จรรยาบรรณทางธุรกิจ

Code of Conduct









บริษัท ไทยรับเบอร์ลาเท็คซ์กรุ๊ป จำกัด (มหาชน)

THAI RUBBER LATEX GROUP PUBLIC COMPANY LIMITED

Content

	Page
Message from the Board of Directors	1
Business Philosophy	2
Vision	2
Mission	2
Values	2
Code of Conduct	
1. Conflict of Interest Prevention	4
2. Anti-Corruption	6
3. Whistleblowing and Complainant Protection	11
4. Preventing the Use of Inside Information for Personal Gain	17
5. Anti-Money Laundering	20
6. Giving and Receiving Bribes, Receiving Money, Gifts, and Business Entertainment or Other Benefits from Business Associates	20
7. Compliance with Laws, Regulations, and Rules	21
8. Use and Protection of Information and Assets	22
9. Antitrust and Fair Competition	22
10. Information Security and Artificial Intelligence	23
11. Environmental Management	30
12. Human Rights and Fair Labor Practices	30
13. Occupational Safety and Health	31
14. Protection of Business Confidentiality, Internal Information, and Intellectual Property	32
15. Key Sustainability Issues	35
16. Disclosure of Information	36
17. Political Rights and Other Activities	39

Content

	Page
Other Guidelines Related to the Business Code of Conduct	
Policies and Guidelines Relating to Shareholders and Stakeholders	
Conduct and Responsibilities Toward Shareholders	40
Practices and Procedures for Employees	44
Practices and Procedures for Customers	46
Practices and Procedures for Competitors	46
Conduct and Responsibilities Toward Business Partners	47
Conduct and Responsibilities Toward Creditors	51
Conduct and Responsibilities Toward Government Agencies	52
Practices and Measures Related to Community, Society, and Environment	52
Oversight and Promotion of Compliance with the Code of Business Conduct	54
Guidelines and Promotion of Ethical Conduct for Directors and Executives	54
Guidelines and Promotion of Ethical Conduct for Employees	56
Oversight, Interpretation, and Enforcement	57
Disciplinary and Legal Penalties	58
Review and Improvement	58
Letter of Acknowledgment and Cooperation	60

Message from the Board of Directors

Thai Rubber Latex Group Public Company Limited is committed to achieving sustainable business growth under a strong corporate governance framework, supported by effective risk management and a dedicated commitment to corporate social and environmental responsibility. This commitment aligns with the Corporate Governance Code for Listed Companies as set forth by the Securities and Exchange Commission (SEC).

Accordingly, the Company has established a Code of Conduct and best practices to serve as guidelines for directors, executives, and employees at all levels, fostering integrity, honesty, transparency, and ethics in all operations. Furthermore, the Company has embraced artificial intelligence (AI) to enhance operational efficiency and bolster data management, ensuring that our business processes attain the highest standards of precision, transparency, and excellence.

The Board of Directors

Thai Rubber Latex Group Public Company Limited

Business Philosophy

Thai Rubber Latex Group Public Company Limited operates its business under a firm commitment to resource optimization to manufacture products that are environmentally friendly, with quality exceeding internationally recognized standards, including the adoption of new innovations in production to meet consumer needs and align with sustainable global market development.

Vision

To create environmentally friendly products, to provide products of the best quality, and to create sustainable wealth for our shareholders.

Mission

1. Produce environmentally friendly products with quality exceeding international standards to meet the needs and satisfaction of customers.
2. Create quality products that are socially and environmentally responsible.
3. Develop new innovations to create sustainable development value for all stakeholders.
4. Develop personnel to have maximum efficiency and an ESG mindset.

Values

T : Trustworthy - Upholding honesty, keeping promises and acting on words, delivering quality products on time as agreed.

H : High Quality - Produce products with higher quality than the specified standards to achieve maximum customer satisfaction.

A : Accountability - Employees know their duties, are responsible, work diligently, pay attention to their work, deliver work correctly and on time, and dare to face obstacles to ensure that the work is completed according to the goals.

I : Innovation - Initiate new things, think outside the box, be open to new things, continuously improve and develop, dare to try and make mistakes, be curious, and be creative.

T : Teamwork - Employees cooperate with each other in all departments, willingly help each other in all tasks, work together to solve problems with the same goal, accept the opinions of others, and are ready to make corrections and improvements.

E : ESG (Environmental, Social, and Governance) - Drive operations by taking into account the key sustainability issues of the organization and the impact on relevant stakeholders in the areas of responsibility,

in line with international best practices in terms of environmental care, social responsibility, and good corporate governance.

X : Excellence - Focusing on performing duties to excellent standards, being a market leader, developing potential to be prepared in all aspects to create financial and business stability.

Code of Conduct

1. Conflict of Interest Prevention

The Company considers it a crucial policy that directors, executives, and employees do not exploit their positions for personal gain or engage in businesses that compete or are related to the Company. Therefore, the following guidelines are established for directors, executives, and employees of the Company:

Definition

Conflict of Interest means any act that gives rise to a direct conflict with the interests of the Company by conferring benefits upon oneself or related parties, resulting in prejudice or damage to the Company, through the exploitation of one's official position, accessible information, business competition with the Company, or other similar circumstances.

Practices

The Company requires that directors, directors on subcommittees, executives, and employees must not seek personal gain that conflicts with the interests of the Company. Business operations must be for the purpose of maximizing the benefit of the Company. If any conflict arises, those involved or interested in the transaction under consideration must notify the Company of their relationship or interest in such transaction and must not participate in the consideration, including not having the authority to approve such transaction. In this regard, actions that may give rise to a conflict of interest shall include the following:

1. Competition with the Company

Directors, directors of subcommittees, executives, and employees shall not engage in, conduct, or invest in any activities that compete or may compete with the business of the Company and its subsidiaries, whether for personal gain or for the benefit of others, which may be detrimental to the Company, either directly or indirectly. They shall not become partners, shareholders with decision-making power, or executives in businesses that compete or are similar to the Company or its subsidiaries, unless it can be demonstrated that there are mechanisms to ensure that such actions will not adversely affect the Company and that measures are in place to serve the best interests of the Company and its shareholders as a whole.

2. Seeking personal gain from the Company

Directors, members of subcommittees, executives, and all employees should disclose any business or activities conducted personally, with family members, relatives, or dependents that may create a conflict of interest with the Company or its subsidiaries. They should also prepare an annual disclosure of their

interests, both direct and indirect, or any significant changes to previously disclosed information. Examples include:

- Jointly invest or have interests with vendors that do business with the Company or subsidiaries.

- Holding any position or acting as a consultant to vendors that do business with the Company, its customers, or subsidiaries.

- Engaging in the trading of products or services with the Company or its subsidiaries, either directly or through intermediaries.

3. Holding shares or being a director in other businesses.

In the event that directors, directors on subcommittees, executives, or employees hold shares, partnerships, or a significant number of shares, or serve as directors or advisors in other companies, such positions must not lead them to act or refrain from acting in a manner that conflicts with their duties or affects their performance in the Company. If directors, directors on subcommittees, executives, or employees acquired such shares or held directorships in those companies before becoming directors, directors on subcommittees, executives, or employees of the Company, or before the Company engaged in such businesses, or acquired them through inheritance, they must report such holdings to the Company immediately or as soon as possible (as the case may be). In the case of directors, directors on subcommittees, or executives of the Company, they must report to the Company Secretary, who will then report to the Board of Directors and/or shareholders' meeting (as the case may be). In the case of company employees, they shall report to their direct supervisor for further reporting to the Management and the Board of Directors.

Directors, executives, and employees who have a conflict of interest in any agenda item must abstain from voting or not attend the meeting during the consideration of the matter in which they have a conflict of interest.

4. Entering into and Monitoring Transactions with Potential Conflicts of Interest

The Board of Directors must establish measures to monitor transactions that may involve conflicts of interest. The Board must carefully and independently consider the appropriateness of such transactions within the framework of good corporate governance, prioritizing the best interests of the Company as if dealing with external parties. In cases where directors, directors on subcommittees, executives, or employees need to engage in or are involved in transactions where they have a conflict of interest, they must recuse themselves from the consideration of such transactions.

Directors, directors on subcommittees, executives, and employees should avoid transactions that may be considered connected transactions under the regulations of the Capital Market Supervisory Board,

the Securities and Exchange Commission, or the Stock Exchange of Thailand ("connected transactions"), which may result in conflicts of interest with the Company.

In conducting transactions by directors, directors on subcommittees, executives, and employees, or connected persons as defined by the notifications of the Capital Market Supervisory Board, regulations, announcements, orders, or requirements of the SEC Office or the Stock Exchange of Thailand, which fall under the category of connected transactions, directors, directors on subcommittees, executives, and employees must conduct themselves in accordance with the principles, procedures, and regulations regarding the disclosure of connected transactions, the acquisition or disposal of assets of the Company and its subsidiaries, the guidelines stipulated in the Connected Transaction Policy and/or other policies and procedures of the Company, as well as strictly adhere to the accounting standards prescribed by the Federation of Accounting Professions.

In the event that the connected transactions do not comply with the general commercial terms as approved by the Board of Directors, or the nature and size of the transactions are not within the scope of their consideration, the Audit Committee shall consider and provide their opinion before submitting it for approval from the Board of Directors or shareholders, as the case may be, in accordance with the guidelines specified in the Connected Transaction Policy and/or other regulations of the Company.

The Company requires regular training and education on conflicts of interest for directors, executives, and employees, all of whom must strictly adhere to this policy. Any willful violation or gross negligence resulting in damage to the Company shall be subject to disciplinary action in accordance with the Company’s Work Rules and Regulations, commensurate with the severity of the offense.

The Company will disclose transactions involving conflicts of interest and related party transactions in the notes to the financial statements audited by the Company's certified auditors, the annual report, and the Annual Information Form (Form 56-1 One Report) annually.

2. Anti-Corruption

Thai Rubber Latex Group Public Company Limited ("the Company") places importance on conducting business with good ethics by adhering to the principles of good corporate governance with honesty, transparency, verifiability, accountability, responsibility, and caution towards stakeholders, society, and the environment under the Company's Code of Business Conduct. The Company has established an "Anti-Fraud and Anti-Corruption Policy" to serve as a clear guideline for conducting business and developing a sustainable organization. The Company has good practices in accordance with the established

policies, so that directors, executives, employees, workers, and any other person acting for the benefit of the Company will comply with them.

Definitions

Corruption means bribery in any form by offering, promising to give, giving, pledging to give, demanding, or accepting (in the form of money/assets) or any other benefit to government officials, government agencies, private agencies, business partners, customers, and all stakeholders, whether directly or indirectly, in order for such persons to act or refrain from performing their duties in order to obtain or maintain business or recommend business to the company in particular, or to obtain or maintain any other benefit that is inappropriate for the business, except in cases where it is permitted by law, regulations, announcements, rules, local customs, or business practices.

Responsibilities

1. The Board of Directors has the duty and responsibility to establish policies, oversee, and support the anti-fraud and corruption system to be effective, appropriate, and up-to-date. This includes having a process for receiving complaints, whistleblowing, and fact-checking, prioritizing anti-fraud and corruption efforts, and promoting it as an organizational culture.

2. The Audit Committee has the duty and responsibility to review the financial reporting and accounting system, internal control system, and risk management system, as well as to receive whistleblowing reports, investigate the facts, and submit them to the Board of Directors. The Audit Committee also provides advice and monitors compliance with the Anti-Corruption Policy.

