

## Codes of Conduct for Business



Sikarin Public Company Limited

## Codes of Conduct for Business

Sikarin Public Company Limited (Sikarin) is committed to conducting its business based on ethical principles and in strict compliance with applicable laws. Accordingly, Sikarin has established these Codes of Conduct for Business and Organizational Ethics to serve as a standard for all executives and employees. This document aims to provide guidance for appropriate behavior in alignment with Sikarin's values.

### 1. Guidelines

#### **Guidelines for Business**

1. Conduct for Economic, Social, and Environmental Benefit
  - 1) Operate in a manner that takes into account impacts on society, communities, natural resources, and the environment. Actively support and contribute to activities that promote social and environmental responsibility.
  - 2) Conduct business in a way that respects local customs and traditions and does not cause harm to society.
  - 3) Ensure occupational health and safety by maintaining a hygienic and safe working environment. Manage and control risks associated with workplace accidents and health impacts, and ensure adequate availability of personal protective equipment.
  - 4) Operate in ways that contribute positively to the broader economic system
2. Fair and Non-Exploitive Treatment of Stakeholders
  - 1) Treat employees and all stakeholders with respect and fairness, avoiding any form of discrimination based on gender, marital status, age, disability, race, religion, language, nationality, sexual orientation, personal beliefs, socio-economic status, or political opinion. Promote diversity, inclusion, and equal opportunities in employment and long-term development.
  - 2) Ensure fair protection of the interests of all stakeholders.
  - 3) Respect and safeguard stakeholder rights as prescribed by law.
  - 4) Act with honesty and fairness in all customer interactions and be ready to provide support and assistance when needed.
3. Disclosure of Information
  - 1) Disclose information sufficiently, accurately, completely, transparently, and consistently, and in accordance with the rules and regulations set by the Securities and Exchange Commission and the Stock Exchange of Thailand, as well as applicable corporate disclosure practices for listed companies.
  - 2) Exercise caution to prevent misunderstanding or misinterpretation of information by stakeholders.
4. Conducting Business in Compliance with the Law
5. Promoting Innovation and Sustainable Development

- 1) Disclose information in a timely, accurate, complete, transparent, and consistent manner, in accordance with the rules of the Securities and Exchange Commission and the Stock Exchange of Thailand, as well as corporate disclosure standards for listed companies.
6. Addressing Climate Change Impacts
- 1) Place importance on reducing greenhouse gas emissions, adapting to climate-related risks, and transparently disclosing related information in line with the IFRS S2 framework.

#### **Ethical Conduct for Executives**

1. Manage with a forward-looking vision, driving efficiency and effectiveness with integrity to achieve Sikarin's goals. Act in accordance with moral and cultural values, avoid improper behavior, and make decisions with honesty, prudence, and sincerity for the benefit of Sikarin, its customers, shareholders, and employees.
2. Do not disclose internal or confidential information of Sikarin, its customers, employees, or operations—intentionally or unintentionally—to external parties, unless authorized by Sikarin and required in the performance of duties.
3. Uphold and model ethical conduct and professional integrity, creating a workplace culture that encourages ethical behavior and actively preventing violations of ethics and conduct.
4. Maintain personal conduct that reflects moral values and cultural integrity, avoid misconduct, and make decisions with honesty and due care in the best interest of Sikarin and its stakeholders.
5. Support career advancement and work efficiency of employees, provide appropriate welfare, and treat employees with sincerity, respect, and openness to their opinions.
6. Treat subordinates with politeness and fairness, and do not abuse authority for personal or improper purposes.
7. Perform duties and make decisions with competence and diligence, applying knowledge, experience, expertise, and management skills to the fullest extent in all cases.
8. Manage Sikarin toward sustainable growth, stability, and the delivery of appropriate returns.

#### **Ethical Conduct for Employees**

1. Treatment of Colleagues
  - 1) Treat fellow employees with friendliness, sincerity, respect for rights, and mutual courtesy. Avoid disclosing or criticizing personal or work-related matters that could harm colleagues or Sikarin.
  - 2) Refrain from giving or receiving valuable gifts or benefits that may influence judgment or create bias between colleagues or in hierarchical relationships.
  - 3) Promote unity and mutual assistance among colleagues. Avoid conflicts that could lead to harm to individuals or Sikarin.

2. Personal Conduct
  - 1) Work with honesty, diligence, and a commitment to continuously improving performance for the benefit of both the employee and Sikarin.
  - 2) Strictly comply with Sikarin’s rules and regulations.
  - 3) Perform duties with competence, effectiveness, and in accordance with the required standards for the position.
  - 4) Maintain a positive attitude toward Sikarin, respect its leadership, and follow instructions issued in accordance with Company policies and regulations.
  
3. Conduct Toward Sikarin
  - 1) Maintain confidentiality and refrain from disclosing Company information, news, or innovations—whether material or intellectual—that may harm Sikarin, and do not use work-related information for personal gain.
  - 2) Demonstrate loyalty, dedication, honesty, perseverance, and commitment to preserving the reputation of Sikarin.
  - 3) Protect Sikarin’s assets and interests, ensuring that resources are used efficiently and are not wasted, damaged, or degraded prematurely.
  - 4) Do not misuse authority for personal or third-party benefit, whether directly or indirectly, in ways that could harm Sikarin.
  
4. Conduct to Avoid Conflicts of Interest
  - 1) Do not hold financial interests with customers or suppliers, including in the capacity of owner, partner, shareholder, director, creditor, debtor, or consultant. If such interests exist, they must be disclosed to a supervisor.
  - 2) Do not engage, directly or indirectly, in businesses that compete with or conflict with Sikarin’s interests.
  - 3) Do not solicit or accept any assets or benefits from customers or business partners, except for fees or charges as officially stipulated by Sikarin.
  - 4) Do not exploit one’s position or authority for personal gain, for the benefit of associates, or to engage in activities that compete with Sikarin.

