



Company's Sustainable Development Policy

Vintcom Technology Public Company Limited is committed to carrying out duties and operating business responsibly under good governance guidelines. The Company is well aware that today's business world is challenging and highly competitive in many aspects; therefore, to ensure that the business is able to continue smoothly according to the vision and mission and grow strongly in the long term, the Company takes into account the role and responsibilities of the business towards stakeholders throughout the business value chain and intends to implement management guidelines according to the "Business drive for sustainability" policy in line with the United Nation's Sustainable Development Goals (SDGs) (details according to Annex 1). This is reflected in three dimensions, namely, Prosperity, Planet, and People, and it is for the benefit of shareholders in the long run. The details are as follows:

Prosperity

- Adheres to conducting business with transparency and operating business ethically, respecting human rights, resisting corruptions in all forms, and being responsible to stakeholders and shareholders to achieve good performance results, stability, and financial sustainability.
- Committed to increasing the diversity of partnerships with world leading brand owners and technology to increase competitive advantages according to the Company's vision and mission, which will support the business in having a diversified income structure and reduce dependency on selling solely one product.
- Prioritizing risk management, covering all aspects, for risks that may affect the Company's sustainability to create opportunities and reduce risks that affect the organization's profitability, competitiveness, reputation, and sustainability.
- Valuing the planning of a succession plan to prepare competent personnel to be ready for any adjustments or replacements in key positions in the Company's operation to be in line with the organization's future direction.
- Valuing the security of data and information system by taking into account mainly the security of stakeholders' data to prevent damages to the business and to comply with cyber security law and personal data protection law.



Planet

- Sustainably manage natural resources and environment, valuing the use of natural resources, and caring for the environment throughout the business process by applying appropriate technology to prevent environmental impacts that may arise from operating the business. Promoting the instillation of consciousness for environmental care to employees and create opportunities for employees to be involved in managing and protecting the environment which further helps to create an environment of involvement and a channel where employees can show their power and consciousness on environmental protection.
- Adhering to environmental laws and regulations as well as cooperate with suppliers' environmental commitments, support environmentally friendly operations, including taking into account the prevention of global warming issue and being involved in climate change mitigation.

People

- Operate the business with social responsibility through activities organized to create maximum benefit to the society, leading to the ability to live together harmoniously, while creating value for the business together with stakeholders from all sectors to raise the quality of living.
- Strengthen the corporate culture of operating the business with transparency, integrity, and social responsibility.
- Prioritizing employees' potential development without discrimination, providing equal opportunity, and overseeing workplace safety and hygiene.
- Promote and support partners, suppliers, and stakeholders throughout the business value chain according to sustainable development guidelines.

Practice Guidelines

- Review various policies regularly on an annual basis to update the policies to be aligned with the current situation such as the Good Governance Policy, Criteria for Conducting Business with Ethics, Risk Management, and Driving Business for Sustainability.
- Promote and create an environment of respecting human rights and anti-corruption for employees through annual training and annual performance appraisal, including publicizing and disseminating channels for submitting complaints or reporting clues about corruption and any offensive illegal actions to stakeholders.
- Select partnerships with leading companies with sustainability practices and leading technology companies with expertise consistent with the Company's engineering team to enable the Company to offer a service model that meets the customer needs and create customer satisfaction.
- Prepare the necessary knowledge, skills and competencies development plans for successors and evaluate them to ensure the suitability of the successor.
- Ensure that there is a communication and dissemination of sustainability policies and practice guidelines through training, meetings, or various forms of activities appropriately to the directors, executives, and employees as well as ensuring that there is a continuous evaluation on the effectiveness.



- Always be aware of information security surveillance through new defense technology systems and organize training for stakeholders to have awareness and knowledge in dealing with cyber threats annually.
- Publicize and train employees to change their behavior and be more conscious about energy consumption, resource consumption, and to be familiar with good environment management methods in order for them to jointly reach an outcome where environmental impacts are reduced as much as possible.
- Cooperate with partners in environmentally friendly operations, participate in activities or projects that contribute to the prevention of global warming and climate change mitigation.
- Improve operations regarding anti-corruption measures to meet the assessment standards of the Thai Private Sector Collective Action Coalition Against Corruption and disseminate the anti-corruption policy and measures manual annually to executives and employees for their compliance.
- Regularly plan activities or seminars to disseminate innovations to customers and partners.

In this regard, all directors, executives and employees of the Company are responsible for supporting, pushing and complying with the policy and framework for driving business for sustainability.

This policy was approved by the Board of Directors Meeting No. 1/2023 on February 24, 2023.

(Mr. Narong Intanate)

Chairman of the Board of Directors