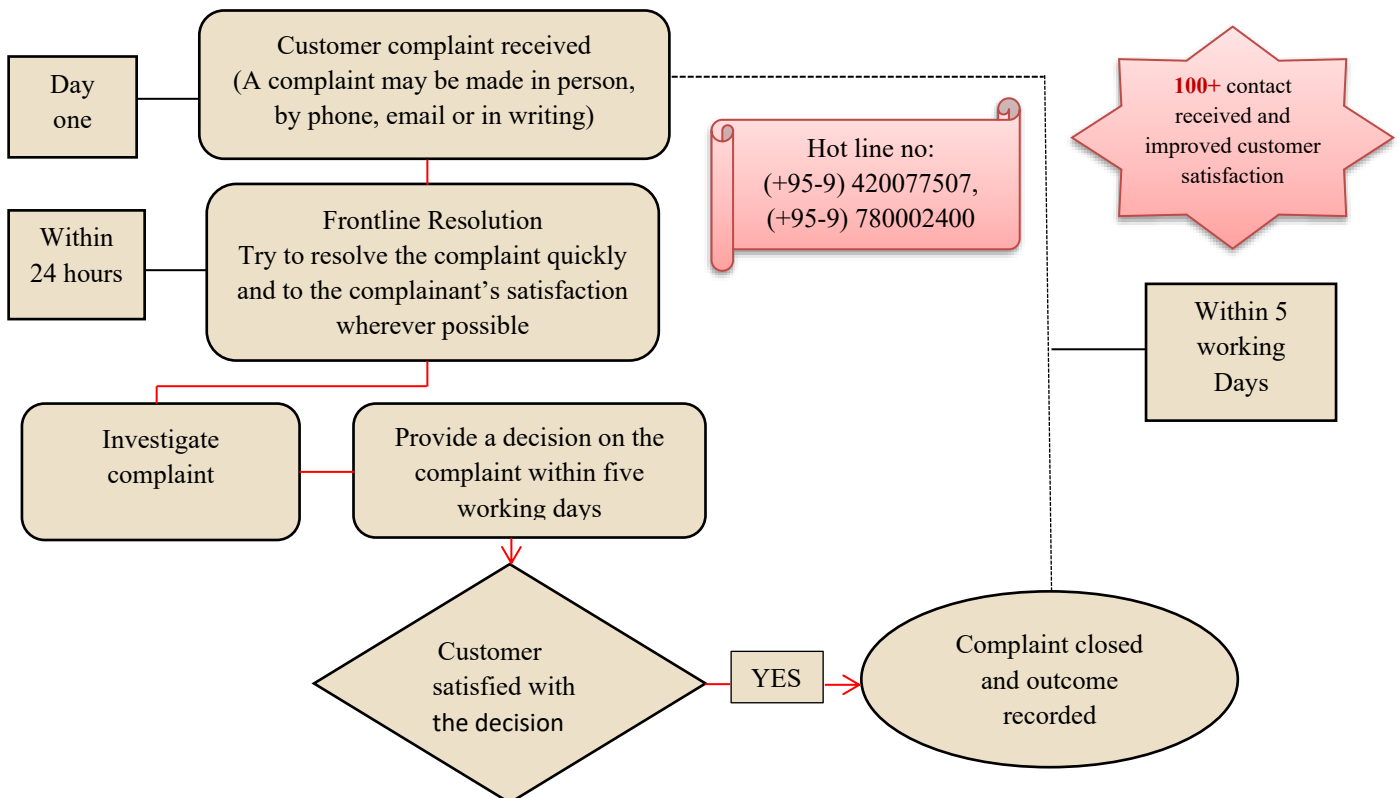


55B24 (Maintenance Free Battery)



YTZ5S (Cycle Battery)

## Complaint Management Process (GRI 103-2, 103-3, GRI 2-6, GRI 2-25, 2-29)



# Proven Newsletter (GRI 103-1, 103-2, 103-3, GRI 2-29)

The Proven newsletter is an official publication used to communicate updates, build trust, support branding, and maintain transparency with stakeholders. It is a regular communication tool, internal or external, sharing proven news, updates, achievements, and culture to keep employees, customers, or stakeholders informed, engaged, and aligned with organizational goals. It often features employee spotlights, project updates, events, and industry news and is delivered via email and digital platforms.

Proven publishes a corporate newsletter four times per year (quarterly) to communicate key business updates, achievements, and activities to stakeholders.

### Our Newsletter usually contains

- Company updates
- New services or products
- Achievements, awards, certifications
- Events, trainings, or activities
- Health, Safety & Environmental (HSE) news
- CSR or community activities
- Messages from management

### Newsletter intended for

- Customers
- Employees
- Partners
- Stakeholders, donors, or regulators

### We shared by:

- Website upload <https://proven.com.mm/category/media/newsletter/>
- Email (internal announcement)



# GRI Content Index

General Disclosures		
GRI 2: General Disclosures 2021	The organization and its reporting practices	
	2-1 Organization details	2, 3, 4, 5, 6, 7, 8 Refer to Annual Report 24~25
	2-2 Entities included in the organization’s sustainability reporting	Entity has only Proven which don’t has associated company and subsidiaries.
	2-3 Reporting period, frequency and contact point	2
	2-4 Restatements of information	There don’t have any restatement
	2-5 External assurance	In 24~25 Proven don’t have external assurance process
	Activities and workers	
	2-6 Activities, value chain and other business relationships	52, 53, 76, 78, 80 Refer to Annual Report 24~25
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	2-12 Role of the highest governance body in overseeing the management of impacts	Refer to Annual Report 24~25
	2-13 Delegation of responsibility for managing impacts	Refer to Annual Report 24~25
	2-14 Role of the highest governance body in sustainability reporting	Refer to Annual Report 24~25
	2-15 Conflicts of interest	Refer to Annual Report 24~25
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2-19 Remuneration policies	Refer to Annual Report 24~25	

General Disclosures		
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	2-21 Annual total compensation ratio	Refer to Annual Report 24~25
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	2-22 Statement on sustainable development strategy	Refer to Annual Report 24~25
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	201-3 Defined benefit plan obligations and other retirement plans	Refer to Annual Report 24~25

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