

BE YOU BE ISSARA



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GUIDED BY HONESTY
SUPPORTED BY UNITY
SUSTAINED BY HEALTH

- Philosophy -

Charn Issara Proud to develop and create sustainable

- Vision -

1. Develop a team of professionals to have the strength and readiness to create premium quality projects.
2. Deliver quality projects that impress to meet the expectations of consumers proudly.
3. Maintain organizational scale for business flexibility.
4. Adhere to business operations under the concept of sustainable development and responsible for the quality of life of consumers and related persons in terms of economy, society and environment with equilibrium.
5. Maintain consumer confidence and trust. Based on transparency, sincerity and honesty.

- Mission -

When the situation of the COVID-19 crisis began to ease, the world has recovered again, with adaptations, adjustments of strategies to cope with the changing situation which we still receive good cooperation from our employees and partners. Charn Issara Group continues to focus and has formulated a sustainability policy with the principle of “Be You Be Issara: Your Freedom”, with a focus on waste management (Zero Waste) and water management. For the maximum benefit which is organized as an activity format for employees to participate in to cultivate awareness of the use of natural resources and waste management for the most benefit such as

- Bottles for Eggs Project We focus on reusing plastic water bottles to donate to Wat Chak Daeng to produce robes for monks
- The Power of Uniform Project Repurposes employees’ old uniforms and discarded clothing. They go through the production process into electricity which is considered pure energy.
- Prosthetics leg Project To bring waste back to good use, such as bringing soft drink cans soft drink can loop used mag scraps to give to the organization or agencies that will use these to produce prostheses for the disabled, etc.

In addition, for sustainability in future business operations. The company has prepared and trained to develop personnel in the organization to have knowledge and expertise in related fields to increase the potential to work better. Along with proactively studying new businesses expand business types (Diversify) to support the digital era that is rapidly



Ms. Srivara Issara
Chairman

REPORT HIGHLIGHTS

In 2022, after we have been through the COVID-19 situation and the economic conditions began to return to normal situations. Even though it's still not the best but the Charn Issara Group has not stopped in carrying out sustainability activities.

In 2022, there have been activities that consistently reflect the intention and determination of being a company that focuses on sustainability as part of its business operations. The outstanding activities are as follows:

Waste sorting and management

Garbage is a big problem in today's society, especially in urban communities with high population growth. One of the solutions is to segregate and manage waste so that it can be reused reduce unnecessary consumption and disposal that has the least impact on the environment

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Annual Health Check

Cooperation with hospitals in order to attend an employee health check

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Sea Turtle Conservation

Being a part of helping to preserve marine resources by organizing activities to clean turtle nursery ponds at the Marine and Coastal Resources Research Center in the upper Andaman Sea

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Healthy Food

Allocating healthy menus to employees every Monday to focus on taking care and maintaining the health of employees. It is a reduction in meat consumption and promoting health for employees

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Refreshment Gift

Baba Beach Club Hotel Natai also has an organic vegetable garden. By bringing vegetables and herbs to use in the cooking of Canteen Kitchen on a regular basis

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Giving rice for Chinese New Year

Held continuously for the 47th time in 2022 for the ceremony of giving rice to low-income people in Hat Yai District, Songkhla Province

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NEW BUSINESS

The company has adjusted its business management strategies to be more diversified. There are more new business studies such as studying into business. “Hemp - Hemp” to be used in the hotel, spa, restaurant business by signing a memorandum of cooperation for hemp planting project in EVAPULATIVE COOLING SYSTEM and using GAP (Good Agricultural Practice) method with Maejo University to support research studies on the cultivation of hemp and cannabis plants.



And signed a cooperation (MOU) between Thai Leaf Biotechnology Co., Ltd., a joint venture, to grow cannabis plants in both closed systems (indoor) and open systems (outdoor) for use at the Medical Grade level in medicine and export of hemp flowers to destination countries such as Australia, Canada, America and Germany, as well as jointly develop further supplements, beverages, medicines and products related to the wellness business.

NEW PROJECT » YAYA CONVENTION HALL



Sri Panwa opens a new zone, Yaya, a convention for meetings, seminars, exhibitions, weddings and events. With a large convention room which can accommodate up to 400 people, as well as opening new room zones, 24 more pool suites, decorated in an elegant, comfortable style, typical of Sri Panwa. that maintains a unique contemporary tropical interior. Added to the exterior decoration with a bright blue building, airy, blended with the surrounding environment with views from the Andaman Sea and the rooftop where TU is located, a popular addition to the retreat. Watch the sunset ready to provide experience, able to organize various events both large and small Suitable for friends, families, companies and products.

