

1) Compliance with Laws and Policies

The Company should conduct businesses in accordance with the laws, cultures, customs, traditions, rules, regulations and orders of the Company strictly.

Directors, executives and employees must respect and abide by the laws, cultures, traditions relevant to the business in each country in which they operate, as well as the rules, regulations and orders of the Company, both currently in force and to be effective in the future.

➤ Compliance with Laws Related to Operating Business

Code of Conduct

A) Directors, executives and employees must read and understand Including complying with the rules, regulations, orders and laws related to the operation of the Company.

B) Directors, executives and employees who are required to work abroad must study the laws, customs, traditions and cultures of the country in which they are traveling to perform their duties before traveling to ensure that they will behave illegally, not contrary to the customs, traditions and cultures of the country where the work is performed.

C) Directors, executives and employees must not produce or have something illegal in possession, whether for own use, for distribution, or for any other person.

D) If the employee becomes uncertain or suspects that the operation is contrary to the law, employee must seek advice from their supervisor. If the supervisor also becomes uncertain and suspicious, ask for advice from the Company's Legal Department.

E) The Company has set a compilation of laws, rules and government regulations relevant to the Company's business operations and has provided appropriate legal training for directors, executives and employees.

➤ Compliance with Company Regulations

Code of Conduct

A) Executives and employees must perform their duties in accordance with the Company's working policies and regulations strictly and avoid any action that may adversely affect the reputation of the Company's business operations.

B) Executives and employees must not violate, avoid, or ignore the Company's policies, regulations, announcements or orders that are lawful and violate the duties of the commander.

C) Directors, executives and employees must perform their duties honestly, take into account the legitimate interests of the Company. They must not take the benefit of the Company as a personal benefit although there are gaps in the law.

2) Treating with Others

➤ Respect for Human Rights

The Company places great emphasis on respect for the human rights of its employees and other stakeholders without discrimination against any person is different in terms of conception, race, nationality, color, religion, gender, sexual satisfaction, culture or any other status considered human rights. The appropriate human rights practices will also be applied within the organization. This includes the opposition of any support or involvement in any way with individuals and/or activities in connection with human rights abuses.

Code of Conduct

A) Directors, executives and employees of the Company must respect rights of all stakeholders equally. They must not violate rights of privacy, respect for honor and dignity, and must not discriminate education, race, nationality, religion, and gender.

B) The Company provides a fair employment condition offering appropriate compensation based on knowledge, ability, responsibility and performance of each employee to have opportunities to progress in the Company fairly.

C) Directors, executives and employees of the Company must avoid disclosing information or stories of others, both on the operations and personal matters, or criticizing in a way that will cause damage to employees, to the Company and to others.

➤ Safety, Hygiene and Workplace Environment

The Company pays attention to safety, hygiene and workplace environment. It will operate a business that does not cause any impact on safety, hygiene and workplace environment for employees and communities, and will establish a safety, sanitation and environmental management system in an international standard. In this case, directors, executives and employees must pays attention and work in accordance with the safety and environmental requirements of the Company.

Code of Conduct

A) Directors, executives and employees of the Company must check the readiness of one's health before working and must not perform work if the health is not ready, in order to reduce the risk of harm from work.

B) Directors, executives and employees of the Company who work at risk of life or health need to study various information about safety or potentially dangerous working conditions. If there is any uncertainty about the results that will happen while performing any step that is at risk, stop or delay the operation and consult with a specialist immediately. Besides, they must urgently report to the supervisor when an abnormality is found in the work area that may affect safety, health and environment.

C) Directors, executives and employees of the Company must be aware of the importance of conserving natural resources and the environment seriously and continuously, as well as promote the most economical use of natural resources.

D) Directors, executives and employees of the Company should cooperate in the implementation of the standard or agreement in various matters prepared to help prevent or reduce the impact on the environment.

➤ **Threat Prevention**

Offense (including sexual harassment) in the workplace is unacceptable, including improper behaviors, engaging in any undesirable communications, acts, gestures, physical contacts, telling humorous jokes based on race, religion, sex, or any other personal backgrounds, displaying or distributing sexually explicit material or imagery including images or other content that other people may see as an offensive or inappropriate, verbal abuse, threats or sarcasm, refusal to work or to cooperate with a person on the basis of that person's race, religion, gender or other characteristics.