## 2. **Fair Treatment of Stakeholders**

Sikarin is committed to treating all employees and stakeholders with respect and fairness, adhering to principles of non-discrimination in all forms—be it gender, marital status, age, disability, race, religion, language, nationality, sexual orientation, personal beliefs, economic or social status, or political opinions. We aim to promote diversity, inclusion, and equal opportunities in employment, development, and sustainable career advancement. Furthermore, Sikarin places importance on safeguarding the interests of

all stakeholders with fairness, transparency, and accountability, ensuring that their rights are respected and protected in accordance with applicable laws. We uphold universal human rights principles and international guidelines, such as the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. Sikarin is sincere and fair to customers, providing complete, transparent information and continuous assistance without discrimination based on race, religion, age, or any other status. The guidelines for treating various stakeholder groups are as follows:

1. Treatment of Shareholders and Investors

- 1) Commit to operations based on virtue, ethics, and good governance principles to create sustainable value for shareholders. Sikarin respects the rights of all shareholders, both major and minor, equally and fairly.
- 2) Protect and respect the fundamental rights of shareholders as stipulated by law and Sikarin's regulations, such as the right to attend shareholder meetings, vote, propose meeting agendas, and express opinions freely. Sikarin supports participation by providing e-Voting and e-Meeting systems for comprehensive convenience.
- 3) Allow shareholders to freely suggest opinions regarding Sikarin's business operations. Sikarin will compile suggestions for careful consideration by the Board of Directors.
- 4) Provide accurate, complete, timely, and verifiable information to shareholders and investors, including operational data, risks, future trends, and Environmental, Social, and Governance (ESG) information through various channels such as the annual One Report, investor relations website, and investor meetings.
- 5) Comply with the good corporate governance principles of the Stock Exchange of Thailand, best practices for information disclosure of the Securities and Exchange Commission, and guidelines related to information disclosure of listed companies to promote transparency, credibility, and sustainable investment.

2. Treatment of Customers

- 1) Provide quality, safe, and standard medical services, respecting the dignity and rights of patients/customers equally, without discrimination based on race, religion, gender, age, disability, or social status, adhering to the "Patient Rights Handbook" and Sikarin's policies as main guidelines.
- 2) Operate services with sincerity, transparency, and responsibility by strictly adhering to contracts and agreements with customers. If unable to comply with agreements, notify customers in advance and jointly find appropriate solutions.
- 3) Disclose information about services completely, accurately, and promptly, avoiding distortion of facts to build trust and sustainable relationships with customers.

- 4) Provide accessible, friendly, and convenient service systems, and establish clear channels for feedback and complaints to respond effectively and transparently.
- 5) Strictly protect customers' personal data according to the Personal Data Protection Act (PDPA), without disclosing or using such information for personal or others' benefit unlawfully.
- 6) Continuously promote the enhancement of service quality in technology, safety, professionalism, and ethics by conducting customer satisfaction surveys at least twice a year and using the evaluation results to concretely improve services.
- 7) Coordinate between the Ethics Committee and the Risk Management Committee to analyze complaints and incidents related to patient rights and ethics, plan continuous improvements and prevention, and provide internal and external complaint channels, such as Sikarin's website or international organizations like Joint Commission International.

### 3. Treatment of Suppliers

- 1) Select suppliers transparently and fairly, considering quality, price, quantity, delivery time, safety, after-sales service, and other relevant conditions, avoiding transactions with individuals or entities with a history of fraud, illegal activities, or dishonest behavior.
- 2) Establish clear procurement regulations and operational guidelines. If unable to comply with conditions, notify suppliers in advance to jointly find solutions without causing harm to contracting parties.
- 3) Adhere to agreements and contracts with suppliers, contractors, or contracting companies, conducting bidding, negotiations, and selection based on transparency, straightforwardness, and accountability.
- 4) Promote collaboration with suppliers in developing and enhancing products/services, supporting innovations that add value to both Sikarin's business and suppliers' long-term capabilities.
- 5) Strictly maintain the confidentiality of suppliers' information and avoid using it for personal or others' benefit unless officially consented by suppliers.
- 6) Provide accurate, complete, and non-distorted information to suppliers continuously to build mutual trust, understanding, and sustainable development.
- 7) Conduct procurement without discrimination against any suppliers, considering value, quality, and fairness, maintaining neutrality, and avoiding personal relationships with suppliers that may affect decision-making.
- 8) Prohibit Company personnel from soliciting or accepting benefits from suppliers in any case and strictly adhere to the anti-corruption policy to build credibility in Sikarin's procurement process.
- 9) Regularly assess ESG risks and ethics in the supply chain and support suppliers in developing responsible business practices towards society, environment, and labor.

#### 4. Treatment of Competitors

- 1) Adhere to principles of free and fair competition, avoiding seeking or accessing competitors' confidential information through dishonest, unethical, or inappropriate means.
- 2) Avoid agreements with competitors or external parties that may involve price-fixing or limiting competition, which may violate competition laws.
- 3) Refrain from actions that defame, accuse, or damage competitors' reputations without reasonable facts or evidence.
- 4) Strictly comply with rules, regulations, and laws related to competition, conducting business transparently and ethically in all situations.
- 5) Respect others' and competitors' intellectual property and information rights, avoiding copyright infringement, trademark violations, patent breaches, or imitation of products and business concepts.

#### 5. Treatment of Creditors

- 1) creditors with accurate, complete, and clear information, including cooperation in business audits and facilitating meetings with management as appropriate.
- 2) Draft contracts with all types of creditors in full compliance with the law, strictly adhering to the terms, conditions, and obligations specified, including responsibilities related to guarantees and associated debts.
- 3) Manage Sikarin's financial structure appropriately and securely to support business operations, maintaining long-term confidence and good relationships with creditors.
- 4) Immediately notify creditors in advance if unable to comply with certain conditions or in case of default, and jointly seek solutions based on transparency and reasonable grounds.
- 5) Refrain from concealing important information or facts and avoid any methods that suggest fraudulent activities which may cause direct or indirect harm to creditors.
- 6) repay principal and interest to all types of creditors, maintaining financial discipline by adhering to debt repayment schedules punctually.
- 7) Prioritize equal and fair treatment of each type of creditor without discrimination, considering the order of rights and importance according to laws and contracts to build confidence and sustainability in financial relationships.
- 8) Disclose significant debt obligations, including contingent liabilities, in the annual report (One Report) and demonstrate transparency in managing relationships with creditors in the context of ESG Disclosure.
- 9) Avoid actions that may distort financial information in borrowing or issuing debt instruments, such as overvaluation of assets, concealing hidden debts, or preparing incorrect financial statements, to maintain transparency and credibility in the capital market.