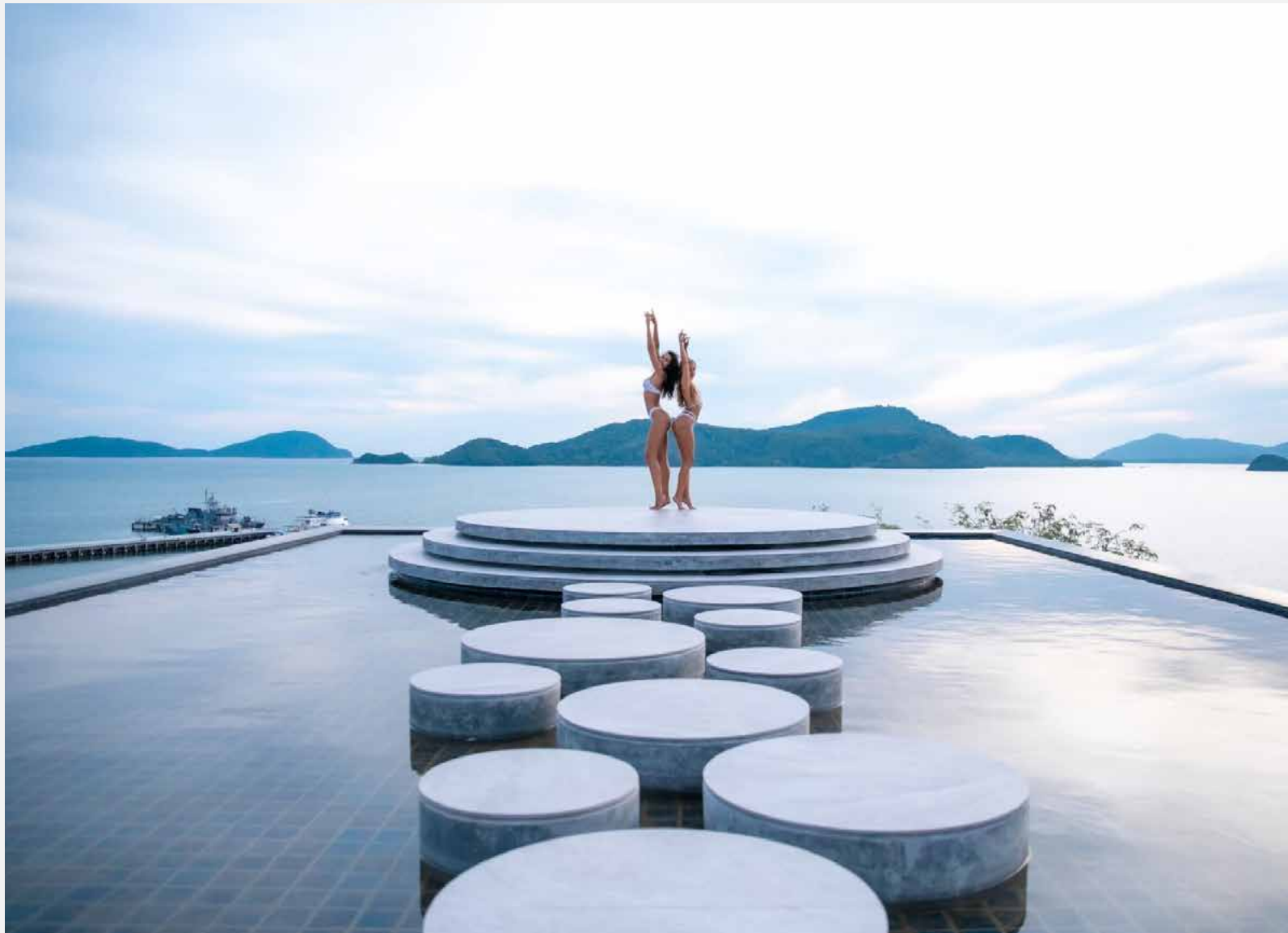
NEW PROJECT » Space I & Space II (Convention)

Elevate your event experience at Yaya Space I & Space II, inspired by the curve of the bubble-patterned wavy walls and vaulted ceiling, giving the building and its ambiance a “living space” feels like being outdoors. The arrangement of the furniture follows natural elements such as stone and wood scattered throughout the space which will make you feel refreshed and energetic. When stepping into the lobby and reception area before stepping into the hall which is a prep room designed to integrate and finally, a large meeting room with capacity for 400 guests in a cocktail style setting and 180 guests in a round table setting.



With facilities light and sound equipment that is highly customizable to suit every event. Top it off with a rooftop TU with 24 indoor pool suites and indoor parking. Along with a variety of restaurants in Sri panwa Giving a memorable experience to everyone.

NEW PROJECT » TU



TU is an extension of Baba Nest, one of the most coveted places in the world. You can sip a drink while watching the sunset on the rooftop with the best view. It has been meticulously designed. Taking into account the dream wedding as if there was a stage on the clouds with panoramic views of the Andaman Sea. There are amphitheater style seats for guests to watch and witness how majestic and magnificent it is at every moment of the day. And the most special during sunset with a view of the sky that changes without anything obscuring. It makes a perfect backdrop against the turquoise sea. In addition to weddings, TU is also suitable for receptions, exhibition of musicians and artists or launching products.

NEW PROJECT » YAYA POOL SUITE



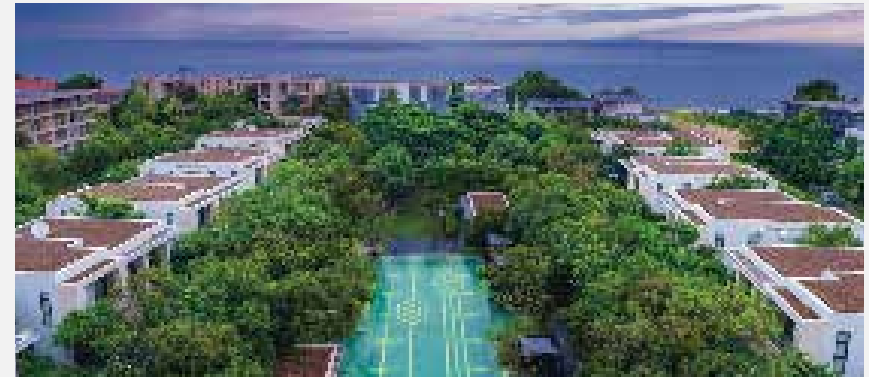
24 exclusive pool suites hidden in Yaya. They were designed to keep the atmosphere in the interior continuous, in harmony with the atmosphere and scenery from the outside. Contemporary tropical decor in cream colors combined with turquoise and fuchsia colors, complete with amenities. Bose sound system and bathtub. Each Pool Suite measures 70 square meters with a private pool lighting control system able to overlooking the Andaman Sea. Ready to make the experience of the stay become a memorable vacation.

NEW PROJECT » BABA SOUL CAFE

Baba Soul Cafe, hidden in Baba Soul Food, shady atmosphere in the midst of nature. There are many seating zones. Suitable for sitting and chilling, eating desserts and drinks with a variety of menus, from delicious cakes and tarts to special coffee recipes, smoothies and newly created signature drinks. Let's meet with friends, family in a relaxed atmosphere away from the hustle and bustle. You can walk across the bridge to the new TU Bar rooftop to view the Andaman Sea and the sunset at the end of Cape Panwa Open every day: 10:30 - 18:00.