Code of Conduct

A) Directors, executives and employees of the Company must not do anything, which is not suitable showing the manner of communication that will harass, threaten or intimidate any person, both inside and outside the Company.

B) The Company has measures to punish any person who acts improperly and has the manner of communication that is offensive against any person.

➤ **Treatment of Stakeholders**

The Company has established a good corporate governance policy, which contains a provision about the rights of shareholders, equitable treatments, taking into account the role of stakeholders, disclosure of information and transparency. This is the norm in treating the Company's stakeholders, directors, executives and employees.

• ***Treatment of Shareholders***

The Company is determined to operate by adhering to morality and ethics as well as deciding any action with fairness committed to creating growth on the true potential, and respecting shareholders' rights to receive necessary information and treat all shareholders equally.

Code of Conduct

A) Directors, executives and employees of the Company must be determined to operate to create maximum satisfaction for the shareholders by adhering to morality and ethics as well as any decision to take action with fairness committed to creating growth on the true potential of sustainability.

B) Directors, executives and employees of the Company must respect shareholders' rights to receive necessary information and must deal with all shareholders equally.

C) Directors, executives and employees of the Company must not take any action, which may cause a conflict of interest.

D) Directors, executives and employees of the Company must not seek benefits for themselves and related parties from positions, duties and confidential information of the Company.

• ***Treatment of Customers***

The Company is committed to create satisfaction and confidence to customers and people who will receive good products and services with good quality at an affordable price, and constantly raise the standard to a higher level including maintaining good and lasting relationships.

Code of Conduct

A) Directors, executives and employees of the Company must deliver good quality products and services to customers at fair prices.

B) Directors, executives and employees of the Company must follow up and evaluate the products and services to customers and bring the results obtained to improve, correct and develop better products or services.

C) Directors, executives and employees of the Company must provide news and information about the products and services that are complete, correct and timely and must not misrepresent the facts.

D) Directors, executives and employees of the Company must maintain the confidentiality of customers and must not use customer information for the benefit of themselves and others.

E) Directors, executives and employees of the Company must be sincere to customers and keep the promises made to customers, not creating hope for customers in the things that the Company cannot make it.

F) Directors, executives and employees of the Company must always provide good service to customers, be honest and inform customers about their rights as well as having the duty to protect the interests of customers.

• ***Treatment of Business Partners***

The Company has a policy to promote good relations with trade partners, to treat each other with equality and transparency as well as to perform duties with regard to the best interests of the Company.

Code of Conduct

A) The Company will comply with any contract, agreement or conditions towards the partners in the event that this is not practicable. Negotiations must be made in advance in order to jointly find solutions and prevent damage.

B) The Company has a policy for the procurement department to operate with transparency in order to prevent fraud and misconduct in every step of the procurement process.

C) The Company must treat its trade partners equally and on the basis of obtaining fair compensation for both parties.

D) The Company will keep the confidentiality of its business partners and must not use for benefits for oneself and others involved improperly.

• ***Treatment of Creditors***

The Company has a policy to treat creditors with equality and transparency by striving to strictly adhere to the terms and conditions of various contracts.

Code of Conduct

A) The Company will legally enter into agreements with creditors of all types with equality, fairness and transparency and without taking advantage of the parties.

B) The Company will comply with the contracts or any agreements to creditors strictly, such as guarantees conditions, collateral managing funds, repaying debts, maintaining financial ratios, and must not misuse loan in the event that this cannot be done. Negotiation must be made in advance with the creditors to work together to find solutions and prevent damage.

C) The Company must regularly disclose accurate, complete and timely financial information to creditors.

• ***Treatment of Competitors***

The Company has a policy to fairly operate business according to the rules and regulation and must use a professional as well as transparent without concealing manners of unlawful agreements.

Code of Conduct

A) Directors, executives and employees of the Company must perform within the framework of good competition and must not seek for the confidential information of its competitors through dishonest or improper means, such as the payment of wages to employees of competitors, etc.

B) Directors, executives and employees of the Company must not compete by slandering, bullying or distorting the facts of its competitors. At the same time, employees must be avoid discussing and dealing with any person working with competitors about products and services, which may affect the Company's business competition.

C) Directors, executives and employees of the Company must not make any agreement with competitors or any person in a manner that reduces or restricts commercial competition.

• ***Treatment of Employees***

The company has a policy to treat employees on the basis of human dignity and respect for individual rights, pay attention to the value of the Company's employees by encouraging them to develop knowledge, competence, morality and appropriate behavior for the benefits of the Company and the employees themselves including giving opportunities for executives and employees to participate in outside activities within the scope of the Company's policy.