## 6. Treatment of Employees

- 1) Treat employees fairly, manage without bias; appointments, transfers, rewards, and disciplinary actions must be conducted equitably and in good faith.
- 2) Support and respect employees' rights to express opinions freely, listening to feedback and suggestions from all levels equally and impartially.
- 3) Promote continuous skill development and capacity building, providing job security and career advancement, encouraging employees to receive additional training in fields related to their duties, offering opportunities comprehensively and consistently.
- 4) Encourage employees to participate in setting work directions, including problem-solving for their units and Sikarin as a whole.
- 5) Promote employees' understanding of ethics and their roles to foster good moral behavior in work.
- 6) Manage according to occupational health and safety systems, instill awareness, promote happy working conditions, create a good atmosphere and environment in the workplace, and implement environmental management systems according to international standards.
- 7) Establish employee welfare funds as required by law, such as social security contributions and employee welfare funds like provident funds, to ensure long-term employee care.
- 8) Comply with laws and regulations related to employees and fundamental human rights principles according to international standards.
- 9) Conduct recruitment, selection, and employment based on equality, providing equal opportunities to all applicants, considering individuals with knowledge, skills, experience, integrity suitable for the position, and attitudes aligned with organizational values without discrimination under labor laws.
- 10) Evaluate performance and manage compensation based on the appropriateness of responsibilities and individual capabilities, providing fair and suitable welfare to employees and regularly reviewing and improving them.
- 11) Provide channels to disclose important information to employees to ensure understanding of business operations and performance across various company sectors.
- 12) All personnel perform duties with knowledge, skills, expertise, and caution, continuously developing knowledge and applying it to manage Sikarin effectively, creating appropriate returns for investors, and jointly advancing and growing Sikarin steadily.
- 13) Sikarin emphasizes developing employees' knowledge and abilities, providing opportunities comprehensively and consistently, and listening to professional opinions and suggestions from personnel.
- 14) Define responsibilities for all personnel to comply with company rules, work regulations, good corporate governance manuals, organizational ethics, and relevant laws.



- 15) Provide opportunities for all personnel to fully demonstrate their abilities, offering fair compensation and motivating work through salaries and bonuses.
- 16) In cases of ethical concerns to be reported, Sikarin provides mechanisms for reporting incidents or ethical concerns for personnel through incident reports or complaints, including Sikarin's website, ensuring no disciplinary consequences to reduce fear in reporting.
- 17) Sikarin promotes personnel to adhere to four organizational virtues in dealing with clients and in daily work as follows:
  - a. These principles promote harmonious relationships and unity within society and organizations:
    - i. Dana – Practicing generosity and acts of giving to support others.
    - ii. Piyavaca – Speaking kindly and pleasantly, using respectful and gentle language.
    - iii. Atthacariya – Acting in ways that are beneficial to others and to the collective good.
    - iv. Samanattata – Conducting oneself with humility, appropriateness, and without arrogance
  - b. The Four Paths to Success (Iddhipada 4):
    - i. Chanda – Demonstrating willingness and right intent, with appropriate conduct and modesty.
    - ii. Viriya – Applying diligent effort and perseverance in one's duties.
    - iii. Citta – Focusing the mind with genuine attention and wholehearted commitment.
    - iv. Vimamsa – Engaging in thoughtful reflection and rational analysis to improve outcomes.
  - c. The Four Sublime States (Brahmavihara 4):
    - i. Metta – Extending loving-kindness and wishing for others' happiness.
    - ii. Karuna – Showing compassion and a sincere desire to alleviate suffering.
    - iii. Mudita – Taking joy in the success and well-being of others.
    - iv. Upekkha – Maintaining equanimity, being impartial and fair in all situations.
  - d. The Four Noble Truths (Ariyasacca 4):
    - i. Dukkha – Recognizing the existence of suffering or problems.
    - ii. Samudaya – Identifying the root causes of those problems.
    - iii. Nirodha – Realizing that suffering or problems can be overcome.
    - iv. Magga – Following the path that leads to the resolution of problems.

## 7. Treatment of Communities, Society, Resources, and the Environment

- 1) Instill a sense of social and environmental responsibility among personnel at all levels to foster an organizational culture that sustainably respects external stakeholders.
- 2) Promote efficient energy use, conservation of natural resources, and activities that mitigate environmental impacts, adhering to the principles of a circular economy and aiming for Net Zero targets.
- 3) Support public health, medical, and health promotion activities within communities to enhance the quality of life for people in areas related to business operations.
- 4) Collaborate with various agencies to assist those affected by natural disasters or emergencies, acting in accordance with humanitarian principles and equality.
- 5) Develop collaborations with different stakeholder groups through continuous and measurable public benefit projects.
- 6) Integrate Sikarin's business expertise with social responsibility (CSR Integration) to create shared value in economic, social, and environmental aspects.
- 7) Effectively control and manage waste by employing clean technologies and contamination monitoring systems to prevent impacts on the environment and surrounding communities.
- 8) Establish systematic channels for receiving feedback, complaints, and suggestions from the community, ensuring timely and transparent investigation, resolution, and response.
- 9) Regularly conduct Environmental & Social Impact Assessments (ESIA), emphasizing the human rights of communities and addressing risks to vulnerable groups.

## 8. Treatment of Government Agencies and Relevant Regulatory Bodies

- 1) Strictly comply with laws, regulations, rules, and practices related to Sikarin's business, including requirements from government agencies, regulatory bodies, and professional organizations both domestically and internationally, to ensure operations are correct, transparent, and auditable.
- 2) Avoid any actions that may be perceived as inducing, bribing, or influencing government officials or regulatory authorities, whether directly or indirectly, to seek benefits for Sikarin or individuals within the organization, adhering strictly to ethics and anti-corruption laws.
- 3) Appropriately cooperate with government and regulatory agencies in inspections, visits, reviews, and information provision, openly receiving suggestions or complaints from these agencies and promptly addressing necessary corrections.
- 4) Support activities or projects that are mutually beneficial with government agencies, such as public health, environmental, or governance projects, and provide accurate and courteous opinions or information to assist government decision-making.

- 5) Establish clear measures and practices regarding the giving of gifts, hospitality, or any benefits to government officials, based on appropriateness, relevant laws, and organizational ethical standards, to prevent misunderstandings or actions that risk non-transparency.
- 6) Promote a compliance culture within the organization by fostering awareness among employees at all levels about the importance of conducting business in accordance with legal frameworks and government requirements, including providing manuals and guidelines applicable in practice.
- 7) Assess risks that may arise from interactions with government agencies, such as legal or ethical risks, and establish sufficient and appropriate internal control measures.
- 8) Provide channels for reporting clues or concerns about inappropriate or illegal behavior in dealings with government agencies, such as soliciting benefits or misuse of authority, and protect whistleblowers from any negative repercussions.
- 9) Coordinate and comply with the requirements of specific regulatory agencies related to Sikarin's business, such as the Ministry of Public Health, the National Health Security Office, the Food and Drug Administration, or health insurance agencies, to ensure Sikarin operates under complete professional standards and medical ethics.