3. The Risk Management Committee has the duty and responsibility to oversee, provide recommendations, and support the assessment of risks related to fraud and corruption, as well as to review and monitor related measures appropriately.

4. The Chief Executive Officer and management have the duty and responsibility to establish a system and support the anti-fraud and anti-corruption policy, as well as communicate and create understanding among executives and employees, and promote the implementation of the policy throughout the organization. They are also responsible for ensuring that the system is reviewed to be current and consistent with business operations to ensure that anti-fraud and anti-corruption efforts are carried out effectively.

5. The Internal Audit Department has the duty and responsibility to assess and evaluate risks, provide recommendations on risk mitigation measures and safeguards to the Audit Committee, and be

responsible for inspecting and reviewing compliance with policies, procedures, authorities, regulations, and laws to ensure that appropriate control systems are in place.

6. Employees have the duty to comply with the Company's policies, regulations, directives, and orders, as well as laws related to anti-fraud and anti-corruption, including business ethics and code of conduct; they are also required to report any incident or behavior that may constitute fraud or corruption to their superiors or through the channels designated by the Company.

Practices

1. The Company's directors, executives, and employees must comply with the Anti-Fraud and Corruption Policy and Code of Conduct and must not engage in any act of fraud or corruption, directly or indirectly.

2. Employees and executives of the Company must not ignore or disregard any acts of corruption related to the Company. They must report such acts to their supervisors or responsible individuals and cooperate in the fact-finding process. If there are any doubts or questions, consult with supervisors or designated individuals responsible for monitoring compliance with the Company's Code of Conduct through the designated channels.

3. The Company establishes channels for reporting corruption. It will ensure fairness and protection for employees who refuse to participate in or report corruption related to the Company, using the whistleblower protection measures outlined in the Company's Complaint and Suggestion Policy.

4. The Company must create and maintain a corporate culture that upholds the belief that corruption is unacceptable in both government and private sector transactions.

5. The Company has a risk management committee to assess corruption risks, an internal audit department, and appropriate and effective internal audit processes and internal control systems, including financial processes, accounting, record keeping, and others.

6. The Company regularly reviews its policies, practices, and operations to ensure they are consistent with laws, regulations, or rules relevant to conducting business, including anti-fraud and anti-corruption.

7. Those who commit fraud and corruption are in violation of the Company's Code of Conduct and will be subject to disciplinary action in accordance with the Company's regulations and legal penalties if the act is illegal.

8. The Company places importance on disseminating and promoting knowledge and understanding of anti-corruption to other persons who have to perform duties related to the Company and the Company's stakeholders in order to create good awareness.

Implementation Requirements

1. The Anti-Corruption Policy shall cover the human resource management process from recruitment or selection, promotion, training, employee performance evaluation, and compensation. It shall require supervisors at all levels to communicate and ensure understanding with employees.

2. Any action taken under the Anti-Corruption Policy shall be in accordance with the practices set forth in the Code of Business Ethics, including the Company's relevant regulations and operating manuals, as well as the practices that the Company may establish in the future.

3. For clarity in addressing risks related to fraud and corruption, directors, executives, and employees of the Company at all levels must perform their duties with caution. The following are the guidelines:

3.1 Acceptance or giving of gifts, assets, entertainment, services, expenses, or other benefits, including donations and use of support funds must be conducted transparently and in accordance with the Company's guidelines, relevant laws, and regulations. It must be ensured that such actions are not used for bribery or lead to conflicts of interest

3.2 The giving or receiving of charitable donations or support funds must be transparent and in accordance with the law. It must be ensured that such donations or funds are not used as a pretext for bribery.

3.3 The Company has no policy concerning facilitation payments to government officials to expedite processes.

3.4 The Company maintains political neutrality by refraining from any actions that demonstrate favoritism or support, including the provision of money, assets, benefits, or facilities to political parties, politicians, or politically affiliated individuals. The Company is an organization committed to political neutrality, upholding the law, and the democratic system of government. Furthermore, the Company has no policy of providing political contributions to any political party, either directly or indirectly.

3.5 The Company has a policy regarding the employment of government officials, requiring that such individuals must have vacated their office or officially ceased their status as government officials prior to assuming a position as a director, executive, officer, or permanent employee of the Company. Such employment must undergo proper selection, approval, remuneration determination, and control processes to

ensure that hiring a government official or former government official does not serve as a quid pro quo or reward for securing any benefits that favor the Company, nor impair impartiality and independence in the performance of duties, which could pose a risk of corruption.

- A process must be established to verify the work history and government positions of the aforementioned individuals who assume positions as directors, consultants, executives, or employees of the Company, in order to examine conflicts of interest between the Company group and government agencies, to ensure that the appointment or hiring is not a reward for receiving any other benefit or for favoring the Company.

- The selection, approval of employment, and determination of remuneration for the hiring of government officials for positions at the department manager level and below must be considered for necessity by the President before hiring such government officials.

- The selection, approval of employment, and determination of remuneration for the hiring of government officials for positions at the director and department manager level and above must be carefully considered by the Nomination and Remuneration Committee and submitted to the Executive Committee for approval.

Disseminate the Anti-Corruption Policy

Anti-fraud and corruption efforts are an integral part of our business operations and are the responsibility of the Board of Directors, executives, employees at all levels, and related parties to comply with this Anti-Fraud and Corruption Policy. The Company provides training, consultation, and understanding to directors, executives, personnel within the organization, and related parties regarding anti-fraud and corruption to ensure that personnel and related parties comply with this Anti-Fraud and Corruption Policy. The Company will take the following actions:

1. Communicate and disseminate the Anti-Corruption Policy to personnel through various channels, such as new employee orientation, training or seminars, publicity within the workplace and through electronic systems, and communicate the Anti-Corruption Policy to everyone in the company.

2. Disseminate the Anti-Fraud and Corruption Policy through the Company's communication channels, including the Annual Information Form/Annual Report, the Company's website, and email.

Whistle Blowing Center

The Company encourages employees and relevant stakeholders to report any actions that may be suspected of fraud or corruption directly to the Chairman of the Audit Committee for further review. Reports or complaints can be submitted through the following channels:

1. Notify via email at: Chairman of the Audit Committee

   E-Mail: whistleblower@thaitex.com

2. Notify by mail, addressed to or submitted directly to: Chairman of the Audit Committee,

   Address: Thai Rubber Latex Group Public Company Limited 99/1-3 Moo 13, Bang Na-Trad Road, Km.7, Bang Kaeo Sub-district, Bang Phli District, Samut Prakan 10540, Thailand

3. Whistleblower channel on the website of Thai Rubber Latex Group Public Company Limited.

   Link: https:// www.thaitex.com/contactus

4. Complaint boxes to receive complaints within the company and factories.

In cases where the whistleblower or complainant wishes to file a complaint against the Board of Directors, the matter should be submitted directly to the Chairman of the Audit Committee. The Company will treat the whistleblower with fairness and protect the whistleblower, as well as those who cooperate in reporting fraud, and will keep the information, complaints, and supporting documents of the complainant and the information provider strictly confidential.

Non-compliance with the Anti-Corruption Policy

If directors, executives, and employees fail to comply with the Company's Anti-Fraud and Corruption Policy, they will be subject to disciplinary action in accordance with the Company's regulations. If the act of fraud and corruption is illegal, the offender may be subject to legal penalties

Review, Monitoring, and Improvement

The Company requires that its Anti-Corruption Policy and other related policies be reviewed, monitored, and updated every 1 years. In the event of any material changes, the policies may be revised and improved immediately.

3. Whistleblowing and Complainant Protection

Thai Rubber Latex Group Public Company Limited is committed to conducting business with transparency, accountability, and in accordance with the principles of good corporate governance, business ethics, and relevant laws. We prioritize stakeholders, both internal and external to the organization, who play a vital role in our business operations, such as customers, suppliers, local communities, and those affected

by our operations. The Company has therefore established a Whistleblower Policy to provide a mechanism for stakeholders to report complaints related to fraud, legal violations, or inappropriate conduct. This policy aims to facilitate and build confidence among stakeholders while preventing potential damage to the organization.

Definitions

The Company has a comprehensive system in place, from receiving complaints and conducting fact-finding to concluding the investigation, along with measures to protect complainants and related individuals. This ensures that whistleblowing can be done safely and without pressure or retaliation. Therefore, the following definitions have been established for clarity in the process:

1. "Misconduct" means any act or omission of any person of the Company which is a violation of the law, rules and ethics, including the Company's regulations and rules.

2. "Complaint Reviewer" refers to the Audit Committee or any person or unit assigned by the Audit Committee to investigate complaints received. The Complaint Reviewer is responsible for gathering information, analyzing facts, and conducting investigations in accordance with laws, regulations, rules, and the Company's Code of Conduct.

3. "Company Personnel" refers to directors, executives, and employees of the Company.

4. "Subsidiary" refers to a subsidiary as defined in the consolidated financial statements of Thai Rubber Latex Group Public Company Limited.

5. "Complainant" means any person of the Company, including stakeholders, who have filed a complaint or reported any misconduct that occurs within the Company (Whistleblower).

6. "Stakeholders" refers to individuals or entities that are related to or affected by the Company's business operations, including customers, suppliers, service providers, contractors, business agents, shareholders, and other relevant external parties.

1. Matters for which whistleblowing or complaints are received

1.1 Witnessing fraudulent acts related to the organization, directly or indirectly, such as witnessing bribery or acceptance of bribes by government or private sector agencies or officials.

1.2 Witnessing actions that violate the Company's regulations or procedures or affect the Company's internal control system, leading to suspicion that it may be a channel for fraud and corruption.

1.3 Witnessing actions that cause damage to the Company's interests or harm to its reputation.

1.4 Witnessing illegal or unethical acts, violations of the Company's Code of Business Conduct, as well as other matters such as human rights violations, discrimination, sexual harassment, grievances, or impacts arising from the Company's operations that affect all stakeholders, including vulnerable groups such as children, people with disabilities, women, indigenous peoples, local communities, LGBTQ+, the elderly, and pregnant women.

1.5 Except in the case of complaints that the Board of Directors, the Audit Committee, or the Chief Executive Officer has resolved, decided, or issued a final ruling on, including matters that are being litigated in court or for which the court has issued a final judgment.

Personnel, relevant officials, or external parties who witness or become aware of any information, including those affected by the Company's business operations or by the performance of duties of directors, executives, and employees of the Company that violate or fail to comply with the law or good corporate governance principles, the Code of Business Conduct, policies, and various regulations of the Company, including actions that may indicate fraud.

Complaints must be made in polite language. The complainant may choose to remain anonymous. However, if the complainant chooses to remain anonymous, the complaint should include sufficient factual details or evidence to indicate wrongdoing and corruption to enable further investigation. However, disclosing the complainant's identity will enhance the credibility of the complaint and facilitate communication and the provision of additional information useful for fact-checking. It will also enable the Company to inform the complainant of the outcome of the investigation. The Company will keep the complainant's information confidential. The complaint should contain at least the following details:

(1) Name, address, telephone number, and email address of the complainant for the purpose of notifying the outcome, or the complainant may choose to remain anonymous.

(2) Name and Surname of the accused.

(3) Date of complaint

(4) Date, month, year, and location where the complainant witnessed the misconduct or incident.

