SUSTAINABLE DEVELOPMENT GOALS (SDGs) COMMITMENT STATEMENT

1. OUR COMMITMENT

Thermtrol (VSIP) Co., Ltd. recognizes that responsible business conduct is fundamental to long-term business resilience, operational performance and sustainable development.

As a manufacturing company, Thermtrol acknowledges that its operations and business relationships may create positive and negative impacts on people, the environment, natural resources and stakeholders across its value chain.

Accordingly, Thermtrol is committed to contributing to the United Nations Sustainable Development Goals (SDGs) through a structured, evidence-based and continually improving approach.

Our commitment is founded on the principle that sustainable development shall be integrated into the way we operate, manage risks, engage with stakeholders and make business decisions.

Thermtrol is committed to advancing sustainable development across the three dimensions of Environmental, Social and Governance (ESG), with particular emphasis on occupational health and safety, human rights, decent work, equality, responsible resource use, climate action, responsible consumption and production, and ethical governance.

This Commitment Statement establishes the strategic direction and measurable commitments through which Thermtrol will translate its sustainability responsibilities into operational actions, Key Performance Indicators (KPIs) and continual improvement initiatives.

2. OUR SUSTAINABILITY APPROACH

Thermtrol identifies and prioritizes its contribution to the SDGs based on the nature and significance of its actual and potential impacts.

The prioritization considers:

1. the Company's manufacturing activities and operational context;
2. environmental and social aspects associated with its operations;
3. actual and potential impacts on workers, the environment and relevant stakeholders;
4. applicable legal and other compliance obligations;
5. customer and stakeholder sustainability expectations;
6. risks and opportunities associated with the value chain;
7. existing policies, procedures and management systems; and
8. the Company's ability to influence and improve identified impacts.

Thermtrol therefore distinguishes between priority SDGs, supporting SDGs and contributing SDGs according to their relevance and materiality to the Company's activities.

Our implementation approach follows:



Thermtrol recognizes that legal compliance represents a fundamental baseline for responsible business conduct and should not, by itself, be interpreted as evidence of positive sustainability impact.

3. OUR SDG PRIORITIES

Based on the Company's operational context, identified impacts and existing sustainability priorities, Thermtrol establishes the following SDG structure.

3.1. Core Priority SDGs

Goal 3: Good Health and Well-being

Occupational health and safety, emergency preparedness and employee well-being.

Goal 5: Gender Equality

Equal opportunity, gender equality, reduction of the Gender Pay Gap (GPG) and women's representation in management.

Goal 8: Decent Work and Economic Growth

Lawful employment, social protection, decent working conditions, employee development and labor rights.

Goal 12: Responsible Consumption and Production

Responsible materials, chemical management, waste prevention, resource efficiency and circularity.

Goal 13: Climate Action

Energy efficiency, greenhouse gas management, climate-risk assessment, mitigation and adaptation.

Goal 16: Peace, Justice and Strong Institutions

Business integrity, anti-corruption, transparency, employee representation, social dialogue and grievance mechanisms.

3.2. Supporting SDGs

Thermtrol also recognizes its contribution to:

- Goal 4: Quality Education
- Goal 6: Clean Water and Sanitation
- Goal 7: Affordable and Clean Energy
- Goal 10: Reduced Inequalities

- Goal 17: Partnerships for the Goals

3.3 Contributing SDGs

Thermtrol recognizes additional contributions through its operations and business practices to:

- Goal 9: Industry, Innovation and Infrastructure
- Goal 11: Sustainable Cities and Communities
- Goal 15: Life on Land

The prioritization of these SDGs does not mean that Thermtrol has no contribution to the remaining Sustainable Development Goals. It reflects the relative significance of the Company's current impacts, risks, business relevance and ability to influence outcomes.

4. ENVIRONMENTAL RESPONSIBILITY

Thermtrol recognizes that manufacturing activities involve the consumption of energy, water and raw materials and may generate wastewater, industrial waste, hazardous waste and other environmental impacts.