### **3. Respect for Laws and Human Rights Principles**

1. Strictly comply with laws, regulations, and rules related to Sikarin's business operations, especially labor laws, workplace safety and hygiene laws, hospital laws, and public health laws of Thailand.
2. Study and understand the legal requirements related to the duties and responsibilities of each position, and strictly adhere to them to avoid mistakes or unintentional violations.
3. Conduct oneself according to Sikarin's four core virtues and use organizational discipline as a framework for daily operations to foster behaviors aligned with values, ethics, and professional standards.
4. Respect and support patients' rights by clearly posting the "Patient Rights Declaration" in all service units, both outpatient and inpatient, and consistently using the "Patient Rights Handbook" and related policies as primary guidelines for service provision.
5. Provide medical and related services with quality, standards, and ethics, refraining from any actions that violate laws or human rights, and always respect patients' rights in all situations.
6. Treat patients and customers equally, without discrimination based on race, religion, beliefs, gender, economic status, or other personal conditions, reflecting the organization's respect for diversity and fundamental human rights.
7. Promote and support human rights impact assessments in Sikarin's operations and supply chain, and take corrective action if violations or deficiencies affecting stakeholders' rights are found.

#### 4. Conflicts of Interest

1. Avoid any actions that may lead to conflicts between organizational roles and personal interests, such as holding shares, accepting positions, or having personal relationships with individuals or organizations involved in Sikarin's transactions.
2. Clearly, timely, and transparently disclose any affiliations or interests that may arise concerning Sikarin, and report them to relevant entities, such as the Board of Directors or the Corporate Governance Department.
3. Refrain from participating in meetings, considerations, or decisions on transactions in which one has interests or direct or indirect affiliations, and do not have the authority to approve or direct such matters to maintain neutrality and transparency.
4. Establish clear internal control systems, such as disclosure forms, annual conflict of interest reports, and reviews by independent authorities, to prevent bias or improper benefit-seeking.
5. Promote an organizational culture that emphasizes honesty, transparency, and accountability by providing regular training and communication on conflicts of interest to employees and executives.
6. Set penalties for violations of the conflict of interest policy according to Sikarin's disciplinary regulations and/or applicable laws.

#### 5. Confidentiality, Use of Insider Information, and Management of Confidential Data

Sikarin recognizes the importance of all types of information under its care, including corporate data, financial records, patient information, customer details, and other personal data. Any leakage or misuse of such information may severely impact the rights of data owners and Sikarin's reputation. Therefore, Sikarin has established the following guidelines:

##### **Confidentiality**

- 1) All confidential information relating to Sikarin, patients, customers, and other stakeholders must be strictly safeguarded and not disclosed to external parties unless authorized by designated personnel or as required by law.
- 2) Avoid discussing or reading confidential documents in public areas. Strict compliance with access control measures based on the need-to-know principle must be maintained at all times.
- 3) Confidential information or documents that are no longer required must be destroyed in accordance with Sikarin's data retention policy.

### **Use of Insider Information and Conflict of Interest Prevention**

- 1) The use of internal or non-public information for personal benefit or disclosure to third parties is strictly prohibited, especially in ways that could result in a conflict of interest or impact Sikarin's securities price.
- 2) Compliance with Sikarin's securities trading policy is required. Employees must refrain from trading Sikarin's securities prior to financial statement disclosure—specifically, within 45 days before quarterly announcements and 60 days before annual disclosures. Transactions may only be made 24 hours after public release of such information.

### **Public Disclosure of Company Information**

- 1) Information intended for public disclosure must be accurate, complete, and transparent, in accordance with applicable laws and regulations. This includes financial, operational, and service-related information.
- 2) Sikarin should implement fair and auditable pricing procedures and clearly disclose service fees to service users and external stakeholders.

### **Fostering a Culture of Confidentiality**

- 1) Sikarin promotes awareness of information confidentiality across all employee levels through ongoing communication, training, and integration of confidentiality into corporate discipline and ethical conduct policies.

## **6. Internal Control and Internal Audit**

Sikarin places high importance on its internal control system, both at the management and operational levels. A formal internal control policy is established to ensure that risk management is conducted at an appropriate level and regularly monitored and evaluated in alignment with international standards.

Sikarin has clearly defined the scope of duties and authority in writing. It ensures proper supervision of asset utilization to maximize efficiency and mandates a segregation of duties among those responsible for approval, accounting records, information management, and asset custody. This structure ensures a system of checks and balances for effective oversight.

The Board of Directors ensures the maintenance of an effective internal control system to reasonably

assure the accuracy, completeness, and adequacy of accounting records in safeguarding assets, as well as to identify weaknesses in order to prevent fraud or any material irregularities in operations.

## **7. Intellectual Property**

Sikarin recognizes the importance of respecting intellectual property rights and ensuring the proper use of its own assets, thereby fostering sustainable, ethical, lawful, and fair business practices. To this end, Sikarin has established the following policies and practices:

- 1) The use of work or information from external sources within Sikarin must not infringe upon the intellectual property rights of the original owner, including but not limited to copyrights, patents, trademarks, or trade secrets.
- 2) All software must be used in strict accordance with the licensing agreements of the copyright holders. Employees are permitted to use only officially provided and licensed software. The installation or use of pirated software is strictly prohibited under all circumstances.
- 3) All relevant laws, regulations, and internal policies related to intellectual property must be strictly observed. Employees must avoid any conduct—intentional or unintentional—that could be interpreted as unauthorized use of another party’s rights.
- 4) Company assets must be used responsibly, including tools, equipment, technology, data, networks, and any intellectual property developed by Sikarin. Such assets are to be used solely for work-related purposes. Unauthorized personal use or transfer to external parties is strictly prohibited.
- 5) Any observed or suspected infringement of intellectual property rights, or misuse of Company assets, must be reported immediately through Sikarin’s secure and protected whistleblowing channels.
- 6) Sikarin supports and promotes employee understanding of the value of intellectual property by providing education, training, and internal communication on proper legal and ethical usage.

