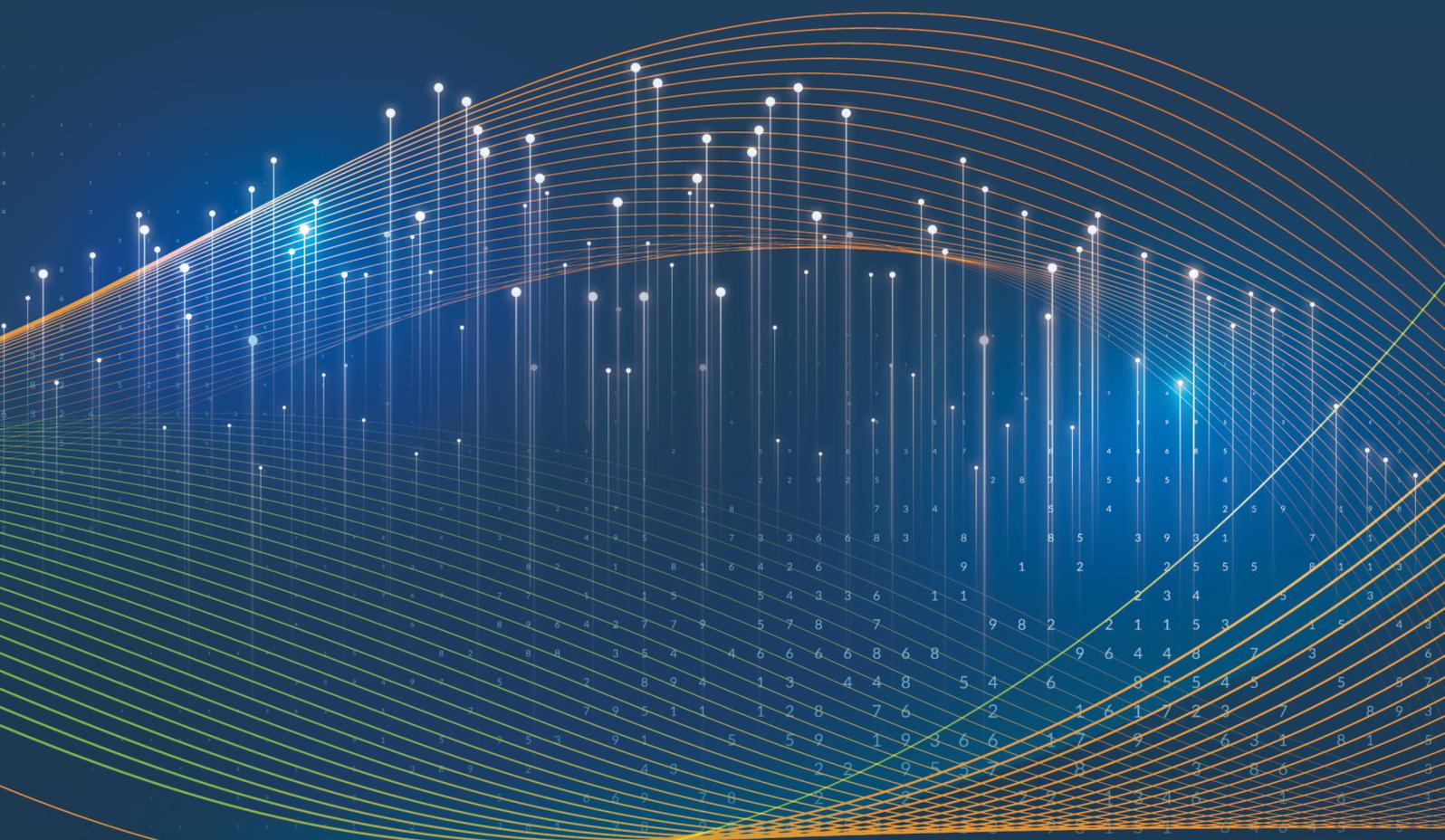




# PLATT NERA INTERNATIONAL LIMITED

(Incorporated in the Cayman Islands with limited liability)

STOCK CODE : 1949



# 2022

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 1 BOARD STATEMENT

Platt Nera International Limited and its subsidiaries, collectively referred to as the “Group”, were established in 2004 and have since developed as one of Thailand’s top suppliers of IT solutions. The Board of Directors (“**The Board**” or “**We**”) are responsible for directing environmental, social, and governance (“**ESG**”) concerns and strategies in order to positively influence our local communities and protect the environment while operating the business. Additionally, we assess ESG’s performance as well as our progress toward our goals and targets in our annual meeting and develop relevant strategies.

The Group has consistently increase transparency to our stakeholders and shareholders by disclosing more information about our sustainability performance. The Group views social responsibility as one of our main sustainability pillars in our position as a corporate citizen. The company helps local communities by offering job opportunities and ensuring that all employees receive equitable compensation by working with local suppliers.

