

Code of Business Ethic

Stecon Group Public Company Limited

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1. Introduction

The Board of Directors has established this "Code of Business Conduct" as a guideline for business operations as well as for all directors, executives, and employees in order to adhere to the working practice and ensure transparency, honesty, consideration for stakeholders, and the interests of the company too.

All directors, executives, and employees are requested to study and understand this "Code of Business Ethics" and use it as a basic guideline for performing their duties with dedication, full capacity, and in accordance with ethics and morality.

2. Code of Business Ethics

2.1 Code of Business Ethics

Stecon Group Public Company Limited and its affiliates operate under the Code of Business Ethics, which is set forth as follows:

1) Integrity

The company considers it as important policy to conduct business with integrity, support and encourage the company's directors, executives, and employees to perform their duties with integrity. Be fair and do what is right.

2) Law – Abiding

The company attaches great importance to compliance with the law and strictly complies with the rules and regulations related to business operations. Regulations and guidelines have been established in accordance with the law, rules, and regulations related to business operations.

3) Commitment to Excellence

The company is committed to and promotes the company's directors, executives, and employees to perform their duties with excellence by providing knowledge and capacity development to executives and employees at all levels in order to have knowledge and expertise at work under their responsibilities.

4) Reputation and Morale

The company encourages the company's directors, executives, and employees to be aware of the creation of a good reputation for the company, including pride, morale, and encouragement at work, by jointly not taking any action that may destroy the relationship between each other and cooperating to take necessary action in order to correct or prevent the inappropriate behavior of others.

5) Accountability

The company adheres to the important policy that all directors, executives, and employees are responsible for performing their duties. Perform duties with intention, diligence, and prudence that comply with relevant policy, regulation, and consideration for ethics.

6) Transparency

The company adheres to an important policy in business operations that must be disclosed information accurately, adequately, and appropriately in accordance with relevant law and regulation in terms of supervision and regulation.

7) Equitable Treatment

The company adheres to an important policy that treats all groups of stakeholders of the Company including shareholders, customers, employees, business partners, creditors, debtors, as well as the community and society, fairly and equitably.

8) Social and Environmental Responsibility

The company adheres to an important policy that conducts business with a sense of social and environmental responsibility. In performing their duties, they must comply with the strict principles of the rules and regulations related to environmental protection and climate change, including the implementation of internal and external activities that take into account the community and society at both near and far distances for sustainable and stable business development.

9) Occupational Safety, Health, and Environment

The company recognizes and attaches great importance to the performance of its duties with safety by requiring the implementation of relevant laws and regulations in which strictly comply with industry safety standards. In addition, the company attaches great importance to creating

occupational health and a good working environment in order to enhance the welfare and good health of all employees.

10) Avoidance of Conflicts of Interest

The company adheres to the importance of business operations that take into account the interests of the company. Therefore, shareholders and all groups of stakeholders have established a supervisory mechanism to ensure that the company's directors, executives, and employees perform their duties with integrity by taking into account the interests of the company, preventing conflicts of interest, and ensuring that the operation is transparent and verifiable. Therefore, the company has a clear policy of disclosing the connected transaction in order to strengthen the confidence of shareholders. Investors and stakeholders in the company. The connected transaction or a significant connected transaction must be considered and approved by the Audit Committee and the Board of Directors, term and procedure in accordance with the Notification of the Stock Exchange of Thailand on Disclosure and Conduct of Listed Companies in Connected Transactions B.E. 2546 (2003) or to be amended in the future. Anyway, the company has clearly established guidelines for considering and approving connected transactions. In such inter-party transactions, the transaction must be in accordance with the nature of a normal trading operation, which can compare the price incurred with third party. The company has established guidelines for directors, directors, and directors. Executives and employees are clearly defined.

