

Policy on Corporate Social Responsibility, Environment and Stakeholders

In order to comply with the resolution of the Board of Directors of Infraset Public Company Limited at the meeting No. 5/2020 on November 4, 2020, the Company issued a notice on Policy on Corporate Social Responsibility, Environment and Stakeholders to be considered as the principles and guidelines of practices as follows:

The Company is committed to developing its business for sustainable growth while taking on social and environmental responsibility. Therefore, in order to develop the business of the Company to be sustainable, the Board of Directors has therefore established the Corporate Social Responsibility (CSR) policy with the following operating guidelines:

Framework for Corporate Social Responsibility and Environmental Responsibility

Conducting business under good corporate governance and ethical principles while caring for society and environment. Have a real sense of social and environmental responsibility. Taking into account the stakeholders that are involved both inside and outside the organization, from shareholders, employees, customers, communities, as well as the broader society. This is to lead to sustainable business development.

Corporate Social Responsibility Policy is a framework for various fields of operations for the Board of Directors, executives and all employees to abide by and act with faith and understanding of good corporate governance principles, to cultivate the awareness of social and environmental responsibility at all levels, including to support the community and society by focusing on promoting development that is in line with the needs of the community in order to improve the quality of life and well-being of the community in the long term. According to the principles and guidelines of social and environmental responsibility set by the Stock Exchange of Thailand, it is divided into 8 areas, covering the following topics:

1. Fair business operation

The Company realizes the importance of business operations in accordance with the good corporate governance policy Including morals and work practices. It is a framework and guideline for conducting business with regard to equality, fairness, not taking advantage, honesty and transparency in business operations, not asking for, accepting and paying any dishonest benefits in trade with partners and adherence to the rules of equality competition for receiving fair returns on both sides. In doing business with business partners, it should not be detrimental to the reputation of the Company or against the law.

In order to be fair in business operation, the Company has established a policy of the Company with great emphasis on the rights of all groups of stakeholders, whether they are internal stakeholders, including employees and executives of the Company, or external stakeholders, including customers, creditors, government sector and other relevant agencies, including communities, society and environment. This does not include only compliance with the law, but

also the inaction in the matter that is a violation / deprivation of the rights of those stakeholders as well, with the following principles of business operation:

- 1.1. Do not ask, receive or agree to receive the property or any other benefit which is beyond the commercial agreements or commercial terms.
- 1.2 Aim to build good relationships and cooperation with partners to strengthen the potential and efficiency in conducting business together in the long term.
- 1.3 Maintain confidentiality or information of trading partners. Do not use it for benefits of one's own or those involved improperly.
- 1.4 The Company will not do any action related to intellectual property infringement and promote the executives, employees to make efficient use of company resources and assets, use of copyrighted products and services and do not support products or acts that infringe intellectual property.
- 1.5 The Company is against unfair competition. The Company will not do the following: consolidate pricing, selling prices to eliminate competitors. The pricing of the Company is based on market conditions, demands, as well as other costs related or it can be said that it is the pricing of products and services according to the cost of goods and services and various expenses in order to be able to compete in the market.
- 1.6 The Company has a process for selecting suppliers of goods and services based on equality by comparing reasonable prices according to company policy, with a clear approval process, and ability to examine the authorized person, according to the value of products and services. Also, various information can be inspected from start to finish of the process, and order history can be traced. The departments involved in purchasing must check every purchase of goods and services.
- 1.7 The Company has established a channel for complaints about unfair matters. There is a point for receiving such complaints at the Company as well as through the Company's website, etc.

2. Anti-Corruption

The Company operates with transparency, holds on to the rightness in which there is a guideline for anti-corruption including supporting activities that promote and cultivate executives and employees to comply with all applicable laws and regulations. The creation of work success is not encouraged by corrupt means. The Board of Directors has a policy to comply with anti-corruption laws by stipulating the following guidelines:

- 2.1 Create awareness, values, and attitudes among employees in complying with the rules with honesty (according to the Code of Conduct and Business Ethics of the Company).
- 2.2 Provide an efficient and effective internal control system. There is an appropriate check and balance in the exercise of powers to prevent employees from being corrupt or involved in fraud and corruption.
- 2.3 Company directors, executives and employees are prohibited from doing any act which is a claim or acceptance of the property or any other benefits for themselves or others which incentivize to perform or refrain from performing their duties improperly or that may impair the Company's legitimate interests.

- 2.4 Company directors, executive officers and employees are prohibited from giving or offering to give property or any other benefits to third parties in order to induce such person to act or refrain from doing any act which is illegal or wrong with their position and duties.

The Company has procedures in place to prevent involvement with fraud and corruption, by communicating to the directors, executives and employees, to determine that every process of operation is strictly within the scope of the law. If an error occurs in the process of operation due to negligence, unawareness, the person responsible will then be punished according to the law. Also, the Company provides a reporting channel in case there is any violation or corruption and there are safeguards for the reporters or those who cooperate in reporting corruption as well as specified in the Company's regulations.