Code of Conduct

- A) Appropriate compensation shall be given based on the knowledge, abilities, responsibilities and performance of each employee.
- B) Appointment and relocation including reward and punishment for employees must be done with equality and honesty based on knowledge, competence and suitability including the action or the practice of each employee.
- C) Treat employees with compassion and fairness, take care of the importance of the development, transfer of knowledge and abilities of employees by giving employees thorough and regular opportunities.
- D) Strictly follow the law and various regulations involving employees.
- E) Maintain a working environment that is safe for employees' lives, health, physical health and property.
- F) Promote the participation of employees in determining work directions and solving problems of the Company.
- G) Listen to opinions and suggestions from employees at all levels equally and equitably.
- H) Provide important information to employees and their representatives to know the performances and the true conditions of the business organization.
- I) Encourage employees to have continuous learning, give importance to the development of knowledge transfer, provide training and opportunities for advancement in the career path appropriately and fairly.
- J) The Company must prohibit discrimination, harassment or harassment. No racism, color, religion, sexual expression, age, nationality, gender, and identity and disability, and against child labor under 15 or forced labor.

➤ **Political Neutrality**

The Company is politically neutral by not taking any acts that seem to be interested in, do a financial support or other forms for political parties, such as political coalition, political authority or political candidates, either directly or indirectly, and either at the local, regional or national level. However, the Company respects the political rights of employees as good citizens according to the constitution, whether it is an election vote or being a member of a political party.

Code of Conduct

- A) The Company is politically neutral by not acting in favor of or supporting political parties or any person who has political power.
- B) Directors, executives and employees of the Company must not engage in political activities that are of personal interest during the Company's working hours or by using Company resources (e.g. email, phone).
- C) Do not use the Company's budget for political activities or social duties.
- D) The Company recognizes and respects the rights and freedom to exercise political rights such as voting or becoming a membership of political parties.

E) For operations in foreign countries, the Company supports any procedures running according to the regime in that country.

3) Business Ethics

➤ Conflict of Interest

The Company intends to conduct the business with honesty, transparency and accountability. Accordingly, it is the duty of all personnel at all levels including family members to avoid having a stake or being involved in operating in a manner that may cause conflicts with the interests of the Company, which will result in the Company's loss in benefits. However, the Company cannot anticipate conflicts that may arise during the tenure of directors, executives and employees of the Company in the event that the transactions are necessary or cannot be avoided. The Company will ensure that the transactions are transparent and fair, like transactions with outsiders, by taking into account the maximum benefits of the Company and fairness to related persons in accordance with the Securities and Exchange Act and the Notification of the Capital Market Supervisory Board No. 21/2551 regarding the rules for making connected transactions along with the announcement of the Stock Exchange of Thailand on information disclosures and conducts of listed companies on connected transactions, including the regulations of the SEC and/or the SET Related.

Code of Conduct

A) Directors, executives and employees of the Company must protect the interests of the Company without doing anything that make the company lose benefit and must not disguise the interests of the company to be of personal benefit or others.

B) Directors, executives and employees of the Company must not receive any money or benefits personally from the customers, Company's partners or from any person due to work on behalf of the Company.

C) When directors, executives and employees perform any works or tasks, it must not affect the performance of duties and working hours of the Company.

D) Directors, executives and employees of the Company must not enter into a partnership or a shareholder with power to make a decision, become a director or an executive in a competitive business, or have the same characteristics as the Company. However, in cases where it is inevitable, promptly report to the supervisors or the committees. In addition, in the event that directors, executives and employees are involved in business or any event that may cause a conflict of interest, promptly report to supervisors or the committees.

E) Directors, executives and employees of the Company must no search for personal gain or for related persons by using any information of the Company, which is not yet publicly disclosed, and must not take any action in a manner that may cause a conflict of interest with the Company.

F) Doing any business with the Company, either in personal, family or on behalf of any juristic person in which the directors, executives and employees have interests, the information about the interests must be disclosed to the Company before entering the transaction.

G) Directors, executives or employees of the Company must not have a stake to approve any transaction or act on behalf of the Company.

H) The person who performs the transaction on behalf of the Company must have a duty to verify the relationship of trade partners whether they are related to the directors, management and employees or not, before making the transaction, in order to prevent any conflicts of interest that may arise.

