




PRTR Group Public Company Limited.

Sustainability Development Policy.



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This Sustainability Development Policy is the property of PRTR Group Public Company Limited. It reflects the Company's commitment to enhancing its corporate governance system in alignment with international best practices, as well as all applicable laws, rules, regulations, and requirements set forth by regulatory bodies.

The Board of Directors resolved to approve this Sustainability Development Policy at Board Meeting No. 1/2025, held on 25 February 2025. This policy is established to serve as a guiding principle and framework for executives, employees, and relevant stakeholders of the Company and its subsidiaries, effective from 25 February 2025 onwards.

To ensure that the Social and Environmental Responsibility Policy remains current and aligned with evolving circumstances, it shall be subject to a regular review at least once a year. Any subsequent amendments to this policy require the formal approval of the Board of Directors.



(Mr. Niphon Boondechanan)
Acting Chairman of the Board of Directors.



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1. Introduction

The Company is committed to generating sustainability corporate value, fostering business growth, and promoting innovative development. These pillars form the essential foundation for achieving long-term sustainability for the benefit of all stakeholders throughout the value chain. Furthermore, the Company prioritizes socially responsible operations by establishing a framework aligned with the principles of good corporate governance, thereby contributing to continuous economic growth and environmental stewardship.

2. Objectives

- 2.1 In formulating these sustainability development policies, the Company ensures that the same principles and guidelines are adopted by its subsidiaries and associated companies.
- 2.2 The objective of this document is to provide a formal written guideline that fosters a common understanding of the Sustainability Development Policy for all personnel within the Company and its affiliates.


3. Scope

This policy and its associated guidelines are effective for PRTR Group Public Company Limited, including its subsidiaries and associated companies.

4. Sustainable Development Policy

4.1 Good Corporate Governance


1. The Company is committed to conducting its business with transparency, in strict adherence to the principles of good corporate governance and business ethics. Furthermore, all operations shall comply with applicable laws and regulations prescribed by relevant regulatory bodies and oversight authorities.
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2. The Company is committed to generating added value by creating shared value and ensuring a sustainable balance among the interests of all stakeholders.
3. The Company maintains a comprehensive Anti-Corruption Policy, which is strictly enforced across all levels of the organization.
4. The Company prioritizes the protection of personal data and the privacy of all relevant individuals. This commitment is demonstrated through the establishment of a formal Personal Data Protection Policy, which is rigorously integrated into all operations involving our stakeholders.
5. The Company is committed to continuous operational excellence while fostering organizational innovation and integrating new technologies. By delivering innovative products and services to the market, we aim to enhance our competitive advantage and create sustainable value for society and the community.
6. The Company is committed to promoting and supporting its business partners, customers, and stakeholders throughout the value chain to align their operations with sustainable development guidelines.

4.2 Social Value Creation

1. The Company is committed to enhancing the quality of life within society and the community by leveraging our collective knowledge, expertise, and experience to generate long-term social benefits.
 2. The Company is committed to treating all employees equally and fairly, with profound respect for human rights. This commitment extends to all aspects of employment, including recruitment, compensation and benefits, as well as the continuous development of professional knowledge and skills.
 3. The Company is committed to efficient and fair human resource management in alignment with established standards and practices. Our approach ensures full
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compliance with applicable laws, as well as adherence to international labor standards and charters.

4.3 Sustainability Environmental Management

1. The Company prioritizes environmental stewardship to mitigate the ecological impact of its operations. This includes promoting the efficient use of energy and resources to address climate change, as well as implementing measures to reduce waste generation resulting from internal consumption.
2. The Company is committed to the continuous support and promotion of energy conservation initiatives aimed at mitigating environmental impacts.

The Company shall integrate this Sustainable Development framework into its core operations to achieve tangible results. All executives and employees are required to uphold and adhere to this policy, fostering the long-term sustainability of the organization, society, and the environment.

Appendix: List of Companies Subject to This Policy

This policy applies to **PRTR Group Public Company Limited**, as well as its subsidiaries under its direct or indirect control.

The companies within the scope of this policy include the following:

1. PRTR Recruitment Company Limited
2. PRTR Recruitment and Outsourcing (Eastern Seaboard) Company Limited
3. Nexmove Platform Recruitment Company Limited
4. The Blacksmith Company Limited
5. Pinno Solutions Company Limited
6. PRTR Global Recruitment Company Limited
7. Biz Resource Company Limited

Remarks:

- Newly established subsidiaries or subsequent investments shall automatically fall within the scope of this policy, unless otherwise specified.
- For companies not under the Company's control, this policy may be adopted and applied as appropriate.

Additional Note: This appendix shall be deemed an integral part of this policy and shall have the same full force and effect as the main policy in all respects.