11) Inside information prevention

The company has established a policy on the use of inside information and securities trading to ensure that the relevant action in the use of inside information and securities trading by the company's directors, executives, and employees is in accordance with the Securities and Exchange Act B.E. 2535 (1992) and related laws to prevent the use of inside information that is material to changes in the price of securities. This is considered to be taking advantage of others and unfair trading, and to ensure that the company's business operations are transparent and fair in accordance with the principles of good corporate governance.

12) Labor Practice and Human Rights

The company recognizes and respects the human rights of the company's directors, executives, employees, and other stakeholders related to the company's business operations.

The company provides rights in accordance with the law and follows international practices or guidelines as recommended by regulatory authorities. The company does not take any action or participate in any act that violates human rights, especially forced labor, illegal employment of migrant workers, child labor, and human trafficking. The company attaches great importance to the equal treatment of employees without discrimination and does not ignore any acts that violate human rights related to the company's business operation.

13) Anti-Bribery and Anti-Corruption

The company adheres to a fair and transparent business operation in which complies with laws and regulations related to business operations. The company's directors, executives, and employees must perform their duties with integrity that are not involved in corruption and any form of giving or accepting bribes. The company has no policy of penalizing individuals who refuse to engage in fraud, corruption, or the giving or receiving of bribes, even if such actions result in the company losing business opportunities.

14) Business Information Confidentiality

The company adheres to the importance of protecting business information confidentiality in accordance with mutual agreements and not disclosing it to other parties for the benefit of others, including not infringing on the confidentiality of others.

15) Fair Business Competition

The company places importance on and promotes fair competition in business, adhering to relevant laws, practices, and guidelines when participating in bidding processes. The company does not engage in actions to set monopolistic pricing, fix prices or terms, and does not participate in bid rigging.

16) Cyber and IT Security

In order to support the rapid development and change in information technology related to business operations and today's competition, the company recognizes the importance of using information technology systems to increase the efficiency and effectiveness of its business operations. In addition, it has established a policy to prevent threats and cybersecurity. Guidelines for directors, executives, and employees are clearly set out. Whether it is backing up, emergency backup system preparation, non-infringement of

intellectual property, management of the data layer, or confidentiality Threat prevention and detection Review of access to personal information, etc.

2.2 Policy and Guidelines Related to the Code of Business Ethics

- 1) Sustainable Business Development Policy
- 2) Good Corporate Governance Policy
- 3) Policy on the use of inside information and securities trading
- 4) Anti-Corruption, Corruption, and Bribery Policy
- 5) Human Rights Policy
- 6) Safety, Occupational Health, and Working Environment Policy
- 7) Environmental and climate change policy
- 8) Personal Data Protection Policy
- 9) Information Technology Computer System Security Policy

3. Code of Conduct for Directors, Executives, and Employees

3.1 Code of Conduct for Directors

Code of Conduct for the Company

- 1) Perform duties based on the principles of morality, ethics, and good corporate governance for the best interests of the company.
- 2) Perform the duty of the Company's directors with responsibility, prudence, dedication as well as apply knowledge, skills, and experience in managing the Company's affairs to the best of their ability.
- 3) Supervise to ensure that the company complies with the law, rules, and regulations related to business operations and in accordance with the principle of good corporate governance.
- 4) Supervise and adhere to the importance of applying sustainable business development practices in business operations in terms of environmental, social, economic aspect and good corporate governance.

- 5) Do not take any action that may cause a conflict of interest to the company, such as not serving as a director in a business with the same characteristics as the company or conducting a business that is competitive with the company, etc.
- 6) Do not seek benefit by using the company's internal information that has not been made to public.
- 7) Do not disclose the company's confidential information to third parties, especially competitors.
- 8) Do not accept or give gifts or any other benefits that may incentivize unfair decision-making.
- 9) Support anti-corruption, corruption, and all forms of giving or accepting bribes.
- 10) Recruit executives with appropriate knowledge, ability, and experience for the best interests of the company.
- 11) Be politically neutral.
- 12) Give importance to not infringing intellectual property such as a patent, copyright, trademark, or any other information, such as not using un-copyrighted software.