➤ Internal Transactions

The Company has set a policy for entering into internal transactions in the future. The Company will comply with the law on securities and exchange, regulations, announcements, orders or regulations of the Capital Market Supervisory Board and the Stock Exchange of Thailand including complying with the regulations regarding the disclosure of the Company's connected transactions according to the accounting standards set by the Federation of Accounting Professions under the Royal Patronage of His Majesty the King.

➤ Prevention Against the Use of Internal Information

Confidentially, Data Retention and the Use of Internal information:

The Company realizes the importance of keeping business confidential information, which, if disclosed or inevitably fall into the hands of a competitor causing a serious impact on the Company including not disclosing trade information, important business information of partners and customers is designated as the duty of the supervisors possessing the information by maintaining strict safety.

The Company has established guidelines for the retention and use of the Company's internal information. The document includes the definition of the private hierarchy of information, provides the information to third parties, expresses opinions towards outsiders as well as define preventive measures and penalties for using inside information for relevant employees to follow.

Code of Conduct

A) Directors, executives and employees of the Company must not disclose the Company's information and customer information without permission from the Board of Directors of the Company, Chief Executive Officer, the assigned person except for information that must be disclosed to third parties in connection with the law.

B) Directors, executives and employees of the Company must not bring financial statement information or other information that affects the price of the Company's securities to disclose to outside people or any person who is involved.

C) Directors, executives and employees of the Company must not trade in securities within 21 days before the financial statements or other information affecting the Company's securities prices are released to the public and must not trade in the Company's securities until 24 hours have passed since the information is already disclosed to the public.

D) Directors, executives and employees of the Company must do a copy, fax, or store information in a safe manner to prevent unauthorized access to such information or confidentiality.

E) Directors, executives and employees must avoid disclosing secrets in the public.

Security of Internal Information:

The Company realizes the importance of internal information, which is used in the business administration of the Company that must be correct and complete. Accordingly, it aims to have measures for the security of internal information.

Code of Conduct

A) The Company must set measures to prevent the use of and revise the information by persons without rights.

B) The Company must set a stage or the right to access inside information of the Company.

C) The Company must set measures to prevent the smuggling of the Company's information used for personal gain in violation of the laws, regulations and regulations of the Company.

D) The company must put in place measures to prevent outsiders from entering the system for using the information or destroy the Company's information. The Company sets measures for personal information of employees and those involved in business operations such as personal status, personal history, work history, financial information, all contact information, health information or other personal information. It must be protected from disclosure or being transferred to another person in a manner that infringes the legal rights.

➤ **Money Laundering Prevention**

The Company adheres to the rules and laws related to the prevention of money laundering strictly.

Code of Conduct

A) Directors, executives and employees of the Company must not accept the transfer or change the condition of the assets or support the transfer or change the condition of assets in connection with the offense in order to prevent any person from using the Company as a channel or as a means of transfer, which conceals or disguises the source of unlawful acquired property.

B) Directors, executives and employees of the Company must assist government agencies in detecting, preventing, and eradicating crimes, financial terrorism and activities accomplished through money laundering and will not be involved in any procurement that has been identified as a channel for money laundering.

C) Directors, executives and employees of the Company must not process requests from customers, contractors or suppliers for cash payments, unusual payment conditions, transferring to or from countries unrelated to the transaction or any other activity outside of normal practice.

➤ **Anti-Corruption**

The Company has an anti-corruption policy and support anti-corruption, receiving or giving a bribe or corruption in any case, and cooperating or joining with various agencies in the fight against corruption as appropriate. At the same time, the Company has determined that all directors, executives and employees of the Company must not participate in corruption by giving or receiving bribes from public and private officials, both directly and indirectly in order to acquire or maintain, which business or competitive advantage or take advantage of the donation and doing charity for the benefit or support of corruption.

At the same time, there has continually been a communication organized and the knowledge provided on the anti-corruption practices including an audit and assessment of the risk of corruption and follow up and compliance with ongoing and appropriate anti-corruption guidelines on bribery or corruption.

Code of Conduct

A) Directors, executives and employees of the Company at all levels must comply with the anti-corruption policy and ethics for employees without being involved in any acts that fall into the network of corruption for the benefits of the Company, themselves, their family, their friends and their acquaintance, either directly or indirectly.

