

SIC-BC-PLC-2023-005

Corporate Social Responsibilities Policy**Silicon Craft Technology Public Company Limited****Policy Overview**

The Company, subsidiaries, and associated companies (“Group of Companies”) have a policy to conduct business with intention, growth development, as well as balanced economic, social, and environmental management, while realizing the responsibilities to society and communities as a main mission to create projects and activities which are beneficial to social and community development.

Principles

The Group of Companies has a policy to conduct business with social and environmental responsibility under eight principles as follows:

1. Fair business operations: The Group of Companies promotes free trade competition and avoids any operations which may cause conflicts of interest and violations of intellectual property, including the promotion of social responsibility in every step of the business chain.
2. Anti-Corruption: The Group of Companies fights against corruption both inside and outside the organization with transparency and accountability, as well as cooperating with various organizations for anti-corruption in all forms and encourages employees to realize anti-corruption principles.
3. Respect for human rights: The Group of Communities treats all related persons, such as employees, communities, and surrounding societies with respect for human values, with no violation of their basic rights, all while encouraging and giving opportunities for employees, communities, and society to participate in expressing their opinions and reflecting on problems and solutions together.
4. Fair treatment of employees: The Group of Companies treats employees equally and fairly by providing welfare benefits, safety, and hygiene in the workplace, including the promotion of learning and developing personnel to raise their level of professional work. The Group of Companies also supports the development

of working systems and encourages employees to participate in making contributions to society both directly and indirectly.

5. Responsibility to consumers: The Group of Companies develops various services without causing any harm or impacts to both consumers and the environment by maintaining quality that meets or exceeds consumer expectations under fair conditions, as well as providing accurate and sufficient data about products and services with no exaggeration, that are in line with maintaining customer confidentiality and without inappropriately using the data for the benefit of oneself or those involved.
6. Environmental care: The Group of Companies undertakes risk analysis on environmental and safety impacts in all business processes, including the efficient use of resources and energy saving in accordance with international standards.
7. Participation in community or social development: The Group of Communities promotes the use of business processes for the benefit of improving the quality of life, building the economy, and strengthening the neighboring communities and Thai society.
8. Innovation development and dissemination: The Group of Companies supports the co-creation of stakeholder engagement to develop innovation for a balance between the values to the community, society and environment, along with sustainable business growth.

Implementation and Report

The Group of Companies implements and reports according to the overall policy of conducting business with social responsibilities as follows:

1. Implementation in accordance with the policy

The Group of Companies focuses on encouraging all employees to understand the organizational goals and work with the awareness of social responsibilities, while communicating the policy on social responsibilities to all and making announcements for their general acknowledgment to follow accurately in the same direction. The Group of Companies also encourages employees to attend training to achieve higher working skills, while participating in various activities for the benefit of society and the environment on a regular basis. Furthermore, to

raise awareness of participation and social responsibility of personnel, the Group of Companies provides guidelines for the implementation of social responsibilities which are suitable for business operations, financial status, and operating results to specify the year planning of budget and types of activities in the following areas:

- Fair business operations: There is a risk assessment of intellectual property infringement, especially in a new product development with procedures to search for invention patents. The Group of Companies avoids developing new products which have already been patented and proceeds with contacting inventors to negotiate on the implementation and payment of royalties (if any) to the patent's owners.
- Anti-corruption: Employees are encouraged to be aware of anti-corruption. The Group of Companies has established a policy against corruption, including channels for complaints as specified in the code of conduct and notification to employees for general acknowledgment.
- Responsibility to consumers: Customer confidentiality is maintained to avoid inappropriate gains by preparing a confidentiality agreement (NDA) with customers or specifying the subject of confidentiality in the sale contract.
- Participation in community or social development: Employees are encouraged to perform activities that benefit the community or society by organizing a volunteer club to develop and allocate a budget to support those activities. There are three areas of activity: Conservation of nature and the environment; Support of the underprivileged in society and schools in remote areas; and Networks for other social activities, such as planting forests, making salt licks, maintaining temples and schools, providing lunch for underprivileged children, running for charity, and donating blood.
- Innovation development and dissemination: Electronic innovation capabilities are promoted to many educational institutions. There are activities such as special lectures on design and innovation by the Group of Companies' design engineers, engineering competition activities, student internships for both summer and cooperative education, provision of advice on fourth year (Bachelor's) projects and research topics (Master's degree/Doctoral degree), and cooperation in building a joint research laboratory between the Department of Electrical Engineering and the Group of Companies.

2. Report preparation process

The Group of Companies has taken into account the framework for operating social responsibilities and the specified policies, while preparing an annual report on the implementation of social responsibility policy for presentation to the executives. This shall be disclosed in the Annual Registration Statement/ Annual Report (Form 56-1 One Report) or a sustainability report to be published every year after listing on the Stock Exchange.

This Corporate Social Responsibilities Policy was firstly approved by the Board of Directors Meeting No. 2/2017 held on April 3, 2017. It was recently reviewed and approved by the Board of Directors Meeting No. 4/2023 held on July 21, 2023.

This announcement made on July 21, 2023.



(Dr. Bodin Kasemset)

Chief Executive Officer