The Group will continue to improve the strategy on responsible and sustainable practices as we strive to diminish carbon emissions. The Group will support the Thailand government’s master plan with the vision of Zero-carbon Emissions in order to promote long-term sustainable development. It allows us with the capacity to reduce the risks associated with carbon and climate change, thereby strengthening environmental and social risk management. To create a sustainable future, the Group will consistently adopt proactive approaches. The Group applies green procurement practices in addition to energy-saving and waste-reduction measures to further protect the environment.

On behalf of the Board of Directors, I would like to express my sincere gratitude to all shareholders, business partners and customers for their long-term support of the Group, and convey my sincere appreciation to all our employees for their contributions and efforts. To build a bright future, we would continue to build a comfortable and high-quality living standard for the general public in a green and sustainable manner and work with various stakeholders on the road of sustainable development. Looking forward, the Group will continue to take initiative for a more resilient, social, and environmentally friendly development.

### **Prapan Asvaplungprohm**

*Chairman, Chief Executive Officer and Executive Director*

31 May 2023

## 2 ABOUT THE REPORT

The Group is pleased to present its third ESG Report which details the Group's ESG policies, measures and performance. Through reporting the above to stakeholders, the Group aims at (i) attaining transparency and responsibility of information disclosure and; (ii) increased public confidence; and (iii) helping stakeholders better understand the Group's sustainability progress and development direction.

This ESG Report is prepared and published in both English and Chinese. In the event of contradiction or inconsistency, the English version shall prevail. The ESG Report is available on the website of The Stock Exchange of Hong Kong Limited.

### 2.1 Scope of Reporting

This ESG Report details the ESG performances of the Group for the year 2022 (i.e. 1 January 2022 to 31 December 2022). The Group provides IT integrated solutions and IT support services to financial institutions, government departments and agencies predominantly in the administrative, telecommunications and utility sectors, and the sales of equipment in Thailand. Unless otherwise stated, this ESG Report covers the operations of the Group in Thailand (principal location of the Group's operation) which represents the majority of the Group's environmental and social impacts.

### 2.2 Basis of Preparation

The Group's environmental, social and governance guidelines are designed to continually improve the transparency and responsibility of information disclosure. Therefore, the ESG Report will be released annually by the Group for public review. Besides, the Group aspires to create long-term value for stakeholders that grows in tandem with the Group's business growth and sustainable development while being in line with environmental interests. The Group strives to incorporate ESG principles into its practices and governance, as well as to contribute to the sustainable development of the society and environment.

This ESG Report is prepared and presented with reference to the Environmental, Social and Governance Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities (the "**Listing Rules**") on The Stock Exchange of Hong Kong Limited:

1. **Materiality:** ESG issues that become sufficiently important to investors and other stakeholders should be reported.
2. **Quantitative:** KPIs, if any, need to be measurable and should be accompanied by a narrative, explaining their purposes, impacts, and giving comparative data where appropriate.
3. **Balance:** The ESG report should provide an unbiased picture of the issuer's ESG performance and avoid selections, omissions, or presentation formats that may inappropriately influence readers' decisions and judgments.
4. **Consistency:** The issuer should use consistent methodologies to allow for meaningful comparisons of ESG data over time. The issuer should disclose in the ESG report any changes to such methodologies.

### 2.3 Feedback Channels

We highly recognize your valuable views on this report. Your feedback helps us achieve our vision for a sustainable future. We invite you to share your comments using any of the following means:

Address: Platt Nera Co., Ltd.  
170/9-10 Ocean Tower 1, 4th Floor,  
Soi Suhumvit 16 (Sammitr), Ratchadapisek Road,  
Klongtoey, Bangkok 10110, Thailand

Telephone: +66 2661-9922-8

Email: enquires@plattnera.com

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 3 STAKEHOLDER ENGAGEMENT

The Group believes that effective feedback from stakeholders not only contributes to the comprehensive and impartial evaluation of the ESG performance but also improves its performance based on the feedback. On this ground, the Group engages in regular communication with stakeholders in an open, honest and positive manner through a variety of channels, including publishing results announcements and annual reports. Besides, the Group shares the latest information with stakeholders through the Group's website <https://www.plattnera.com>

The Group has not only identified key stakeholder groups that are concerned about issues that may have a significant impact on our business or those who could be significantly affected by our business, but has also been in regular communication with them through various channels, as shown in the table below, in order to identify insights and concerns from stakeholders in relevance to our business operations.

Stakeholder groups	Communication channels
Investors and shareholders	<ul style="list-style-type: none"><li>• Company website</li><li>• Company announcements</li><li>• Annual general meeting</li><li>• Annual and interim reports</li></ul>
Customers	<ul style="list-style-type: none"><li>• Company website</li><li>• Customer direct communication</li><li>• Customer feedback and complaints</li></ul>
Employees	<ul style="list-style-type: none"><li>• Training and orientation</li><li>• Emails and opinion box</li><li>• Regular meetings</li><li>• Employee performance evaluation</li><li>• Employee activities</li></ul>
Suppliers and business partners	<ul style="list-style-type: none"><li>• Selection assessment</li><li>• Performance assessment</li><li>• Regular communication with business partners (e.g. emails, meetings, on-site visits etc.)</li></ul>
Communities	<ul style="list-style-type: none"><li>• Company website</li><li>• Community activities</li></ul>

Table 1 — Methodology of stakeholder engagement during the Report Period

The Group will continue to communicate with stakeholders, by offering various ways of communication and collect feedback from them, so as to enhance ESG performance. In order to develop the content of the ESG Report and present the information in the way that is more in line with stakeholders' expectations, the Group will also enhance the reporting principles of quantification, balance and consistency.