B) Directors, executives and employees of the Company must not be ignored when witnessing an action that falls within the scope of corruption related to the Company. They must notify the supervisor or the person in charge of knowing and cooperate in investigating various facts. If they are in doubt or have questions, consult with the supervisor or a designated person responsible for the monitoring of ethical compliance for employees through various channels.

C) The Company will ensure fairness and protect employees who refuse, or report corruption related to the Company according to guidelines to protect employees or a whistleblower of an offense that the Company has established, even though such action will cause the Company loss of benefits or business opportunities.

D) Corruption practices an act that is a violation of the Company's business ethics, which must be considered disciplinary according to the regulations set by the Company. In addition, they may be punished according to the law if the action is illegal.

E) The Company adheres to and gives importance to disseminate knowledge and understanding with business partners who have business transactions with the Company or have interests with the Company in matters that must be observed in accordance with the anti-corruption policy as well as disclosing information to the public about the anti-corruption policy.

F) The Company communicates anti-corruption policy including channels for reporting clues, complaints or suggestions within the Company through the methods and various channels such as the orientation of directors and employees, internal computer network systems, etc. to create knowledge and understanding in implementing this policy.

➤ **Accepting or Giving Gifts, Property or any other Benefits**

The Company operates business under the principles of good corporate governance. There is ethics and transparency, equal treatment of all stakeholders, avoidance in actions that lead to discrimination or cause conflicts of interest and may bring embarrassment or affect decision-making in the performance of duties and establishment of good standards for performance to the best of abilities without expecting benefits.

Code of Conduct

A) Directors, executives and employees of the Company must not demand and accept any unreasonable, dishonest or unusual money, benefits or items from any person involved in the Company's business.

B) Directors, executives and employees of the Company must not demand or receive money, benefits or items from any person or juristic person involved in the Company, whether it is a solicitation or acceptance for oneself or others.

C) If the juristic person or third parties involved in business with the Company give items or benefits to executives or employees as a remuneration, they must consider the suitability and/or correctness, take into account the Company's regulations. If executives or employees do not accept it, and it will be disheartened and affect good business relationship, the policy in this case is allowed but the value must not exceed the prohibitions specified in the regulations of the Company.

D) Do not give and accept gifts that are higher than normal value, which a person should pay between a supervisor and a subordinate at any given opportunity.

E) Directors, executives and employees of the Company as well as family must avoid giving or receiving items or any other benefits from trading partners or those involved with the Company's business except for the benefit of normal business operations or in festivals or traditions.

➤ **Internal Control and Internal Audit**

The Company realizes the importance of having a good internal control system. This is one of the important mechanisms of good corporate governance and is an important tool for executives in working system management and various risks more efficiently to increase competitiveness and create sustainable growth.

The Company, therefore, determines the internal control as a part of the operation hidden in regular operations in every function. The operation must be effective enough, consistent with the level of risk that the Company accepts, communicate sufficient information timely and appropriately to help executives and employees be able to perform their duties efficiently and to help the management and the internal audit department to be able

to monitor and assess the results of internal control continuously and regularly to achieve the operation's important objectives, including asset management preventing and reducing the number of losses and operational errors, accuracy and reliability of financial reports; including compliance with laws or regulations related to the Company's business operations.

The Company, therefore, emphasizes the internal control that can be audited aiming for being an organization with good corporate governance and the internal control is continuously improved to make it a culture and routine operating behavior within the Company.

Code of Conduct

A) Directors, executives and employees of the Company must have the knowledge, understanding and cooperation in the internal control system, internal audits including relevant laws, rules and regulations that can affect the performance of the duties, and are strictly observed and performed in accordance with the established system.

B) The Company has established a risk management system and an internal control system to ensure that the financial report information is accurate, complete and timely, including to prevent fraud or materially unusual actions.

C) The Company has arranged for continuous and appropriate improvement of its internal control system to make it a culture and routine operating behavior within the Company.

D) Directors, executives and employees of the Company have a duty to support the work and provide correct information to the internal audit department and external auditors.

➤ Disclosure

The Company realizes the responsibility for the financial reports that are accurate, complete, true and reasonable along with the Company's financial statements and its subsidiaries that are prepared in accordance with generally accepted accounting standards by selecting the appropriate accounting policy, accounting records to be accurate and complete to maintain property, identify weaknesses and to prevent fraud or materially unusual operations by practicing regularly as well as adequately disclosing important information in the notes to the financial statements.