(5) Facts or circumstances of the accused that the complainant wishes to report.

(6) Supporting documents for the complaint (if any)

2. Complaint and Whistleblowing Process

Upon witnessing an incident that violates or fails to comply with the law, corporate governance principles, business ethics, policies, or regulations of the Company, including actions that may indicate fraud by directors, executives, and employees of the Company, the complainant may report the matter through the

channels for complaints and whistleblowing. In the case of employees, if such an incident is witnessed, they should first inquire or consult with their supervisor. If they are unsure or uncomfortable doing so, they should report the complainant may report the matter through the channels for complaints and whistleblowing. In the case of employees, if such an incident is witnessed, they should first inquire or consult with their supervisor. If they are unsure or uncomfortable doing so, they should report the matter through the channels for complaints and whistleblowing. The guidelines are as follows:

2.1 If the complaint involves an act that violates or fails to comply with the policies and procedures for personnel, including acts that violate human rights, it shall be submitted to the Human Resources and Head Office Administration Manager.

2.2 If the complaint involves an act that violates or fails to comply with the law, policies, corporate governance principles, the Company's Code of Business Conduct, and regulations, it shall be submitted to the Company Secretary.

2.3 If the complaint is an act that may indicate fraud, which means any act to seek an unlawful benefit for oneself or others, such as embezzlement, corruption, deception, etc., it shall be submitted to the Audit Committee.

Upon receiving a whistleblower report or complaint, the Internal Audit Director will collect and review such complaints to screen the complaint's issues to the person in charge of conducting the investigation. The person in charge will register the complaint by specifying the complainant's name, date, type of complaint, and related information, and also set a date to notify the complainant of the progress.

3. Whistleblowing Channels

The Company assigns the Audit Committee to consider and receive whistleblowing reports, complaints regarding actions that may raise suspicions of illegal activities, violations of the Code of Business Conduct, or behaviors that may indicate fraud and corruption. The following channels have been established for reporting:

3.1 Notify via email at: Chairman of the Audit Committee

E-Mail: whistleblower@thaitex.com

3.2 Notify by mail, addressed to or submitted directly to: Chairman of the Audit Committee,

Address: Thai Rubber Latex Group Public Company Limited 99/1-3 Moo 13, Bang Na-Trad Road, Km.7, Bang Kaeo Sub-district, Bang Phli District, Samut Prakan 10540, Thailand

3.3 Whistleblower channel on the website of Thai Rubber Latex Group Public Company Limited.

Link: https:// www.thaitex.com/contactus

3.4 Complaint boxes to receive complaints within the company and factories.

4. Investigation Procedures

4.1 Upon receiving a whistleblowing report, the Complaint Reviewer will screen and investigate the facts.

4.2 During the fact-finding investigation, the Complaint Reviewer will inform the whistleblower or complainant of the progress periodically. The timeframe for the fact-finding investigation until the completion of the consideration is within 30 days, which can be extended for another 30 days.

4.3 If, upon investigation, the available information or evidence provides reasonable grounds to believe that the accused has indeed committed corruption, the Company will inform the accused of the allegations and grant them the right to defend themselves by providing additional information or evidence demonstrating their non-involvement in the alleged corrupt acts.

4.4 If the accused person has actually committed corruption, such corruption is considered a violation of the Company's Anti-Corruption Policy. The accused person must be subject to disciplinary action and legal proceedings in accordance with applicable laws.

5. Reporting False Information

In the event that the reported information is proven to be false due to the intent to distort the truth or defame others, the complainant who reported the information shall be deemed at fault. If the complainant is an employee, disciplinary action and penalties will be considered in accordance with the Company's regulations and/or relevant legal provisions. If the complainant is an external party and the Company suffers damages, legal action against the complainant may be considered.

6. Disclosure and Reporting

The Company has disclosed channels for whistleblowing or complaints through the Company's website, annual report, and annual information form to enable all stakeholders to contact/complain about any wrongdoing.

Notification of the outcome and reporting of the complaint summary: The Complaint Reviewer will notify the complainant of the outcome, and the Internal Audit Department will report the complaint to the Audit Committee on a quarterly basis.

7. Measures to Protect Complainants and Whistleblowers

Complainants, whistleblowers, or those who cooperate in verifying information will receive the following protection:

7.1 Whistleblowers, informants, or those cooperating in the investigation are not required to disclose their identities if they believe that doing so may jeopardize their safety or have any adverse effects on themselves or their close associates.

7.2 Any information that could identify the complainant, whistleblower, or individual cooperating in the investigation will be kept confidential. The Company will exercise caution as necessary for the purpose of fact-finding, taking into account the safety and impact on the complainant, whistleblower, cooperating individual, and related parties.

7.3 Complainants, whistleblowers, and those who cooperate in verifying information or providing information in good faith will not be subject to disciplinary action and will be protected from actions that cause them to be affected or unsafe, such as intimidation, harassment, detention, work interference, or acts of unfair treatment.

7.4 In the event that the complainant, informant, or person cooperating in the information verification believes that they have been threatened, intimidated, harassed, interfered with their work, or subjected to bullying or unfair treatment, they shall report to the Chairman of the Audit Committee, their immediate supervisor, or the Human Resources Manager immediately. The complainant, informant, or person cooperating in the information verification may request that the Company provide any appropriate additional protection measures.

8. Preventive Measures to Avoid Recurrence

Upon completion of the fact-finding investigation, the Company shall conduct a root cause analysis of the incident and establish preventive measures to avoid recurrence. Such measures may include improving work procedures, enhancing internal control levels, and communicating relevant information to the responsible departments. The Internal Audit Department shall monitor the corrective and preventive actions and report the monitoring results to the Audit Committee at least once a year.

9. Disclosure and Retention of Personal Data

The handling of complaints and whistleblowing reports shall comply with the Personal Data Protection Act B.E. 2562 (2019) (PDPA). Appropriate security measures shall be implemented in accordance

with the Notification of the Personal Data Protection Committee on Security Measures for Data Controllers B.E. 2565 (2022). Personal data must not be used for personal benefit.

10. Review, Monitoring, and Improvement

The Company requires that whistleblowing and complaint-handling policies and procedures, as well as other related policies, be reviewed, monitored, and improved every 1 years, or updated immediately if there are material changes.

4. Preventing the Use of Inside Information for Personal Gain

Directors, executives, and employees shall not seek benefits for themselves or others by using the Company's inside information, such as plans, operating results, resolutions, business projections, results from experiments and research, price quotations, etc. They must also strictly comply with the Company's policies and procedures regarding the use of inside information.

Definition:

"Company" means Thai Rubber Latex Group Public Company Limited and its subsidiaries.

"Company Personnel" means directors, executives, and employees performing duties for the Company.

"Inside Information" means information that has not yet been disclosed to the public and is deemed material information that may affect the Company's securities price, or information intended solely for the Company's internal purposes. This includes, but is not limited to operating results, profit forecasts, dividend payments and dividend announcements, issuance of new securities, borrowings, assets, liabilities, liquidity, and financial condition of the Company, information from unreleased financial statements, acquisitions, investments, and mergers, material litigation, significant commercial contracts, resolutions of the Board of Directors, capital increases and capital reductions; and significant changes in accounting policies.

"Impact on the price of securities" means an impact that causes the price of securities to increase, decrease, remain stable, or support the price of securities.

There are guidelines, procedures, and monitoring for compliance with the policy as follows:

1. The Board of Directors has established a strict policy to prevent insider trading as follows: "Directors, executives, and employees of the Company who have inside information (including related persons such as spouses or cohabitants and minor children) shall not trade in the Company's securities for their own benefit or the benefit of related persons using the Company's information that has not yet been

disclosed to the public from one month prior to the public disclosure of financial statements and should wait at least 24 hours after the public disclosure of information before making such transactions. They must also notify the Company at least one day in advance before buying/selling securities through the Company Secretary or the Secretary of the Board of Directors. The Secretary of the Board of Directors will notify the Board of Directors at least one day in advance. Whenever directors, executives, and employees of the Company who have inside information (including related persons such as spouses or cohabitants and minor children) must buy or sell the Company's securities, they must report the transaction to the Securities and Exchange Commission (within three days) in accordance with Section 59 of the Securities and Exchange Act and other applicable laws and regulations. A copy of such report must also be submitted to the Company Secretary.

2. The Company shall educate its directors and executives regarding their duty to prepare and disclose reports on securities holding and changes in securities holding. In addition, the Company requires its directors and executives to prepare and submit reports on securities holding and changes in securities holding held by: (a) themselves; (b) their spouse or cohabiting partner; (c) their minor children; and (d) any juristic person in which they, their spouse or cohabiting partner, and their minor children collectively hold shares representing more than 30 percent of the total voting rights of such juristic person, to the Securities and Exchange Commission (SEC) pursuant to Section 59, and the penalty provisions under Section 275 of the Securities and Exchange Act B.E. 2535 (1992) (and as amended) and relevant notifications. The Company shall also educate them on reporting the acquisition or disposition of securities pursuant to Section 246, and the penalty provisions under Section 298 of the Securities and Exchange Act and relevant notifications. Furthermore, directors and executives must notify and provide a copy of such submitted reports to the Company Secretary each time, on the same day the report is filed with the SEC. The preparation, timing, and method of submitting reports on securities holding, changes in securities holding, and the acquisition or disposition of securities shall comply with the criteria specified in the Securities and Exchange Act and relevant notifications of the SEC, so that the Company Secretary may compile and submit a report to the Board of Directors on a quarterly basis.

3. The Company requires all directors, former directors, executives, employees, and resigned employees of the Company and its subsidiaries/affiliates to maintain the confidentiality of confidential information and/or inside information of the Company and its subsidiaries/affiliates, as well as the confidential information of their business partners obtained in the course of performing their duties. Furthermore, such persons are strictly prohibited from utilizing confidential information and/or inside

information of the Company and its subsidiaries/affiliates, as well as confidential information of business partners obtained in the course of performing their duties, for any personal gain or benefit in any manner whatsoever, even if such disclosure does not cause damage to the Company, its subsidiaries/affiliates, or its business partners.

4. The Company prevents the misuse of inside information and maintains confidentiality by restricting access to unreleased public information strictly on a need-to-know basis. The data owner (or information custodian) must emphasize to all relevant persons that such information constitutes inside information and/or confidential information of the Company, and that they must strictly comply with this policy.

5. The Company prohibits directors, former directors, executives, employees, and former employees of the Company and its affiliates from disclosing inside information of the Company and its affiliates. Furthermore, such persons are prohibited from using their positions within the Company and/or its affiliates to improperly utilize—or disclose to third parties for their own benefit or that of others, whether directly or indirectly—any inside information or material operational information that they became aware of during the course of their duties at the Company and/or its subsidiaries and which has not yet been disclosed to the public, regardless of whether such persons receive any remuneration or benefit in return.

6. The Company shall establish a disciplinary process for personnel who fail to comply with the Insider Trading Policy. Any person who violates this policy by using inside information for personal gain or for the benefit of others, whether directly or indirectly, and whether or not they receive any benefit, shall be subject to disciplinary action in accordance with the Company's regulations or applicable laws. The penalty will be determined based on the intent of the act and the severity of the offense, and they must also face legal penalties.

7. Disclosure of the Company's inside information and confidential information must be made solely by authorized Company personnel. General employees who are not authorized to disclose information are strictly prohibited from doing so. If asked or requested to disclose information for which they have no disclosure authority, they must direct the inquirer to the designated authorized personnel, ensuring that all information provided is accurate and correct.