Code of Conduct for Shareholders

- 1) Formulate a corporate governance policy that takes into account the rights of shareholders. Promote the exercise of rights, and do not infringe, restrict, or deprive shareholders of their rights.
- 2) Supervise the company to disclose information adequately, accurately, completely, and appropriately with timely manner.
- 3) Supervise all shareholders to be treated equally.

Code of Conduct for Employees

- 1) Adhere to the importance of policy on the development of knowledge, ability, and potential in employees.
- 2) Supervise compliance with laws and regulation in which is related to employees so that employees can receive fairness.
- 3) Supervise the treatment of employees with integrity. Respecting individuality and human dignity in accordance with international human rights principles. Do not discriminate against

any individual either similarity or differences in race, religion, gender, age, education, or any other matter.

- 4) Supervise the company's operation in accordance with the law, regulations, and guidelines related to occupational safety and health to ensure that employees have a good working environment.
- 5) Supervise the provision of channels for employees to complain or report corruption, bribery, illegal acts, codes of conduct, policies, or violations of rights or opinions about business operations, as well as supervise the implementation of whistleblower protection measures.

Code of Conduct for Customers

- 1) Attach importance to quality, honest, and sincere service.
- 2) Attach importance to the policy of disclosure of information about services appropriately, accurately, and completely.
- 3) Attach importance to the preservation of business information and business secrets in accordance with mutual agreement.

Code of Conduct for Business Partners

- 1) The emphasis is placed on treating the business partner with honesty and sincerity.
- 2) Attach importance to the preservation of business information and business secrets in accordance with mutual agreement.

Code of Conduct for Creditors

The emphasis is placed on treating the creditor with honesty and sincerity.

Code of Conduct for Competitors

Adhere to the importance of compliance with fair competition rules and regulations. Do not take any action that reduces or restricts the right to compete in trade.

Code of Ethics for Society and the Environment as a Whole

- 1) Adhere to the importance of the company's operation in accordance with the law, regulations, and guidelines related to the environment and climate change.

- 2) Adhere to the importance of social responsibility by operating in accordance with the law, regulations, and related rules.

3.2 Code of Conduct for Executives

Code of Ethics for the Company

- 1) Perform executive duty based on the principles of morality, ethics, and good corporate governance for the best interests of the company.
- 2) Be responsible, dedicated, and dedicated to the duty of executives by applying knowledge, skill, and experience to manage the company's work into the best of their ability.
- 3) Implement sustainable business development practices in business operations in terms of environment, social, economic aspects, and good corporate governance.
- 4) Do not take any action that may cause a conflict of interest for the company, such as conducting business that is competitive with the company, etc.
- 5) Do not seek profit by using the company's internal information that has not been disclosed to the public.
- 6) Do not disclose the company's business information and business secrets to third parties, especially competitors.
- 7) Do not accept/give a gift or any other benefit that may incentivize unfair decision-making.
- 8) Arrange to take action against corruption and all forms of giving or accepting bribes.
- 9) Manage the efficient use of the company's existing resources and maximize the benefit to the company.
- 10) Monitor the company's performance regularly to ensure that the company's operation can achieve the objective that has been set in which is most efficient and effective.
- 11) Be politically neutral.
- 12) Supervise the work process without infringing on intellectual property such as a patent, copyright, trademark, or any other information, such as not using un-copyrighted software.
- 13) Supervise the management of personal data in accordance with policy and law.