Thermtrol therefore commits to maintaining its Environmental Management System (EMS) in accordance with International Organization for Standardization (ISO) 14001:2015 and to continually improving environmental performance.

Our environmental management approach is based on:

Prevention → Reduction → Reuse → Recycling/Recovery → Responsible Treatment and Disposal

Thermtrol will strengthen environmental performance through:

- pollution prevention and control;
- responsible consumption of energy and water;
- efficient use of raw materials;
- responsible chemical management;
- waste segregation and traceability;
- waste prevention, reuse, recycling and recovery;
- protection of soil, water resources and surrounding ecosystems; and
- continual improvement of environmental performance.

5. GOAL 3: GOOD HEALTH AND WELL-BEING



Thermtrol recognizes occupational health and safety as a fundamental responsibility and an integral component of responsible manufacturing.

Considering workplace risks associated with production equipment, high temperatures, soldering processes, electrical safety and other operational activities, Thermtrol commits to maintaining a safe and healthy working environment.

Thermtrol commits to:

- maintain the objective of zero serious work-related accidents;
- maintain the objective of zero occupational diseases;
- provide appropriate Personal Protective Equipment (PPE) based on identified hazards;
- maintain appropriate engineering and administrative controls;
- maintain effective workplace ventilation;
- conduct periodic inspection and maintenance of equipment subject to safety requirements;
- strengthen hazard identification and risk assessment;
- provide occupational health and safety training; and
- continually improve preventive measures based on incidents, observations and risk assessments.

Thermtrol will maintain emergency preparedness and response arrangements, including periodic emergency response training and annual fire prevention and firefighting drills.

The Company commits to achieving 100% employee coverage for occupational health and safety and emergency preparedness training.

6. GOAL 5: GENDER EQUALITY



Thermtrol is committed to maintaining an inclusive workplace where employment, development and advancement opportunities are based on competence, performance and organizational requirements.

Thermtrol commits to:

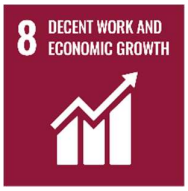
- maintain a workplace free from discrimination and harassment;
- promote equal opportunity in recruitment and career development;
- periodically review compensation structures to identify and address unjustified gender-related pay differences;
- support the development of women's leadership capabilities; and
- increase women's representation in management positions.

2026 Commitments

Thermtrol will:

- reduce the Unadjusted Gender Pay Gap (GPG) from the current 16.7% to below 15%; and
- increase women's representation in management from 28% to above 30% by December 2026.

7. GOAL 8: DECENT WORK AND ECONOMIC GROWTH



Thermtrol recognizes decent work, lawful employment and employee development as fundamental elements of sustainable business growth.

Thermtrol commits to:

Employment and Social Protection

- maintain 100% legal employment contracts;
- provide applicable Social Insurance coverage when employees meet the applicable eligibility requirements;
- respect applicable labor rights and working conditions;
- prohibit forced labor and child labor;
- maintain a workplace based on dignity, respect and equal treatment; and
- provide mechanisms through which employees may raise concerns without retaliation.

Employee Training and Development

Thermtrol commits to achieving an average of more than 40 training hours per employee per year.

The first-half 2026 performance was 36.7 training hours per employee, supported by a 2026 training budget of VND 436,706,000.

Thermtrol will continue to develop employee competence in areas including management systems, technical capability, occupational health and safety and other job-related competencies.

8. GOAL 10: REDUCED INEQUALITIES



Thermtrol recognizes that equality and non-discrimination are fundamental elements of decent work and responsible employment.

Thermtrol commits to:

- prohibit discrimination and harassment;
- promote equal treatment and equal opportunity;
- support fair access to training and career development;
- address unjustified disparities in employment conditions; and
- promote an inclusive working environment.