8.The Company will monitor compliance with the policy, and the results of such monitoring will be disclosed in the Annual Information Form (Form 56-1 One Report).

5. Anti-Money Laundering

The Company adheres to the principles and laws related to the prevention of money laundering. The Company has established practices to prevent its directors, executives, and employees, as well as those of its subsidiaries, from engaging in money laundering or other financial crimes.

Practices

1. Before conducting any transactions with counterparties, it should be ensured that the source of funds is legally obtained.

2. Verify account numbers before making any transfers. Do not transfer funds to unknown accounts or accept transfers with unusual payment patterns.

3. In the event of any unusual transactions, the supervisor must be notified immediately.

6. Giving and Receiving Bribes, Receiving Money, Gifts, and Business Entertainment or Other Benefits from Business Associates

The Company aspires to conduct its business fairly and competitively. However, entertainment, gift-giving, and gift-receiving, in accordance with customary practices, are deemed appropriate to maintain good relationships. The following guidelines are established:

1. Directors, advisors, executives, and employees of the Company are prohibited from soliciting gifts, assets, entertainment, or any benefits from customers, business partners, contractors, suppliers, and those involved in the Company's business that may create an incentive or lead to improper business decisions.

2. Directors, advisors, executives, and employees of the Company are prohibited from offering gifts, assets, entertainment, or any benefits to government officials, customers, business partners, and external parties doing business or dealing with the Company in order to induce improper conduct or to agree to concessions in inappropriate business agreements that may violate relevant laws and customs.

3. Directors, advisors, executives, and employees of the Company are prohibited from accepting gifts, assets, items, souvenirs in the form of cash, checks, bonds, shares, gold, jewelry, real estate, any gratuity, or any benefit personally as an inducement to neglect their duties. Before accepting any souvenir, it should be ensured that it is in compliance with the law, regulations, and the Company's Code of Business Ethics. The value of assets, gifts, or souvenirs given in the course of business should be as specified in the authority manual. Evidence of verifiable expenses should also be provided.

4. Directors, advisors, executives, and employees of the Company are prohibited from giving gifts, assets, items, souvenirs in the form of cash, checks, bonds, shares, gold, jewelry, real estate, any gifts, or any benefits personally to induce decision-making or to cause the recipient to not comply with the same business practices as other trading partners or those with whom the Company does business or related parties with whom they have contacted, except during festivals, in an appropriate value, and not related to business commitments, and given on behalf of the Company openly and not secretly. Giving gifts on occasions or special occasions must not be excessive in value.

5. In the event that agents, counterparties, partners, or any other person wishes to give gifts, souvenirs, or business entertainment on behalf of the Company, approval must be obtained from the Company in advance.

6. If an employee receives a gift on a customary occasion that is of unusually high value from a business associate of the Company, the employee shall report it to their supervisor and deliver such gift to the Human Resources and Administration Department.

7. Refrain from acting as an intermediary in offering money, assets, items, or any other benefits to individuals associated with the business, government agencies, or any organizations in exchange for undue privileges or to induce government officials to neglect their duties or violate established laws, regulations, rules, and legal practices.

8. Giving gifts, assets, items, or spending on business entertainment and other expenses related to compliance with business contracts can be done if done transparently, reasonably, and disclosed. It must not be done with the intention of dominating or rewarding any person in order to gain any advantage and must be in accordance with the authority manual.

9. Sales promotion remuneration must not be a bribe to secure a business agreement and must not be received for the benefit of any individual. It can only be received in cases where it is given and received between companies.

7. Compliance with Laws, Regulations, and Rules

The Company places great importance on complying with laws, regulations, and rules related to business operations. It also studies, monitors, and understands current and future laws that impact the Company's operations. The Company has established the following guidelines:

1. Executives and employees must perform their duties responsibly, cautiously, honestly, and with integrity by complying with policies, regulations, rules, and relevant laws in conducting the Company's business.

2. The Company will comply with the regulations, announcements, and rules of the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC).

3. The Company will comply with the principles of good corporate governance as set forth by the Stock Exchange of Thailand (SET).

4. All executives and employees must strictly comply with the regulations, rules, announcements, and lawful orders issued by their supervisors within the scope of their duties.

8. Use and Protection of Information and Assets

1. Protection of Company Assets

The Company encourages directors, executives, and employees to use the Company's resources and assets most efficiently to enhance competitiveness and provide good service to customers. The following practices are established:

- The Company's assets and resources must be used economically and for maximum benefit, and not for personal gain or for the benefit of outsiders.

- Must work together to take care of any company assets to prevent deterioration, damage, or loss, or use them for the wrong purposes, seeking unfair benefits, both directly and indirectly.

2. Document Preparation

- All documents must be prepared honestly, carefully, and in accordance with established standards.

- Forgery of company documents, reports, or records is strictly prohibited.

- Ensure that important company documents are kept complete and in accordance with the time periods specified by law or relevant regulations. When the retention period has expired, the relevant employees must ensure that the documents are destroyed appropriately.

9. Antitrust and Fair Competition

The Fair Competition and Anti-Unfair Competition Policy of Thai Rubber Latex Group Public Company Limited focuses on conducting business with transparency, ethics, and supporting free competition in the natural rubber market. The Company is committed to strictly complying with trade laws and opposing all forms of unfair practices. The main policy is to compete freely, fairly, and not seek an advantage through illegal or unethical means. Guidelines for dealing with competitors have been established as follows:

1. This includes avoiding collusion with competitors that could lead to unfair agreements that restrict market competition. Such actions often harm consumers and the overall economy.

2. Not abusing market power unfairly and improperly to create unfair advantages, such as setting unreasonably high prices or predatory pricing, and obstructing competitors by refusing to trade.

3. Providing accurate and fair information, communicating information without distortion, and not creating misunderstandings with competitors to maintain good relationships and promote fair competition.

4. Respect for intellectual property by protecting intellectual property such as patents, trademarks, copyrights, and trade secrets, which helps build credibility, mitigate legal risks, promote innovation, and support fair competition in the market.

5. Having a system for reporting unfair practices. The Company places importance on communicating this policy to employees and business partners, as well as providing regular training to create understanding and drive fair competition in the rubber industry sustainably.

10. Information Security and Artificial Intelligence

1. Principles and Objectives

The Company is committed to conducting its business with honesty, integrity, transparency, and accountability, while respecting the rights of stakeholders. The Company recognizes that information technology, data, and Artificial Intelligence (AI) are key factors in supporting business operations, decision-making, and organizational innovation.

The Company therefore establishes a code of ethics for the use of information technology, data, and AI to ensure that employees, executives, and relevant parties use technology appropriately, properly, securely, and ethically, in compliance with applicable laws, regulations, Company policies, and relevant international standards.

These principles cover the use of technology and data throughout their entire life cycle, from collection, access, processing, storage, sharing, analysis, development, and deployment to monitoring, auditing, and decommissioning.

2. Ethical Use of Information Technology

Employees and relevant parties must use the Company's computer systems, networks, software, devices, and information technology resources for authorized business purposes and must not use such resources for any illegal or unethical activities or activities that may cause damage to the Company, its personnel, customers, business partners, or other individuals.

Employees must

1. Use information systems in accordance with their authorized access rights and assigned responsibilities.

2. Maintain the confidentiality of usernames, passwords, access tokens, API keys, and other system access credentials.

3. Not disclose login credentials to any other person.

4. Not access, modify, copy, download, or disclose any information for which they do not have authorization.

5. Not install unauthorized software, applications, AI tools, or devices.

6. Not circumvent or compromise system security measures.

7. Not use information systems for illegal, fraudulent, harassing, or otherwise harmful activities.

8. Use IT resources appropriately, efficiently, and responsibly.

3. Information Security

The Company places great importance on maintaining the confidentiality, integrity, and availability of information, as well as preventing unauthorized access, use, disclosure, alteration, loss, or destruction of data.

The Company manages information security with reference to ISO/IEC 27001 guidelines and other relevant standards, while conducting risk assessments, implementing controls, monitoring, and continuously improving its practices.

Employees must

1. Maintain the confidentiality of information belonging to the Company, customers, business partners, and stakeholders.

2. Use information only for authorized purposes and within the scope of their granted access rights.

3. Store and transmit information using methods appropriate to its level of sensitivity.

4. Not transmit sensitive information through unauthorized channels.

5. Comply with requirements concerning data backup, retention, and destruction.

6. Promptly report any abnormal events or information security incidents to the responsible personnel.

4. Data Ethics

The Company recognizes that data is a valuable organizational asset and that the ethical use of data is fundamental to maintaining trust in business operations.

The collection, use, analysis, storage, or disclosure of data must

1. Have a clear and lawful purpose.
2. Use only the data necessary and appropriate for the intended purpose.
3. Maintain the accuracy and reliability of data.
4. Restrict access to data based on job responsibilities and necessity.
5. Respect the privacy rights of data subjects.
6. Comply with applicable laws and requirements concerning personal data protection.
7. Not use data for discrimination, exploitation, or causing unjustified harm.
8. Not distort, conceal, or alter data to improperly benefit any individual.

5. Artificial Intelligence Ethics (AI Ethics)

The Company is committed to adopting AI to improve efficiency, support decision-making, and drive business innovation, while taking into account responsibility, safety, fairness, transparency, and impacts on stakeholders.

The use of AI must comply with the following principles

1) Responsible Use of AI: Users must use AI appropriately in accordance with the purpose and risk level of the task and must not use AI to

- Engage in illegal activities or activities that violate the Company's code of ethics
- Create or disseminate false information with the intent to deceive
- Create content that infringes on the rights of others
- Use data to discriminate or create unfairness
- Access data or systems without authorization
- Cause damage to the Company, customers, business partners, employees, or other individuals

2) Human Oversight and Human Accountability: AI is a tool that supports work and decision-making; its use does not absolve users or process owners of their responsibilities. Users must verify the accuracy, appropriateness, and potential impacts of AI-generated outputs before using them, particularly when such outputs may affect finance and investment, customers and business partners, employees, safety, personal data, legal compliance, or significant business decisions. Process owners remain accountable for outcomes and decisions, even when AI is used as a supporting tool.

3) Accuracy and Verification of AI Outputs: Employees must be aware that AI may generate inaccurate, incomplete, outdated, or biased information. Therefore, before using AI-generated

outputs for important tasks, they must verify their accuracy against appropriate sources and must not automatically treat AI outputs as facts.

4) Transparency and Traceability: The Company supports the use of AI that can be appropriately audited and monitored according to its risk level. For critical AI systems, the Company should maintain appropriate information regarding

- The purpose of the system
- The system owner or person responsible
- Data sources
- Methods of use
- System limitations
- Associated risks
- Testing and assessment results
- Significant changes to the system

5) Fairness and Bias Prevention: The Company does not support the use of AI that causes discrimination or unfairness. Before implementing AI in processes that may affect individuals, the risks of Bias and Discrimination must be considered, and appropriate measures must be taken to mitigate such risks.

6) Personal Data Protection: Personal data or confidential Company information must not be entered into external AI systems unless authorization has been obtained and the relevant security, privacy, and risk assessments have been completed. The use of personal data in conjunction with AI must comply with applicable laws and the Company's personal data protection policies.