## **8. Information Technology Security and Risk Management**

Sikarin places great importance on managing information technology (IT) security and mitigating risks associated with cyber threats to ensure stable, secure, and continuous business operations. The primary practices are outlined in four key areas:

### **IT Security Policy**

- 1) Develop comprehensive IT security policies covering all systems, departments, and usage levels, with regular reviews.
- 2) Implement stringent controls over external service providers (Third Party / IT Outsourcing), including Service Level Agreements (SLA), data security requirements, and contingency plans for incidents affecting IT systems.

- 3) Collaborate closely with service providers and monitor compliance with agreements to ensure alignment with Sikarin's policies

#### **IT Risk Management**

- 1) Define roles and responsibilities for teams involved in IT risk management, such as IT Security, Risk Management, and Internal Audit.
- 2) Identify and assess IT and cyber risks, considering likelihood, impact, and significance to business processes.
- 3) Develop Risk Treatment Plans to mitigate impacts and propose appropriate preventive and recovery measures.

#### **IT Risk Control and Guidelines**

- 1) Document standard operating procedures for IT systems, including system access, password usage, data backup, and equipment maintenance.
- 2) Regularly install and update antivirus/malware protection on all devices and systems, enabling automatic updates and alerts for unusual activities.
- 3) Control data access using the principles of "Need to Know" and "Least Privilege" to restrict rights to directly relevant personnel.

#### **System Recovery and Business Continuity (BCP/DRP)**

- 1) Develop Disaster Recovery Plans (DRP) to address cyber threats or system failures, ensuring timely data and system recovery.
- 2) Regularly test system recovery plans, document test results, and implement necessary improvements.
- 3) Integrate Business Continuity Plans (BCP) to encompass cyber incidents, ensuring operational capability during emergencies.

### **9. Supervision of Operations of Subsidiaries and Joint Ventures**

1. Sikarin has a governance mechanism that enables it to control, supervise, manage and be responsible for the operations of its subsidiaries and associated companies as follows:
  - 1) Sikarin sends individuals to represent Sikarin as directors and executives of subsidiaries and associated companies in proportion to their shareholding.
  - 2) Directors and executives of subsidiaries and associated companies have authority and responsibility to control or participate in determining policies that are important to business operations.

- 3) Sikarin sets guidelines for the exercise of voting rights by Company representatives at shareholder meetings of subsidiaries and associated companies in order to be consistent with the proportion of shareholding in subsidiaries and associated companies.
  - 4) Sikarin determines the management structure of subsidiaries and associated companies so that they can control, supervise, manage and be responsible for the operations of subsidiaries and associated companies as if they were a unit of Sikarin.
  - 5) Directors and executives of subsidiaries and associated companies prepare reports summarizing operating results and submit them to the board meeting when requested as appropriate.
  - 6) Directors, executives, employees, or assignees of subsidiaries including the spouses and minor children of such persons are prohibited of using internal information of Sikarin and its subsidiaries.
2. Investment in subsidiaries and associated companies Sikarin has a policy to invest in subsidiaries or joint ventures that support Sikarin's business operations which Sikarin deems will create mutual benefits in order to increase income generating channels and increase Sikarin's profitability. Sikarin will consider the investment proportion. Expected profits are subject to potential risks. and the financial status of Sikarin before deciding to invest in various projects. Such investment decisions must be approved by the meeting. Board of Directors or shareholder meeting (As the case may be) and Sikarin will appoint a representative of Sikarin who is qualified to join the board of directors in that Company to set important policies and supervise the operations of subsidiaries and such associated companies.
  3. Financial control of subsidiaries and associated companies
    1. Subsidiaries and associated companies are responsible for submitting monthly operating results and financial statements. as well as information supporting the preparation of such financial statements of subsidiaries and associated companies for Sikarin. Or report Sikarin's operating results for the quarter or year, as the case may be.
    2. Subsidiaries and associates are obliged to report material financial issues to Sikarin when discovered or requested by Sikarin to investigate and report

## **10. Safety, Occupational Health and Working Environment**

The Board of Directors encourages and supports the creation of a healthy and safe working environment in alignment with Sikarin's policies, relevant laws, regulations, and international standards. This commitment aims to achieve the goal of zero workplace accidents and reduce the risk of occupational illnesses among employees and stakeholders across the business value chain. This approach also promotes continuous improvement in Sikarin's management systems.



1. Sikarin establishes occupational health and safety policies in compliance with applicable laws and regulations, as well as international standards such as ISO 45001 and professional guidelines issued by relevant authorities. These policies ensure that operations are conducted within an effective safety risk management framework and help enhance the well-being and safety of personnel at all levels.
2. Employees are encouraged to assess their physical readiness before starting work and to refrain from performing duties if they are unwell or in a condition that may endanger themselves or others. Sikarin promotes annual health check-ups and encourages employees to report any health conditions that may impact their work directly to their supervisors in an honest and transparent manner.
3. Regular and ongoing risk assessments are conducted across all work areas, covering physical, chemical, biological, and psychological hazards. Sikarin designs and implements appropriate prevention and control measures, such as the installation of protective equipment, improvements to the working environment, and safety training.
4. Supervisors in each department are assigned responsibility for monitoring the safety of their respective work areas. Preventive measures and guidance on workplace accident and hazard avoidance are continuously communicated to employees under their supervision and to relevant parties through appropriate learning tools, such as manuals, video clips, and practical training sessions.
5. Sikarin strictly monitors, follows up, and evaluates the safety performance of each department to ensure alignment with the Group's safety plans and policies. Contingency personnel or backup teams are also designated in advance to ensure uninterrupted operations and continued workplace safety in the event the primary responsible individuals are unavailable.

#### **11. Anti-corruption**

The Board of Directors has established this anti-corruption policy separately from the Group's Corporate Governance and Business Ethics Manual. To show Sikarin's commitment and intent to oppose all forms of corruption

1. Enforce the Anti-Corruption Policy without exception to cover directors, executives, employees at all levels, as well as all individuals involved with Sikarin in all circumstances, reflecting Sikarin's firm intention of zero tolerance toward all forms of corruption.
2. Prohibit all employees from committing or becoming involved in the giving or receiving of bribes, either directly or indirectly, whether to or from government officials, business partners, customers, or any other persons, which may result in unjust gain.
3. Establish guidelines for the giving or receiving of gifts, gratuities, or any form of benefit to ensure they remain within appropriate and customary limits and are verifiable, with complete supporting documentation in accordance with Sikarin's defined procedures.

