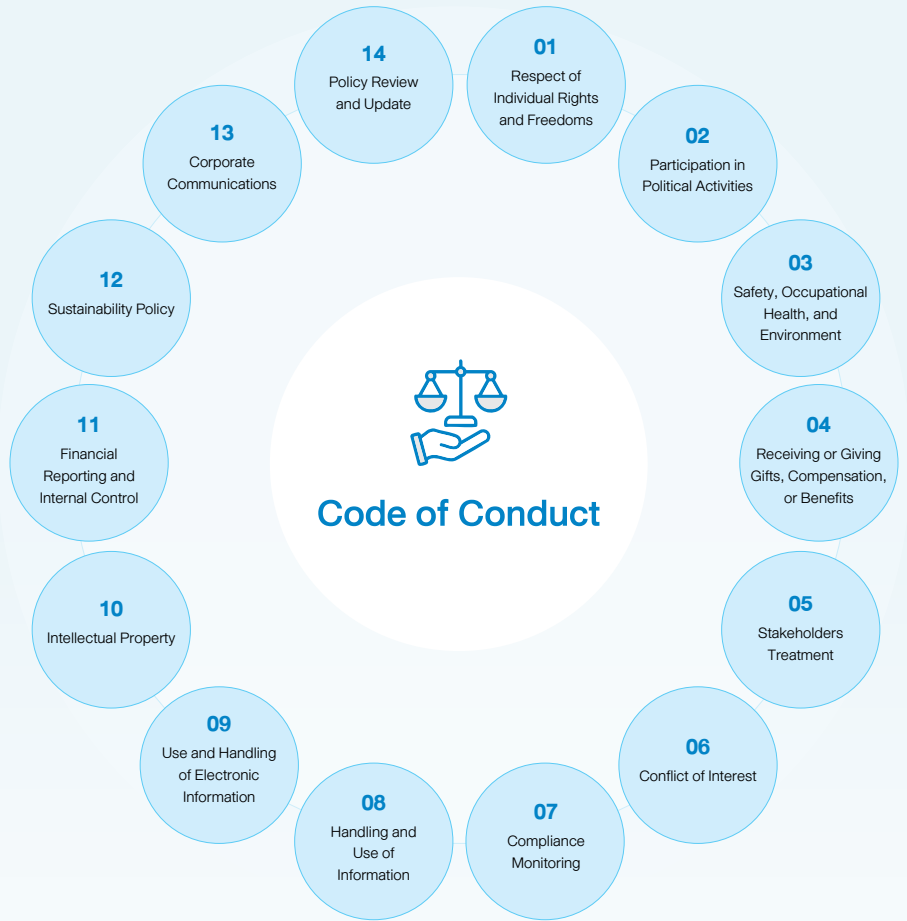


# Compliance with the Code of Conduct and Relevant Policies

## Code of Conduct

The Company is committed to conducting its business in accordance with the Good Corporate Governance Policy, which includes overseeing that the business is carried out legally with integrity, transparency, and accountability. The Company promotes moral and ethical conduct among employees at all levels. In order to build trust and confidence from the society,

the Company has formulated Code of Conduct as a guideline for directors, executives, which all employees have to abide by and strictly adhere to so much so that it has become a part of organizational culture. The Code of Conduct comprises of principles as follows.



- 1. Respect of Individual Rights and Freedoms :** Respect other people's ideas without discrimination despite differences, without unfair treatment, and without abusive behavior.
- 2. Participation in Political Activities :** Do not participate in political activities under company name or use the Company's property to support one's own political view.
- 3. Safety, Occupational Health, and Environment :** Participate in the training course and the drilling with regards to the safety issues, utilize resources effectively, reduce waste, and reuse the available resource.
- 4. Receiving or Giving Gifts, Compensation, or Benefits :** Avoid receiving or giving gifts that might affect business operation decisions.
- 5. Stakeholders Treatment :** Be responsible for customers by treating them fairly.
- 6. Conflict of Interest :** Avoid performing duties or being in the situations that conflict of interest might arise.
- 7. Compliance Monitoring :** If you don't understand the procedures, ask your superior for advice.
- 8. Handling and Use of Information :** Everybody has duty to safeguard the Company's information. Do not use it for wrongfully gain and do not disclose it to those who are not relevant.
- 9. Use and Handling of Electronic Information :** Only use it for the Company's benefits and strictly comply to the rules and regulations for the safe usage of information system.
- 10. Intellectual Property :** All the works that have copyright is the Company's intellectual property.
- 11. Financial Reporting and Internal Control :** Submit correct financial reporting in full and in a timely manner, as well as complying with internal control policy.
- 12. Sustainability Policy :** Everybody has duty to perform and support Sustainable Development Master Plan.
- 13. Corporate Communications :** Employees who give interviews must be appointed by the authoritative person.
- 14. Policy Review and Update :** In the event of any change in laws, regulations, policies or guidelines that affects this Policy, or if this policy becomes inappropriate or insufficient for business operation, it shall be proposed the amendments as deem appropriate to the Board of Directors for consideration and approval.

## Code of Conduct Practice

In 2024, The Company found one case of fraud, therefore, the Company has determined preventive measures and guidelines to prevent such fraud from occurring again. As a result, the Company set up a working group to follow up on the issues and solve problems to confirm the Zero-Tolerance policy to maintain transparency in business operations.