



SUSTAINABILITY DEVELOPMENT POLICY

Metro Systems Corporation Public Company Limited



PRINCIPLE

Metro Systems Corporation Public Company Limited is committed to conducting business under the principles of good management and corporate governance, coupled with sustainability that encompasses economic, social, and environmental dimensions. We prioritize the expectations of all stakeholders by managing and developing organizational sustainability in alignment with the United Nations Sustainable Development Goals (SDGs) under our vision of **"Elevating Technology Solutions to a Sustainable Future for All."** Our business is driven by a three-pronged strategy covering Environmental, Social, and Governance (ESG) aspects to ensure sustainable business operations and to enhance capabilities for long-term sustainable growth.

DEFENITION

The Company means Metro Systems Corporation Public Company Limited

Subsidiaries mean Metro Connect Company Limited and Metro Professional Products Company Limited

Associated Company means HIS MSC Company Limited

GUIDELINES

To ensure that the Company's business operations are conducted responsibly, encompassing all dimensions of sustainable development and aligning with international standards, the Company hereby establishes the guidelines under its Sustainability Development Policy as follows:

Environmental Dimension

The Company is committed to reducing environmental impacts arising from its business processes and promoting mindful and efficient resource utilization, supporting business growth alongside sustainable environmental responsibility through the following practices:

1. Drive the business toward a low-carbon society by fostering collaboration with stakeholders to manage the entire supply chain, and seek opportunities to invest in new business ventures or sustainable innovations (Green Business) to mitigate climate change impacts and promote a sustainable economy.
2. Manage resources and energy efficiently, and support the procurement and utilization of eco-friendly products, services, and operational processes to minimize environmental footprints and promote ecological harmony.
3. Comply with all applicable environmental laws, standards, and regulations.
4. Cultivate environmental awareness among personnel at all levels and continuously encourage active participation in environmental initiatives.

Social Dimension

The Company prioritizes respect for human rights, fairness, and social equality by conducting comprehensive Human Rights Due Diligence (HRDD) and fostering positive relationships with employees, communities, and stakeholders across the corporate value chain, strictly adhering to the following guidelines:

1. Respect human rights and cultural diversity, strictly prohibiting discrimination or exclusion based on gender, race, religion, age, or personal opinions.
2. Provide employment conditions in strict compliance with legal requirements, maintaining a zero-tolerance policy against child labor, forced labor, and human trafficking.
3. Promote workplace safety, occupational health, and the overall well-being and quality of life of all employees.
4. Support continuous competency development, knowledge enhancement, and potential optimization of personnel to strengthen organizational competitiveness.
5. Provide opportunities for students, educators from surrounding communities, and the general public to access emerging technologies through corporate initiatives and activities.
6. Enhance community and social development engagement, aiming for tangible benefits and connecting business practices with stakeholders to enrich knowledge and sustainably elevate quality of life.

Governance Dimension

The Company is committed to conducting its business with integrity, transparency, and accountability under a robust corporate governance framework to sustainably cultivate credibility and trust among all stakeholder groups through the following guidelines:

1. Oppose all forms of bribery and corruption, while strictly avoiding any actions that may lead to conflicts of interest, intellectual property infringement, or violations of personal data privacy rights.
2. Prioritize corporate responsibility toward consumers by selecting high-quality products and services that meet international standards, thereby reinforcing a reputable corporate image.
3. Foster an organizational culture anchored in ethical principles, integrity, and social responsibility.

REVIEW OF THE POLICY

The Company will regularly review the sustainable development policy to ensure that it remains aligned with and complies with legal requirements and regulations.

This Sustainable Development Policy has been approved by
the Company's Board of Directors