Thermtrol will particularly integrate its gender-equality commitments under Goal 5: Gender Equality

with its broader objective of reducing workplace inequalities under Goal 10: Reduced Inequalities.

9. GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION



Thermtrol recognizes that responsible production requires effective management of materials, chemicals, energy and waste throughout relevant stages of its operations.

Thermtrol commits to applying the waste hierarchy throughout its operations by prioritizing prevention and reduction at source, followed by reuse and recycling/recovery wherever technically and economically feasible, and ensuring that any remaining waste is responsibly treated and disposed of in accordance with applicable legal requirements and environmental standards.

Responsible Materials and Chemical Compliance

Thermtrol will maintain controls to ensure that applicable incoming raw materials and components comply with relevant customer and regulatory requirements, including:

- Restriction of Hazardous Substances (RoHS) requirements; and
- Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) requirements, where applicable.

Waste Management

Thermtrol commits to:

- segregate waste at source;
- safely store waste within designated areas;
- prevent uncontrolled releases;
- maintain waste-transfer traceability;
- transfer applicable industrial and hazardous waste to legally authorized service providers; and
- progressively strengthen opportunities for reuse, recycling and recovery.

Thermtrol currently maintains source segregation and commits to maintaining 100% compliant transfer of applicable industrial and hazardous waste.

Where technically and economically feasible, Thermtrol will promote repair, disassembly and reuse of functional components from defective products or components in order to reduce material losses and unnecessary consumption of virgin resources.

10. GOAL 6: CLEAN WATER AND SANITATION



Thermtrol recognizes responsible water management and wastewater control as important environmental responsibilities.

Thermtrol commits to:

- use water resources responsibly;
- monitor water consumption and water-use intensity;
- prevent unnecessary water losses;
- maintain proper collection of domestic wastewater;
- ensure appropriate preliminary treatment of domestic wastewater;
- maintain connection to the VSIP centralized wastewater treatment system;
- comply with applicable wastewater acceptance criteria; and
- prevent uncontrolled releases of wastewater or chemicals to soil and stormwater systems.

Thermtrol will continue to improve water-use efficiency through monitoring, identification of abnormal consumption and implementation of corrective actions.

The current operational framework includes preliminary domestic wastewater treatment and connection to the VSIP centralized wastewater treatment system.

11. GOAL 7: AFFORDABLE AND CLEAN ENERGY



Thermtrol recognizes energy efficiency as an important component of responsible resource use and climate action.

With production electricity consumption currently ranging from approximately 2.3 to 2.7 million kWh per year, Thermtrol commits to progressively improving energy performance.

Thermtrol will:

- improve the energy efficiency of production equipment;
- strengthen preventive and predictive maintenance;
- monitor electricity consumption;
- improve electricity consumption per unit of production where reliable production data are available;
- consider energy-efficient technologies during equipment selection; and

- evaluate feasible renewable or lower-carbon electricity options.

Where technically and commercially feasible, Thermtrol will assess options such as rooftop solar and Renewable Energy Certificates (RECs).

12. GOAL 13: CLIMATE ACTION



Thermtrol recognizes climate change as both an environmental responsibility and a business resilience issue.

Thermtrol commits to addressing climate change through mitigation, adaptation and resilience.

Climate Mitigation

Thermtrol will progressively:

- identify relevant sources of greenhouse gas emissions;
- establish a reliable Greenhouse Gas (GHG) emissions baseline;
- assess Scope 1 and Scope 2 emissions, as applicable;
- identify energy-efficiency and emissions-reduction opportunities; and
- establish measurable climate-performance targets following validation of baseline data.

Climate Adaptation and Resilience

Thermtrol will consider relevant physical and operational climate risks, including:

- extreme heat;
- heavy rainfall and flooding;
- disruption of utilities and infrastructure; and
- supply-chain disruption.

Management-System Improvement

Thermtrol operates its EMS under ISO 14001:2015 and will complete the relevant Gap Assessment by the end of 2026 as part of its management-system and climate-action roadmap.