7) Confidentiality When Using Generative AI: Employees must not enter the following information into Public AI or unapproved AI Services, such as

- Confidential business information
- Customer and business partner information
- Personal data
- Confidential financial information
- Source code or credentials
- Passwords, API keys, or access tokens
- Contract information or documents subject to disclosure restrictions
- Any other information designated by the Company as Confidential or Restricted

unless the relevant system has been approved and appropriate security measures are in place.

8) Intellectual Property and Copyright: The use of AI must respect intellectual property, copyright, trademarks, patents, trade secrets, and the rights of others. Employees must not use AI to copy, modify, publish, or create works that infringe on the rights of others, and must appropriately verify the rights to use AI-generated content or information for commercial purposes.

9) AI System Security: AI systems must be designed, developed, procured, and used with Cybersecurity and Information Security in mind. Appropriate controls must be implemented, including measures to address risks arising from attacks or the misuse of AI.

10) AI Risk Management: Critical or high-risk AI systems must undergo a risk assessment before deployment. Reassessments should be conducted when significant changes occur. Assessments should consider risks relating to data, privacy, Cybersecurity, Bias and Fairness, output accuracy, transparency, impacts on individuals and businesses, applicable laws and requirements, and risks associated with external service providers.

6. Use of AI from External Service Providers and Third Parties

The procurement of AI software, AI platforms, Cloud AI services, APIs, or AI services from third parties must undergo the Company's procurement process and risk assessment in accordance with its policies. Before use, at a minimum, the following aspects should be considered- ความมั่นคงปลอดภัยของข้อมูล (Information Security)

- Information Security
- Privacy and Data Protection
- Data Retention
- Data Usage and Training
- Intellectual Property
- Service Availability
- Incident Management
- Business Continuity
- Vendor Risk
- Contractual Obligations

External service providers must not be permitted to access data or systems beyond what is necessary to provide the services.

7. Development and Deployment of AI Systems

AI systems developed by the Company or jointly with external service providers must have clearly designated responsible parties and should be subject to controls throughout the system life cycle, from planning (Plan) → assessment (Assess) → development/acquisition (Develop/Acquire) → testing (Test) → approval (Approve) → deployment (Deploy) → monitoring (Monitor) → review (Review) → retirement (Retire). Testing and suitability assessments must be conducted before actual deployment, in accordance with the system's risk level.

8. Reporting AI-Related Incidents and Concerns

All employees are responsible for reporting incidents or concerns related to IT, Data, or AI when they encounter events such as

1. Data leakage
2. Unauthorized system access
3. Unauthorized use of AI
4. Abnormal or potentially risky AI outputs
5. Use of AI that may result in discrimination
6. Personal data breaches
7. Copyright or intellectual property infringement
8. Cybersecurity attacks
9. Use of AI or technology in ways that violate the Company's code of ethics

The Company will investigate, assess the impact, and implement corrective actions in accordance with established Incident Management procedures.

9. Training and Awareness

The Company will promote employees' knowledge and awareness of

1. Information Security
2. Cybersecurity
3. Data Protection
4. Data Ethics
5. AI Ethics
6. Responsible AI
7. Generative AI
8. AI Risk

9. Phishing and Social Engineering

10. Deepfakes and AI-enabled Threats

Training or awareness-raising activities will be provided as appropriate to employees' roles and risk levels.

10. Governance and Review

The Company will designate personnel responsible for overseeing IT, Data, and AI, with duties that include monitoring compliance with the code of ethics, policies, and relevant standards.

The Company will periodically monitor, assess, and review these guidelines to ensure alignment with

1. Applicable laws and requirements

2. Evolving technologies

3. Cybersecurity risks

4. AI risks

5. International guidelines and standards

6. The organization's context and risks

The Company will emphasize continuous improvement in accordance with the principles of relevant management systems.

11. Responsibilities of Employees and Relevant Parties

Employees, executives, contractors, and individuals authorized to access the Company's information systems or AI must

1. Comply with the relevant code of ethics, policies, and procedures.

2. Use Technology, Data, and AI responsibly.

3. Maintain the confidentiality and security of information.

4. Verify the accuracy of information or AI-generated outputs, as appropriate, before using them.

5. Not use AI or technology for illegal or unethical purposes.

6. Promptly report relevant incidents or concerns.

7. Cooperate in investigations, risk assessments, and system improvements.

8. Be accountable for the use of systems and data within their authorized access rights.

****Violations of this code of ethics may result in disciplinary action in accordance with the Company's regulations and applicable laws.**

11. Environmental Management

The Company is committed to conducting its business with responsibility toward the environment and natural resources. Directors, executives, and employees shall adhere to the following practices:

1. Strictly comply with applicable environmental laws, requirements, and standards, while supporting the prevention and reduction of environmental impacts at the source and applying the precautionary principle where risks may result in significant impacts.

2. Use energy, water, raw materials, and natural resources efficiently and responsibly; minimize waste; promote reuse, recovery, and circular economy practices; and support technologies and processes that help reduce environmental impacts.

3. Prevent and reduce pollution arising from operations, including the appropriate and safe management of chemicals, waste, wastewater, emissions, and related impacts, in order to prevent adverse effects on employees, communities, the environment, and ecosystems.

4. Support greenhouse gas emissions reduction and climate change mitigation and adaptation by promoting energy efficiency, the use of energy sources with lower environmental impacts, and preparedness for climate-related risks.

5. Avoid and minimize impacts on forests, biodiversity, and ecosystems, while emphasizing responsible sourcing of raw materials by considering their origins, land use, and environmental risks throughout the supply chain.

6. Encourage suppliers, contractors, and business partners to operate in an environmentally responsible manner and comply with applicable laws, requirements, and standards, while working together to improve environmental performance throughout the value chain.

7. Foster environmental awareness and responsibility among personnel at all levels, making resource efficiency, pollution prevention, and environmental protection integral parts of daily operations.

8. Report environmental information and incidents accurately, transparently, and promptly, without concealing, distorting, or disregarding any information, incidents, or risks that may adversely affect the environment or stakeholders.

12. Human Rights and Fair Labor Practices

Non-Violation of Human Rights and Non-Discrimination

The Board of Directors respects human rights and establishes the following guidelines:

1. The Company and its employees shall treat one another with courtesy and mutual respect. Regardless of their work location or position, all employees must be treated equally, provided with equal opportunities to learn and fully develop their potential, and granted the freedom of expression, provided that such expression does not infringe upon the rights and freedoms of others under the provisions of the law.

2. Promote, protect, and encourage respect for fundamental human rights at all levels. No individual shall be subject to unfair treatment or discrimination based on race, religion, ethnicity, skin color, gender/sexual orientation, age, physical appearance, language, political opinion, property, or any other characteristic protected by law.

3. Directors, executives, and employees have a duty and responsibility to uphold rights in accordance with social norms and international standards wherever the Company operates, ensuring that business operations do not participate in, contribute to, or fail to prevent any act of human rights violation or discrimination.

4. Fair and Transparent Employment: Provide fair and clear employment terms and contracts in a language understood by employees, ensuring that employment is voluntary and terms are agreed upon from the outset. Uphold the principle of strictly prohibiting the charging of recruitment fees to migrant workers, and refrain from withholding personal identification documents, such as passports or work permits.

5. No Child Labor and Forced Labor : Strictly prohibit the employment of child labor below the minimum legal working age (under 15 years of age). Oppose all forms of forced labor, coercion, harassment, human trafficking, and exploitation throughout the entire business value chain.

6. Equality and Equal Treatment of Labor : Treat all employees equally and fairly—both Thai and migrant workers in comparable roles—without discrimination. Support freedom of expression, freedom of association, and the right to collective bargaining in accordance with applicable labor laws.

7. Fair Compensation and Benefits : Provide fair wages, remuneration, and benefits consistent with living standards and applicable labor laws. Ensure fair performance evaluations and career advancement opportunities, and provide statutory benefits along with supplementary welfare programs to enhance the quality of life for all employees.

13. Occupational Safety and Health

The Company's Board of Directors places great importance on occupational safety, health, and the working environment and has established the following guidelines:

1. Conduct business in compliance with laws, regulations, and policies on occupational safety, health, and the working environment, taking into account the safety of life and property and the health

impacts on employees, business partners, and stakeholders, while ensuring continuous monitoring and evaluation.

2. Promote workplace safety by establishing rules, procedures, and safe work standards, as well as continuously improving working conditions and the work environment to maintain a safe workplace.

3. Employees must comply with occupational safety, health, and working environment laws and other relevant requirements, applying them to the work performed in each department to ensure that hazards are controlled and impacts on employees or personnel working within the Company are minimized.

4. Establish preventive measures and work instructions to prevent injuries and work-related illnesses arising from activities within the Company, with an emphasis on enhancing management systems through continuous improvement.

5. Establish an emergency management system by developing response plans and conducting regular drills to ensure the safety and preparedness of employees and personnel working within the Company, as well as the surrounding communities and society.

6. Support employee development to enhance their knowledge and promote activities related to occupational safety, health, and the working environment, fostering awareness at all levels so that employees perform their duties correctly and safely.

7. Promote and encourage the participation of employees and personnel working within the Company in occupational safety, health, and working environment initiatives.

8. Provide adequate resources and budgets to establish, develop, and continuously enhance the occupational safety, health, and working environment management system to meet or exceed established standards.

9. Provide and promote the use of standardized personal protective equipment (PPE) appropriate to the risk levels of different types of work, while ensuring that it is worn correctly, strictly, and consistently.

10. Establish strict risk control and prevention measures for work involving hazardous chemicals, machinery, and high-risk activities to prevent hazards, serious accidents, and occupational diseases.

11. Promote a safety culture and proactive reporting by implementing risk assessment systems, monitoring workplace conditions, and requiring all employees to report unsafe conditions or behaviors so that corrective and preventive actions can be taken promptly.

14. Protection of Business Confidentiality, Internal Information, and Intellectual Property

The Company considers all directors, executives, and employees to have a duty and responsibility to strictly safeguard the Company's confidential information, particularly material non-public information

that may affect the Company's business operations or securities prices. Accordingly, directors, executives, employees, and related parties must not use inside information for their own benefit or the benefit of others in securities trading, nor disclose confidential or business-related information to competitors or external parties, even after they cease to serve as directors, executives, or employees of the Company.

1. Guidelines and Measures to Prevent the Misuse of Inside Information and Business Confidentiality

1.1 Securities Holdings Reporting

Directors, executives, and employees with access to inside information, as well as their spouses or persons living together as husband and wife, and their minor children, are required to report changes in their holdings of the Company's securities in accordance with Section 59 of the Securities and Exchange Act within 3 business days from the date of purchase, sale, transfer, or receipt of a securities transfer.

1.2 Restriction of Information Access

Access to inside information must be restricted to individuals who require such information for the performance of their duties. The authority and responsibilities of individuals authorized to disclose the Company's information must be clearly defined.

1.3 Securities Trading Blackout Period

Directors, executives, and relevant employees must be notified via email or the Line application that they are prohibited from purchasing, selling, transferring, or receiving transfers of the Company's securities, and from disclosing inside information or financial statements, for a period of at least 1 month before the financial statements are publicly disclosed. They should wait at least 24 hours after the information has been publicly disclosed before conducting any transactions.

1.4 Information System Security

Strictly comply with the Company's IT Security regulations governing computer systems and information security.

1.5 Prohibition of Improper Use for Personal Gain

Refrain from using the Company's inside information, trade secrets, production formulas, or commercial information for personal gain or for the benefit of others.