NEW PROJECT » Habita Sea View - BABA BEACH CLUB HUA HIN



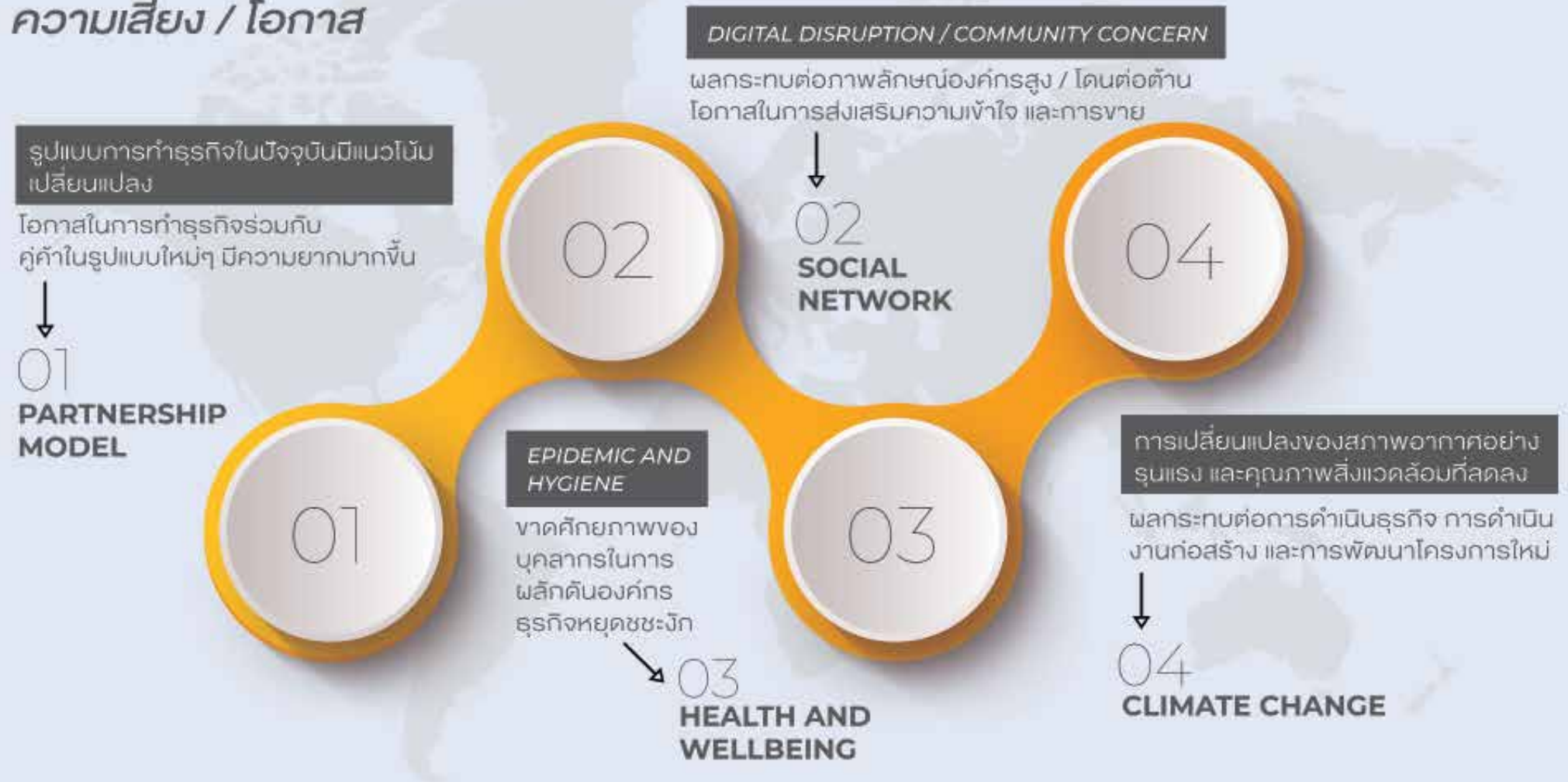
A luxury beach club-style pool villa hotel by the sea, Cha Am - Hua Hin, managed by Sri panwa. Recently added a new collection of accommodation zones "Habita Seaview", a 12-storey hotel located not far from the sea. Within Baba Beach Club Hua Hin Hotel with 47 sea view rooms, divided into 46 suites and 1 of the most beautiful and luxurious penthouses in Hua Hin. All rooms are fully equipped with sizes ranging from 63 sq m to 355 sq m. Each unit has a balcony with panoramic sea views. The spectacular penthouse on the top floor with an infinity pool. There are also complete facilities to meet the lifestyles of all groups of customers such as Cool Spa, Kids Club, Fitness Center, Baba Soul Food Restaurant, Baba Lounge & Bar, a large swimming pool. Including a large meeting room / banquet room that can accommodate up to 400 people.

