



METRO SYSTEMS CORPORATION PUBLIC COMPANY LIMITED

SOCIAL RESPONSIBILITY POLICY



PRINCIPLE

The Company is committed to operating business with good corporate governance principles, ethical standards, and social development. The Company considers the interests of all stakeholders to ensure sustainable business practices, while also taking responsibility for contributing to society, ultimately fostering long-term, sustainable growth for the business.

DEFENITION

The Company means Metro Systems Corporation Public Company Limited

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

Joint Venture means HIS MSC Company Limited

Social Responsibility means conducting business fairly, anti-corruption, respecting human rights, treating workers fairly, being responsible towards consumers, protecting the environment, contributing to community and social development, and fostering innovation

GUIDELINES

1. Conducting Business with Integrity and Fairness

The Company conducts business with honesty, fairness, business ethics, transparency, and accountability, considering the interests of all stakeholders equally. It avoids actions that may lead to conflicts of interest or violations of intellectual property rights, as well as the infringement of personal data. Additionally, the company is committed to its responsibility towards consumers by selecting high-quality products that meet international standards, and by developing service systems to ensure that customers receive high-quality products and services, ensuring maximum satisfaction.

2. Anti-Corruption

The Company is committed to anti-corruption in all forms by adhering to principles of good corporate governance and complying with relevant laws. The company has established a clear organizational structure with defined roles and responsibilities, as well as an anti-corruption policy, which is communicated to the board of directors, executives, and employees to ensure strict adherence and implementation.

3. Respecting Human Rights and Treating Workers Fairly

The Company recognizes the importance of respecting human rights, which are fundamental rights according to international human rights standards and the United Nations Guiding Principles on Business and Human Rights (UNGPs). The company treats employees and stakeholders with respect for human dignity, considering equality, and non-discrimination in areas such as employment, compensation, promotions, and employee development.

This ensures that the company's operations are free from human rights violations, and encourages all employees to respect and protect their own rights while acting in a way that does not infringe on the rights of others, in alignment with the human rights policy.

4. Environmental Management

The Company encourages employees to be conscious and responsible in the efficient use of available resources. This includes focusing on resource recycling, using water and electricity efficiently, and managing waste. Furthermore, the company has established environmental management guidelines to ensure that everyone in the organization follows them to prevent and reduce environmental impacts, in accordance with the company's environmental policy.

5. Community and Social Development

The Company supports activities within the community and society in an appropriate, while also encouraging employees to participate in community and social development to create a positive and sustainable impact. In addition, the company is committed to providing new technological knowledge to students, teachers, and schools in the surrounding areas by offering opportunities to visit and learn from the company's modern technology demonstration center.

6. Innovation and the Dissemination of Innovations from Corporate Social Responsibility

The Company encourages employees to continuously invent and develop new innovations related to the company's operations to enhance capabilities and advance technological innovations, as well as to contribute to driving the organization toward sustainability.

7. Preparation of Social and Environmental Reports

The Company discloses data on corporate social responsibility by preparing reports on social and environmental performance. This is done to provide value and enhance the confidence of all stakeholders in driving the organization towards sustainable growth together.

REVIEW OF THE POLICY

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

This Social Responsibility Policy has been approved by the Company's Board of Directors

