




**Policy: Corporate Development
for Sustainability**

Document No.: PB.COM-036

Effective Date: May 2, 2023

	Hinsitsu (Thailand) Public company Limited	Document Code: PB-COM-036	
	Policy: Corporate Development for Sustainability	Effective Date: May 2, 2023	
		Revision No. 00	Page2 of 6

Company Policy

Subject: Corporate Development for Sustainability

In accordance with the resolution of the Board of Directors of Hinsitsu (Thailand) Public Company Limited No. 2/2023, Corporate Development for Sustainability Policy was announced by considering as principles and best practices as follows:

1. Introduction


Hinsitsu (Thailand) Public Company Limited (**the "Company"**) and its subsidiaries (hereinafter collectively referred to as the **"Group"**) are committed to conducting business in accordance with the principles of good corporate governance. The main goal is corporate sustainability, which contributes to the development of economic value. Therefore, the Company has established a policy to develop the organization for sustainability. To adhere to the guidelines for the Group's business management with the following objectives:

- 1.1 To generate good returns, create value for the business along with social and environmental development, which will lead to sustainable growth of the organization.
- 1.2 To demonstrate the intention and commitment to develop and drive the business towards sustainability based on responsibility.
- 1.3 To enable the Group's personnel to have ideas and operations in a direction that is consistent with the organization's sustainability policies and goals.
- 1.4 To create acceptance, credibility, and confidence in society.

2. Corporate Development Policy for Sustainability

2.1 Economic aspects

1. The Group is committed to conducting business efficiently and effectively. We are always looking for business opportunities. The Company realizes the long-term value creation of products and services, takes into account the satisfaction of customers and stakeholders, and encourages the development and creation of business innovations to achieve sustainable business goals. This is in line with **the organization's vision "Smart Innovation Beyond Expectations"**.
2. The Group focuses on improving and developing work processes and providing services. In order to create a quality attitude for personnel in the organization and good internal management to be able to adapt under various changing conditions, which affects the creation of added value for customers and the long-term growth of the organization.
3. The Group is committed to developing good products and services to meet and satisfy customers.

	Hinsitsu (Thailand) Public company Limited	Document Code: PB-COM-036	
	Policy: Corporate Development for Sustainability	Effective Date: May 2, 2023	
		Revision No. 00	Page3 of 6


4. The Group is committed to all-round risk management in accordance with international standards in order to increase the chances of success and minimize the chance of failure or loss, which will have a positive impact on the organization's performance.
5. The Group cares about and places importance on safety. Occupational health and working environment of employees, business partners, visitors to prevent loss of life and property as well as injury or illness due to work.

2.2 Social aspects

1. The Group promotes and supports the implementation of development and the application of innovation to support business operations, including social aspects, in order to create shared value between the organization and society by promoting and supporting the implementation of human resource development at all levels. To develop the potential and performance of personnel at all levels effectively. This contributes to the creation of new skill sets which are knowledge bodies that support the development of personnel to be ready to adapt to the technology and innovation that will play a role in the organization in the future.
2. The Group supports activities and operations for employees at all levels to participate in CSR activities/projects. To cultivate awareness and behavior in sustainable development (Sustainability Development) covering all dimensions of ESG in all work processes of the organization.
3. The Group supports the employment of employees within neighboring communities, as well as the use of services and supports economic activities of communities around the Group's establishments in order to promote and develop the quality of life and economy of surrounding communities.
4. The Group promotes compliance with human rights principles. With regard to human dignity. The rights, freedoms and equality of persons are protected by the Constitution of the Kingdom of Thailand and relevant international laws.
5. The Group promotes innovation with social and environmental responsibility to increase efficiency and effectiveness, as well as create value for the organization and stakeholders.
6. The Group manages personnel with fairness, emphasizing on the development of labor abilities and promoting happiness at work, which will lead to effective organizational mobility.

2.3 Environment


1. The Group is engaged in the business of silkscreen workpieces, label stickers, stamping stamping and metal stamping, which are mainly used as components of electrical appliances and electronic components.

	Hinsitsu (Thailand) Public company Limited	Document Code: PB-COM-036	
	Policy: Corporate Development for Sustainability	Effective Date: May 2, 2023	
		Revision No. 00	Page4 of 6

2. The Group promotes the process in the principles of corporate social and environmental responsibility. This includes effective management to prevent impacts on communities and the environment or mitigate impacts on communities and the environment in every step of the work under the value chain, especially controlling and reducing greenhouse gas emissions (Green-house Gas) and efficient use of electricity. Economical use of water resources and waste management to prevent impacts on communities and the environment.
3. The Group places importance on climate change by promoting the efficient use of resources. Control and reduce greenhouse gas emissions (Green-house Gas), including reducing and controlling air pollution. which may affect the environment as a result of the operation of the Company and its subsidiaries.
4. The Group realizes and places importance on business operations that do not affect the environment. The Company places importance on strict compliance with environmental laws.
5. The Group places importance on the efficient use of natural resources. Protect the environment throughout the business operation process by applying appropriate technology to prevent environmental impacts that may arise from the Company's and its subsidiaries' business operations.
6. The Group promotes environmental awareness among employees. Provide opportunities for employees to participate in environmental management and stewardship, which helps create an atmosphere of participation and provides a channel for employees to show their power and environmental awareness.
7. The Group encourages the efficient and efficient use of resources, including the selection of environmentally and socially friendly raw materials and energy efficiency.

2.4 Good Governance

1. The Group conducts its business with integrity and fairness, adhering to compliance with laws and trade regulations. Promote clarity and transparency in managing the organization in accordance with international principles, including supporting anti-corruption. Prevention of exploitation and abuse of power in order to create maximum benefits and fairness to all stakeholders.
2. The Group adheres to the principles of good corporate governance. Be transparent Treat workers with equality and take into account human rights principles throughout the value chain, taking into account all stakeholders.
3. The Group operates its business in accordance with the principles of good corporate governance and transparency. Good governance principles are in accordance with the organization's guidelines in the Corporate Governance Manual and Code of Conduct. Personal Data Protection Risk management that

	Hinsitsu (Thailand) Public company Limited	Document Code: PB-COM-036	
	Policy: Corporate Development for Sustainability	Effective Date: May 2, 2023	
		Revision No. 00	Page5 of 6

covers the value chain of the organization to ensure business continuity. It creates shared value and takes care of the benefits of all groups of stakeholders in a balanced and equitable manner.

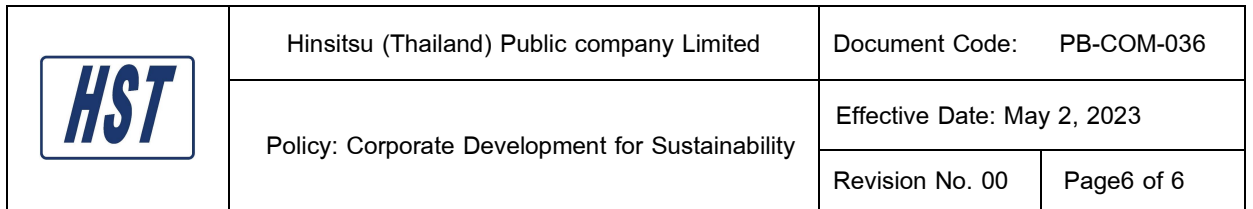
Announced on May 2, 2023

Hinsitsu (Thailand) Public Company Limited

.....

(Mr. Weidt Nuchjalearn)

Chairman of the Board of Directors



Registration to Control Document

[illegible]