4. Approve charitable donations only when the purpose is clearly defined, and proceed through a transparent process with verifiable documentation of the donation recipients, in compliance with accounting standards and Company regulations.
5. Provide financial, in-kind, or asset-based business or social support only when there is a clear objective that benefits Sikarin, the public, or society at large, and not as a disguise for any corrupt behavior.
6. Communicate and educate on the Anti-Corruption Policy to internal personnel and external parties — such as contractors, business partners, and service providers — using appropriate media and channels on a regular annual basis.
7. Prohibit the use of Company resources to support political activities or to express political bias in any form, whether through donations, public relations, or direct or indirect political support.
8. Establish secure channels for complaints or whistleblowing related to corrupt behavior, and clearly ensure protection for whistleblowers from retaliation or any form of mistreatment.
9. Impose disciplinary actions on individuals who engage in corruption in accordance with Sikarin’s rules and regulations, which may include legal prosecution if the offense constitutes a criminal act.
10. Conduct regular corruption risk assessments, analyze vulnerabilities, and implement appropriate control measures corresponding to the level of risk.
11. Perform internal audits regularly to ensure that internal control systems effectively support the prevention and detection of corrupt practices.
12. Document the Anti-Corruption Policy and practices clearly and disseminate them to employees at all levels to ensure accurate understanding and proper implementation.
13. Assign line managers the responsibility to monitor, supervise, and evaluate compliance with the Anti-Corruption Policy among employees under their oversight.
14. Integrate anti-corruption principles into Sikarin’s human resource management processes, including recruitment, performance evaluation, promotion, and training.
15. Require all employees to sign a written acknowledgment of the Anti-Corruption Policy to confirm their understanding and commitment to Sikarin’s ethical standards.

**12. Giving or Receiving Gifts and Entertainments**

1. Don't accept, don't give, demand gifts, souvenirs in the form of cash, checks, bonds, stocks, gold, gems, real estate or similar items. With those involved with whom he has contacted and coordinated in both government agencies and private agencies in order to gain illegitimate benefits.
2. Don't accept, don't give or claim property, any kind of gifts or other benefits which lead to omission from performing one's duties.
3. Don't accept, don't give or demand property, things, gifts, or any gifts or other benefits to motivate decision making or results in non-compliance with appropriate and equitable procedures.

4. Do not act as an intermediary in offering money, property, things, or any other benefits to those involved in business, government agencies, or any organization. In exchange for special privileges that should not be granted or cause government officials to refrain from complying rules and regulations and legal practices as specified.
5. Giving gifts during various festivals such as New Year festivals, expressing congratulations on various occasions. This can be done only as a gift. The gift must be at an appropriate price. According to rules and regulations of the recipient's Company or organization, for example, some government agencies set the price of gifts during festivals not to exceed 1,000 baht etc. by giving gifts must specify name in Company name only. And specify clear objectives including having verifiable evidence and disbursing money through procedures according to Company regulations

### **13. Giving Financial Support**

1. Giving or receiving financial assistance or other formats from customers, partners and business partners reasonably with the objective of promoting the brand or Company reputation. It is beneficial to building trade trust ( goodwill) and helps strengthen business relationships and suitable for the occasion.
2. Giving or receiving in the form of money or property as support must be done openly ,transparently and legally. It must not be used as an excuse for bribery.
3. Support may be in the form of money or any other benefit that can be calculated in terms of money, such as accommodation and food, materials and equipment, etc.
4. Providing financial support must have evidence showing that the person requesting the financial support. The financial support has actually been used to carry out activities according to the project for which the financial support was requested. In order for the project objectives to be successful and beneficial to society.
5. Receiving financial support must receive a letter of support to Sikarin and proceed through the process. Approved by an authorized person of Sikarin and must be an activity that truly benefits society. However, reliable evidence must be issued. Specify the purpose and the recipient of the money clearly and can be verified.

### **14. Charitable Donation**

1. Company directors, executives and employees at all levels must be politically neutral. Will not act in a way that is selfish or provide political assistance to people involved in politics, politicians, political parties, or any political power group in every area, every region, and every level.
2. Donation There must be evidence showing that it has been done to support the charitable or public benefit project to be successful according to its objectives. It can be shown that there has actually been a charity or public benefit project and beneficial to society.

3. Form of donation It may be given in the form of money, such as donating money for disaster relief, or donating things or any other benefits that are not monetary, such as donating school supplies to schools to support education.
4. A memo must be prepared for the Donation. Specify the name of the donor and the purpose of the donation along with supporting documents to submit to the supervisor for approval according to the regulations of authority

**15. Political Assistance**

1. Company directors, executives and employees at all levels must be politically neutral. Will not act in a way that is selfish. or provide political assistance to people involved in politics, politicians, political parties, or any political power group in every area, every region, and every level.
2. Directors, executives, employees, employees of the group of companies have the right of freedom to personally participate in political activities under the provisions of the Constitution, laws and related regulations. But must not pretend to be a Company director, executive, or employee or bring any property, equipment, or resources. of Sikarin to use for the benefit of any operation in politics either directly or indirectly.
3. If Sikarin wishes to provide political support to promote the democratic system. Such support must not violate relevant legal principles or be done with the expectation of receiving special returns. In supporting, a memorandum must be made specifying the name of the support recipient and the purpose in support and attach all supporting documents to the Board of Directors for consideration and approval.

**16. Facilitation Payment**

Sikarin has no policy of paying any form of facilitation fee both directly and indirectly. We will not take any action and do not accept any action in exchange for facilitating business operations. If misconduct is found according to Act on Prevention and Suppression of Corruption 2018, Section 128, Sikarin will carry out the steps In accordance with applicable law and Sikarin's regulations.

**17. Report on Corruption**

1. Every employee, when witnessing an action that is considered corruption related to Sikarin, must inform his supervisor or the responsible person and cooperate in investigating various facts. If you have any questions or questions, please consult with your supervisor or a person designated to be responsible for following up on compliance with Sikarin's code of conduct through various channels specified.
2. Sikarin makes a promise to all employees that Employees will be protected from retaliation for honest reports, communications and disclosures.
3. Sikarin has communicated various information related to anti-corruption measures for stakeholders

in various groups have been informed through the channel: Training of new employees, News, Public relations board, Annual report and other methods any appropriate.

