

## Code of Conduct for Director



Sikarin Public Company Limited

## Code of Conduct for Director

Sikarin Public Company Limited (the "Company") expects its directors to operate within the highest ethical framework and must maintain or perform his or her duty strictly. For the highest benefit of the Company and all stakeholders. The Board of Director of the Company has established code of conduct for director as follow:

1. Perform duties in accordance with the law, objectives of the Company's regulations and Shareholder's meeting resolution
2. Manage work with care for the benefit of all stakeholders for now and in the future. As well as maintaining the image of the Company.
3. Manage work with honesty and integrity without political affiliation or under political influence and remain strictly neutral.
4. Have no interest in any business that competes with the Company, whether directly or indirectly.
5. Manage work by avoiding conflicts of personal interest with the Company's interests. For the administration to be fully effective and efficient. The above benefits include:
  - 1) Do not seek illegal benefits from work, whether directly or indirectly.
  - 2) Do not misuse Company's secrets. And after leaving the position, they must not disclose the Company's confidential information or documents.
  - 3) Not being a director in a Company that is a competitor of the Company
  - 4) There is no interest in or profit from the Company's contract.
  - 5) Do not accept property or any other benefits that are contrary to the interests of the Company for personal and family benefits. For example, do not accept entertainment, gifts, offers for relaxation, accommodations or other personal offers, etc.
6. Perform duties to the best of your ability. To achieve maximum benefit to the Company including in meetings of the Board of Directors and other committee meetings.
7. Company directors and family must not be a shareholder or receive benefits from competing companies or any business, including traders/sellers who may have conflicts of interest with the Company. However, in the case where the shares of the said company, business, or person are listed on the Stock Exchange of Thailand, considered buying shares of a Company listed on the stock exchange or investing through mutual funds or investment units. It is not a conflict of interest if it does not affect the work performance for the Company.
8. Do not do anything that is entering into any administration or management. In other companies that have a detrimental effect on the interests of the Company or benefit any person or juristic person whether it is for your own benefit or that of others.
9. Do not use inside information for their own benefit in buying or selling the Company's shares or giving inside information to other people for the benefit of buying or selling the Company's shares.

10. Do not buy or sell the Company's shares in the one month before the Company's quarterly and annual financial statements are released to the public and for 48 hours after important information is disclosed.
11. Report on securities holdings and changes in the Company's securities holdings. Allowing the Company to know according to the criteria set by the Company to prevent buying or selling shares using inside information.

Code of Conduct for Director is the 4th revised version and is effective from 16 January 2025 onwards by the resolution of the Board of Directors at the meeting No. 1/2025 on 15 January 2025



(Mr. Seni Chittakasem)

Chairman