1.6 Disclosure of Authorized Information Only

Do not disclose information without authorization, unless approval has been granted by an authorized person or the information has already been officially made available to the public.

1.7 Continuing Obligations After Termination

Do not disclose confidential information, customer or business partner information, chemical formulas, production processes, or business-related information to external parties or commercial competitors, even after ceasing to serve as a director, executive, or employee of the Company.

2. Policy on and Protection of Intellectual Property Rights

2.1 Legal Compliance

Conduct business in compliance with applicable laws, regulations, and contractual obligations relating to all types of intellectual property.

2.2 Protection of the Company's Rights

Safeguard the Company's works, trademarks, patents, petty patents, copyrights, trade secrets, and all other intellectual property rights against unauthorized use, modification, or disclosure.

2.3 Respect for the Rights of Others

Respect the intellectual property rights of others. Do not infringe upon, copy, modify, or use the works, software, or intellectual property of others in the Company's operations unless legally authorized to do so.

2.4 Ownership of Work Created in the Course of Employment

Works, inventions, processes, or innovations created by employees in the course of performing their duties or using the Company's resources shall be deemed the Company's exclusive intellectual property. Upon termination of employment, employees must immediately return all work, documents, source code, and related information to the Company.

3. Communication, Training, and Acknowledgment

3.1 Training

The Company shall provide training and education to employees at all levels to ensure a proper understanding of the guidelines and the consequences of violating the policy.

3.2 Information Dissemination

This policy shall be communicated through internal channels, such as email, the intranet system, the website, and the organization's public relations materials.

3.3 Roles of Supervisors

Supervisors are responsible for overseeing, explaining, and ensuring that personnel under their supervision understand and strictly comply with the policy.

3.4 Acknowledgment of Compliance

All employees must provide written or electronic acknowledgment of the "Consent and Cooperation Agreement for Compliance with the Business Code of Conduct" upon commencement of employment and annually acknowledge any revised versions of the policy. These documents shall be retained in the employees' personnel files.

4. Whistleblowing and Complaint Channels

Employees who witness or suspect violations involving the use of inside information, leakage of business confidential information, or infringement of intellectual property must immediately report the matter to their supervisors or through the complaint channels specified in the Company's Whistleblower Policy. The Company shall implement appropriate and fair measures to protect whistleblowers.

5. Disciplinary and Legal Measures

5.1 Any violation of or failure to comply with this policy shall be considered a serious disciplinary offense under the Company's work regulations. Penalties may range from a written warning and suspension to termination of employment without severance pay.

5.2 If such actions cause damage to the Company or violate applicable laws (such as the Securities and Exchange Act, Trade Secrets Act, or intellectual property laws), the Company shall pursue civil and criminal proceedings to the fullest extent of the law.

6. Policy Monitoring and Review

The Company shall regularly monitor and verify compliance with this policy and review and update it annually or whenever there are changes in applicable laws or the business environment.

15. Key Sustainability Issues

The Company is committed to conducting business responsibly and creating sustainable value by prioritizing the identification, assessment, and management of sustainability issues that are material to the business, stakeholders, society, and the environment throughout the value chain. Directors, executives, and employees shall adhere to the following guidelines:

1. Consider key sustainability issues comprehensively in accordance with the principle of Double Materiality. This includes considering both the actual or potential impacts of business operations on people, society, and the environment, as well as sustainability-related risks and opportunities that may affect the business and value creation in the short, medium, and long term.

2. Consider impacts throughout the value chain, including those arising from the Company's operations and related business activities, taking into account the nature, scale, and severity of such impacts, as well as the likelihood of their occurrence.

3. Listen to and consider the views of relevant stakeholders, particularly those who are or may be affected by the Company's business operations, and use appropriate, reliable, and verifiable information when determining material issues.

4. Integrate key sustainability issues into business management, including, as appropriate, the formulation of strategies, the management of risks and opportunities, work plans, targets, performance indicators, and key organizational decisions.

5. Regularly monitor and review key sustainability issues, as well as whenever changes occur that may have a material impact on the business, stakeholders, society, or the environment, to ensure that management remains aligned with the evolving context and risks.

6. Prepare and disclose sustainability information with integrity and transparency. Such information must be accurate, complete, balanced, and verifiable, without concealing, distorting, or selectively presenting information in a manner that may mislead stakeholders.

16. Disclosure of Information

The Company is committed to conducting business with transparency, responsibility, and maintaining financial credibility, including disclosing information accurately and completely so that all stakeholders receive accurate information and can make informed decisions.

1. The Board of Directors is responsible for ensuring that the Company has a system in place for preparing financial reports and disclosing material information accurately, adequately, timely, and in accordance with financial reporting standards and relevant regulations.

Practices

1) The Board of Directors ensures that there are personnel involved in the preparation and disclosure of information who have the knowledge, skills, and experience appropriate to their duties and responsibilities and are sufficient in number. Such personnel include the Chief Executive Officer, the Chief Financial Officer, the preparers of the financial statements, internal auditors, the company secretary, investor relations, and related parties.

2) The Board of Directors approves the disclosure of information in the financial statements by preparing a report on the Board of Directors' responsibility for the financial statements, which is presented in conjunction with the auditor's report in the company's annual report.

3) The Board of Directors ensures that information disclosure, including financial statements, annual reports, and Form 56-1, adequately reflects the financial position and operating results, accompanied by Management Discussion and Analysis (MD&A) to support the disclosure of quarterly or annual financial statements.

4) Disclosure of the Company's financial and material information must comply with the criteria of regulatory agencies such as the Stock Exchange of Thailand (SET), the Securities and Exchange Commission (SEC), and relevant laws.

2. The Board of Directors monitors the adequacy of financial liquidity and the ability to repay debts.

Practices

1) The Board of Directors ensures that management monitors and assesses the Company's financial position and reports to the Board regularly. This ensures that the Company has sufficient liquidity to operate. If there are any indications of financial liquidity problems or debt repayment ability, the Board of Directors will work with management to find appropriate solutions.

2) Approval of any transaction or recommendation for shareholder approval: The Board of Directors is confident that such transaction will not affect the continuity of business operations, financial liquidity, or the ability to repay debts.

3. In a situation where the Company is facing financial liquidity problems, the Board of Directors is confident that the Company has a plan or other mechanisms to resolve the problems, taking into account the rights of stakeholders.

Practices

1) The Board of Directors ensures that management establishes risk mitigation measures for liquidity, such as efficient cash flow management and securing backup funding sources in case of emergencies.

2) The Company has taken steps to resolve the problems, taking into account the rights of shareholders, creditors, trading partners, and other stakeholders to minimize the impact.

3) The Company discloses information regarding solutions to financial problems to stakeholders in a transparent and fair manner.

4) The Board of Directors ensures that the decision-making process in resolving problems is reasonable.

4. The Board of Directors considers preparing a sustainability report as deemed appropriate.

Practices

1) The Board of Directors considers the appropriateness of preparing a sustainability report to demonstrate the Company's commitment to environmental, social, and governance (ESG) responsibilities. The report's content aligns with international standards or guidelines set by the Stock Exchange of Thailand.

2) The Board of Directors considers the appropriateness of disclosing information on compliance with laws, business ethics and the Code of Conduct for Directors, Executives, and Employees, the Anti-Corruption Policy, treatment of employees and stakeholders, including fair treatment and respect for human rights, social and environmental responsibility, taking into account reporting frameworks accepted domestically or internationally. Such information may be disclosed in the annual report.

3) The Board of Directors ensures that the information disclosed is material and reflects practices that will lead to sustainable value creation for the business.

5. The Board of Directors shall ensure that the management establishes an investor relations unit or designates a responsible person to communicate with shareholders, stakeholders, investors, analysts, or the media appropriately, equitably, and in a timely manner.

Practices

1) The Board of Directors oversees the establishment of an investor relations unit or personnel responsible for communicating with shareholders, investors, analysts, and the media.

2) The Board of Directors has established policies and practices to treat all shareholders and investors equally and not to provide inside information to any individual before public disclosure.

6. The Board of Directors encourages the use of information technology to disseminate information.

Practices

1) The Board of Directors promotes the use of information technology to enhance the efficiency of information disclosure in both Thai and English languages through the channels of the Stock Exchange of Thailand and the Company's website.

2) The Board of Directors has established measures to prevent unauthorized access to information in order to maintain the security of the Company's financial and important information.

3) The Board of Directors encourages the development of the Company's website as an easily accessible source of information and ensures regular updates.

17. Political Rights and Other Activities

- The Company encourages directors, executives, and employees to exercise their rights under the law and the Constitution. However, the Company does not have a policy of providing political support, both directly and indirectly.

- Supervisors are prohibited from acting, ordering, or persuading subordinates to participate in any type of political activity.

- Participation in political activities is a personal right, not a right on behalf of the Company. However, such participation must not affect the Company's operations.

- Directors, executives, or employees are prohibited from misrepresenting the Company's reputation or using the Company's assets for activities that are not the Company's business.

Other Guidelines Related to the Business Code of Conduct

Policies and Guidelines Relating to Shareholders and Stakeholders

Conduct and Responsibilities Toward Shareholders

1. Policy and Responsibilities Toward Shareholders

The Company recognizes the importance of and the trust placed in it by shareholders as investors. Accordingly, the Company is committed to fostering long-term business growth and enhancing corporate value. All directors, executives, and employees shall adhere to the following guidelines:

1.1 Commitment to Sustainable Growth

Conduct business efficiently, transparently, and responsibly, while strengthening the Company's capabilities and competitiveness and appropriately managing risks to generate favorable returns and enhance shareholder value over the long term.

1.2 Perform Duties with Honesty and Integrity

Perform duties with knowledge, competence, due care (Duty of Care), and loyalty (Duty of Loyalty), making decisions based on transparency and fairness to all shareholders.

1.3 Accurate and Transparent Disclosure of Information

Report financial position, operating performance, and other material non-financial information accurately, completely, consistently, and in a timely manner, in accordance with the facts.

1.4 Prevention of Conflicts of Interest and Misuse of Inside Information

Do not seek personal benefits or benefits for related parties by using inside information that has not been disclosed to the public, and do not engage in any conduct that may give rise to a conflict of interest with the Company.

2. Fundamental Rights of Shareholders

The Company promotes and supports the full exercise of shareholders' fundamental legal rights, including the following:

2.1 Right to Receive a Share of Profits

Receive dividends on a fair and equitable basis in accordance with the Company's dividend policy.

2.2 Right to Access Information

Access information on the Company's operating performance, management policies, and significant events through channels that ensure information is widely accessible and provided in a timely manner.

2.3 Right to Attend Shareholders' Meetings and Exercise Voting Rights

- Attend shareholders' meetings, express opinions, raise questions, and participate in decisions on significant matters, such as determining directors' remuneration, appointing auditors, declaring dividends, and appointing or removing individual directors. Each shareholder shall be entitled to one vote per share.

- Communicate the voting and vote-counting procedures, including the use of voting ballots, before shareholders' meetings.

- Arrange for resolutions on matters requiring consideration to be voted on separately for each agenda item, and for each individual item to be voted on separately when an agenda item contains multiple items, such as the appointment of directors. Any resolution or approval of matters at a general meeting must receive a majority vote of the shareholders present and entitled to vote, in accordance with the Company's Articles of Association and applicable laws.