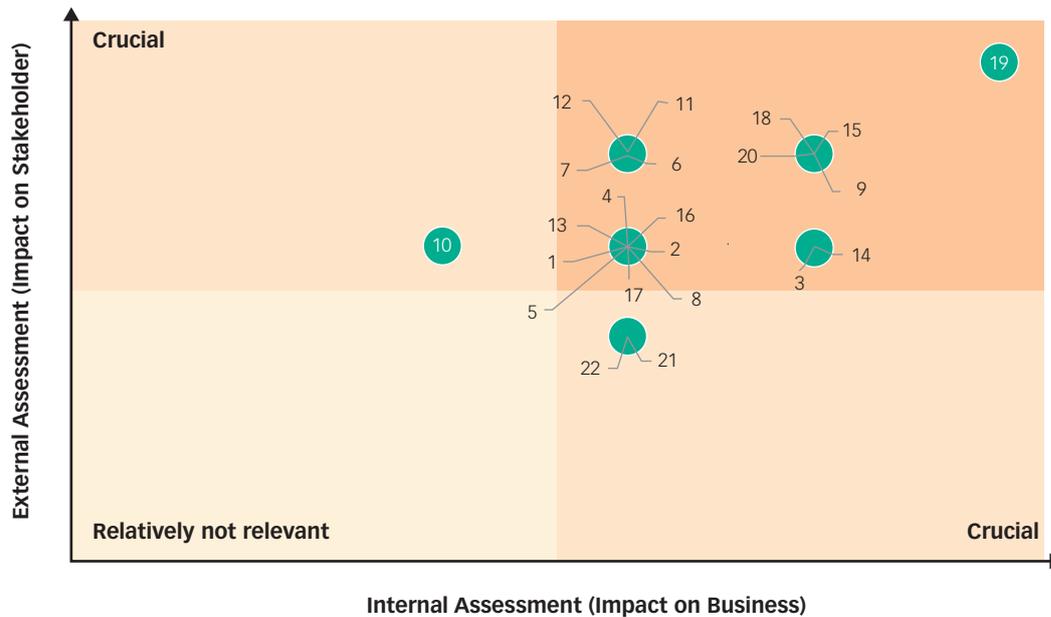
# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 4 MATERIALITY ANALYSIS

The Group has commissioned an independent consultancy firm to conduct a materiality assessment in the form of an online survey and physical interview as a way to formulate appropriate ESG strategies for ESG management and determine the direction of the Report. The seventeen related ESG topics were scored and identified by our key stakeholder groups (e.g. board of directors and employees) in accordance with their importance to the Group’s business operations and the stakeholders themselves respectively.



Based on the materiality of each of the ESG topic expressed by the stakeholders, the ESG topics are prioritised and shown in the materiality matrix below. The topics which fell in the upper right corner of the matrix were defined as the topics that matter most to the Group’s business operations and our stakeholders as far as they are concerned.



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Environment

1. Management of Air Pollutants and Greenhouse Gas Emission
2. Wastewater Management
3. Waste Management
4. Energy Conservation
5. Water Conservation
6. Efficiency in the Use of Other Resources
7. Impact of Management Operation on the Environment and Natural Resources
8. Strengthening Climate Adaptability & Resilience

## Employment

9. Employment and Labour System
10. Anti-discrimination, Equal and Diversified Employment Environment
11. Occupational Safety and Health
12. Employee Development and Training
13. Labour Practices

## Community

21. Needs and Interests of the Community
22. Community Investment

## Operation

14. Environmental and Social Risks of the Supply Chain
15. Quality Control of Production Material
16. Customers' Health and Safety
17. Product-recall Mechanism
18. Customer Complaint Handling Mechanism
19. Protecting the Interests of Customers and Business Partners
20. Prevention of bribery, extortion, fraud and money laundering

According to the results of the materiality matrix, we have identified that operational and social issues are relatively more significant to the Group development. We will focus our effort on our service quality, business integrity and the interest of employee. Here below are our five most important topics which are the main concerns for our stakeholders:

- a. Protecting the interests of customers and business partners;
- b. Employment and labour system;
- c. Quality control of production material;
- d. Customer complaint handling mechanism; and
- e. Prevention of bribery, extortion, fraud and money laundering

The Group commits to incorporating sustainable development into our business, and regards building a good and sustainable corporate culture as our mission. We uphold integrity, responsible business conduct and environmentally friendly as our core values. We strive to strengthen our management of long-term ESG risks and opportunities.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 5 SUSTAINABILITY RECOGNITION

No.	Awards/Recognition	Issuing Organisation	Receiving Date
1	IBM Partner Awards and Recognitions 2021 Rookie Infrastructure Partner of the Year	IBM-Metro Connect Company Limited.	4 April 2022
2	Most Valuable Partner Award 2021	Comm Express Thailand Limited	12 January 2023