13. GOAL 15: LIFE ON LAND



Thermtrol recognizes that responsible industrial operations should prevent adverse impacts on terrestrial ecosystems and surrounding environmental receptors.

Thermtrol commits to:

- prevent pollution affecting soil and surrounding land;

- maintain appropriate chemical storage and spill-prevention controls;
- maintain secondary containment for applicable chemical containers;
- manage hazardous substances responsibly;
- prevent uncontrolled waste disposal; and
- promote resource efficiency and pollution prevention.

Thermtrol's chemical storage controls include an impermeable concrete floor and secondary containment arrangements for chemical containers.

14. GOAL 16: PEACE, JUSTICE AND STRONG INSTITUTIONS



Thermtrol recognizes integrity, transparency, accountability and employee participation as essential elements of responsible corporate governance.

Thermtrol maintains a zero-tolerance approach to corruption, bribery and conflicts of interest.

The Company commits to:

- maintain and communicate its Code of Conduct;
- provide anti-corruption and Code of Conduct training;
- ensure new employees complete required Code of Conduct training;
- provide annual refresher training;
- maintain confidential grievance mechanisms;
- prevent retaliation against complainants;
- maintain employee representation and social dialogue;
- address grievances in accordance with established procedures; and
- strengthen transparency and accountability in decision-making.

2026 Commitment

Thermtrol will increase annual Code of Conduct and anti-corruption refresher training coverage from 81.5% to 100% before November 2026.

Thermtrol will maintain regular social dialogue between employee representatives and Management and ensure that employee grievances are received and processed confidentially without retaliation or discrimination.

15. HUMAN RIGHTS AND RESPONSIBLE BUSINESS CONDUCT

Thermtrol recognizes respect for human rights as a fundamental component of responsible business conduct.

In alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs), Thermtrol will progressively strengthen its approach to human rights through:

Identify → Assess → Prevent → Mitigate → Monitor → Communicate → Remediate

The Company's human-rights priorities include, as applicable:

- occupational health and safety;
- forced labor;
- child labor;
- discrimination and harassment;
- fair employment conditions;
- social protection;
- employee representation and social dialogue;
- grievance mechanisms; and
- responsible business relationships.

Thermtrol will use human-rights and labor-performance data to identify areas requiring further improvement.

16. GOAL 4: QUALITY EDUCATION



Thermtrol recognizes employee education, training and competency development as important contributors to sustainable employment and organizational resilience.

Thermtrol commits to:

- provide job-related training;
- strengthen technical competencies;
- develop management-system competencies;
- provide occupational health and safety training;
- support career and leadership development; and
- monitor annual training performance through defined KPIs.

The Company's target is to achieve an average of more than 40 training hours per employee per year.

17. GOAL 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE



Thermtrol contributes to Goal 9 through continual improvement of manufacturing processes, equipment performance and operational infrastructure.

The Company will promote:

- process efficiency;

- equipment reliability;
- energy-efficient technologies;
- preventive and predictive maintenance;
- responsible technology selection; and
- continual improvement of manufacturing performance.

18. GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES



As an operating company within the Vietnam-Singapore Industrial Park (VSIP) ecosystem, Thermtrol recognizes the importance of responsible industrial operations and cooperation with infrastructure and service providers.

Thermtrol will cooperate with relevant VSIP infrastructure and service providers in areas including:

- domestic waste management;
- wastewater management;
- resource efficiency; and
- other relevant environmental infrastructure activities.

19. GOAL 17: PARTNERSHIPS FOR THE GOALS



Thermtrol recognizes that meaningful sustainability outcomes require cooperation across the value chain.

The Company commits to strengthening engagement with:

- customers;
- suppliers;
- employees;
- employee representatives;
- service providers;
- VSIP infrastructure and environmental service providers;
- relevant authorities; and
- other relevant stakeholders.

