

SIC-BC-PLC-005

Policy on Corporate Social Responsibility

Silicon Craft Technology Public Company Limited

Policy Overview

Silicon Craft Technology Public Company Limited, its subsidiaries and associates (collectively referred to as the "Group") are committed to conducting business while pursuing sustainable growth by maintaining a balance among economic, social and environmental dimensions. The Group recognizes its responsibility toward stakeholders, communities and society and regards this as an important mission to create shared value through its business operations, projects and activities that continuously contribute to the development of society and communities.

Principles

The Group shall conduct its business with social and environmental responsibility in accordance with the following eight principles:

1. **Fair Business Practices:** The Group shall conduct its business in a fair and transparent manner, promote free and fair competition, avoid actions that may give rise to conflicts of interest or intellectual property infringement, and promote social responsibility throughout the value chain
2. **Anti-Corruption:** The Group shall oppose all forms of corruption, both within and outside the organization, by adhering to the principles of transparency and accountability. The Group shall cooperate with relevant organizations in preventing corruption and shall promote employees' awareness of and participation in anti-corruption efforts.
3. **Respect for Human Rights:** The Group shall respect the dignity and fundamental rights of all stakeholder groups, including employees, communities and society. The Group shall also promote participation through the expression of opinions, the sharing of suggestions, and collaborative problem-solving.
4. **Fair Treatment of Employees:** The Group shall treat all employees equally and fairly by providing appropriate compensation and welfare benefits, promoting occupational health, safety and a good working environment, and supporting continuous learning and personnel development. The Group shall also encourage employees to participate in social activities, both directly and indirectly.
5. **Consumer Responsibility:** The Group shall strive to develop quality, safe and environmentally friendly products and services by maintaining product and service quality at or above customers' expectations under fair business practices. The Group shall provide accurate, adequate and non-misleading information regarding



its products and services, while protecting customers' information and maintaining confidentiality without using such information for the improper benefit of itself or any related person.

6. **Environmental Stewardship:** The Group shall conduct its business with due consideration for environmental and safety impacts by establishing processes to identify, assess and evaluate environmental risks and impacts throughout its business operations. The Group shall also promote the efficient use of resources, energy conservation, and operations in accordance with internationally recognized standards and best practices.
7. **Community and Social Development:** The Group shall support the use of its capabilities and resources to improve quality of life, strengthen local economies and communities, and create shared value for Thai society in a sustainable manner.
8. **Innovation Development and Promotion:** The Group shall support innovation and encourage stakeholder participation through Co-Creation in developing innovations that create a balance between economic value and value for communities, society and the environment, alongside sustainable business growth.

Implementation and Reporting

1. Policy Implementation

The Group shall promote awareness of and compliance with this Policy on Corporate Social Responsibility among all employees by communicating the Policy throughout the organization, supporting the development of relevant knowledge and skills, and encouraging continuous participation in activities that benefit society and the environment. The Group shall determine appropriate approaches, budgets and formats for implementing corporate social responsibility activities based on the nature of its business, financial position and operating results for each year. Examples of such activities include:

- **Fair Business Practices:** Assessing risks relating to intellectual property infringement. Prior to the development of new products, patent searches shall be conducted. Where an invention has already been patented, the Group shall avoid using such invention or negotiate with the patent owner for the right to use the invention and pay royalties, where applicable.
- **Anti-Corruption:** Promoting employees' awareness of anti-corruption by establishing a Policy on Anti-Corruption and providing whistleblowing channels as set out in the Company's Book of Business Ethics and Code of Conduct in Work, which is communicated to all employees.
- **Consumer Responsibility:** Protecting customers' confidential information by entering into Non-Disclosure Agreements (NDAs) with customers or incorporating confidentiality provisions into commercial agreements.
- **Community and Social Development:** Encouraging employees to participate in volunteer activities through the Company's volunteer club and allocating budgets to support activities in three key areas:



environmental conservation; assistance to disadvantaged groups and schools in remote areas; and collaboration with external partners in social initiatives. Examples include tree planting, forest restoration, temple and school maintenance, providing lunches for underprivileged children, charity runs and blood donation activities.

- **Innovation Development and Promotion:** Promoting innovation capabilities in electronics through collaboration with educational institutions by organizing special lectures on innovation design and development delivered by the Group's design engineers, engineering competitions, internship and cooperative education programs, supervision of undergraduate senior projects and graduate research, and joint research laboratories established between university electrical engineering departments and the Group.

2. Reporting Process

The Group shall take into consideration applicable corporate social responsibility frameworks and this Policy in implementing its corporate social responsibility activities. An annual report on the implementation of this Policy shall be prepared and submitted to the management. The results shall be disclosed in the Annual Report/Annual Registration Statement (Form 56-1 One Report) or the Sustainability Report, as applicable.

This Policy shall be reviewed at least once a year or whenever there is a material change.

Initial Approval	Approved by the Board of Directors at Meeting No. 2/2017 held on 3 April 2017.
Latest Approval/Review	Approved/reviewed by the Board of Directors at Meeting No. 4/2026 held on 25 June 2026.

Announced on 25 June 2026.



(Dr. Bodin Kasemset)

Chief Executive Officer



Approval and Revision History		
SIC-BC-PLC-005: Policy on Corporate Social Responsibility		
Revision	Board Resolution	Details
Initial Approval	BOD 2/2017: 3 April 2017	Approved the Policy on Corporate Social Responsibility.
Revision No. 1	BOD 3/2018: 15 August 2018	Annual review with no material changes.
Revision No. 2	BOD 2/2019: 19 April 2019	Annual review with no material changes.
Revision No. 3	BOD 3/2020: 14 May 2020	Annual review with no material changes.
Revision No. 4	BOD 2/2021: 18 March 2021	Annual review with no material changes.
Revision No. 5	BOD 2/2022: 17 March 2022	Annual review with no material changes.
Revision No. 6	BOD 4/2023: 21 July 2023	Annual review with no material changes.
Revision No. 7	BOD 4/2024: 18 July 2024	Annual review with no material changes.
Revision No. 8	BOD 4/2025: 17 July 2025	Annual review with no material changes.
Revision No. 9	BOD 4/2026: 25 June 2026	Annual review with no material changes.

