

BUSINESS SUSTAINABILITY DEVELOPMENT

XSpring Capital Public Company Limited was highly focused on corporate social responsibility throughout the year. The Company was engaged in developing local communities as well as showing great concerns for global environmental through CSR campaigns. Apart from providing a complete range of securities services to support customers in their everyday life and business, we also help strengthen local communities and the nation with various activities including supporting the economy, education, environment, society etc.

In 2013, the Company instituted a policy on anti-corruption across the entire organization from the Board level down. It is prohibited to offer or receive any benefit in exchange for doing, or avoiding from doing, one's duties or undertaking any unethical conduct aimed at gaining personal benefit, or for entering into inappropriate business activities. The Company ensures all employees participate in risk assessment procedures to ensure that risk is managed within the company guidelines.

The policies include a policy of zero tolerance of bribery to all employees and the public in every channel, training programs, regulation, a sanctions procedure and "Whistle-Blowing" channels. The anti-corruption program is reviewed to ensure that it is well-designed and effective.

Procedures for the continuing appropriate training of directors, managers and employees so that they clearly understand the Company's program, know the Company's expectations and the sanctions procedure in the event of a violation are in place.

Employees are trained both internally and externally and are provided with secure and accessible channels through which they are able to raise concerns and report violations ("whistle blowing") in confidence. Employees are encouraged to seek guidance or discuss issues about this program.

Besides, the Company has set a policy not to involve human rights violations. The Company adheres to human rights of equality based on human dignity. The Company does not issue any rules and regulations, discriminate against people of different nationalities, religions, or ethnic backgrounds, does not violate the rights of children and women, promoting the full development of the employees' potential without violating labor rights and not violating sexual rights.

The Company is aware of the role of social responsibility, community, and environment, the Board of Directors has set the policy and guideline for the Company to participate as an opportunity. Including acting as a citizen of society, when the government issued legislation announced for implementation, the Company has followed up and implemented and set a policy for the Company to be a part of helping to raise the standards of securities companies and financial institutions in Thailand.

For community development activities, the Company participates in supporting various activities which are related to continuous community development, such as supporting budgets for schools in other provinces to promote quality Thai education, supporting for charitable sports competitions, organizing activities of Thod-pha-pa, supporting donations to the foundation and various hospitals for medical expenses and purchase equipment. Besides, the Company also emphasizes to the promotion and support of Buddhism continuously by providing opportunities for personnel at all levels, including directors, executives, and staff, as well as business partners and interested parties, to participate in both internal and external religious activities as appropriate.

For the environment conservancy, the Company supports for using resources efficiently and various activities which do not destroy the environment and nature. The Company uses paperless technology to reduce the amount of paper out of daily operations by using electronic-mail and modern communication tools to help to reduce the amount of waste paper and recyclable parts. It also helps to reduce the storage of documents in the office as well. The Company has encouraged the staff to raise awareness about the environment and use technology for increasing work efficiency and cost savings.

For social responsibility operations, the Company supports and encourages all employees to participate in society and the environment and co-operate with various organizations at both local and national levels. In the year 2021, the following activities were undertaken:

Partnership School Project

The company, KrungThai Zmico Company Limited, subsidiary, has entered into a collaboration with the Office of the Basic Education Commission, Ministry of Education and the Population and Community Development Association in implementing the Partnership School Project. The project objective is to make the school a center for improving the quality of life and income in the communities surrounding the school.

Ruammitr Wittaya at Buriram province is a school that will be developed according to the guidelines of the project for a period of 3 years starting from the year 2019 onwards. The activities that had been done in 2020 divided as following;

1. Educational development by training under the topic of Agricultural management, fund accounting and relevant topics.
2. Career development and income by establish agricultural plot to get more income and get rid of poor from school.
3. Establish a deposit and loan fund for student and community member such as student business fund, parents' occupational fund.
4. Health development by organizing training for teachers and students to prepare and act in the COVID 19 pandemic situation.
5. Environmental development, planting trees, increasing green space in school and community.
6. Strengthen the community to play a role and participate in the school with a meeting for community leader, school leader and students area involved in designing and developing school and community together.
7. Strengthen school and students to play a role in community development such as helping the elderly in the community and planted trees in school to increase green space.
8. Anti-corruption and increase the role of students to promote democracy.
9. Others activities by having Ruammitr Wittaya as a learning center of people in the community such as study visit on Ruampattana school project guideline, a study visit to the school's agricultural activities, etc.





Medical promotion to ASCO Project

From the situation of the epidemic of the COVID-19 has intensified and spread widely for a long time causes a shortage of medical equipment to support an increasing number of patients. There were deaths as a result of timely treatment including the shortage of equipment to support the work of doctors, nurses and related personnel. Krungthai Zmico Securities Co., Ltd., therefore, joins the Association of Thai Securities Companies in donating funds for the ASCO project to fight against COVID-19 in order to provide medical supplies and equipment to strengthen the treatment system for infected patients.

Promotion and development of the quality of life of the disabled

To strengthen the network capacity of the disabled and caregiver to have a career, to have a stable income and able to be self-reliant and live a fair life in society. Krungthai Zmico Securities Co., Ltd. has joined with the Social Innovation Foundation by supporting fund to build a career for the disabled. To promote this project, in the year 2021, Krungthai Zmico Securities Co., Ltd. has supported people with disabilities in various careers in Chiang Mai and Chiang Rai, such as buying garbage, Weaving, raising fighting cock and broiler for sale, raising native chickens, producing leather goods and sell sushi.

Preserving Buddhism and inheriting cultural traditions

Krungthai Zmico Securities Company Limited joined the merit-making ceremony in the Royal Kathin Ceremony The work of robe offerings in harmony with various agencies such as Krung Thai Bank Public Company Limited, Bangkok Bank Public Company Limited and the Social Security Office, etc.