

## Translation

### Subject: Corporate Social Responsibility Policy

Announcement no. 004 / 2018

Magnecomp Precision Technology PCL is committed to our business with Social Responsibility which is consistent with the needs of all stakeholders, such as employees, customers, shareholders and surrounding communities as follows:

1. Organizational Governance: establish an effective management system to maintain reliability and sustainable growth of the business.
2. Labor Practices and Human Rights: treat the workforce fairly and equally.
3. Health and Safety: provide a safe working environment to prevent potential injuries and illness.
4. Environment, Natural Resources and Energy Conservation: minimize and prevent where possible, pollution generation from processes and products. Establish yearly energy-saving objectives and targets. Monitor and analyze the effectiveness of its implementation in achieving the targets.
5. Business Ethics: focus on fair and transparent operating practices that deliver quality products as well as customer satisfaction.
6. Business Continuity: continue the delivery of products at acceptable predefined levels following disruptive incidents
7. Community Involvement and Development: encourage employees to participate in activities beneficial to the public to uplift the quality of life of people in communities.

To achieve our commitment, the Company complies with requirements of the Quality Management System, Environmental Management System, Occupational Health and Safety Management System, Business Continuity Management System, Responsible Business Alliance Code of Conduct, Thai Labor Standard, Corporate Social Responsibility and other applicable laws and legislations. The CSR policy is communicated to all employees to ensure proper understanding and practice are obtained. This policy and its implementation effectiveness shall be reviewed regularly for continual improvement.

For your acknowledgement.

Announced on April 9<sup>th</sup>, 2018

(Mr. Thiti Makarabhirom)

Senior Vice President and Managing Director  
Thailand Operations

This announcement replaces the Announcement no. 003 / 2016