## 6 SERVICE RESPONSIBILITY

The Group is dedicated to giving clients high-quality goods and services, with service quality being one of our core values. To guarantee the quality of the product or service, the Group has implemented internal controls and compliance practices such as the Group's Quality Manual. Products and services are regularly monitored and evaluated by the Group's Quality Management in accordance with the quality management system. Such system is accredited to ISO 9001:2015 and has been established since 2017 for its services related to the provision of design, installation and provisions of ATM solutions, as well as system integration for network and application for computer system. During the Report Period, the scope of the quality management system has been enhanced to covering services related to outsourcing for monitoring systems, integration for server and network and application for computer system and design, as well as installation and maintenance of electrical equipment ("UPS").

Besides, the Group has made a commitment to offering high quality customer services. To this end, we have established customer enquiry channels on the company website and facsimile and we have commissioned complaint officers for handling customers' feedback. If non-conforming products or services are found after delivery or commencement of use, the company will take corrective action in line with its procedures for non-conforming products or services. To ensure the quality and satisfy the customer's expectations, the Group will continuously monitor the whole operations. During the Reporting Period, we did not receive any complaints. Due to its business nature, the Group does not involve any manufacturing and trading activities of product, the number of products recalled on health and safety issues or other reasons are not applicable.

The Group appreciates intellectual property rights, copyrights, and the security of personal data as a professional IT company. In the Reporting Period, the Group not only prudently complied with relevant applicable laws and regulations regarding our products or services, but it also regularly assessed and reviewed our measure and performance. According to internal guideline, only key position employees are permitted to handle the confidentiality of technology, customer information and related information. All employees are prohibited from disclosure or leakage of confidential or restricted information to third parties. Besides, the antivirus software is always kept updated to prevent any leakage of data. To protect the Group's assets or works, we registered Trademarks in Hong Kong. To further enhance personal data protection, the Personal Data Protection Act B.E. 2562 was implemented in this Reporting Period, it is effective since 1st June 2022. We will continue to analyse applicable laws and regulations on a regular basis to protect intellectual property rights, copyrights, and personal data.

## 7 SUPPLY CHAIN MANAGEMENT

The Group places a high priority on the quality and safety of its products and services, and as a result, we work closely with our suppliers. The Group has implemented internal guidelines to govern supply chain management. Suppliers are assessed and selected will also based on their environmental impacts in addition to their quality, safety and price. The Group evaluates both potential and current suppliers' performance regularly using a variety of environmental and product quality criteria, which including overall capabilities, quality assurance, safety, compliance with laws and regulations, and environmental responsibility. The Group has 102 active suppliers during the Reporting Period, all of them have been engaged by the above policies.

### Green Procurement

The Group adopts sustainability-linked procurement methods that environmentally preferable products and services, and local suppliers (i.e. suppliers from Bangkok) are prioritised to minimise our environmental footprint attributed to resource consumption and logistics, as long as the quality specifications are met. Therefore, only suppliers that are following both regulatory requirements and our internal criteria can be our qualified vendors. In addition, the Group signs agreements with suppliers to regulate their product quality, environmental and safety performance.

### Number of Suppliers

#### By geographic location

	FY2022
Thailand	98
USA	1
Others	3
<b>Total</b>	<b>102</b>

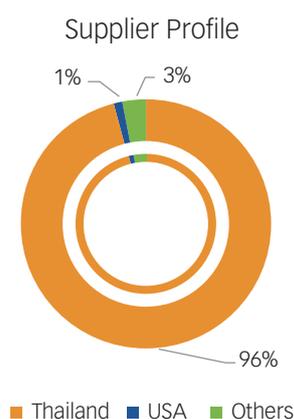


Table 2 — Number of suppliers by geographic location

\* A supplier became an active supplier when its goods, materials, or services have a significant impact on the Group in the Reporting Period.

## 8 BUSINESS INTEGRITY

The Group promote honest operation and fair competition, expecting all employees to uphold ethical, personal and professional standards. The Group has established a sound risk management policy and internal control protocol, including relevant policies in the employee handbook and guide them to abide by the code of conduct. The provision and acceptance of interests, such as presents and souvenirs, as well as the way to handle conflicts of interest, are clearly defined in the code of conduct.

To strengthen the integrity of employees in governance practices, the internal integrity system has been established and implemented. Additionally, the Group has established an effective whistle-blowing policy that we have arrange channels for whistle-blowing and complaints, and to encourage employees to report any misconduct and dishonest behaviours, such as bribery and fraud. Those details are specified in employee handbook. The Group is also entitled to terminate the employment contract with the employee who violates the integrity.

The Group has established the Corporate Governance Policy to provide clear principles against misconduct including bribery, corruption, embezzlement, insider trading, and theft of company assets, which enables the employee to handle different situations. The Group strives to maintain strict confidentiality concerning the identity of the whistleblower, the employees can report through various channels in a confidential manner. Besides, the Group has established a policy of Anti-Corruption and all Directors & Employees have been acknowledged since joining us in the orientation training. Furthermore, the director training programme has been provided for directors by HKEX to maintain good corporate governance and practice. From the top management to general employees, there is a mindset of anti-corruption. The Group will continue to review and improve the anti-corruption policy regularly to prohibit any violations. During the Reporting Period, the Group complied fully with relevant laws and regulations relating to bribery, extortion, fraud, and money laundering, including the Anti-Money Laundering Act.