Code of Conduct for Employees

- 1) Require the development of knowledge, ability, and potential in employees.
- 2) Strictly comply with laws and regulations related to employees.
- 3) Provide fair remuneration to employees, both in terms of remuneration and welfare.
- 4) Treat employees with morality, courtesy, equality, and respect for individuality and human dignity in accordance with international human rights principles, religion, gender, age, education, or any other matter.
- 5) Protect employees' personal information. The disclosure of employees' personal information to the public can only be done with the consent of the employee or in accordance with legal process.
- 6) Conduct yourself as an example of the Code of Ethics and encourage strict compliance among executives and employees.
- 7) Comply with laws, regulations, and guidelines related to safety, occupational health, and the working environment in order to ensure the safety of employees in the organization away from any threat, hazard, disease, or risk that may arise from work.
- 8) Employees are informed and comply with the company's policy as well as various operational plans.
- 9) Give employees the opportunity to listen to their complaints and provide fairness to all employees.
- 10) Provide a channel for employees to make complaints or whistleblowing, anti-corruption, corruption, giving or taking bribes, which is a violation of the law or code of conduct, policy, or violation of right or expressing an opinion about business operations, as well as providing measures to protect whistleblowers.

Code of Conduct for Customers

- 1) Provide quality, honest, and sincere service to customers.
- 2) Disclose information about the service appropriately, accurately, and completely.
- 3) Give the customer a chance with fully check the information about the service.

- 4) Give the customer the opportunity to complain if the service is incomplete in order to show the company's responsibility.
- 5) Comply with the condition for the customer fairly.
- 6) Strive for service excellence by continuously improving service quality to meet customer needs.
- 7) Maintain customer information. Not be disclosed to the public without the consent of the customer.
- 8) Keep business information that is received from customers confidential, as well as not disclose it to others for any profit.

Code of Conduct for Business Partners

- 1) Treat suppliers with honesty and sincerity.
- 2) Comply with the condition of fairness to the supplier.
- 3) Maintain partner information and not disclose it to the public without the consent of the business partner.
- 4) Keep business information that is received from the supplier confidential. Do not disclose it to others for the sake of benefit.

Code of Conduct for Creditors

- 1) Treat the creditor with honesty and sincerity.
- 2) Comply with various conditions for the creditor fairly.

Code of Conduct for Competitors

Comply with the rule and regulation on fair competition and do not take any action that reduces or restricts the right to compete in trade.

Code of Ethics for Society and the Environment as a Whole

- 1) Encourage all employees to foresee the importance of social and environmental responsibility by behaving as a good example.

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- 2) Supervise the company's operation in accordance with the laws, regulations, and guidelines related to the environment and climate change that are strictly enforced.
 - 3) Supervise the company to conduct operations related to the importance of social responsibility. The operation is in accordance with the law, regulation, and related rules.

3.3 Code of Conduct for Employees

- 1) Strictly comply with the company's policy, rule, regulation, announcement, and order.
- 2) Comply with the company's strategic plan as well as various operational plans.
- 3) Perform duty with honesty, diligence, and dedication to the work of the company in order to be the best of their ability.
- 4) Build and maintain the company's image in order to make a good reputation with the public.
- 5) Do not disclose confidential information about the company, customer, or business partner to third parties, especially to competitors.
- 6) Do not take any action that causes a conflict of interest for the company.
- 7) Do not seek benefit by using inside information that has not been disclosed to the public.
- 8) Study, seek knowledge, and develop yourself regularly to increase efficiency and effectiveness at work.
- 9) Treat customers, partners, investors, and those related to the company with courtesy, respect, kindness, sincerity, as well as good interpersonal relations.
- 10) Treat colleagues with virtue, courtesy, and equality. Respect for individuality and human dignity is in accordance with the principle of international human rights. Do not discriminate against any person because of their similarity or difference in race, religion, sex, age, education, or any other matter.
- 11) If corruption, giving or accepting bribes, an illegal act to a code of ethics or policy, or a violation of a right is found, the complaint must be notified to the relevant authority through the designated complaint channels immediately.
- 12) Maintain the company's assets and use them correctly to maximize the benefit of their operation.