VALUE CHAIN

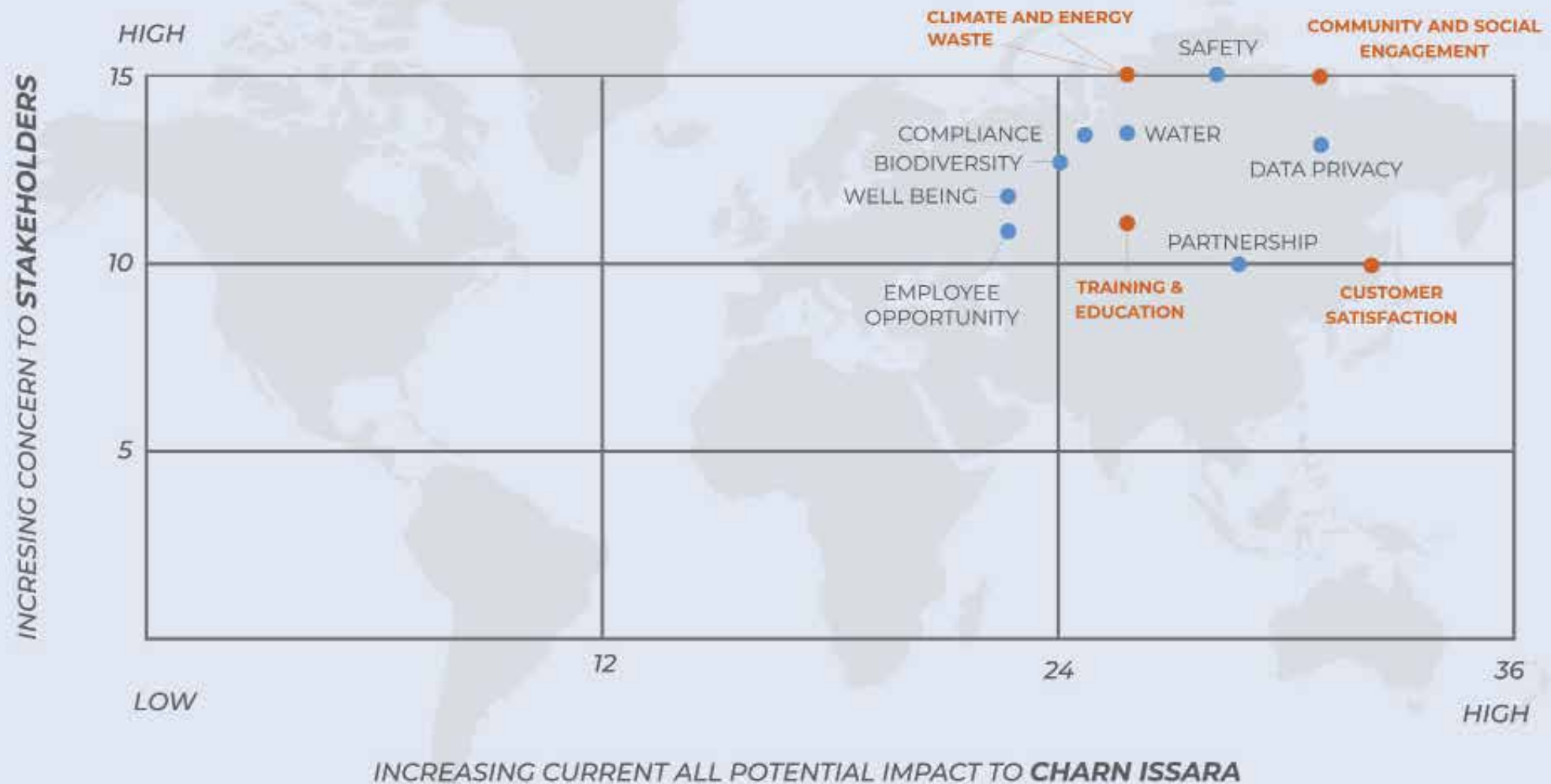


SUPPLY CHAIN AND ROLE OF STAKEHOLDER

ความเสี่ยง / โอกาส



MATERNITY MATRIX



SUSTAINABILITY FRAMEWORK



รายชื่อคณะกรรมการความยั่งยืน
คณะกรรมการด้านการพัฒนาที่ยั่งยืน : Sustainable Development Committee
บริษัท ชาญอิสสระ ดีเวลลอปเม้นท์ จำกัด (มหาชน)

ประธานคณะกรรมการ

สงกรานต์ อิสสระ

กรรมการ

1. วรสิทธิ์ อิสสระ
2. ติฐวัฒน์ อิสสระ
3. กรัษเพชร อิสสระ
4. ธีรภรณ์ ศรีเจริญวงศ์
5. ลินดา ประเสริฐสม
6. อรพรรณ อรุณรังสีกุล
7. วิไล อินทกุล
8. ยุทธนา คุณารนนท์เจริญ

เลขานุการคณะกรรมการ

สุวณี อัครวรารักษ์

คณะทำงานด้านการพัฒนาที่ยั่งยืน : Sustainable Development Team (SD Team)
บริษัท ชาญอิสสระ ดีเวลลอปเม้นท์ จำกัด (มหาชน)

ลำดับ	ชื่อ - สกุล	หน่วยงาน / สังกัด
1	คุณธีรภรณ์ ศรีเจริญวงศ์	กรรมการผู้จัดการและหัวหน้าคณะทำงานฯ
2	คุณรณชัย สุขโรจน์	ตรวจสอบภายใน
3	คุณอุมาภรณ์ เทศลงทอง	ประชาสัมพันธ์ฯ
4	คุณศิริพร สุคำ	ศรีพันวา / บาบา บีชคลับ
5	คุณพัชรพงศ์ ขวนชม	พัฒนาโครงการ
6	คุณวงษ์เมธิ วงศ์รินทราเมธิ	สร้างสรรค์สื่อฯ
7	คุณدنุพล ชูเงิน	บุคคลและธุรการ
8	คุณอรรธรณ เอื้ออำนวยรัตน์	บัญชีการเงิน
9	คุณสุนนา วรขุน	การขายและการตลาด
10	คุณนรากร บุญบำรุง	สำนักกรรมการผู้จัดการ



BE WORLD



ENVIRONMENT

Charn Issara Development Public Company Limited is committed to taking care of the environment in the office and various projects of the company, therefore, has prepared the following sustainability projects.

Environmental impact Management

Concept and Policies

Environmental impact management is one of the fundamentals of business sustainability that is receiving more and more attention over the years. Because in many areas around the world have realized and seen many effects such as higher air temperature changing weather. The problem of resource scarcity waste-chemical problems in water sources the problem of the amount of waste that is much

higher from the current consumption, etc. These effects are becoming more and more problems for the population living in this world, if there is no such management.

The company is aware of the problem and foresee the importance of the impact on the environment. Therefore, focusing on conducting business with care for the environment in every aspect, steps of the process of running a company's business both real estate and hotel business. It aims to be a part that helps alleviate environmental problems that occur and pass on the concept of saving the world to society in the future.



Operations and results obtained in 2022

Waste sorting and management

1,860 กิโลกรัม

คือน้ำหนักรวมเสื้อผ้า
ที่ได้รับบริจาค

1.3 ตัน

คือน้ำหนักก้อนเชื้อเพลิง
ที่แปรรูปได้

801 ตัน

คือจำนวนต้นไม้ที่ทดแทน
การปลูกได้

3924.6 kgCo2eq

คือปริมาณ
ก๊าซเรือนกระจกที่ลดได้

Garbage is a big problem in today's society especially in urban communities with high population growth. One of the solutions is to segregate and manage waste so that it can be reused. Reduce unnecessary consumption and disposal that has the least impact on the environment.

Projects related to the company's waste separation and management are as follows:

1. The "Fast Fashion" industry that happened is causing the world a lot of problems in terms of the use of resources in production and disposal of waste generated from textiles which multiply the problem to become

more and more serious. "Power of uniform project" is a project of the company which cooperates with Better World Green Public Company Limited, a company that provides complete environmental services and management to pick up old uniforms and unused clothes of employees and general public to be destroyed by incineration in a closed system which does not produce harmful gases to the atmosphere and produce

electricity for use in the private sector. By Charn Issara Group and Hotel Business Group has collected old, unused clothes, such as employee shirts, as well as accepting donations from employees to be used as fuel for combustion and use the energy that has been used as electricity for use in the community near the factory. Including sending to villages on the mountain that need energy. part in reducing global warming again.