3. Respect for human rights

The Company attaches great importance to respect for human rights by recognizing the value of human resources and wishing to make employees proud of the organization. Therefore, it promotes a participatory work environment and provides equal career advancement opportunities. The employees will be developed to promote knowledge and competence comprehensively and continuously to create value and maintain business excellence under the human resource management guidelines as follows:

3.1 Equality and equal opportunity

- 3.1.1 The Company's executives treat all employees with equal respect, dignity and human values.
- 3.1.2 Recruitment and selection of personnel is carried out by adhering to the benefits and achievements of the Company with principles of virtue, equality, core competence, and the necessity of business conduct in order to get "good people" and "smart people" with attitudes consistent with the work and corporate culture. It takes into account the properties of each position, educational qualifications, experience and other requirements necessary for the job, and there are no restrictions on sex, age, race, religion or personal relationship.
- 3.1.3 Establish a compensation system according to the capabilities of the employees, including providing benefits and welfare to employees and their families. The Company takes into account the salary structure that is consistent with the economic situation and wage increases based on business success and performance and perseverance of the employees.
- 3.1.4 Encourage employees to be continually developed in terms of core competencies according to the type of business, managerial competence and the ability to perform tasks, by supporting both budget and time for continuous development. This is to develop their ability to work, provide opportunities for employees to advance in their careers, as well as develop personnel to be quality people with good attitude and knowledge in working.

- 3.1.5 Promote a good communication environment that will lead to a good relationship and efficiency in working together

3.2 Harassment

- 3.2.1 The supervisor should act to be respected from the employees. and employees should not perform any action which does not respect the supervisors.
- 3.2.2 All employees must not take any action that is considered as offending or threatening, whether or not it is verbally or actions against others on the basis of race, religion, age, physical and mental disabilities.

4. Fair treatment of labor

The Company realizes the importance of equality. There is a guideline to treat employees with fairness and without discrimination against any person. In this regard, the Company has clarified the business ethics to all employees on the first day of joining the Company and also emphasized the details in the training courses for employees. The Company has a system to take care of employees thoroughly and fairly in accordance with the regulations about the work of the Company.

5. Responsibility to Consumers

In addition to following the law, the Company also has a policy for all employees to perform their duties in accordance with the business ethics applicable to customers or partners as follows:

5.1 Customers

- 5.1.1 Commit to strictly adhere to the business conditions applicable to customers with fairness and reliability.
- 5.1.2 Commit to provide complete, accurate, timely information, promote communication, and continuously build relationships with customers.

5.2 Business partners and contractors

- 5.2.1 Commit to provide standardized supply of products and services under the principles of competition on an equal database. There are criteria for evaluating and selecting trade partners and contractors, making suitable contract formats, providing a management and monitoring system to ensure full compliance with contract terms and prevent fraud and misconduct at all stages of the procurement process. In the event that this cannot be done, negotiation must be made in advance to mutually find solutions and prevent damage and there is the principle of paying money to trade partners and contractors on time according to the agreed payment terms.
- 5.2.2 Commit to develop and maintain sustainable relationships with trade partners and contractors with clear objective on the quality of goods or services worthy of monetary value and technical quality and with trust in each other.

5.2.3 Employees are prohibited from requesting or receiving any dishonest or personal benefits from trade partners and contractors.

6. Responsibility towards community, society and environment

The Company gives importance to the community, society and the surrounding environment, with realization that the Company is part of society that takes steps towards the development of the community, society and environment for sustainability. The Company has therefore operated activities for the community, society and the environment continually along with operating the business under the responsibility to overall community, society and environment with details as follows:

6.1 There is a clear corporate social responsibility (CSR) policy and which is adhered by the organization.

- 6.1.1 Regularly carry out activities to contribute to the creation of society, community and environment in order to improve the quality of life in the communities where the Company is located. This is done both in form of self-operated and in collaboration with government, private and community agencies.
- 6.1.2 Respond quickly and efficiently to events affecting the environment, community, life and property as a result of the operations of the Company, by cooperating fully with government officials and related agencies.
- 6.1.3 Encourage employees at all levels to realize the importance of and have an awareness of social and environmental responsibility, participation in community and social development, by supporting activities that contribute to society, improve the quality of life of the people in the community, continuously promote volunteer work related to community and social development, and cultivate awareness of responsibility towards the community, society and environment for employees at all levels.

7. Provide innovation and dissemination of innovations from operations that are responsible for society, the environment and stakeholders.

The Company encourages innovation both at the level of work processes in the organization and at the level of cooperation between organizations. This means doing things in new ways, and it can also mean change in thinking and providing services to add the value. The goal of innovation is positive change to make things change for the better and to bring about increased effectiveness. This is in order to benefit the society as much as possible.

The dissemination of innovation is a social responsibility, by communicating and disseminating the innovation to stakeholders to acknowledge both directly and indirectly through various communication channels, to ensure that the Company's information can be thoroughly accessible to the stakeholders of the Company.

8.Operation and preparation of reports

8.1 Operations in accordance with the policy

The Company designates the Executive Committee to appoint the Corporate Governance and Social Responsibility Working Group, by requiring at least 3 members and the Corporate Governance and Social Responsibility Working Group. The Group must select 1 member to act as chairman of the Corporate Governance and Social Responsibility Working Group.

The Company focuses on cultivating employees to understand the goals of the organization and perform work with awareness of social responsibility. The Company communicates the policy on social and environmental responsibility to all employees through the corporate governance policy of the Company which has been announced in general so that all employees can follow correctly in the same direction. In addition, employees are encouraged to regularly participate in various activities for the benefit of society and the environment. In this regard, in enhancing awareness of participation and creating social and environmental responsibility of the personnel within the Company, the Corporate Governance and Social Responsibility Working Group will consider operating guidelines for corporate social and environmental responsibility that are appropriate for the Company's business operations, including the financial status and operating results of the Company, to set a budget and a pattern for conducting activities for that year.

8.2 Report preparation process

The Company considers the guideline framework in carrying out social and environmental responsibility according to the policy, and there is an annual report on the performance of the policy of social and environmental responsibility to be presented to the executives, the Board of Directors and the shareholders. It will be disclosed in the annual registration statement or be prepared as a sustainability report for publication every year after listing in the Stock Exchange of Thailand.