Responsible Supply Chain

Thermtrol will communicate and guide the implementation of its Supplier Code of Conduct to

relevant material suppliers and distributors in Asia, with the objective of strengthening environmental, social and human-rights practices throughout the value chain.

20. 2026 SUSTAINABILITY KPI COMMITMENTS

NO	SDG GOAL	KEY PERFORMANCE INDICATOR	H1 2026 BASELINE OR CURRENT STATUS	2026 TARGET OR COMMITMENT
1	Goal 3: Good Health and Well-being	Number of work-related accidents	0 cases	Maintain 0 cases
2	Goal 3: Good Health and Well-being	Number of occupational diseases	0 cases	Maintain 0 cases
3	Goal 3: Good Health and Well-being	Lost Time Injury Frequency Rate	0%	Maintain 0
4	Goal 3: Good Health and Well-being	Occupational health and safety training coverage	81.5 percent	Reach 100 percent
5	Goal 3: Good Health and Well-being	Fire prevention and firefighting drills	1 drill	Maintain at least 1 drill per year
6	Goal 4: Quality Education	Average training hours per employee	36.7 hours	Exceed 40 hours per employee per year
7	Goal 4: Quality Education	New employee orientation training coverage	100 percent	Maintain 100 percent
8	Goal 4: Quality Education	Annual refresher training coverage	81.5 percent	Reach 100 percent
9	Goal 5: Gender Equality	Unadjusted Gender Pay Gap	16.7 percent	Reduce to below 15 percent
10	Goal 5: Gender Equality	Women in management representation	28 percent	Increase to above 30 percent

NO	SDG GOAL	KEY PERFORMANCE INDICATOR	H1 2026 BASELINE OR CURRENT STATUS	2026 TARGET OR COMMITMENT
11	Goal 5: Gender Equality	Discrimination and harassment incidents	0 cases	Maintain 0 cases
12	Goal 6: Clean Water and Sanitation	Water use intensity	5.48 litres per working hour	Maintain monthly monitoring and establish a validated 2026 annual baseline for subsequent reduction target setting
13	Goal 6: Clean Water and Sanitation	Abnormal water consumption management	Monitoring system established	Investigate and implement corrective action when consumption increases more than 10 percent above the average
14	Goal 6: Clean Water and Sanitation	Wastewater compliance with VSIP acceptance criteria	Controlled through existing wastewater management system	Maintain compliance with applicable VSIP wastewater acceptance criteria
15	Goal 7: Affordable and Clean Energy	Annual electricity consumption	Approximately 2.3 to 2.7 million kWh per year	Maintain energy monitoring and establish an energy intensity baseline for production
16	Goal 7: Affordable and Clean Energy	Energy efficiency improvement actions	Energy efficiency improvement identified as a management direction	Implement identified feasible equipment and operational efficiency improvements

NO	SDG GOAL	KEY PERFORMANCE INDICATOR	H1 2026 BASELINE OR CURRENT STATUS	2026 TARGET OR COMMITMENT
17	Goal 7: Affordable and Clean Energy	Renewable energy feasibility assessment	No renewable energy implementation confirmed in current source documents	Complete assessment of feasible renewable electricity options
18	Goal 8: Decent Work and Economic Growth	Legal employment contract coverage	100 percent	Maintain 100 percent
19	Goal 8: Decent Work and Economic Growth	Social Insurance coverage for eligible employees	100 percent	Maintain 100 percent
20	Goal 8: Decent Work and Economic Growth	Human rights violations involving forced labor or child labor	0 cases	Maintain 0 cases
21	Goal 8: Decent Work and Economic Growth	Average training hours per employee	36.7 hours	Exceed 40 hours per employee per year
22	Goal 9: Industry, Innovation and Infrastructure	Life Cycle Assessment application for product environmental performance	Life Cycle Assessment completed for an automotive wire harness assembly	Use Life Cycle Assessment findings to identify product and process improvement opportunities
23	Goal 9: Industry, Innovation and Infrastructure	Manufacturing process and equipment improvement	Continuous improvement system established	Maintain documented improvement actions related to process efficiency and equipment performance
24	Goal 10: Reduced Inequalities	Discrimination and harassment incidents	0 cases	Maintain 0 cases