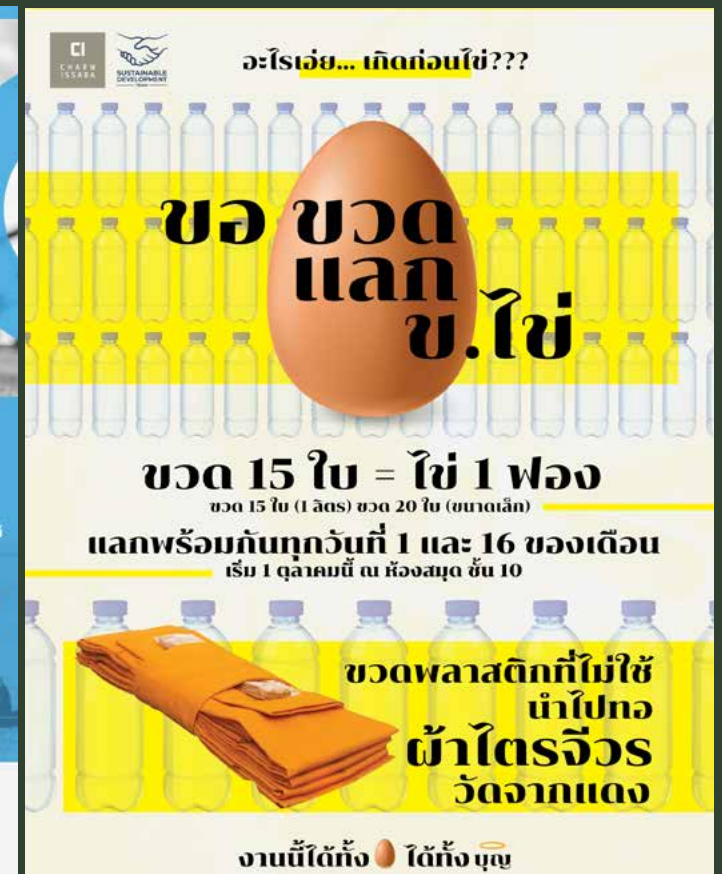




POSTER "POWER OF UNIFORM"



POSTER "Prosthetics leg Project"



POSTER "Bottles for Eggs Project"

15 กิโลกรัม

น้ำหนักรวมเศษลูกแม็ก
และฝาขวดอะลูมิเนียม
ที่ได้รับบริจาค

2. Aluminum is a popular material to be recycled. Due to the outstanding feature is that it has a lower melting point than other metals. It can be recycled almost 100 percent, so the company has a “Prosthetics leg Project” that allows the company’s employees to collect waste that occurs in the organization, such as scrap of staple, soda cans, aluminum lid to donate to International Association of Persons with Mobility Disabilities in order to promote the activities of the association in helping society in the future.



3. "Bottles for Eggs Project" is another project that the company collaborate with Chak Daeng Temple, Phra Pradaeng District, Samut Prakan Province. In requesting donations of clear plastic drinking water bottles or plastic bottles, Polyethylene

Terephthalate (PET). For 15 bottles of 1.5 liters or 20 bottles of 600 cc can be exchanged for 1 chicken egg. To be recycled into fibers to mix with other fibers in weaving such as cotton fibers, polyester fibers, etc. in weaving into robe fabrics.

93 กิโลกรัม

คือน้ำหนักรวมขวดพลาสติก
ที่ได้รับบริจาค

211 ผืน

คือจำนวนผ้าจีวรที่ทอได้

53 ชุด

คือจำนวนผ้าไตรจีวรที่ทอได้



4. "Old Calendar Project:

Please give them to us" is a project that the company sees the importance of resource utilization worthwhile by asking for donations of old desk calendars that have been used both inside and outside the organization. To deliver to foundation for the Blind in Thailand under the Royal



scraps from the staff dining room each day, the hotel has been passed on to people in the community to raise animals. There are also public relations for employees to scoop up enough to eat. If you are not full, you can fill it up to minimize food waste. To be a part in reducing global warming again.



Patronage of His Majesty the King, Pak Kret District, Nonthaburi Province, for use in the production of educational materials for the blind nationwide.

5. Garbage separation in the hotel business group still be our campaigning and instilling all employees to separate food scraps, toilet paper scraps before the plate is collected in the dining room staff. The leftover food



Water management

Reservoir is another project developed by the hotel business group continuously. It is a water storage pond within the hotel area. It is a treated water storage pond for use in times of drought for use in watering trees within the hotel. In the pond, there will be a turbine installed to generate oxygen in the water all the time. Another way is to reduce the cost of water that must be used to water the plants in another way.



Fertilizer preparation

Compost in the hotel business still focus continuously. To bring the scraps of leaves, branches that have been swept, cleaned, trimmed in the area to enter the process of decomposition and fermentation with bio-fermented water. To convert into fertilizer and bring it back to the tree. This is to reduce the cost of buying fertilizers. It also reduces the cost of having to transport the branches leave and the leaves outside.

Sea Turtle Conservation

We continue to focus on employees to know how to play a part in helping to preserve marine resources. By organizing activities to clean turtle nursery ponds at the Marine and Coastal Resources Research Center in the upper Andaman Sea. In order to cultivate employees to know how to preserve and cherish valuable resources by organizing groups

to rotate together to do activities every month. It is also a relationship building or get involved with the community in another way.



Green Hotel

Green hotel...We still strive to do business while protecting the environment. In order to live together between nature and us, we see that in the area of Sri Panwa Hotel, there will be more and more hornbills that will fly to the trees in various points of the hotel for the staff and the customers who stay and see.



Operations and Future Plans

1. The company will keep studying about technology and new innovations to develop products and services in accordance with customer behavior as well as promoting a good environment for customers and communities surrounding the project.
2. The company will preserve the good environment of the surrounding area of the project and does not cause environmental impacts on society and communities surrounding the project.
3. The company will promote activities related to the environment on a regular basis. To create environmental awareness for the communities surrounding the project. To be aware of problems and have public mind to develop communities and society for the better.
4. The company will encourage employees to participate in various activities about the environment organized by the company. To create environmental awareness for employees and can be applied to occur in every activity in daily life.



BE PEOPLE



SOCIAL

Charn Issara Development Public Company Limited places importance on employees and communities surrounding the project as follows:

Sustainable Happiness Created for Community & Social

Concept and Policies

In 2022, after the release of measures to relax the surveillance of the spread of the COVID-19 virus, Charn Issara Group continues to create sustainable happiness for the community and society. In order to show care and attention no matter what happens, Charn Issara Group offered a new channel to communicate, adjust the operating style or doing various activities for the community and society around us, receive safety and happiness at the same time.



