

Code of Conduct Report 2024

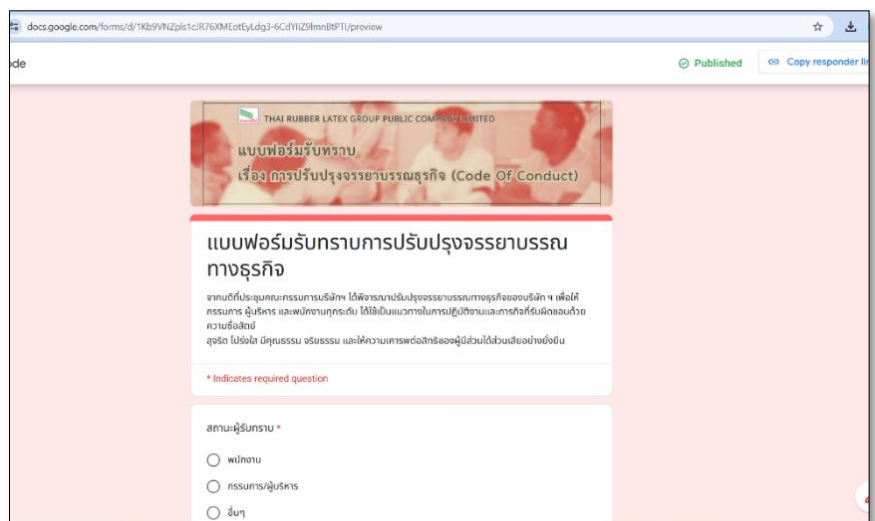
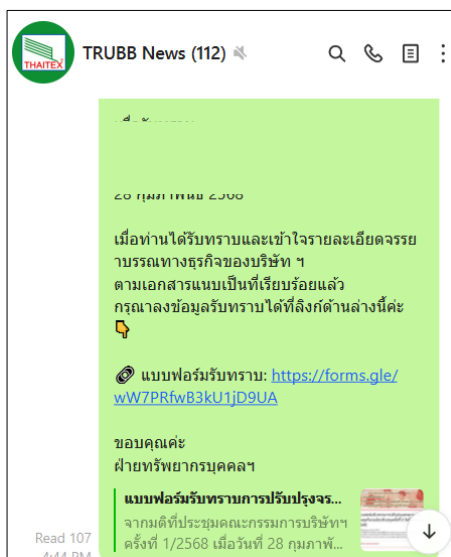
Thai Rubber Latex Group Public Company Limited

Thai Rubber Latex Group Public Company Limited is firmly committed to sustainable business growth under a robust corporate governance framework, effective risk management, and a strong sense of responsibility toward society and the environment. This commitment aligns with the corporate governance principles for listed companies announced by the Securities and Exchange Commission (SEC).

The establishment of a Business Code of Conduct is a key responsibility of the Board of Directors, in line with the principles of good corporate governance for listed companies. Thai Rubber Latex Group Public Company Limited has developed a written Code of Conduct that reflects the Company's objectives, values, vision, and mission. This Code serves as a guideline for directors, executives, and employees at all levels to conduct business with honesty, integrity, transparency, and strong ethical standards. The Company enforces strict compliance with the Code and imposes disciplinary actions in accordance with internal regulations in cases of violation. Compliance with the Code is regularly monitored. Communication and dissemination are carried out through internal information systems (such as the Intranet) and publicly disclosed on the Company's official website. The Code and related practices are reviewed annually to ensure their relevance and alignment with changes in the business environment, circumstances, and applicable laws.

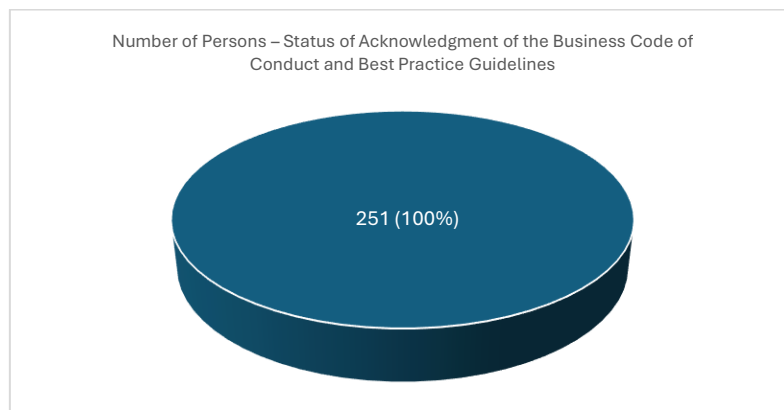
Dissemination and Acknowledgment of the Corporate Governance Policy

The Human Resources Department communicates the code of conduct policy through various internal channels, including email, the company Line group, the MyHR internal system, Google Forms, and the company website. Employees are required to acknowledge and confirm their compliance through these channels, as illustrated below.



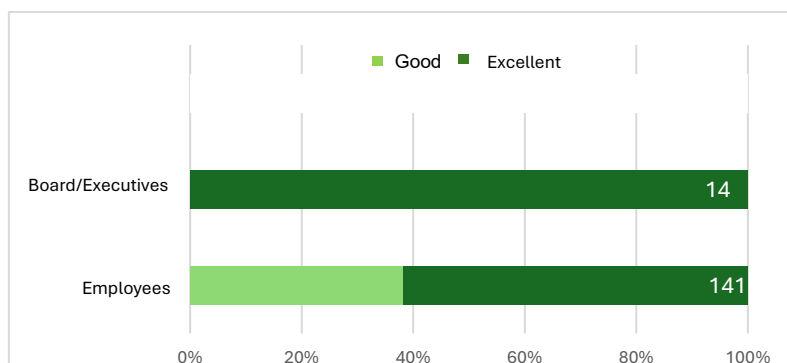
Summary of Acknowledgement via Online System

Group	Total Number	Policy Acknowledged	Not Yet Acknowledged
Monthly Employees	237	237	0
Board/ Executives	14	14	0
Total	251	251	0



Assessment Results Following Policy Acknowledgment (Online System)

Group	Below Standard	Standard	Good	Excellent
Monthly Employees			96	141
Board/ Executives			0	14
Total	0	0	96	155



Training

The Human Resources Department conducted two training sessions on the topic:

“Business Ethics: Building Transparency and a Sustainable Corporate Culture” There were two training batches conducted:

Batch 1: Held on September 18, 2024, with a total of 120 employees participating.

Batch 2: Held on November 22, 2024, with a total of 126 employees participating.

Photographic Highlights from the Training Sessions



Monitoring Results for 2024:

In the year 2024, following the dissemination of the policy and the employee training program on

“Business Ethics: Laying the Foundation for Transparency and Building a Sustainable Organizational Culture,”

- No incidents of Code of Conduct Report