- 13) Do not use the company's assets for self-benefit or those of others.
- 14) Contribute to the creation of harmony among the participants. Do not take any action that causes a split up among the participants, such as a political, racial, or religious issue, etc.
- 15) Obey and comply with the duty or orders assigned from the superior without going against the law, regulation, announcement, and orders of the company with diligence in order to complete the working target.
- 16) Do not bring a weapon, dangerous substance, or any illegal item into the company's workplace.
- 17) Do not infringe intellectual property such as a patent, copyright, trademark, or any other information, such as the use of un-copyrighted software.

4. Code of Ethics for the Use of Inside Information

In order to ensure that the company discloses information equally to all groups of individuals and takes good care of information that has an impact on the price of securities that cannot be disclosed ("**inside information**" or non-public price-sensitive information), the company has policies and procedures for the use of internal information of the company and its affiliates in which have not been disclosed to the public, as follows:

1. Educate directors and executives about their duty to report their securities holdings, including the acquisition or disposal of securities, to the Securities and Exchange Commission ("SEC").
2. Directors and executives of the company and its subsidiaries, including their spouses and minor children, must prepare and disclose a report on securities holdings as well as a report on changes in the company's securities holdings to the SEC. They must also send a copy of this report to the company on the same day that it was submitted to the SEC.
3. Directors, executives, and employees of the company and its subsidiaries who receive material inside information that affects a change in the price of securities must refrain from trading in the company's securities during the 1 month before the financial statement or internal information is disclosed to the public and also during the 24-hour period after the disclosure to the public. A person involved in inside information must not disclose such information to others until such information has been notified to the Stock Exchange of Thailand.

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4. Directors, executives and employees of the Company and its subsidiaries are prohibited from using inside information of the Company and its subsidiaries that have or may have an impact on changing in the price of the Company's securities in which this information has not been yet disclosed to the public that it has been known in such a position or position for the purpose of buying or selling securities or offering to buy or offer for sale, or soliciting to any other persons for buying or selling or offer to buy or sell the shares or other securities (if any) of the Company whether it is directly or indirectly or not in a manner likely to cause damage to the Company in which such act is done for the benefit purpose of oneself or others or else disclose such fact to others regardless of whether they receive benefit in return.

5. Policy on Stakeholder Care and Treatment

The company has a policy to take care of and take into account the rights of various stakeholders, so the company has established a code of conduct for other stakeholders of the company, including shareholders, customers, business partners, competitors, government agencies, employees, society, and creditors, as well as stipulates that it is the duty and responsibility of the company's directors, executives, and all employees to acknowledge and strictly comply with the guideline. The code of conduct of the company's stakeholders is set forth in the company's employee regulation manual and web intranet.

Treatment of Shareholders

1. The company will stipulate that the shareholders of the company have the right to receive the share certificate as well as the right to transfer the shares. They also have the right to receive adequate, timely, and appropriate information for decision-making. It is also the right of shareholders to attend and vote during the shareholders' meeting to decide on material policy changes for the company, the right to vote and remove directors, the right to approve the appointment of the company's annual auditor, and the right to determine remuneration, including the right to share profit during the shareholders' meeting by the number of equal shares.
2. The company will arrange to record the minutes of the shareholders' meeting as well as disclose the resolution of the meeting to the shareholders and relevant government agencies

in accordance with the guidelines for information disclosure according to relevant law and regulation.

Treatment of Customers

1. The company will disclose the company's information and services to customers in an adequate and appropriate manner. Do not take any action that restricts the rights of the customer or has unfair conditions for the customer.
2. The company must take care of and serve customers equally and treat them with kindness and hospitality.
3. The company will not take any action to control the decision of the customer.

Treatment of the Competitor

1. The company must comply with the law and strictly follow the guidelines and relevant rules of business operation.
2. The company will conduct a fair trade competition with competitors. The company will not take any action that reduces or restricts the right to compete in trade or unfairly disadvantages to a competitor.
3. The company will not illegally seek confidential information from competitors.
4. The company's directors, executives, and employees must be careful in dealing with competitors and their personnel in all cases. Do not disclose the company's secret to fall into the hands of competitors.