## 9 ENVIRONMENTAL

The impact on the environment is limited, due to the nature of the Group's business is office-based and not energy-intensive. Nevertheless, the Group still considers it equally important to shoulder the responsibility in the context of caring for the environment. In addition to complying with all applicable local environmental laws and regulations, the Group strives to enhance energy efficiency and reduce carbon emissions within its work premises. The following are some of the initiatives on environmental conservation.

During the Reporting Period, the Group strictly complied with the relevant environmental laws such as National Environmental Quality Promotion and Conservation Act and no case of violations was found.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## 9.1 Emissions

The Group is principally engaged in providing SI & Outsourcing services in various sectors, which do not generate significant discharges to air, water nor land. Therefore, air emissions are not a crucial area for the Group's business operation.

In addition, the Group's greenhouse gas ("GHG") emissions come from office operations, including electricity consumed for day-to-day operations. During the Reporting Period, the Group generated a total of approximately 50.55 tonnes of carbon dioxide equivalent ("tCO<sub>2</sub>e"), representing an emission intensity of approximately 0.72 tCO<sub>2</sub>e per employee.

The Group has established internal guidelines to promote its environmental policy. By developing specific environmental guidelines for office operations, the Group systematically integrates the use of resources and management of emissions into day-to-day operations.

The Group's emissions targets and steps taken to achieve them are as below:

Environmental targets	Directional statements	Measures taken during the year
Energy use efficiency	<ol style="list-style-type: none"><li>1. Reduce the number of office equipment that consume energy</li><li>2. Use energy saving products that increase energy efficiency</li></ol>	<ol style="list-style-type: none"><li>1. Turned off idle electrical appliances, lighting and air conditioning when leaving the workplace, thereby reducing the number of power consumption equipment</li><li>2. Used low-power electrical appliances or products, preferably with energy efficiency labelled electrical appliances, thereby increasing energy efficiency</li><li>3. Reduced the use of air-conditioning system by limiting the hours of operation and set temperature at around 25°C, thereby optimizing the use of energy</li></ol>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Environmental targets	Directional statements	Measures taken during the year
Emission reduction	<ol style="list-style-type: none"> <li>1. Reduce the need in purchase of external electricity, thereby reducing the generation of indirect greenhouse gases (GHG)</li> <li>2. Lower the demand in paper consumption, thereby minimize the emission of GHG</li> </ol>	<ol style="list-style-type: none"> <li>1. Turned off idle electrical appliances lighting and air conditioning when leaving the workplace, thereby reducing GHG generated indirectly from power consumption</li> <li>2. Minimized the use of air-conditioning system by limiting the hours of operation, thereby reducing GHG emitted indirectly from power consumption</li> <li>3. Reduced the use of paper by adopting recycled paper and double-sided printing, thereby reducing GHG generated indirectly from paper consumption</li> <li>4. Strengthened e-platform for internal information circulation to reduce paper consumption at offices, thereby reducing GHG generated indirectly from paper consumption</li> <li>5. Used advanced computer systems to realise office automation for basic procedures and approval processes in order to reduce GHG emission incurred from use of paper</li> </ol>
Waste reduction	Reduce paper waste generated from the office operation	<ul style="list-style-type: none"> <li>• Strengthened e-platform for internal information circulation to reduce paper consumption at offices</li> <li>• Maximized the use of recycled papers and papers on both sides</li> <li>• Used advanced computer systems to realise office automation for basic procedures and approval processes</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Scope of GHG Emission	Emission Source	FY2022 (In tCO <sub>2</sub> e)	FY2021 (In tCO <sub>2</sub> e)
<b>Scope 1</b>			
Direct emission	N/A	N/A	N/A
<b>Scope 2</b>			
Energy indirect emission	Power consumption	45.47	51.37
<b>Scope 3</b>			
Other indirect emission	Disposal of paper waste	5.07	5.09
Total GHG Emissions		50.55	56.46
Intensity (Emission/employee)		0.72	1.03

Note:

The calculations in the Reporting Period are in accordance with Appendix 2: Reporting Guidance on Environmental KPIs, the 2006 IPCC Guidelines for National Greenhouse Gas Inventories, the Fifth Assessment Report, and Energy Policy and Planning Office (EPPO), Thai Government Ministry of Energy 2022.

Table 3 — Total GHG Emission during the FY2021 and FY2022

The Group implements various measures in the office with the goal of minimising electricity and paper consumption. The employees are reminded to turn off idle electrical appliances, lighting and air conditioning when leaving the workplace. The Group prefers using low-power electrical appliances or products, preferably with energy efficiency labelled electrical appliances, and avoids using unnecessary high-power equipment. For instance, the Group chooses LED lighting to effectively reduce power consumption. The Group posts notices on bulletin board to enhance the awareness of employees on energy-saving measures, thereby achieving the goal of reducing greenhouse gas emissions.