4. Sikarin discloses information to relevant parties and various groups of stakeholders through the annual report Company website or other methods as appropriate. To ensure that Sikarin has transparent anti- corruption measures and can be checked. Sikarin will regularly review its anti-fraud and corruption policy to ensure compliance with criteria, laws, and various related guidelines.

#### **18. Channels for Complaints and Reporting of Malpractice (Whistle-blowing Channel)**

Sikarin provides channels for complaints and whistleblowing. To receive complaints, comments, suggestions from stakeholders who have been or are at risk of being affected by corruptionrelated actions of Sikarin's personnel whether directly or indirectly. The committee has assigned the audit committee to consider receiving complaints or clues about corruption. Those who report complaints can report complaints or clues along with their name, address, and telephone number that can be contacted through the following channels:

- Through your supervisor /own agency
- Through the network system within the organization (Intranet)
- Online or Email : [ir.sikarin@sikarin.com](mailto:ir.sikarin@sikarin.com)
- Telephone: 0 – 2366 – 9900 ext. 20908
- By Post: Company Secretary  
Sikarin Public Company Limited  
976 Lasalle Road , Bangna South Subdistrict Bangna District, Bangkok  
10260

The conditions and procedures for considering clues and complaints are specified in the announcement of channels for providing information to Sikarin. which can be accessed by Company personnel in all areas and external personnel. There will be an inspection officer responsible for reporting incidents or clues and must review and improve the process for reporting incidents or clues to be current. As well as coordinating with the Human Resource Department to communicate information about reporting incidents or clues to Company personnel or outsiders. In addition, training is required for personnel who receive reports of incidents or clues on a regular basis. It covers the operating procedures, storage, maintain confidentiality, ethical guidelines and other policies related

#### **19. Measures to Protect those who Report Complaints or Provide Clues**

Sikarin will keep the information of those who make complaints or whistleblowers confidential. This information will be limited to those responsible for investigating complaints. In the case, where the person reporting the complaint or clue is a Company personnel will receive appropriate and fair protection from Sikarin, such as no job demotion, suspension, termination, intimidation, or negative consequences for

employees who refuse to commit corruption. Even though that action will cause Sikarin to lose business opportunities. Sikarin will provide the best protection for the safety of those who report corruption according to the standards set by law. However, You can be sure that Channels for requesting such advice It's a safe channel. Complies with measures to protect and maintain confidentiality. As specified in "Measures against corruption".

President Have a role and duty in exercising discretion and assigning executives who must not be directly or indirectly involved in matters that have been reported to complaints or clues. Perform duties on behalf of using discretion to order protection of the safety of those who report complaints or clues, witnesses, and people who provide information. To protect the safety of such people.

In order to disseminate the anti-corruption policy to Sikarin's personnel. To be thoroughly informed, Sikarin has published the policy through Sikarin's communication channels such as the Intranet (communication channel within Sikarin), Sikarin website. Annual Disclosure Report 56 – 1 One Report, including providing communication to new employees to make them aware of the policy. Sikarin will review the anti-corruption policy every year. To be consistent with business changes.

## **20. Investigation and Punishment**

Sikarin will take disciplinary action against directors, executives, and employees who violate compliance with the anti- corruption policy fairly. There will be disciplinary punishment up to the point of dismissal from work and/or termination from employment. Failure to be aware of this policy and/or related laws. This cannot be used as an excuse for not following this policy as follows:

1. Upon receiving the clue, Sikarin assigned it to the Legal Department, Internal Audit Office and other related agencies to be the person who screens and checks the basic facts. By the Legal Department, Internal Audit Office and other relevant agencies considered the clues and found that the information was sufficient, had data, and was reliable, so proceeded to coordinate the work with the department. Human resources to propose names of the investigative committee Let the Chief Operating Officer consider and continue investigating the facts.
2. During the investigation, the directors, the general manager, the chief operating officer and Audit committee may assign representatives (executives) to report progress periodically to those who can report clues or make complaints.
3. If, after investigating the facts, it is found that the information or evidence has reasonable grounds to believe that the person being accused has actually committed corruption. Sikarin will give the accused the right to, If you are informed of the allegation and give the accused the right. To prove yourself by looking for additional information or evidence that shows that you are not involved with the alleged dishonest act.

4. If the accused person has actually committed corruption, that corruption is considered a violation of the anti-corruption policy, the corporate governance and business ethics manual of the group of companies. It must be considered for disciplinary punishment according to the regulations that Sikarin has set and if there is any corruption against the law. Offenders may be punished by law.
5. When the investigation is finished. The committee investigates and finds out the facts together with the executives of the agency and the agencies involved. Related parties join in considering measures to correct corruption incidents that have occurred, such as improving or adding policies. Company, improving or adding internal controls, changing work methods, etc. By specifying corrective measures in each case along with a time frame for work. To present to the top executives of the parent agency and related agencies to take corrective action according to the specified measures

## 21. Communication and Disclosure of Corruption Information

- **Orientation:** Orientation for directors, executives, and employees covers communication of anticorruption policies and anti- corruption guidelines. The orientation is divided into 2 parts:

1. Orientation for new directors: Sikarin Secretary is responsible for communicating the anti-corruption policy and anti-corruption guidelines.
2. Orientation for new executives and employees: The Human Resources Department is responsible for communicating anti-corruption policies. Corruption and anti - corruption guidelines.

- **Communication:** through a meeting of the management team, notification via public relations board, website, annual report or other methods as appropriate. Related to anti-corruption measures for employees, executives, subsidiaries, shareholders, customers, partners, and all groups of stakeholders. And those involved in business Be informed of the steps for communicating anti-corruption measures and various policies. Any other related They are as follows:

1. Prepare an annual communication plan for anti-corruption policies and measures in written form. The communication plan must cover communication both inside and outside the organization.
2. Establish communication channels such as Company newsletter (Newsletters), billboards (Poster), brochures (Brochure), organizing training (Training) or workshops (Workshop) , etc. To be appropriate for the recipient both inside and outside the organization
3. Post announcements on the employee public relations board regarding news and anticorruption policies so that employees are aware of various events and act in the correct way.
4. Set communication content to cover anti- corruption measures, policy manual and practices guidelines related to Sikarin's expectations. Regarding operations according to anti- fraud and corruption measures. Sikarin will not demote or punish personnel. if they deny corruption and penalties personnel do not comply with such measures.