NO	SDG GOAL	KEY PERFORMANCE INDICATOR	H1 2026 BASELINE OR CURRENT STATUS	2026 TARGET OR COMMITMENT
25	Goal 10: Reduced Inequalities	Labor regulations and anti-discrimination training coverage	100 percent	Maintain 100 percent
26	Goal 10: Reduced Inequalities	Gender Pay Gap	16.7 percent	Reduce to below 15 percent
27	Goal 11: Sustainable Cities and Communities	Cooperation with VSIP on environmental infrastructure	Existing cooperation framework	Maintain documented cooperation on domestic waste, wastewater and relevant environmental infrastructure activities
28	Goal 11: Sustainable Cities and Communities	Compliant domestic waste transfer	Existing controlled transfer arrangement	Maintain compliant transfer through authorized VSIP arrangements
29	Goal 12: Responsible Consumption and Production	Waste segregation at source	100 percent	Maintain 100 percent
30	Goal 12: Responsible Consumption and Production	Compliant transfer of industrial and hazardous waste	100 percent compliant transfer commitment	Maintain 100 percent compliant transfer to legally authorized service providers
31	Goal 12: Responsible Consumption and Production	Incoming material and component compliance with applicable Restriction of Hazardous Substances requirements and Registration, Evaluation, Authorisation and	Existing compliance control established	Maintain applicable compliance and supplier documentation

NO	SDG GOAL	KEY PERFORMANCE INDICATOR	H1 2026 BASELINE OR CURRENT STATUS	2026 TARGET OR COMMITMENT
		Restriction of Chemicals requirements		
32	Goal 12: Responsible Consumption and Production	Repair, disassembly, reuse and recycling of defective products or components	Existing practice established	Maintain and progressively expand documented reuse and recovery opportunities where technically feasible
33	Goal 13: Climate Action	Greenhouse gas inventory	Scope 2 assessment and inventory identified as a required action	Complete greenhouse gas inventory development in accordance with the approved project scope
34	Goal 13: Climate Action	Scope 1 and Scope 2 emissions baseline	Baseline development in progress	Establish validated Scope 1 and Scope 2 baseline
35	Goal 13: Climate Action	ISO 14001 management system Gap Assessment	Environmental Management System operated under ISO 14001:2015	Complete applicable ISO 14001:2026 Gap Assessment and transition planning
36	Goal 13: Climate Action	Climate physical risk assessment	Climate risks identified including heat, flooding and operational disruption	Maintain climate risk assessment and integrate relevant findings into environmental and operational planning
37	Goal 15: Life on Land	Chemical spill and uncontrolled release prevention	Chemical storage controls established with secondary containment	Maintain controls preventing uncontrolled chemical release to soil and

NO	SDG GOAL	KEY PERFORMANCE INDICATOR	H1 2026 BASELINE OR CURRENT STATUS	2026 TARGET OR COMMITMENT
				stormwater systems
38	Goal 15: Life on Land	Hazardous waste management	Approximately 1100 kg per year at maximum production capacity	Maintain classification, labeling, containment and compliant transfer of hazardous waste
39	Goal 16: Peace, Justice and Strong Institutions	Code of Conduct and anti-corruption refresher training coverage	81.5 percent	Reach 100 percent
40	Goal 16: Peace, Justice and Strong Institutions	New employee Code of Conduct training coverage	100 percent	Maintain 100 percent
41	Goal 16: Peace, Justice and Strong Institutions	Labor regulations and anti-discrimination training coverage	100 percent	Maintain 100 percent
42	Goal 16: Peace, Justice and Strong Institutions	Employee Management Cooperation Committee	20 employee representatives	Maintain at least 20 representatives
43	Goal 16: Peace, Justice and Strong Institutions	Regular social dialogue meetings	6 meetings in H1 2026	Maintain 12 meetings per year
44	Goal 16: Peace, Justice and Strong Institutions	Grievances resolved in accordance with procedure	100 percent	Maintain 100 percent
45	Goal 17: Partnerships for the Goals	Supplier Code of Conduct communication coverage	Commitment established for relevant suppliers and distributors	Communicate and guide implementation to 100 percent of relevant material suppliers and distributors in