The Board of Directors has appointed an audit committee to review financial reports to be accurate, complete and reliable including the correct, clear, transparent and to be a timely disclosure of information according to the requirements of being a listed company. It is to review the internal control system in order to have an effective internal control system, as well as to consider compliance with the laws and regulations of the Company. There is also a review and consideration of connected transactions or transactions with conflicts of interest to be appropriate and reasonable before presenting to the Board of Directors to continue the consideration and approve.

The Company will disclose information about each director as well as roles and duties of the Board of Directors and sub-committees including remuneration of directors and senior management in the Annual Report (Form 56-2) and the Annual Report (Form 56-1).

Code of Conduct

A) Authority for disclosure:

Chief Executive Officer, Managing Director, Deputy Managing Director, Chief Executive responsible for accounting and finance, company secretary or those assigned to the Investor Relations officer can consider and make decisions about the content of material information for consideration, which will clarify the information manually or may assign people involved to clarify.

The Investor Relations officer has the power to disseminate material information of the Company, answer questions from shareholders, investors and securities analysts.

B) Exception and Corrections of Disclosure Errors:

- Do not disclose confidential business information or information that, if disclosed, may cause a disadvantage and competitiveness or the data that has no summary results or under negotiation, which is uncertain.
- Do not disclose information that is exaggerated or in a promotion that is excessively necessary without supporting reasons, which should refrain from using words or a form that is not suitable or that may mislead the Company's stock price.
- In the event of inaccurate, erroneous or inaccurate disclosure of information or inaccurate interpretation on significant information, Chief Executive Officer, Managing Director, Deputy Managing Director and Chief Executive responsible for accounting and finance, or the person assigned to act as Investor Relations officer, has the power to clarify facts to achieve the right understanding immediately.

C) Actions for Leaks or Rumors:

When there is a significant event, inaccurate news about the Company or inaccurate reference leaked to other people or is revealed prematurely and may cause rumors that affect the price of securities and/or the operations of the Company, whether it is positive or negative, Chief Executive Officer, Managing Director, Deputy Managing Director and Chief Executive responsible for accounting and finance, or the person assigned to act as Investor Relations officer, is responsible for clarifying important information and facts that should be reported through the Stock Exchange of Thailand and various disclosure channels to achieve the right understanding immediately.

D) Quiet Period:

The Company has a policy to avoid providing information on performance that affects the stock price or is beneficial to anyone, especially during the 21 days prior to a submission of the financial statements and an official announcement of the financial through the news delivery system of the Stock Exchange of Thailand that has been completed except in the event that there is an issue or an event that causes the Company's operating results, the Company will disclose information to the Stock Exchange of Thailand without meeting to provide information, holding a group meeting or answering any questions related to the turnover to shareholders, investors, securities analysts and the media and to comply with the policy on the use of inside information set by the Company.

➤ **Use of Intellectual Property, Information Technology and Communication**

The Company realizes a great importance on an infringement of intellectual property, in which the Company has registered trademarks for various products of the Company, both domestically and internationally. In addition, the Company has a control and oversight that no one uses the Company's trademarks to use it for business or other benefits, and the Company will not infringe the intellectual property of others.

The Company requires employees to use information technology that is legally valid only. Unauthorized use of third-party copyrighted programs or modifications for the benefit of business may not be used, which may cause damage to other people, including a safety system. There is also a prevention of violations of the Company's information technology system.

Code of Conduct:

A) Directors, executives and employees of the Company must not use information, documents, computer programs, software, books, articles, video tapes, voice recorders and other people's work in a way that would violate that person's intellectual property, whether the person who creates it owns or has legal rights to the work or not.

B) Directors, executives and employees of the Company are responsible for the maintenance of intellectual property works of the Company and must not take the Company's intellectual property to use or allow another person to use without permission.

C) Any invention discovered for improvement while being a director, executive or employee of the Company, or in any way affecting or continuing to the Company's business, is the Company's property.

D) Directors, executives and employees of the Company must notify the supervisor or a responsible person when an action is found that may cause a dispute about the Company's intellectual property.

E) In the event that directors, executives and employees no longer work at the Company, all intellectual property rights, including works, inventions, data, reports, statistics, formulas, programs, processes must be returned to the Company.

➤ **Using Social Network**

The Company is aware of the use of social network in business and is open up new opportunities in creating a positive impact on the reputation of the Company's brand and help the business grow by requiring employees to use social networks appropriately, including maintaining business confidentiality, technical data and financial information of the Company to be correct according to the Computer Act.