- Establish transparent and verifiable voting and vote-counting procedures, supported by technology, with an independent representative serving as a witness to the vote count.

- Have the meeting chairperson or a person designated by the chairperson report the vote-counting results, combining votes from proxy forms submitted before the meeting with votes cast at the meeting, and announce the results to the meeting.

2.4 Right to Submit Questions in Advance

Provide shareholders with the opportunity to submit questions before the date of a shareholders' meeting, in accordance with the criteria and timeframes established by the Company and published on the Company's website.

3. Equitable Treatment of Shareholders

The Company is committed to treating all shareholders fairly and equally, regardless of whether they are major shareholders, minority shareholders, institutional investors, or foreign shareholders, and irrespective of their gender, age, race, nationality, religion, beliefs, or social status. All shareholders shall enjoy equal rights, in accordance with the following guidelines:

3.1 Advance Notice of Shareholders' Meetings

The Company shall hold at least one general meeting of shareholders each year, which shall be referred to as an “Annual General Meeting.” Such Annual General Meeting shall be held within four months after the end of the Company's accounting year. Any other shareholders' meeting shall be referred to as an “Extraordinary General Meeting.” Shareholders' meetings may also be held through electronic media. The

Company may deliver meeting notices and supporting documents to shareholders electronically, in accordance with the rules, procedures, and conditions prescribed by law, provided that the relevant shareholders have notified the Company or the Board of Directors of their request or consent to receive such notices electronically.

The Company shall publish and distribute notices of shareholders' meetings, together with complete and clear supporting documents in both Thai and English, specifying the applicable rules, meeting agenda, opinions of the Company's Board of Directors, and shareholders' voting rights and procedures, in advance within the timeframe prescribed by law.

The supporting documents distributed to shareholders together with the meeting notices shall contain complete information to enable shareholders to make informed voting decisions on each agenda item. Such documents shall be delivered to shareholders and the registrar at least seven days before the meeting for general agenda items and at least 14 days before the meeting for significant agenda items. The documents shall also be published on the Company's website at least 30 days before the shareholders' meeting, except where reasonably necessary circumstances warrant otherwise. The Company has appointed Thailand Securities Depository Co., Ltd. (the securities registrar) to act as the Company's registrar for the distribution of documents and other information to the Company's shareholders. Notices calling shareholders' meetings shall be advertised in a newspaper for three consecutive days, at least three days before the meeting date, or alternatively, may be published through electronic media in accordance with the criteria prescribed by the registrar.

For each meeting, the Company shall determine the date, time, and venue. Meetings shall be held in the locality where the Company's head office is situated, in a nearby province, or at another location as determined by the Board of Directors. Where the Board of Directors arranges a shareholders' meeting through electronic media, the Company's head office shall be deemed to be the venue of the meeting.

3.2 Adherence to the Meeting Agenda

Conduct meetings and voting in the order of the agenda specified in the meeting notice, without adding or changing agenda items without prior notice unless necessary. The Board of Directors also provides all meeting participants with the opportunity to express their opinions and ask questions on each agenda item, offer additional comments and suggestions, and ensures that key points are recorded in the meeting minutes.

3.3 Appointment of Proxies

If shareholders are unable to attend a meeting in person, they may appoint another person as their proxy. The Company has also provided shareholders with an additional option to appoint an independent director of the Company as their proxy to attend the meeting and vote on their behalf, using the proxy forms prescribed by law (Proxy Form B or Proxy Form C). Proxy appointments may also be made electronically, provided that secure and reliable methods are used to verify that the appointment has been made by t he shareholder, in accordance with the criteria prescribed by the registrar.

3.4 One Share, One Vote Principle

Each shareholder is entitled to one vote per share. A shareholder who has a special interest in any agenda item shall not be entitled to vote on that item, except for agenda items concerning the election of directors.

3.5 Attendance of the Board of Directors at Shareholders' Meetings

The Company has a policy requiring all directors to attend every shareholders' meeting, except where necessary circumstances prevent them from doing so, in order to answer shareholders' questions and listen to their opinions. The Company Secretary is responsible for ensuring that meetings are conducted transparently and in compliance with the law, and for facilitating shareholders' participation at every meeting.

3.6 Prevention of Insider Trading and Reporting of Securities Holdings

The Company has established written guidelines to prevent the misuse of inside information and requires directors and executives to report their securities holdings and any changes thereto, including those of their spouses and minor children, to the Board of Directors and relevant regulatory authorities as required by law. Directors, executives, employees, and workers of the Company who possess inside information, including related persons such as spouses, cohabiting partners, and minor children, shall not buy, sell, transfer, or accept transfers of the Company's securities for their own benefit or for the benefit of related persons by using Company information that has not been disclosed to the public. Such transactions are prohibited during the one-month period before the public disclosure of financial statements. They should wait at least 24 hours after the information has been publicly disclosed before conducting any of the aforementioned transactions.

3.7 Preparation of Shareholders' Meeting Minutes

- The Company shall prepare minutes of every shareholders' meeting upon its conclusion. The minutes shall record the number of shareholders attending in person and those represented by proxies, both in

terms of the number of shareholders and the number of shares represented, as well as the proportion of shares represented at the meeting relative to the total number of issued and sold shares.

- The minutes shall be completed within 14 days from the date of the shareholders' meeting. At a minimum, they shall include the names of directors and executives attending the meeting; the proportion of directors who attended and those who were unable to attend; the voting and vote-counting procedures; meeting resolutions; and the voting results for each agenda item (votes in favor, votes against, abstentions, invalid ballots, and total votes). Questions raised and answers provided during the meeting shall also be recorded, together with the full names of the persons asking and answering the questions. Shareholders may review the detailed minutes and download them from the Company's website.

- The Company shall disclose the voting results for each agenda item at the Annual General Meeting and/or Extraordinary General Meeting of Shareholders to the public on the following business day, in accordance with the criteria prescribed by law.

4. Communication Channels and Shareholder Complaint Channels (IR)

Contact channels for Investor Relations (IR) and for receiving shareholders' suggestions and complaints

Email : ir@thaitex.com

Telephone : 02-0332333 ext. 103

Mail : 99/1-3 Moo 13, Bangna-Trad Road, Km. 7, Bang Kaeo Subdistrict, Bang Phli District, Samut Prakan 10540, Thailand

Website : www.thaitex.com/contactus

Practices and Procedures for Employees

The Company recognizes that its employees are its most valuable asset and a key factor in achieving its goals. The Company is committed to treating its employees fairly in terms of opportunities, compensation, career growth, skills development, and participation in organizational development. The Company adheres to the following principles:

1. Committed to recruiting qualified personnel under a merit system, without discrimination, regardless of origin, race, religion, status, educational institution, or any other status not related to work performance.

2. Determine compensation and benefits for employees fairly, in accordance with market conditions, business competition, the nature of the work, work performance, and the Company's capabilities.

3. The appointment, transfer, reward, and punishment of employees shall be done in good faith, appropriate to their knowledge, abilities, responsibilities, and work performance, and shall avoid any unfair actions that may affect the job security of employees.

4. Develop skills, enhance knowledge and abilities, instill ethical values, and raise awareness among employees to perform their duties with honesty, integrity, transparency, fairness, discipline, and adherence to company regulations through various activities such as training, seminars, and participation in various programs.

5. The Company is committed to social responsibility and community engagement, providing support and participating in social and community development initiatives.

6. Treat employees with courtesy and respect for their personal rights and fundamental freedoms. Do not disclose or transmit confidential information or personal data to external parties or unrelated individuals unless written consent has been obtained from the employee.

7. Treat employees within the framework of laws and regulations regarding the Company's operations.

8. Provide necessary amenities for performing duties, including maintaining a safe working environment for the life, well-being, and property of employees at all times to promote and enhance the quality of life of employees.

9. Develop an employee manual to ensure smooth work operations.

10. Encourage employees to participate in setting the direction of operations and the development of the Company.

11. Provide employees with channels for communication, suggestions, or complaints regarding their work. Such suggestions or complaints will be seriously considered by supervisors, executives, or those who are assigned to determine solutions for the benefit of all parties and build good working relationships.

12. Support and cooperate in the operations of the Company on a regular basis and perform the assigned duties to the best of their ability to bring about good results and progress for the Company and employees.

13. Comply with laws, policies, work regulations, and relevant announcements.

14. Comply with lawful orders from supervisors.

15. Perform duties with diligence, honesty, and integrity. Do not seek improper benefits for oneself or others by taking advantage of one's position in the Company.

16. Perform duties responsibly, carefully, and without negligence that may cause damage to the work or property of the Company.

17. Maintaining trade secrets and not disclosing the Company's internal information to external parties.

18. Adhere to teamwork, mutual assistance, unity, and respect for the benefit of the Company and employees.

19. Treat visitors with courtesy, good manners, and excellent service. Maintain the image and reputation of the Company.

20. Treat colleagues with courtesy and good human relations. Do not slander others without truth. Do not claim the work of others as one's own.

21. Conduct oneself as a good citizen in accordance with the Constitution and relevant laws by exercising political rights appropriately and avoiding participation in activities that are illegal or contrary to public order and good morals.

22. Do not borrow money from customers, persons related to customers, or persons doing business with the Company, except for borrowing money from banks or financial institutions.

Practices and Procedures for Customers

1. Committed to producing quality products to ensure customer satisfaction with products and services, along with prompt and timely delivery.

2. Listen to problems/complaints from customers and take action to ensure that customers receive a prompt response. Conduct customer satisfaction assessments to improve/develop products and services.

3. Strictly adhere to the terms and conditions agreed upon with customers. In the event of any inability to comply with any conditions, customers must be promptly notified to jointly consider solutions or remedies.

4. Communicate and coordinate with customers politely.

5. Maintain the confidentiality of customer information and not use customer information for personal gain or for the benefit of other related parties improperly.

Practices and Procedures for Competitors

The Company has a policy to support fair trade competition that will treat competitors in accordance with international principles, within the framework of laws regarding fair trade practices, and not violate or

infringe upon the trade secrets of competitors by fraudulent means. The guidelines for directors, executives, and employees are as follows:

1. Avoid any act that constitutes a trade monopoly or unfair competition, such as price fixing between the Company and other operators, agreements to fix production volumes, agreements to divide markets geographically, agreements to divide customer groups, and coercion to buy or pay for services unfairly.

2. Avoid behaviors that constitute abuse of market power, behaviors that indicate collusion in any form, such as discrimination between business operators, and setting product prices to eliminate competitors.

3. Avoid agreements between two or more entrepreneurs to create a monopoly, reduce competition, or restrict competition in any particular product market, such as price fixing, bid rigging, and market sharing agreements.

4. Avoid unfair trade practices or the use of bargaining power to impose trading conditions that restrict trading opportunities or choices for trading partners.

5. When considering any acquisition or joint venture, it is necessary to assess whether it will result in a monopoly in the market or create unfair competition.

6. Consult with the Company's legal or relevant departments if there are considerations that any action may violate competition law or antitrust law.

Conduct and Responsibilities Toward Business Partners

1. Importance of and Policy on Supplier Management

Thai Rubber Latex Group Public Company Limited recognizes that suppliers are strategic partners who play a vital role in the Company's success and sustainability. Accordingly, the Company has established a systematic supplier management policy based on the principles of transparency, fairness, and sustainable mutual growth, within the framework of good corporate governance and international standards.

