

Corporate Sustainability Policy

Pro Inside Public Company Limited

The Company gives importance to developing and driving the business towards sustainability, by giving core consideration to matters of Environment, Social, and Governance (ESG) in conducting the Company's business, and is committed to continuously developing and strengthening the Company's corporate governance, alongside its business growth goals, in order to create sustainable value and benefit for the business, its stakeholders, society, the environment, and the nation. The Company has accordingly established this Corporate Sustainability Policy, so that the Board, management, and employees drive the organization in accordance with the organization's strategy and sustainable development goals, consistent with the established policy.

Sustainability Management

The Company has established comprehensive corporate sustainability practice guidelines to promote the business's sustainable growth goals, as follows:

1. The Board shall oversee the Company's strict implementation of the Company's policy, in order to give confidence that the Company acts responsibly and fairly towards every group of stakeholders.
2. The Corporate Governance and Sustainability Committee shall consider establishing, reviewing, and improving the Company's sustainable business policy and strategy in every dimension, namely Environment, Social, and Governance (ESG), as well as social responsibility and regard for stakeholders.
3. The Board, management, and employees shall together conduct themselves in accordance with the Company's sustainable development guidelines in every dimension, efficiently, effectively, and continuously.

Environmental Dimension

The Company recognizes the importance of conducting business in an environmentally friendly manner. The Company has developed working systems that give importance to the efficient use of resources, including measures to support energy conservation, reduce the use of unnecessary resources, and reduce greenhouse gas emissions, in order to prevent, control, and reduce environmental impact, both in terms of working processes and the selection of energy-efficient, environmentally friendly electronic equipment.

Social Dimension

The Company recognizes the importance of conducting business under responsibility to society and communities, including developing employees' potential to create good, quality personnel for society, and to create jobs, careers, and income distribution for people in the community, in order to build a sustainable society. The Company supports human rights principles for employees and people in the community fairly

and equally, without discrimination on the basis of race, religion, sex, colour, language, ethnic origin, or any other status.

The Company provides employees with benefits and remuneration in other forms beyond the welfare required by law, in several respects, and gives importance to personnel development, in order to develop and promote the knowledge, ability, and skills necessary for employees at every level to perform their work effectively, consistent with work goals and business success. The Company also recognizes the importance of improving the wellbeing of people in society through its business operations, and organizes Corporate Social Responsibility (CSR) activities to improve the wellbeing of Thai society.

Governance Dimension

The Company recognizes the importance of good corporate governance and conducts business ethically, with respect for rights and responsibility towards society, the environment, and various stakeholders, with an efficient, transparent, and auditable management system, and gives importance to combating fraud and corruption, which helps build trust and confidence among all relevant parties.

The Company gives importance to the rights of every group of stakeholders, whether internal stakeholders — namely the Company's employees — or external stakeholders, such as creditors and customers. The Company well recognizes that support and feedback from every group of stakeholders will benefit the Company's operations and business development. The Company will therefore comply with relevant laws and requirements, so that the rights of such stakeholders are well looked after. In addition, in conducting its business, the Company has regard for the rights of all stakeholders, in accordance with the following guidelines:

Stakeholder	Approach
Shareholders	The Company is committed to building growth, so that shareholders receive a good return, and respects shareholders' right to be informed, by disclosing information for use in assessing the Company's management, and information on the Company's operating results and financial position accurately and truthfully. The Company has a policy of accurate accounting, in accordance with accounting standards and relevant laws, reviewed by the Company's internal auditors, Audit Committee, and independent auditor.
Employees	The Company well recognizes that employees are one of the key resources important to the organization's growth and development. The Company takes care of the working environment so that it is safe for employees' lives, as well as for the Company's and employees' property, and strictly complies with laws and regulations relevant to employees, including in matters of appointment and transfer, as well as rewards and disciplinary action, which the Company carries out with equity, good faith, and fairness. In addition, the Company will promote

	employees' comprehensive and consistent development of knowledge and ability, and provide employees with appropriate and fair remuneration, as a reward and motivation for employees to be committed and dedicated to their work, so as to achieve the Company's established business goals.
Customers	The Company is committed to building customer satisfaction and confidence, and to caring for and being responsible towards its customers, so that customers receive good-quality goods/services at an appropriate price level, and by strictly complying with the terms and agreements applicable to customers, maintaining a good and lasting relationship with customers, and not using customer information for the benefit of the Company or related parties.
Business Partners	The Company well recognizes the importance of its business partners in supporting and driving the Company's business operations smoothly. The Company is therefore committed to developing and maintaining a sustainable relationship with business partners, and has no policy of allowing directors and employees to accept any personal benefit from business partners. In addition, the Company wishes to procure goods and services with standards and ethics, under the following principles: - Competitive bidding and selection conducted appropriately and fairly. - Criteria for evaluating and selecting business partners. - Preparation of appropriate, internationally recognized contract forms. - A management and monitoring system for contract compliance, to give confidence that terms are being followed.
Competitors	The Company will treat trade competitors within the framework of honest and fair competition, within the bounds of the law, and will not seek confidential information of trade competitors through dishonest or improper means, and will not make malicious, baseless accusations against trade competitors.
Creditors	The Company will honour its commitments and strictly comply with the terms and requirements of contracts and its duties towards creditors, both business creditors and financial institution creditors, and will not use dishonest means to conceal information or facts that would cause damage to creditors, and will treat creditors fairly, including timely repayment and maintenance of collateral, by reporting to creditors in advance if it is unable to comply with contractual obligations, and jointly seeking ways to resolve such problems.

Government	The Company gives importance to transparency and honesty in transactions and dealings with government officials or agencies, in order to avoid conduct that may result in improper action, or that conflicts with the principles of good governance.
Society, Community, and Environment	The Company gives importance to society, community, and the environment, by complying with applicable environmental laws and regulations. The Company will promote awareness and responsibility for the environment among employees, and will exchange knowledge and experience with other persons and agencies, in order to maintain an environment and working practices appropriate to environmental conditions, continuously and regularly, and to respect the customs and culture of each locality. The Company has a plan to continue organizing projects to give back to Thai society, as it has to the present.

Mr. Wisudhi Srisuphan

Chairman of the Board