The Group is concerned about the carbon emissions caused by business travel and has implemented various measures in this regard, such as giving preference to local suppliers, centralized management of vehicle use, encouraging the use of public transportation, and making effective use of modern communication tools to engage with business partners. With a target of continuous improvement, the Group will regularly assess the effectiveness of carbon reduction during the operations.

## 9.2 Waste Management

The Group adheres to principles of waste management and strives to properly handle and dispose of waste generated from its business activities. In order to reduce environmental impact, the Group classifies and recycles waste wherever feasible.

Due to its business nature, the Group did not generate significant amount of hazardous waste during the Reporting Period. The non-hazardous waste generated was mainly paper (1.06 tonnes). The Group has particularly stringent requirements on paper use and encourages employees to use electronic form and filing systems to avoid unnecessary paper usage and printing, and in addition, adopt double-sided printing to reduce paper usage. The Group will consistently minimize non-hazardous wastes through regular evaluations and reviews.

<b>Waste</b>	<b>FY2022 (in tonnes)</b>	FY2021 (in tonnes)
Non-hazardous waste	<b>1.06</b>	1.06
Intensity (Emission/employee)	<b>0.02</b>	0.02

*Note:* The calculations are in accordance with Appendix 2: Reporting Guidance on Environmental KPIs

Table 4 — Waste generated during FY2021 and FY2022

## 9.3 Use of Resources

The Group strives to conserve energy and reduce emission throughout its operational process. In order to use resources effectively, reduce waste and protect the ecological environment, the Group commits to protecting resources to achieve environmental and operational benefits. By monitoring and managing the use of resources, the Group aims to improve energy efficiency, achieve low-carbon practices and emission reduction in operation, and reduce the use of resources.

On this ground, the Group adopts green procurement policies. The supply chain and the entire product life-cycle are compliant with green policy, resulting in the production of consistently high-quality green products from beginning to end. The Group continually instils environmental consciousness to its employees, thereby establishing a positive example to external stakeholders. For instance, the Group prioritizes and increases the use of materials that are easy to disassemble, degrade, non-toxic and harmless. The Group also supports double-sided printing, recycling and reusing paper.

Sustainable and responsible use of water resources is a major global issue. The Group is aware that water shortage, excessive demand, and overuse of water can cause serious environmental impacts. Due to its business nature, the Group does not use or discharge significant amounts of water. During the Reporting Period, we do not have any issue in sourcing water.

The Group offers IT solutions and services to various business sectors. The total amount of packaging material used for finished products is not particularly relevant to the Group, hence the packaging material used is not recorded.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The Group established various environmental management practices to develop a green approach at the office, so as to develop an environmental management system that supports sustainable development. To make our office greener, the taken measures are listed in the following table.

## Electricity

- Reduce the use of air-conditioning system by limiting the hours of operation and setting temperature at around 25°C to maintain optimal temperature
- Replace lightings with LED lights
- Organise training on saving energy regularly

## Water

- Repair timely when there is dripping, spraying and leaky faucets
- Keep the faucets off when they are not in use
- Conduct regular inspection of faucets

## Paper

- Promote e-platform for internal information circulation
- Encourage the use of recycled paper and double-sided printing
- Use advanced computer systems to realise office automation for basic procedures and approval processes

## Equipment and Raw Materials

- Switch off lighting and electrical office equipment when they are not in use
- Give preference to materials that are easy to disassemble, degrade, nontoxic and harmless
- Recycle used ink cartridges
- Promote green procurement practices, such as opting for refillable ball pens and energy-efficient office equipment
- Encourage employees to use the recycle and reuse the office supplies as well as the paper boxes when un-pack and do the re-pack

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

During the Reporting Period, the resources directly consumed by the Group for operations are as follows:

Table 5 — Consumption of resources during the Reporting Period

Resources	Unit	FY2022	FY2021
Electricity	kWh	111,727.00	111,683.00
Intensity (Consumption/Employee)	kWh	1,596.10	2,030.60
Water	m <sup>3</sup>	265.00	291.00
Intensity (Consumption/Employee)	m <sup>3</sup>	3.79	5.29

Note: The calculations are in accordance with Appendix 2: Reporting Guidance on Environmental KPIs

The Group aims to reduce the consumption of resources, including water and energy during operations by implementing green office policy. With the goal of conserving the natural resource, the Group is committed to evaluate the performance and improve the policy regularly.

## 9.4 Environment and Natural Resources

As a socially responsible enterprise, protecting nature and the environment has become an integral part of the Group's corporate culture. The Group constantly looks for ways to maximise benefits with minimal resource consumption and environmental impact and continue to strive for sustainable development.

In addition, the Group continuously identifies, evaluates, and manages potential adverse impacts on the environment. In order to achieve long-term sustainable goals, it attempts to strike a balance between business development and ecological environment. When reviewing its business strategies and planning for future business development, the Group will take environmental protection and conservation of natural resources into consideration. The Group does not have a significant impact on the environment or natural resources, as its business operation does not involve manufacturing or production activities.

