

Sustainability Policy

Advice IT Infinite Public Company Limited

Advice IT Infinite Public Company Limited and its subsidiaries (collectively referred to as the “Company”) are committed to conducting business with stable and sustainable growth, while creating shared value for all stakeholder groups throughout the value chain. The Company integrates sustainability principles covering the economic, social, and environmental dimensions, under internationally recognized governance principles and risk management frameworks, into its corporate strategy and day-to-day operations. This approach is intended to strengthen the confidence of shareholders, investors, customers, employees, business partners, and society, while supporting the Company’s long-term resilience and responsible growth. To achieve these objectives, the Company has established five key sustainability principles and practices, as follows:

1. Good Corporate Governance

The Company recognizes that good corporate governance is the foundation of sustainability. Accordingly, it is committed to conducting business with transparency, accountability, and due regard to the best interests of the Company and its stakeholders, through management in line with the Corporate Governance Code 2017. The Company places emphasis on the following:

- 1) Conducting business with integrity, transparency, ethical standards, supported by appropriate internal controls and an effective risk management system.
- 2) Upholding the Anti-Corruption Policy at all levels and fostering a corporate culture founded on integrity and ethical conduct.
- 3) Strict compliance with applicable laws, regulations, and requirements of relevant regulatory authorities.
- 4) Prioritizing cybersecurity and personal data protection, with appropriate measures to prevent data leakage, cyberattacks, and data breaches in order to strengthen trust across the business value chain.
- 5) Establishing safe, confidential, and protected whistleblowing mechanisms, together with fair investigation procedures.

2. People & Human Rights

The Company recognizes employees as its most valuable resource and is committed to creating a workplace that is safe, equitable, and respectful of human dignity. Key practices include:

- 1) Treating all employees equally, without discrimination, and maintaining zero tolerance for harassment or bullying in any form.
- 2) Respecting labor rights and human rights, including the protection of personal data of employees, customers, and stakeholders.
- 3) Managing compensation, welfare, and benefits in an appropriate, fair, and labor-law-compliant manner.
- 4) Promoting continuous Human Capital Development through training, skills enhancement, and readiness for technological transformation.
- 5) Promoting occupational health and workplace safety, with the objective of minimizing accidents and risks that may affect life and property.

3. Economic Development, Innovation, and Customer Responsibility

The Company is committed to generating sustainable economic growth by delivering quality products and services that meet customer needs, while enhancing customer experience through innovation and technology. The Company emphasizes the following:

- 1) Delivering products and services of high quality and recognized standards, with transparent pricing and sales conditions to strengthen customer confidence.
- 2) Enhancing the efficiency of distribution and service channels, both physical stores and digital platforms, to improve convenience and accessibility.
- 3) Promoting collaboration with business partners and suppliers to develop innovation and create business opportunities responsibly.
- 4) Prioritizing secure customer data management and the ethical use of technology, including the adoption of new technologies with due consideration of stakeholder impacts.
- 5) Supporting responsible procurement practices, taking into account quality, transparency, risk, and the ESG practices of suppliers across the supply chain, as appropriate.

4. Community Development

The Company is committed to being an active contributor to sustainable social and community development, under the principles of corporate governance and social responsibility. The Company shall:

- 1) Encourage employee participation in CSR and volunteer activities to create positive impacts on communities
- 2) Support projects that enhance quality of life, access to technology, and community learning, in line with the Company's business context
- 3) Provide appropriate channels for stakeholder engagement, including standardized whistleblowing mechanisms, and utilize feedback to improve operations
- 4) Encourage business partners and alliances to operate responsibly, respect human rights, and refrain from supporting activities that may lead to rights violations

5. Environmental Management and Resource Efficiency

The Company is committed to conducting business with due consideration for environmental impacts and promoting the efficient use of resources. Key practices include:

- 1) Assessing environmental and climate-related risks and opportunities that may affect the business, such as energy consumption, waste management, and business continuity
- 2) Promoting the efficient use of energy and resources across offices, branches, warehouses, and operational processes
- 3) Encouraging waste reduction and proper waste management, including support for circular resource utilization practices, where appropriate
- 4) Fostering environmental, occupational health, and safety awareness through continuous ESG communication and training
- 5) Supporting environmentally friendly operational practices together with suppliers and business partners in order to enhance environmental management throughout the value chain

Communication, Disclosure, and Policy Review

The Company shall communicate this Policy to employees at all levels to ensure awareness and effective implementation, while also encouraging relevant suppliers and business partners to adopt this Policy as a guiding framework. The Company shall:

- 1) Monitor sustainability performance and report progress in an appropriate manner
- 2) Regularly review and improve the Policy to ensure alignment with business changes, stakeholder expectations, and recognized best practices and standards

This Sustainability Policy was approved by the Board of Directors' Meeting No. 2/2026, held on 23 February 2026 and shall become effective from 24 February 2026 onwards.



(Mr. Nath Natnithikarat)

Chief Executive Officer

Advice IT Infinite Public Company Limited