Treatment of Government Units

1. The company must comply with law and regulation, rule and guideline which is related to business operations.
2. Liaise or conduct business with government agencies. The company must act with transparency, integrity, and fairness, including refraining from cooperating with or supporting acts against the intention of committing corruption and giving or accepting bribes to government units.
3. The company must cooperate with government agencies in performing its duty as a good citizen.

Treatment of employees

1. The company must treat its employees with regard to the principle of human rights. The company will not take any action that violates human rights, including respecting the rights of individuals and maintaining personal data as required by law.
2. The company will treat all employees equally as well as provide rights and freedoms related to work in accordance with the law and policy of the company.
3. The company must provide appropriate remuneration in the form of a wage, bonus, various benefits, and provident funds, as well as the development of knowledge and work potential such as training, seminars, further education, etc.
4. The company must provide a channel for employees to consult or complain about problems arising from the performance of their duty, any duty that is failure to comply with the company's article or finding acts that constitute corruption or giving or accepting bribes. Employees can consult with or complain to superiors, executives, or through the designated complaint channel.
5. The company must adhere to the policy; hence, the complete success of the work must be accompanied by the safety of everyone. Therefore, it has formulated policies and guidelines that take safety into account as well as provide training, knowledge, and understanding for performing duty.
6. The company must support its employees in performing their duties to the best of their ability with honesty and integrity in accordance with the company's policy, code of ethics, and articles of association.

Social and Environmental Practice

1. The company must conduct business with awareness of the community and society, legal compliance, rules, and regulations that are related to business operations. The company cooperates with relevant agencies for social creation.
2. The company must support operations without infringing on human rights in accordance with the principles of practice that are beneficial to society.
3. The company must attach with the importance of business operations and not infringe on the property or copyright of others or other businesses.

4. The company must be aware of the importance of natural resources, environment and climate change. Require compliance with the laws, rules, and regulations that are related to the protection of natural resources and the environment in order to have at least an impact on society, environment and community
5. The company must require the implementation of safety standards, occupational health, and the working environment.

Treatment of the Supplier

1. The company's procurement must be carried out with fairness and transparency. The company provides information and treats suppliers fairly and equally.
2. The company will maintain the confidentiality of the business information of its business partners and not disclose it to others for the sake of profit.
3. In entering into a contract with the supplier, the company must prepare the contract fairly. The company will not take any action that restricts the rights of its supplier, provides fair conditions for its partner, as well as complies with the terms and conditions between the company and its partners.
4. The company has established policies and guidelines for the selection of suppliers to ensure that the selection of suppliers is systematic, fair, transparent, and verifiable, as well as to support partners who conduct business ethically. Do not commit illegal acts, corruption, or conduct fraudulently in accordance with the company's regulations and procedures for effective procurement, and maintain social and environmental responsibility in order to lead to sustainable growth.

Treatment of the creditor

1. The company must strictly comply with the terms and conditions of the contract, guarantee, or term agreed between the company and its creditor. In the repayment of debt, loans and interest must be responsibility for various collaterals.
2. The company must disclose information accurately, adequately, and appropriately on time to the creditor.
3. The company must notify the creditor in advance if it is unable to comply with the terms of the contract, such as in the case of default or agreed term, as well as jointly consider finding a

solution to such a problem by taking into account fairness to all parties in a reasonable manner.

