



Ethics and Corporate Governance Promotion Policy

Principles

Employees are expected not only to possess the knowledge and skills required for their roles but also to demonstrate exemplary conduct, ethical behavior, and a strong sense of responsibility. Employees must avoid any actions or behaviors that could harm colleagues, the Company, or its stakeholders. This policy reinforces the organization's commitment to high ethical standards and sound corporate governance.

Scope

This policy applies to all employees, including management, the Board of Directors, and all individuals involved in the Company's operations. It is applicable both within internal processes and in dealings with business partners, clients, government agencies, and all stakeholders.

Objectives

1. Establish clear guidelines for employee conduct in alignment with ethical principles and good governance.
2. Foster an organizational culture that upholds honesty, integrity, transparency, and accountability.
3. Prevent and mitigate risks associated with misconduct or unlawful behavior that may harm the Company or its stakeholders.
4. Promote fair practices, respect for individual rights, and a zero-tolerance approach to corruption.

Policy Guidelines

1. Implement rules and regulations, as well as related policies, that comply with applicable laws and reflect the Company's values and culture.
2. Encourage and support employees to act with honesty, integrity, and mutual respect, and to actively oppose all forms of corruption.
3. Establish disciplinary procedures and penalty processes that are transparent, verifiable, and fair to all parties.
4. Communicate relevant guidelines and precautions to ensure employees are informed, understand their responsibilities, and consciously avoid inappropriate conduct.

Approved by the resolution of the Executive Committee at its Meeting No. 2/2026 held on August 31, 2026.

– Signed –

Mr. Wiwat Theekhakhirikul

Chairman of the Board