NO	SDG GOAL	KEY PERFORMANCE INDICATOR	H1 2026 BASELINE OR CURRENT STATUS	2026 TARGET OR COMMITMENT
				Asia
46	Goal 17: Partnerships for the Goals	Cooperation with VSIP environmental infrastructure	Existing cooperation	Maintain documented cooperation with VSIP on relevant environmental infrastructure matters

These KPIs are based on Thermtrol's existing 2026 sustainability and human-rights performance records.

21. IMPLEMENTATION AND GOVERNANCE

This Commitment Statement shall be implemented through Thermtrol's existing management systems, policies, procedures and operational controls.

Relevant functions shall be responsible for implementing applicable commitments within their respective areas of responsibility.

Management shall ensure:

- clear assignment of responsibilities;
- appropriate resources;
- KPI monitoring;
- maintenance of objective evidence;
- periodic evaluation of performance;
- corrective and improvement actions; and
- Management review of sustainability performance.

22. MONITORING AND CONTINUAL IMPROVEMENT

Thermtrol will monitor progress against its sustainability commitments through documented KPIs, operational records, internal assessments and Management review.

The Company will apply the following continual-improvement cycle:



Where reliable baseline data are not yet sufficiently mature to support a robust quantitative target, Thermtrol will establish and validate the baseline before setting

subsequent performance targets.

This approach is intended to ensure that Thermtrol's sustainability commitments remain evidence-based, measurable, relevant, transparent, and subject to continual improvement.

23. REPORTING AND TRANSPARENCY

Thermtrol is committed to communicating sustainability performance in an accurate, balanced and evidence-based manner.

Where appropriate, Thermtrol will communicate:

- sustainability commitments;
- relevant baseline data;
- KPI performance;
- progress against targets;
- improvement actions;
- material challenges and identified gaps; and
- future priorities.

Thermtrol will progressively distinguish between: Compliance Indicators → Management-System Indicators → Performance Indicators → Outcome/Impact Indicators

This distinction is intended to prevent legal compliance from being presented as equivalent to sustainability impact.

24. COMMITMENT PERIOD AND REVIEW

This Commitment Statement applies to the period 2026–2030.

Thermtrol will periodically review this Statement and update its priorities, KPIs and targets where significant changes occur in:

- business activities;
- production processes;
- regulatory requirements;
- customer requirements;
- stakeholder expectations;
- environmental or social risks;
- climate-related risks; or

- sustainability performance and data maturity.

Material revisions shall be subject to Management approval in accordance with the Company's document-control requirements.

25. MANAGEMENT DECLARATION

Thermtrol (VSIP) Co., Ltd. formally commits to integrating sustainable development principles into its operations, decision-making processes and business relationships.

We recognize that sustainable development is not a one-time initiative. It is a continual process of identifying impacts, managing risks, improving performance and creating long-term value for people, the environment and the business.

Through this Commitment Statement, Thermtrol commits to:

1. Respect People.
2. Protect the Environment.
3. Operate Responsibly.
4. Promote Decent Work.
5. Act with Integrity.
6. Improve Continuously.
7. Work in Partnership.
8. Create Sustainable Value.

Thermtrol will pursue its contribution to the United Nations Sustainable Development Goals through actions that are relevant to its business, proportionate to its impacts, measurable through appropriate indicators and supported by objective evidence.

Approved by

General Director



CAO HUNG SON

Effective Date: 15 September 2026