6. Whistleblowing and the measure of whistleblower protection

6.1 Whistleblowing or complaint channel

In order to ensure that the company has good corporate governance, as well as gives the right to all employees and all groups of stakeholders to report corruption, giving or accepting bribes, an illegal act, the company's code of conduct or policy, a complaint of infringement of right or offering opinion about the company's business operation. The company has provided a channel for whistleblowing and complaints at the following address:

Audit Committee

Address : Stecon Group Public Company Limited

32/59-60 Sino-Thai Tower, 29th-30th Floor, Sukhumvit 21 Road (Soi Asoke)

Khlong Toei Nua, Wattana, Bangkok 10110

e-mail address : auditcommittee@stecongroup.co.th

Phone: 02-610-4900 Ext. 1530

Clue, complaint, and suggestion will be considered and acted appropriately upon on a case-by-case basis, with a process to be taken upon receiving a whistleblower or complaint as well as measures to protect whistleblowers and complainants in investigating the facts. So, all those who involved in are confident that they will not be affected by whistleblowing or complaints, as follows:

6.2 Whistleblowing Procedure

1. The secretary of the audit committee collects and verifies the accuracy and adequacy of information and facts. If it is found that it is a violation of human rights that is related to the company, then the secretary will propose a preliminary action guideline to the Audit Committee.
2. The Audit Committee will consider the complaint submitted by the secretary of the Audit Committee and proceed by appointing a working group or assigning a person to carry out the complaint. Appropriateness is considered on a case-by-case basis.

3. The working group or designated person considers the guidelines for investigating and suppressing human rights violations related to the company and mitigating damage to those affected, taking into account all the overall suffering as well as reporting directly to the Audit Committee.
4. When the process is completed. The working group or the person assigned to report must conclude the case with the Audit Committee and the secretary of the Audit Committee, notify the whistleblower or complainant if they disclose themselves, as well as collect relevant information confidentially.
5. If the matter has an impact on the corporate image or is related to senior management or is a significant issue for the company's business operations, the Audit Committee will consider and present the conclusion to the Board of Directors.

6.3 Whistleblower protection policy

1. Whistleblower, complainant or person who cooperate in investigating the fact can choose not to reveal yourself. If it is deemed that the disclosure will cause any unsafety or damage, but if there is self-disclosure, the company can report the progress, clarify the facts, or mitigate the damage more conveniently and quickly.
2. The Company will consider the information of the whistleblower, complainant or person who cooperates in investigating the fact including confidential related information. Disclosure will be made with care and sparingly as well as take into account the safety and damage of the whistleblower, complainant or person who cooperates in investigating the fact, source of information or related person.
3. In cases where whistleblowers, complainants, or those cooperating in fact-finding investigations feel that they may face safety risks or potential harm, they may request the company to implement appropriate protective measures. The company may also establish protective measures without a request if it is deemed that the situation presents a likelihood of harm or safety concerns.
4. Those who suffer damage will be mitigated through an appropriate and fair process. Those who suffer from damage will be remedied, mitigating damage with appropriate and fair process.

7. Creating awareness of compliance with the Code of Business Ethics

All directors, executives, and employees must understand and sign this Code of Business Ethics in order to serve as a guideline for operation, understand it, and put it into practice. The company has provided this code of conduct to all directors, executives, and employees of the company and has displayed it on the company's web intranet and website. In addition, the company must continue to understand and communicate with all directors, executives, and employees of the company through orientation for directors, executives, and new employees of the company, internal training and seminars, as well as employee meetings, etc.

However, this Code of Business Ethics may not cover all cases of operation. If a case has been raised where it is not possible to decide how to treat it. Initially, please consider the principles of morality and ethics that adhere to international standards or consult with supervisors/executives/company secretaries, as the case may be.

8. Monitoring and ensuring compliance with the Code of Business Ethics

Monitoring compliance with the Code of Business Ethics is the duty of supervisors at all levels, and the Internal Audit Department will evaluate and audit compliance with the Code of Business Ethics on an annual basis.

9. Penalty for Offense

Punishment for offenses will be in accordance with relevant regulations and/or laws.

This Code of Business Ethics was approved by the Board of Directors' Meeting No. 2/2024 on February 27th, 2024, and will be effective from February 27th, 2024 onwards.

Promulgated on 27th February 2024

(Mr. Vallop Rungkijvorasathien)

Chairman of the Board of Directors

Stecon Group Public Company Limited