Operations and results obtained in 2022

» Promotion of mental activities for people in the community and society

Giving rice on Chinese New Year

Held continuously for the 47th time of the year 2022 for the rice giving ceremony to low-income people in Hat Yai District, Songkhla Province by Mr. Songkran Issara, Chief Executive Officer and Managing Director of Charn Issara Development Company Public Company Limited together with Ms. Grathpet Issara and Mr. Thammanoon Kowitthaya of Phithanpanich Co., Ltd., who donated rice on this Chinese New Year festival. It was initiated during the era of Mr. Wichian Kowitthaya, the former mayor of Hat Yai at that time who is a close friend with Mr. Chan Issara, a wealthy man in Hat Yai who has done business in Hat Yai until prosperous. Therefore, he would like to repay the kindness of the land and the people of Hat Yai, ready to donate rice together every year and has inherited his intentions to his descendants.



Making merit at the Kathin ceremony

Thew Talay World participated in Kathin Ceremony at Wat Rat Charoen Tham (Bo Khaem), Cha-am by collecting merit from staff and employees and also brought BSC Cornsoy drink, soy milk mixed with corn to dispense.



Beach Cleaning Activity Thew Talay World Project

Beach Cleaning in every week is a rubbish collected at the beach in the hotel area. It is an activity between employees and customers in order to instill consciousness for us to love and take care of nature. Most of it is rubbish that is washed in from the sea. In order to reduce the amount of waste that pollutes the sea from non-biodegradable plastic waste such as plastic bags, plastic bottles, candy wrappers, etc., to reduce global warming and dangerous to marine animals that eat them. Because they think those are food.

In the part of the hotel Baba Beach Club Hua Hin, we are also an innovator in cleaning



Cha-am beach. This is an example for the surrounding hotels to take care of cleanliness until now.

Donate money to contribute to the Prince Mahidol Award Foundation under the royal patronage

Ms. Grathet Issara, Marketing Consultant of Charn Issara Development Public Company Limited, met with Her Royal Highness Princess Maha Chakri Sirindhorn, President of the Prince Mahidol Award Foundation under the royal patronage. Thuklao donated 200,000 baht to support the foundation consecutively for the 16th year.



Refreshment Gift

every month at Sri Panwa Phuket Hotel and affiliated hotels organized activities for fellow employees to give refreshment gifts as encouragement. By supporting products from community shops outside and support products from students at Phuket Panyanukul School (School for autistic children) where children can spend their free time usefully forwarded to employees and is also a distribution of income and helping the community.



Soi Dog

in the hotel business has managed to reduce the amount of waste from wastes used in the hotel that can no longer be used, such as towels, bed linen, as well as food and necessary equipment. We pass it on to the Soi Dog Foundation in Phuket and Hua Hin Dog Conservation Center to benefit the stray or disabled dogs and cats that the foundation has adopted into the project, about 1,800 lives.

Baan Sita Wan donated drinking water

Baan Sita Wan Project, Pak Chong District, Nakhon Ratchasima Province donated 1,200 bottles of drinking water to Nong Makha Community Health Promotion Hospital, Pak Chong District, to support the work of public health officials during the COVID-19 situation.



Charn Issara supports Madam Pang Foundation

Charn Issara Development Public Company Limited supports MADAM PANG GOLF CHARITY 2022 at Panya Indra Golf Course.



Operations and future development

1. Maintain activities that are beneficial to the community and society.
2. Develop public relations channels to gain wide awareness and take part in the activities held



BE STAFF



Occupational health and safety in the workplace

Human Resource

Concept and Policies

Charn Issara Development Public Company Limited places importance on the safety of employees and executives as well as the company's partners. Therefore, a policy has been set and operate in maintaining safety and hygiene standards for everyone to be free from any threats, dangers and risks. Including occupational accidents and diseases to be ready to live in society happily, physically, mentally, socially and spiritually.



Operations and results received in 2022

Arrangement of the 2021 Annual General Meeting of Shareholders via Electronic Media (E-AGM)

On April 27, 2022, Charn Issara Development Public Company Limited (CI) held an annual general meeting of shareholders 2021 at the conference room, 21st floor, Charn Issara Tower 2, New Petchburi Road. This meeting was organized via electronic media (E-AGM) for the safety of shareholders and the Board of Directors including employees. The company is ready to conduct the meeting according to the COVID-19 prevention measures strictly in accordance with the law and requirements, with Ms. Srivara Issara, the chairman of the board along with Mr. Songkran Issara, Mr. Pisuth Dechakaisaya, Mr. Prawetwut Raiva, Mr. Witit Ratchatatanan, Mr. Theeraporn Sricharoenwong, and Ms. Linda Prasertsomkun. Pinit Puaphan and Mr. Worasit Issara attended the meeting.



The shareholders can attend the meeting via live broadcast only. Including other relevant people, whether it is an observer from the Stock Exchange of Thailand able to watch live broadcasts via Live Streaming (Cisco Webex). In addition, the meeting room has a screening point measuring temperature, set up a hand washing point with alcohol gel, set the social distance, clean all surfaces touching the board and staff involved. Everyone must wear a hygienic mask all the time.



Annual health check

Annual health check by coordinating with the hospital for medical personnel to check the health of employees on a regular basis for more than 20 years, the company recognizes the importance of personnel in all departments and has the intention to show social responsibility. We have coordinated with the hospital for medical personnel to check the health of employees and executives of Charn Issara Company Development Public Company Limited and its affiliates. This year, we have coordinated with Phyathai Hospital 1 to provide health check-ups for employees and executives at the 29th floor of Charn Issara Tower 2. New Petchburi Road.



Vaccinate 2022

Vaccinate in 2022, the company is still committed to taking care of the welfare of employees. By emphasizing that all employees are vaccinated against influenza to prevent illness. By coordinate with public health agencies in purchasing vaccines for all employees Including continuing to arrange annual health checks for employees continuously.

Healthy Food

Healthy Food from the hotel business group, there is also a healthy menu allocated to employees on Mondays. To focus on looking after and maintaining the health of employees. It is a reduction in meat consumption. In order to reduce global warming in another way as well saving the world and promote health for employees.



Organic vegetables

Organic vegetables, the Baba Beach Club Hotel Natai also has a non-toxic vegetable garden. By regularly using vegetables and herbs in the cooking of Canteen Kitchen, such as bok choy, morning glory, chinese cabbage, lemongrass, etc., for employees to eat and promote good health.

Follow-up and require a safety audit report according to the project on a monthly basis

According to the Company's accident control and safety policy towards employees, business partners, and surrounding communities. Therefore, there has been an inspection and preparation of a project safety report every month such as environmental quality index such as air quality index sound level index vibration index and effluent quality index. Regular cleaning of equipment and areas both inside and outside the project checking the completeness of materials and equipment, such as passenger lift and material transportation inspection reports derrick inspection report.