5. Prepare information about anti-corruption measures as a condition of business contracts. Between Sikarin and the contracting party or customer in order to inform customers from the day we start doing business with each other. In the event that any contracting party discovers such action, it shall notify the other contracting party in writing of such action promptly. and both parties have the right to terminate the business contract. without having to compensate for any damage that may occur
6. What symbols or media are created? that show the policy of anti-corruption in things for customers or business partners, such as during various festivals in business opportunities or in promoting sales of Sikarin
7. Prepare letters or documents to inform all customers and business partners to communicate policies on the matter. Receiving/giving gifts, giveaways, entertaining customers Partner Certification. Receiving/giving things compensation, etc. by reviewing and informing trading partners. This is done during various festivals or during business occasions.
8. Carry out communications according to the annual approved communication plan.

- **Employee Training:** Sikarin will organize training to provide knowledge and a correct understanding of the overall picture of corruption, including policies and guidelines. Managing corruption risks of the organization to executives and employees. So that they can be applied in operations of their own business in an accurate, transparent, and verifiable manner by focusing on providing knowledge and understanding of the procedures and procedures for dealing with issues complaints. To create confidence for employees in reporting incidents and clues to corruption, including another knowledge. Additional related matters: Continuously strengthening and stimulating good conscience among executives and employees in order to maintain themselves within the correct framework and guidelines. With additional training and public relations information through various public relations media. Organizing special activities, etc.

- **Disclosure:** Through the annual report (Form 56-1 One Report), Sikarin's website, or other methods as appropriate. To ensure that Sikarin and its subsidiaries have transparent operations. Can be verified to employees, executives, shareholders, customers, partners, all stakeholder groups and related parties as follows:

1. Sikarin will announce it to all employees. It will be distributed through Sikarin's intranet, including the preparation of brochures. or announcement for general distribution and preparation of various media that show the anti-corruption policy guidelines so that all parties/departments are generally informed.
2. All directors, executives, and employees of the group of companies will receive training. or be informed about the anti-corruption policy on an ongoing basis Especially the form of corruption, risks from participating in corruption, including reporting methods in the case of witnessing or suspecting that corruption has occurred. The knowledge training will be part of the orientation for new employees as well. To create knowledge and understanding of policy implementation and penalties in case of policy violations.



3. policy Anti-corruption for shareholders Outsiders or those interested can know the following channels:

Annual information disclosure report, Form 56-1 One Report

<http://www.sikarin.com>

4. Prepare documents to inform all customers and business partners to communicate policies regarding receiving/giving gifts, giveaways, and customer entertainment. Giving certification to partners, receiving/giving compensation, etc., during various festivals or business opportunities.

**Selection and Evaluation of Company Performance:** Sikarin provides operating procedures for human resource management. In relation to selection Performance evaluation giving rewards as well as promoting employees in a transparent and fair manner.

## **22. Fair Competition Policy**

With Sikarin's commitment to fair competition and delivering quality products and services. Sikarin therefore adheres to strict antitrust and anticompetition policies. Sikarin believes that competition promotes innovation, improves quality and increases options for service recipients. Therefore, Sikarin is committed to conducting its operations in strict accordance with all relevant antitrust laws and regulations. Avoid any agreements or practices that could unlawfully restrain trade or impede competition. Including adhering to creating equality in health care.

## **23. Report on Corruption**

1. Every employee, when witnessing an action that is considered corruption related to Sikarin, must inform his supervisor. Or the responsible person knows and cooperates in investigating various facts if there is any doubt. or questions, please consult with your supervisor or a person designated to be responsible for following up on compliance with Sikarin's code of conduct through various channels specified.
2. Sikarin makes a promise to all employees that Employees will be protected from retaliation for honest reports, communications and disclosures.
3. Sikarin has communicated various information related to anti-corruption measures to inform stakeholders in various groups through the following channels: Training of new employees News public relations board annual report and other appropriate methods.
4. Sikarin discloses information to various groups of stakeholders and stakeholders through the annual report (Form 56-1 One Report), Sikarin's website (Website) or other methods as appropriate to ensure that Sikarin is operating in accordance with transparent anticorruption measures and can be checked. Sikarin will regularly review its anti-fraud and corruption policy to ensure compliance with relevant criteria, laws, and guidelines.

## 24. Supervision, Monitoring and Revision

1. In cases where corruption is discovered through the internal audit process and is deemed urgent and requiring immediate action, the Internal Audit Department is responsible for notifying Sikarin's Chief Executive Officer or the Chief Executive Officer of the subsidiary where the issue has arisen, as well as the Chairperson of the Anti-Corruption Working Committee. The process must follow the procedures outlined in the Internal Audit Manual to ensure that reporting is conducted through the appropriate chain of command to the Board of Directors and the Audit Committee as a special and urgent agenda item. The matter shall then proceed with investigation in accordance with established procedures.
2. In cases where corruption is reported through the whistleblowing channel and considered an urgent matter requiring prompt action, the individual receiving the report must promptly initiate the investigation process. This includes reviewing and screening the matter, appointing an individual or an investigative committee to conduct a fact-finding investigation, and ensuring the matter is included as an urgent agenda item in the relevant meeting.
3. In cases where corruption-related issues are identified by the Anti-Corruption Working Committee, the Chairperson of the Committee is responsible for notifying Sikarin's Chief Executive Officer, in order to escalate the matter through the appropriate channels to the Board of Directors and the Audit Committee as a special and urgent agenda item. The issue shall then proceed with investigation in accordance with Sikarin's prescribed process.
4. The Internal Audit Department is tasked with regularly reviewing the internal control systems, processes, and activities to ensure the effectiveness of control mechanisms in supporting the implementation of the Anti-Corruption Policy. Audit findings shall be summarized and discussed with relevant parties to identify adequate and appropriate corrective and preventive measures and reported to the Audit Committee and the Board of Directors.
5. The Anti-Corruption Working Committee shall review this policy annually or when significant business changes arise, including new investments or other developments that may require amendments. The Committee is also responsible for overseeing and monitoring policy implementation and providing ongoing recommendations. Any necessary amendments shall be made in a timely manner.
6. Sikarin shall regularly review, assess, and improve anti-corruption measures and report the outcomes to the Board of Directors on an annual basis. The aim is to measure effectiveness, improve efficiency, and ensure that the measures remain aligned with potential risk factors in both internal and external contexts.

Code of Conduct for Business is a revised version No. 5 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.

A handwritten signature in blue ink, consisting of a long horizontal stroke followed by a stylized, cursive flourish.

(Mr. Seni Chittakasaem)

Chairman