## 9.5 Climate Change

The Group's operations are mainly located in Thailand. The impact of climate change comes from the threat of intense rainfall and floods. On this ground, the Group identified and evaluated the climate risk, and established measures to secure the safety of employees, such as strictly following the relevant extreme weather guidelines issued by the government. The Company's operation has executed various energy-saving and emission reduction measures, as well as fully complied with all environmental-related laws and regulations.

In terms of the Policy and legal risk, the Group is required to respond to changes in policies due to climate change. As such, the Group needs to spend time and resources to deal with. In response to such risk, the Company will set targets for waste reduction, electricity, and water conservation, which exceed the requirement of regulations to mitigate the regulatory risks.

The Group has developed emergency guidelines and measures to lessen potential natural disaster harm. The Group is dedicated to ensuring effectiveness and will regularly review the climate change policy.

## 10 SOCIAL

### 10.1 Employment and Labour Practices

The Group believes that employees are the most precious assets and have a significant influence on the quality of the Group's products and services. They are also the cornerstone for sustainable corporate development.

The Group strives to provide a work environment that is secure, healthy, equitable, and free from discrimination as well as to maintain a harmonious relationship with employees. We look for approaches to bring all employees together and promote the Group's long-term sustainable development.

#### ***Equal Opportunity Policy***

The Group is confident that equitable employment practices can raise employee satisfaction, which helps retain talents. The business development of the Group also benefits from highly qualified employees. During the hiring process, management works to eliminate any forms of discrimination. The Group has formulated relevant recruitment procedures to ensure that recruitment decisions are made based on the capabilities, and knowledge. Apart from that, job applicants' experience would be evaluated through a fair and unbiased assessment based on the requirements of open positions. Discrimination against any person based on gender, age, race, family status, religious belief, or disability is prohibited.

#### ***Compensation System***

The Group provides a fair and competitive compensation package, including basic salary, incentives and other fringe benefits to attract and retain quality talent. In addition, the Group continually reviews and improves its employee compensation policies and systems. In an effort to guarantee that employees are appropriately compensated based on their efforts, we offer employee remuneration that takes into consideration the Group's overall financial performance as well as employees' contributions.

To support human resource function, the Group also has a set of thorough human resources management policies. The policies include compensation and benefits, working hours and holidays, recruitment and selection, performance management, promotion, employment termination, training and development.

The Group strictly complies the relevant legislations in Thailand including equal employment opportunities, child labour, and forced labour. The Group abides by the employment regulations, relevant policies and guidelines of the applicable jurisdictions where it operates. During the Reporting Period, the Group has neither had any employment laws and regulations violation case nor received any complaints related to recruitment.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

	<b>The number of employees</b>
<b>By employment type</b>	
Full-time	70
Part-time	0
	<hr/>
Total	70
	<hr/>
<b>By gender</b>	
Male	52
Female	18
	<hr/>
Total	70
	<hr/>
<b>By age group</b>	
18-24	5
25-34	32
35-44	24
45-54	5
55-64	4
	<hr/>
Total	70
	<hr/>
<b>By geographical location</b>	
Thailand	70
	<hr/>
Total	70
	<hr/>
<b>By employee category</b>	
Senior management	19
Middle management	2
Supervisor	10
General employee	39
	<hr/>
Total	70
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*Note:* The calculations are in accordance with Appendix 3: Reporting Guidance on Social KPIs

*Table 6 — Breakdown of employees by employment type, gender, age group, geographic location and employee category as at 31st December, 2022*

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Breakdown of the Monthly turnover rate by gender and age group during the Reporting Period:

	Turnover rate (%)
<b>By gender</b>	
Male	1.12
Female	2.31
<b>By age group</b>	
18-24	0
25-34	0.78
35-44	1.39
45-54	8.33
55-64	0
<b>By geographical location</b>	
Thailand	1.43

Note: The calculations are in accordance with Appendix 3: Reporting Guidance on Social KPIs

Table 7 — Breakdown of employee turnover rate by gender, age group and geographic location as at 31st December, 2022

## 10.2 Occupational Health and Safety

The Group places a high importance on each employee's health and well-being. The Group has established a risk assessment program that comprises a number of sequential procedures, such as evaluation, treatment, monitoring and reviewing based on the existing controls and recommendations to reduce risks which are not deemed to be under acceptable limits.

Employees are required to closely adhere to the safety policy and guidelines which specify workflows, various safety measures and guidance as well as employees' health and safety at the workplace. For instance, provide adequate sanitation and participate in fire drills and fire safety talks arranged by property management companies. In response to the global COVID-19 pandemic situation, the Group assessed the risks promptly and took appropriate hygiene and social measures to protect employees at the workplace, such as social distancing, mask wearing, temperature checking, and frequent workplace area cleaning and disinfection. The Group strengthens COVID-19 measures by closing office building for deep cleaning and disinfection, implementing work from home arrangement, and encouraging employees to use electronic tools for both internal and external meetings to avoid in-person meetings. To further protect the employees from COVID-19, the Group contacted the public health and government channels to find the vaccine for its employees and encourage them to take full doses. Nevertheless, the Group posts announcements on notice boards to raise the awareness of employees on public health and social measures. To maintain a healthy and secure workplace for employees, the Group established emergency guidelines for responding to pandemic decisively.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

The Group strictly complied with all applicable occupational safety and health legislation in Thailand and where it operates. During the Reporting Period, the Group found no case of violation of laws and regulations such as attached the Occupational Safety, Health, and Environment Act. concerning occupational safety and health, nor did it receive any complaints about work conditions. For the previous three years, including the current reporting period, neither work-related fatalities nor missed days due to injuries at work occurred inside the Group. The Group will stay focused to provide a comfortable and secure working environment for all employees.