Operations and future development plans

1. Determine the scope, policy, strategy and work plan for the Company to operate its business continually.
2. Provide knowledge and training to raise awareness of safety both towards themselves and those around them.
3. Follow up, analyze, assess the situation and set appropriate policies.
4. Organize activities that focus on safety with measures to prevent the spread of germs in accordance with the regulations of the Ministry of Public Health



Employee Potential Development

Human resource development is the heart of organizational development. Because the factor of personnel or manpower is one of the important factors in deciding the success of the work of every organization. The Company has established a policy on human resource development at all levels. By training personnel to have quality standards, potential, abilities suitable for the position and future career growth of employees.

Operations and results obtained in 2022

- Determination of guidelines for requesting training outside the company to allow employees to request training courses organized by institutions or organizations outside the company.
- Encourage the organization of training both inside and outside the company both general courses and specific courses to increase work potential. Including inviting expert speakers in the country to educate employees on a regular basis, such as courses on how to enhance presentation skills, how to communicate to get a job and win the hearts of subordinates (Effective Communication Style), how to drive safely. Provide training on the use of elevators and transport elevators to employees, and also bomb threat training.
- Prepare training and development plans for employees at all levels. To prepare employees for growth in the line of work is a skill development knowledge in the field. The hotel has allocated employees to attend training with external organizations in order to gain experience in developing oneself and the organization.
- There is cooperation between the management of human Resources department and department heads jointly plan for employees to grow in their respective fields both the development of knowledge skills to be suitable and ready in adjusting the promotion position according to the set time.
- We have promoted employees who are ready to advance in the line of work. It builds morale and encouragement for employees to work with full efficiency. It also creates confidence for employees to work with the organization. There are opportunities for students after completing the internship who are ready to step in as regular employees in that line of work. In order to start for a good quality of life and grow with the organization which will bring faith and loyalty to the organization.



Operations and future personnel development plans

- Development of the organization to become a learning organization by providing an employee training center.
- Individual employee training plan (IDP) for all employees in order to plan for employees to receive complete training to develop their potential and grow in their respective fields in the future.
- Prepare employee development plan EDP (Executive Development Program) to be the successor of the company.



BE GOVERNANCE

GOVERNANCE

Charn Issara Development Public Company Limited strives to make the organization a good governance organization, has prepared various drafts as follows

Moral & Ethics

Concepts and Policies

The Company is determined to operate under the corporate principles of honesty, transparency, integrity and responsibility. All directors, executives and employees will adhere to the following principles:



1.1 Customers

The company aims to provide customers with benefits and maximum satisfaction by taking care to protect the interests of customers, offering quality products and services. Provide fair service and maintain the confidentiality of the customer's information.

1.2 Shareholders

The Company aims to operate its business with efficiency, transparency, and create suitable returns for shareholders by continually having good operating results, with an efficient internal audit system, and taking any actions with fairness to all shareholders equally.

1.3 Employees

The company treats all its employees as valuable. The company is committed to continually developing employees and promoting employees.

The Company given opportunities for advancement and stability to receive appropriate compensation based on their knowledge and abilities.

1.4 Partners and Competitors

The company treats partners and fair-trade competitors and maintain confidentiality under the rules and related laws including not seeking information of partners and dishonest competitors and unfair.

1.5 Creditors and partners

The company is committed to honesty in compliance with the conditions made to the creditors and all types of business partners under conditions including rules and regulations and prescribed by law.

1.6 Society and Environment

The company is committed to conducting business with social and environmental responsibility. Consider taking any action that

affects the feelings of the public and encourage employees to have awareness and responsibility, and improve operations to suit the environment continuously and regularly.

1.7 Conflicts of Interest

The Company is committed to conducting business with the best interests of customers and the Company. The Company will supervise and pay attention to transactions that may have conflicts of interest or connected transactions or inappropriate related transactions. The connected transactions are set at prices and conditions similar to transactions with third parties.

1.8 Information Disclosure

The Company aims to disclose the Company's information to shareholders, investors and the general public accurately, completely, thoroughly and in a timely manner, in accordance with the

law and related regulations.

1.9 Corporate Governance

The company adheres to the principles of good corporate governance which has improved the principles of good corporate governance for new companies. To comply with the ASEAN Corporate Governance Score card, which is a tool used to measure the level "Corporate Governance of Listed Companies" for ASEAN countries makes it modern and in accordance with the changes occurring in the capital market society. To raise standards and practices good corporate governance of listed companies to have higher corporate governance standards. Including the Company will give cooperation with the organization that governs the company.

Ethics of directors

Due to the Board of Directors plays an important role as a leader that will lead the organization to success by the policy-makers and directing the behavior of personnel in the company in the right direction and the following practices in the performance of duties.



1. Business management duties

- Supervise the operation of the company to be carried out without undue risk to the stability of the Company.
- Perform duties with honesty, transparency, ethics and fairness. This ensures that all decisions and actions are taken into account in the best interests of the Company and will not discriminate or refrain from treating any specific person by adhering to the principle of equality.
- Perform duties professionally with knowledge determination and with caution including the use of knowledge and management skills to the fullest extent.
- Not seeking personal gain and related persons by bringing internal information that has not yet been disclosed or that is secret to use or disclosed to outsiders or acts that cause conflict both intentional and beneficial and not intended to third parties, and will not use information obtained from job position for personal financial gain and will not use that information for the financial benefit of others.
- Supervise the Company's operations in accordance with the relevant laws, rules and regulations of the Company including supervising that factual information is not concealed and provide accurate, complete, timely and consistent information reporting.
- Legal action and various regulations related to business operations.
- Determine risk management policy, internal control, including complaints mechanism and take action in case where there are clues on various matters to cover the whole organization.



2. Relationships with shareholders, customers, creditors and trading partners and employees

- Directors are responsible to shareholders such as disclosure of information, accounting practices use of internal information, and conflicts of interest. Provide accurate, complete, equitable, timely, standardized and transparent information to investors.
- Protect the interests of customers at all times. Paying attention and taking the highest responsibility to customers about service offer quality products and maintain that standard.
- Behave within the framework of good competition rules. Do no damage to the reputation of competitors including not seeking information of competitors dishonestly and unfair.
- Ensuring equality of employment opportunities and other principles relevant to employees and ensuring that employees have the expertise they need to run the business.