Code of Conduct

A) Directors, executives and employees of the Company must avoid using social media that will affect the Company's image negatively or not in the creation of society as a whole.

B) Directors, executives and employees of the Company must not use social media offline while operating time or working hours, which will affect the performance of duties.

➤ **Resource Use**

The Company gives great importance to the use of various resources to be cost-effective. Therefore, the directors, executives and employees, including stakeholders must collaborate in the correct, appropriate and beneficial use of resources, which can result in the least loss/damage.

Code of Conduct

A) The Company has planned and set goals to increase the efficiency of resource utilization for the most benefit.

B) The Company has formulated a plan to review and improve the operating process to increase operational efficiency and resource utilization.

C) The Company has eliminated the waste arising from the use of resources including the treatment of waste to be reused and limit the release of waste according to government regulations.

4) Responsibility towards Community, Society and Environment

The Company aims to operate business under the vision, mission, commitment, strategy and policy for prosperous, stable and sustainable growth with consideration of impacts on all stakeholders, along with social responsibility and environment.

Code of Conduct

A) The Company supports and provides appropriate and sustainable assistance to society and communities, which there is a sector looking after and building a relationship and a process of community participation.

B) The Company implements efficient use of water, electricity and other resources by measuring, recording and reporting significant usage results and recycling materials for the reuse including the management of the use of water resources to ensure that users can equally access from the same water source.

C) The Company encourages employees and other stakeholders to realize the promotion of the use of products and services that are environmentally friendly. The Company also uses chemicals or raw materials

properly as required by law and supports the procurement of business partners and uses natural resources and the environment appreciably to make the most of it.

D) The Company takes measures to prevent pollution and management of waste arising from the Company's business operations as required by law. The Company also check and record the significant environmental issues and prepare a report on the pollutant load and treatment methods to government agencies as required by law. In addition, the Company also communicates to stakeholders with information on environmental management of the plant.

E) The Company operates its business with regard to environmental conservation and safety management standards as well as obeys the law, rules and regulations relating to the environment in force. Even if there is no law and regulation, the Company will promote the standard practice.

F) The Company has continuously studied, developed, researched and sought knowledge to deal with pollution caused by the business.

G) The Company promotes the transfer of knowledge on the environment among employees to understand so they will cultivate a good corporate culture and apply it to sustainability.

5. Whistle Blowing

The Company arranged for the protocols and whistle blowing channels for all stakeholders to file complaints or report conducts that may lead to violation or failure to comply with the laws, rules, regulations, or corporate governance policy, as well as incorrect disclosure of financial information, faulty internal control system directly to the Audit Committee or the Company Secretary. The contact channels are available on the Company's website under Investor Relations menu.

In case of witnessing illegal conducts or failure to comply with the Business Code of Conduct, complaints can be filed to the following channels:

1. Email

To Audit Committee and Company Secretary : whistleblowing@carabao.co.th

2. Post

Audit Committee / Company Secretary CARABAO GROUP PLC.

393, 393 Silom Building 7th - 10th floor, Silom Road Silom, Bangrak, Bangkok 10500 Thailand

Conditions for Whistle Blowing :

A whistle blower must specify one's name and last name, which will be kept confidential by the Company.

Whistle Blowing Procedures :

The Company's Board of Directors assigned the Audit Committee and the Company Secretary to supervise and regulate the practices on complaints management or issues filed through aforementioned channels,

while assigning the Internal Audit Department; an independent body that reports directly to the Audit Committee, to execute the audit process / record complaints or clues, and investigate related parties to seek truths. If truths can be proven, they will be proposed to the Audit Committee for further consideration and to advise corrective measures, with all of the information compiled in a written format to be submitted to the Board of Directors. Upon consideration of the case and corrective actions taken, the Company will inform the whistle blower for acknowledgement in due course.

Protection Measures for Whistle Blowers or Individuals Providing Cooperation in the Investigation Process:

The Company has put in place the protection measures for whistle blowers or those who file complaints, while holding the information obtained strictly confidential. The Company will not disclose the name of a whistle blower, unless regulated otherwise by the laws or regulatory body. The Company will not defame or punish the whistle blower who is the Company's staff member for filing such complaint, unless such conduct is executed dishonestly or with the destructive intention on the Company or any other individuals, or if the conduct is illegal or does not comply with the Company's disciplinary regulations.