

3. BUSINESS SUSTAINABILITY DEVELOPMENT

The Company has a policy and operates business focusing on Good Corporate Governance, disclosure on the transparency principle and corporate social responsibility for all stakeholders, including shareholder, customer and supplier. The Company's disclosure and transparency are in line with the Good Corporate Governance

The Company treated employees fairly with reasonable compensation, welfares and benefits such as provident fund, medical examination, health insurance, etc., as well as work-life balance for employees. The Company also provided training to employees to continuously develop and enhance skills of employees.

In 2013, the Company instituted a practices 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 has a process for assessing the risk of corruption with the involvement of personnel of each department to obtain various information and opinions, monitoring and evaluation of compliance with the anti-corruption practices consistently. The auditor or the internal auditor independently review the results of the evaluation to the Audit Committee and report to the Board of Directors, respectively. The Company has trained and rehearsed with the employees to provide knowledge about the Company's anti-corruption practices.

The Company has supervised to prevent and monitor the risk of corruption, and inform Company's personnel and outsiders and provide training in all communication channels. The Company has set regulation guidelines, penalties, and channels for receiving complaints in case of fraud.

The Company has guidelines for monitoring and evaluating the implementation of the anti-corruption practices, with the Internal Audit Department examining the internal control system, risk management, and corporate governance. The Internal Audit Department will report significant audit results along with recommendations to the Audit Committee. The Company will review the operational results to ensure that the measures designed and sufficiently 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 complied with human rights principle. 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 fully aware of the role of social responsibility, community, and environment, the Board of Directors has recognized the importance of such issue and encourage the Company to provide support to the community. Including acting as a citizen of society, when the government issued legislation announced for implementation.

For community development activities, the Company is aware of the importance on participated in supporting various activities which are related to continuous community development, such as education, low income earners, abandoned person. 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 has appropriate practices for using resources efficiently and various activities which do not destroy the environment and nature. The Company has environment conservancy practices such as separation of recyclable waste, use of water-saving sanitaryware, enhancement of electricity conservation at the office and uses paperless technology to reduce the amount of paper out of daily operations by using electronic-mail, cloud storage 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 2023, the following activities were undertaken:**

Financial Empowerment Initiatives for Athletes

The company acknowledges the significance of financial knowledge and planning in its commitment to impart financial literacy to society on a broader scale. The objective is to enhance equal access to tools for managing personal finances through the expertise of the company's group. In the fiscal year 2023, the company initiated a project aimed at disseminating financial knowledge to groups of athletes. Given their potential to achieve fame, success, and financial prosperity, it is imperative to address the common issue of unsustainable financial practices. The Company's mission is to reshape the financial future of athletes across all sports, mitigating the risks experienced in the past.

The "PLAY TO WIN" project, held on Tuesday, October 10th, 2023, embodies this commitment with the overarching concept of "PLAY TO WIN - the arena of life that cannot be lost." This initiative is a collaborative effort with ONE Championship Thailand and Lumpinee Boxing Stadium, by the Royal Thai Army Sports Center. The primary focus is on providing comprehensive financial knowledge and planning to boxers and personnel within the boxing industry, contributing to the elevation of the sports sector in Thailand and fostering long-term financial stability. The company pledges to sustain this project annually, extending its reach to encompass a diverse range of sports.





"PLAY TO WIN - the arena of life that cannot be lost."

Youth Education and Quality of Life Promotion

KrungThai XSpring Company Limited has contributed to Community Children Foundation (CCF) Under the Royal Patronage of HRH Princess Maha Chakri Sirindhorn's funding in an effort to promote youth's good quality of life in terms of health and education that align with the sufficiency economy's philosophy. The company provided supported for the following activities in 2023:

1. Scholarship

The Company has granted 40 scholarships to students from 13 provinces in the northern and northeastern regions who have demonstrated academic excellence but are in need of financial assistance.

2. Food Security Project

The company supported the project's budget for Ban Nong Mueat Ae School in Nong Ruea Subdistrict, Non Sang District, Nong Bua Lamphu Province. The project's objective is to provide a consistent, safe, and nutrient-complete food supply as well as educate people on the Sufficiency Economy Philosophy so they can apply their knowledge and skills to their families. The project's activities began in December 2023 and will continue until November 2024. These are the details of the activities.

- 1) Educating students, teachers and communities on topics such as processing agricultural products, raising agricultural product values, and operating a school cooperative store.
- 2) The food sources in schools are managed as follows:
 - Adjusting the area to generate water resources, water systems, a vegetable garden area, and animal husbandry.
 - Renovating the vegetable greenhouse and providing the farming tools such as planting soil, shovels, hoes, and watering cans.
 - Set up the chicken house and purchase 100 layer chickens.
 - Set up a mushroom farm and acquire 2,000 blocks of packed mushroom spawn.
 - Develop a training program and procure the equipment for producing compost, microbial fermentation water, wood vinegar, insect repellent natural extracts, and EM microbes.

- Cleaning and dredging ponds for the cultivation of fish and frogs.
- Acquiring fish and frog breeders and food items.
- Set up a pond to hold golden apple snails and acquire breeding stock.
- Set up a greenhouse for hydroponic farming and procure vegetable seeds. Assign the students the responsibility of planting vegetables in the area on a regular basis.

The Quality of Life for People with Disabilities Promotion

To empowerment of people with disabilities and the network of people who care for them to live a fair life in society with a steady income and independence, the company has collaborated with Social Innovation Foundation by offering financial support for initiatives aimed at helping people with disabilities launch successful careers. In 2023, the company supported 5 persons in the provinces of Nonthaburi, Lampang and Maha Sarakham in establishing a variety of activities, including field crab farming, integrated farming, duck farming, chicken farming, fish breeding, and cultivating vegetables and herbs.

Buddhism Preservation and Cultural Transmission

Krungthai XSpring Securities Company Limited participated in the merit-making ceremony at the Royal Kathin and Thod Phapa event, by cooperating with several organizations, including Krung Thai Bank Public Company Limited, Bangkok Bank Public Company Limited and the Social Security Office.