3. Social and Environmental Responsibility

- Conduct business with responsibility towards society and the environment.
- Be careful and pay attention to any action that will affect the public.
- Encourage employees to have a conscience and environmental responsibility, and encourage employees to participate in such operations for the sustainable development of the company.

Employee Ethics It is divided into 4 categories as follows:

1. Honesty and Integrity

Integrity is an important fundamental quality of any officer and executives at all levels. The officers and executives at all levels have the opportunity to give benefit or punish the customers. There is a chance to cause damage to customers, colleagues, shareholders and society as a whole. Therefore, in order for customers, shareholders and regulators to trust, the officer and all executives must be honest, stable and virtuous mind perform duties fairly. Do not care for bribes, unselfish, uphold the interests of customers as well as the benefits of the public.



2. Confidentiality within the company

In the business of the company keeping a secret is to maintain the company's information as well as customer information, including

- Information about the assets of the company
- Company's financial and account information
- Information, name and address of the customer
- Information of past and present employees of the company
- Information about the company's partners
- Information about business dealings with other people

3. Professional Code of Conduct

Board of Directors has given importance to the creation of common sense of executives and officers at all levels of the Company to behave within the framework of appropriate practice by taking into account the principles of morality ethics and justice. This will result in a good image for the company's business as a whole.

4. Service to Community

The Company recognizes and places importance on taking care of and responsible to the community and society by providing an operation on public relations to take care of safety, occupational health and environment. Including cooperation with government agencies and promote various activities within the community.



Operations and results obtained in 2022

The Company places importance on good corporate governance relevant policies and guidelines have been established in the Company's corporate governance policy and business ethics as well as promoting real practice to build confidence among all groups of stakeholders.

In 2022, the Company has followed up to ensure compliance with the Company's Code of Conduct guidelines. It covers the following matters

- Conflict of interest prevention policy
- Policy on the treatment and use of the Company's assets.
- Gift giving or receiving or entertainment policy
- Securities Trading of the Company and use of inside information policy
- Control system, internal audit, and financial reports policy
- Responsibility to shareholders policy
- Customer treatment policy
- Policy on treatment towards partners and contractual parties
- Policy on treatment of employees.
- Employee conduct and treatment of other employees' policy
- Competitor treatment policy
- Social and public responsibility policy

The Company received a "Very Good" corporate governance assessment result from the corporate governance survey of Thai listed companies in 2022 conducted by the Thai Institute of Directors Association in conjunction with the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission.

Anti-Corruption

The company has announced its intention Collective Action Coalition of the Thai Private Sector in anti-corruption. There is a policy to define duties and responsibilities, practice guidelines, proper action requirements, channels for receiving whistleblowers or complaint protection and confidentiality measures, investigations and penalties, dissemination of anti-corruption policies, etc.

Therefore, the Company has set up a written “anti-corruption policy”. To be a clear practice guideline in business operations and develop into a sustainable organization. It also announced its intention to join the Private Sector Collective Action Coalition Against Corruption (CAC).

In 2021, the company is in the process of preparing to submit a request for certification from the Thai Private Sector Collective Action Coalition Against Corruption. A working group has been set up in order to ensure the company is certified by the CAC.



Whistleblowing

The company has provided a channel for receiving and deal with the claims of stakeholders by revealing the process and channels for complaints or whistleblowing from illegal actions or committing acts of corruption, unethical behavior or behavior that may imply corruption of persons in the organization or being infringed upon both from employees and all groups of stakeholders. By designating the Audit Committee to be the recipient of complaints which all groups of stakeholders can report any clues or make a complaint through the company's website or directly via email at email: cg@charnissara.com or by post at

Audit Committee

Chan Issara Development Public Company Limited

2922/200 New Petchburi Road, Bangkapi, Huaykwang,
Bangkok 10320

Business hours Monday - Friday from 8:30 AM - 5:00 PM

In 2022, the Company has not received any complaints, clue or whistleblowing from illegal actions or committing acts of corruption, unethical behavior or behavior that may imply corruption of any person in the organization.

Operations and future plans

The company will adopt good business practices and corporate governance practices for companies listed on the Stock Exchange of Thailand in accordance with the guidelines in the Company's Code of Conduct and Business Conduct Policy to be used continuously. So that the Company's business operations are carried out in accordance with the relevant guidelines and policies appropriately.

Anti – Corruption: Being an anti-corruption organization

Anti – Corruption

Concept and Policy

Due to the company have realized and take into account the importance of conducting business with morality, good corporate governance, prevention and anti-Corruption, both inside and outside the organization and actions of stakeholders. To have awareness, understanding and responsibility for the prevention and anti-corruption in order to operate the business effectively. In line with the vision, mission and working philosophy of the company.



Operations and results in 2022

In 2022, the company has reviewed and revised the company's anti-corruption policy. It was approved in the Board of Directors Meeting No. 8/2022 held on November 10, 2022 and has prepared anti-corruption guidelines and used within the company. The company has submitted a certification as a coalition against corruption in the private sector with Thai-CAC.

Operations and future development

The goal is to get certified in 18 months, the company has guidelines for doing the following.

1. Establish "Anti-Corruption Policy" as a clear guideline for operating business and develop into a sustainable organization.
2. Make a code of ethics and business ethics. It is intended to be used as a guideline for good and appropriate conduct. So that the directors, executives and employees of the company including affiliated companies adhere to the principles of good corporate governance.
3. Develop and campaign to raise awareness among employees and create understanding in order to advance towards being an anti-corruption organization and prevent fraud.
4. Support activities and actions Including entering into various parties related to the prevention and anti-corruption.
5. Make a manual for the implementation of the anti-corruption policy. In order for employees, directors and stakeholders to comply with
6. Prepare or review its own internal control system in accordance with the guidelines set out in the self-assessment form (71 items) in order for the Company to be certified as a member of the Thai Private Sector Collective Action Coalition against Corruption.

Be Issara GRI Content Index >> SDG Index

The Report

Scope

This report made for report and disclose information on operations in sustainability of the Charn Issara Development Public Company Limited group consists of contents in operations in 2022. It represents the company's sustainability policy guidelines operational goals performance including the trend of sustainability in the future. In this report we are committed to ensuring our stakeholders that all information and content in this report is transparent, reliable, consistent and accurate.

Global Reporting Initiative (GRI)

In this report, we refer to format of the report according to the Global Reporting Initiative (GRI Standard) reporting standards by selecting the form of reporting as the Core Option which is choosing to report only the key issues for the organization.



BE SUSTAINABLE