## 10.3 Development and Training

The Group recognises the importance of skilled and professionally trained employees to its business growth and future success. Therefore, the Group encourages them to participate in personal development and training. In addition, an appraisal system is in place to evaluate employees and guide and further provide guidance.

The Group has developed a staff training policy with a complete set of training measures. The policy identifies departmental trainers and outlines their roles and responsibilities. In addition, various training courses were designed for employees to continuously increase their working knowledge and skills.

A variety of training is provided to our employees to satisfy our business needs. We offered a total of 360 training hours during the Reporting Period, including 75 hours on occupational health & safety, 75 hours on anti-corruption, 51 hours on technical knowledge, 135 hours on soft skills, and 24 hours on The Trade Description Ordinance.

Training proportion of employees during the reporting period by gender and employee category are as follows:

	<b>Number of trained employees (Training proportion)</b>
<b>By gender</b>	
Male	31 (66%)
Female	16 (34%)
Total	<u>25 (100%)</u>
<b>By employee category</b>	
Senior management	14 (30%)
Middle management	1 (2%)
Supervisor	8 (17%)
General employee	51 (51%)
Total	<u>47 (100%)</u>

Note: The calculations are in accordance with Appendix 3: Reporting Guidance on Social KPIs

Table 8 — Training proportion of employees by gender and employee category as at 31st December, 2022

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Training hours completed by employees during the Reporting Period by gender and employee category are as follows:

	Number of training hours	Average training hours
<b>By gender</b>		
Male	248	4.77
Female	112	2.15
<b>By employee category</b>		
Senior management	58	3.05
Middle management	12	6.00
Supervisor	66	6.60
General employee	224	5.74

Note: The calculations are in accordance with Appendix 3: Reporting Guidance on Social KPIs

Table 9 — Training hours completed by gender and employee category

## 10.4 Labour Standards

### (a) Prohibition of Child Labour and Forced Labour

The Group strictly complies with all applicable national laws and local regulations as well as relevant labour laws and regulations in the place where it operates. Also, the Group has developed rigorous and systematic measures for recruitment and selection, to prevent itself from hiring child labour and ensure that the employee complies with relevant laws and regulations.

The Group will check identity documents to verify the age of the applicant before hiring for any job openings. The Group strongly forbids forced labour, ensuring that all employees work voluntarily, and forbids forced labour in any manner. The Group also adheres to the principle of fair and voluntary recruitment. Besides, the Group will eliminate any incident of child labour and forced labour in accordance with laws and regulations of the operating regions. In the Reporting Period, the Company complied with relevant laws and regulations.

### (b) Employee Benefits

The Group strives to establish harmonious labour relationships, create a happy working environment, and promote a positive and healthy lifestyle. We would like to increase our engagement with all employees through these measures. Moreover, the Group also established a welfare committee that regularly reviews employee benefits. Those benefits include maternity leave, paternity leave, grand-child, birth leave, work-related injury leave, and monthly birthday parties. To enhance the flexibility of working environment, employees are sometimes allowed to work from home.

The Group strictly complies with relevant labour laws and regulations in Thailand and where it operates. During the reporting period, the Group found no incidents in violation of the laws and regulations on employment-related laws and regulations.

## 11 COMMUNITY ENGAGEMENT

The Group recognizes the value of making positive contributions to the community where it operates and considers community benefits as one of its social responsibilities. The Group believes that enterprises and communities are inseparable as a whole. Enterprise development is also inseparable from the support and help of the community. We take our social responsibility seriously; the Group is committed to participating in community activities and undertakes the responsibility as a good corporate citizen to contribute to the communities by encouraging employees to provide charity and social services. During the Reporting Period, the Group had made a donation of THB42,000 towards the community investment.

The Group will continue to regularly review its objectives for community investment, and supervise community investment, the relevant approval policies, sponsorship, and donation. Each year, the Group will examine each year whether its social performance is in line with its community investment policy and objectives for community activities to ensure that such policy is well implemented in all departments. In addition, the Group will continue to oversee and improve its team's capabilities in this regard.

## 12 OUTLOOK

The Group believes implementing current environmental and social responsibility measures is crucial to compliance with relevant laws and Listing Rules. Through the regular reviews process, we put great effort to uphold good corporate governance to strictly comply with the requirements of laws, Listing Rules, and internal management. Looking forward, the Company will continue to take a proactive approach to social, environmental, and governance. We are committed to making contributions to the environment and society.



**PLATT NERA INTERNATIONAL LIMITED**