The Company operates in accordance with ISO 9001:2015, Clause 8.4, concerning the control of externally provided processes, products, and services. Its practices also align with the international sustainability reporting standards GRI 308 (Supplier Environmental Assessment) and GRI 414 (Supplier Social Assessment), in order to integrate responsible supply chain management across all dimensions.

2. Principles for Conducting Business with Suppliers

2.1 Transparency, Fairness, and Anti-Corruption

The Company treats all suppliers transparently, fairly, and equally, based on fair returns for both parties. The Company refrains from accepting or offering any improper benefits, including bribes, corrupt payments, or gifts that may directly or indirectly influence business decision-making. The Company provides opportunities to suppliers that conduct their businesses lawfully and firmly rejects all forms of corruption.

2.2 Standardized Procurement Processes

The Company establishes clear, transparent, and verifiable procurement policies and procedures. Suppliers are selected based on their capacity to conduct business sustainably, taking into consideration quality, price, delivery, and environmental, social, and governance (ESG) standards. The selection criteria and evaluation processes are clearly communicated to ensure that all suppliers have equal opportunities under the same rules.

2.3 Contractual Compliance and Dispute Resolution

The Company strictly and honestly complies with mutually agreed contracts and commercial terms. If the Company is unable to fulfill any agreed terms, it shall notify the supplier as soon as possible so that both parties can jointly consider reasonable solutions that are fair to both sides. Disputes shall be managed through transparent and verifiable processes, with an emphasis on long-term mutual benefits.

3. Supplier Code of Conduct and Standards Expected of Business Partners

The Company has established a Supplier Code of Conduct to serve as a guideline for suppliers to conduct their business in compliance with applicable laws, ethical principles, and international standards. All suppliers must accept and sign an acknowledgment of this Code, which is an essential condition of becoming a supplier to the Company. The Code covers five key dimensions as follows:

Dimension	Key Requirements
1. Business Ethics	Conduct business with honesty, transparency, and accountability in accordance with good corporate governance principles; avoid conflicts of interest; protect confidential information; respect intellectual property; and reject all forms of corruption.
2. Human Rights & Labor	Respect the dignity and rights of workers; prohibit discrimination, forced labor, and child labor; provide compensation and benefits in

	accordance with the law; ensure that overtime work is voluntary; and terminate employment in accordance with legally prescribed procedures.
3. Safety & Occupational Health	Provide a safe and hygienic working environment; regularly assess risks; provide standard-compliant personal protective equipment (PPE); and maintain emergency response plans, including regular evacuation drills.
4. Environmental Management	Comply with environmental laws and international agreements; conserve energy and resources and reduce water, electricity, and fuel consumption; and promote environmentally friendly business practices throughout the supply chain.
5. CSR	Conduct business in ways that benefit the economy and society; act as a responsible corporate citizen; strive to improve the quality of life in local communities; and foster a culture of social responsibility within the organization.

4. Supplier Development & Sustainability Measures

The Company aims to build long-term relationships with suppliers through effective communication and joint capacity development to manage an integrated supply chain. Supplier standards are enhanced through systematic social and environmental sustainability assessments. The key measures are as follows:

4.1 Measures for New Suppliers

• Conduct pre-qualification assessments covering financial stability, quality, delivery, and ESG criteria.

• Complete a Self-Assessment Questionnaire (SAQ) covering social, environmental, and governance aspects before commencing business with the Company.

• Sign an acknowledgment and acceptance of the Supplier Code of Conduct as a condition of becoming a supplier to the Company.

4.2 Measures for Existing Suppliers

• Review the social and environmental self-assessment, covering labor practices, safety, and environmental management, at least once a year.

• Confirm acknowledgment of the Supplier Code of Conduct annually.

• Participate in capacity-development activities, such as training, knowledge sharing, and factory visits, to jointly raise operational standards.

4.3 Non-conformance

Suppliers that fail to meet the assessment criteria must prepare a Corrective Action Plan (CAP), clearly specifying timelines and responsible parties, and report progress to the Company according to the established schedule. If the targets cannot be achieved, the Company reserves the right to review the business relationship in accordance with established procedures.

5. Monitoring, Evaluation, and Reporting

The Company regularly monitors and evaluates supplier performance in accordance with the continuous improvement cycle (PDCA), covering the following key dimensions:

Assessment Dimension	Key Issues	Frequency/Method
Environment	Waste, water, and energy management; compliance with environmental laws	Once a year / Self-assessment and on-site audits
Social and Labor	Employment conditions, safety, labor rights, and non-discrimination	Once a year / SAQ and site visits
Product and Service Quality	Quality consistency, delivery, and complaints	Ongoing / Quarterly KPI reviews
Business Operations	Anti-corruption, corporate governance, and contractual compliance	Once a year / Code of Conduct review

The results of supplier development and joint sustainability initiatives will be disclosed in the Annual Report (Form 56-1 One Report) in accordance with the disclosure framework of the Securities and Exchange Commission (SEC) and GRI Standards, to promote transparency and build credibility among all stakeholder groups.

Assessment results are used to continuously improve procurement processes and supply chain management in accordance with the PDCA cycle under ISO 9001:2015.

6. Whistleblowing and Complaints Channels

The Company provides channels through which suppliers and stakeholders can report concerns or submit complaints regarding actions that may violate laws, regulations, or the Code of Conduct directly to the Chairman of the Audit Committee through the following channels:

Email : whistleblower@thaitex.com

Mail : 99/1-3 Moo 13, Bangna-Trad Road, Km. 7, Bang Kaeo Subdistrict, Bang Phli District, Samut Prakan 10540, Thailand

Website : www.thaitex.com/contactus

Complaint Boxes : Installed at the Company's headquarters and factories within the Group.

The Company guarantees the confidentiality of whistleblowers and has a policy prohibiting retaliation against individuals who report concerns in good faith.

7. Implementation and Review

These guidelines and measures concerning suppliers shall take effect from the date of announcement and shall be reviewed annually or whenever significant changes occur in the organizational context, applicable laws, or relevant standards.

• All suppliers are required to acknowledge and strictly comply with these guidelines.

• The Procurement Department and relevant departments are responsible for communicating, monitoring, and reporting compliance results to management and the relevant committees.

• Violations of these guidelines may result in the termination of the business relationship and/or legal action, at the Company's discretion.

Conduct and Responsibilities Toward Creditors

Thai Rubber Latex Group Public Company Limited (the “Company”) is committed to conducting business fairly and disclosing information transparently without withholding material information, in order to build trust with creditors. The Company adheres to the principles of good corporate governance and sustainable business practices, with the following guidelines:

- The Company strictly complies with the terms, agreements, and contractual obligations entered into with creditors, including debt repayment terms and other financial covenants specified in the contracts. If the Company is unable to fulfill any agreed terms or obligations, it shall notify the creditors promptly and consider mutually acceptable solutions based on reasonableness.

- The Company refrains from accepting or offering any improper or inappropriate benefits in conducting business with creditors and does not participate in any creditor activities that conflict with the Company's interests or involve corruption that may cause damage to the Company.

- The Company provides creditors, upon request, with accurate, complete, and timely information regarding its debt obligations, financial position, and other relevant information that creditors should be aware of.

- The Company places importance on capital management, cash flow management, maintaining financial ratios in accordance with agreed terms, and ensuring an appropriate debt repayment structure that supports its business operations, in order to maintain creditors' confidence.

- The Company treats creditors equally and fairly, based on the principle of equitable and fair returns for both parties.

Conduct and Responsibilities Toward Government Agencies

In conducting transactions with government agencies, the Company shall avoid any actions that may induce the government or government officials to act improperly or inappropriately. However, building familiarity and maintaining good relationships within appropriate boundaries is permitted, such as meeting and conversing in public places, offering congratulations on special occasions or festivals, and observing customary traditions. Directors, executives, and employees shall strictly adhere to the following guidelines:

1. Act properly and honestly when contacting government officials or agencies.

2. Strictly comply with laws relevant to business operations.

3. Directors, executives, and employees shall cooperate with regulatory authorities and report any information concerning violations of or non-compliance with applicable laws or regulations to the relevant authorities.

4. The Company encourages directors, executives, and employees to exercise their rights as good citizens in accordance with the Constitution and other relevant laws

Practices and Measures Related to Community, Society, and Environment

The Company believes that businesses can achieve continuous and stable growth when society enjoys peace and harmony and the environment is sustainable. Accordingly, the Company recognizes its role as a responsible member of society and its responsibility toward the environment through the promotion, development, support, and facilitation of various projects that demonstrate social responsibility and contribute to sustainable development, in accordance with the Company's capabilities.

1. Participate in the promotion and preservation of good traditions and cultural heritage, and conduct oneself as a responsible member of one's religious community by regularly supporting religious activities.

2. Foster awareness of social responsibility in the efficient use of resources, including raw materials, capital, personnel, energy, and other resources. Continuously promote and encourage the conservation of natural resources among employees at all levels.

3. Promote business operations that take into consideration the conservation of the environment, natural resources, and energy. Establish responsible departments to oversee compliance and develop sound management standards in accordance with applicable laws and other requirements relevant to the Company's business operations.

4. Build good relationships between the Company and communities and society on the basis of integrity, transparency, and fairness.

Oversight and Promotion of Compliance with the Code of Business Conduct

The Company establishes oversight and promotion of compliance with the Code of Business Conduct as a shared duty and responsibility of everyone in the organization, with an emphasis on enhancing knowledge and understanding and fostering ethical awareness. The Company requires the Code of Conduct Manual to be reviewed annually or as appropriate in response to changes in the business environment. The Company also provides orientation for new directors and employees, as well as regular refresher training for the Board of Directors, executives, and employees at all levels through the following processes:

1. Board of Directors

The Board of Directors places importance on and promotes ongoing training programs on business ethics and good corporate governance, while providing the necessary resources to foster a transparent and ethical corporate culture.

2. Executives at All Levels

Executives are responsible for driving, overseeing, and supporting full participation in business ethics training by personnel under their supervision. They are also expected to serve as role models by applying the guidelines in their actual work practices.

3. Employees at All Levels

Employees are required to attend training, develop an understanding of, and strictly comply with the Code of Business Conduct. They must also sign an acknowledgment of the Code and reaffirm their commitment to compliance annually.

Guidelines and Promotion of Ethical Conduct for Directors and Executives

1. Perform duties with responsibility, due care, and integrity (Duty of Care & Duty of Loyalty), strictly in accordance with the Company's policies, rules, and regulations, as well as applicable laws governing business operations.

2. Perform duties to the best of one's ability to maximize benefits for the Company and attend every Board meeting, except where unavoidable circumstances arise. (Directors should attend at least 75% of all Board meetings held during the year.)

3. Perform duties impartially. If any director or executive has an interest in an agenda item, they must not attend the meeting during consideration of that item and must abstain from voting or participating in the decision-making process on that matter.

4. Perform duties with the Company's interests as the primary consideration and avoid any actions that may give rise to direct or indirect conflicts of interest, ensuring transparency and accountability.

5. Protect the Company's confidential business information and do not disclose it to external parties or unauthorized persons, particularly business competitors, where such disclosure may cause damage to the Company or its stakeholders. The obligation to maintain confidentiality shall remain in effect even after an individual ceases to serve as a director or executive of the Company.

6. Do not use opportunities or information obtained through one's position as a director or executive to seek personal benefits or benefits for others, and do not engage in businesses of the same nature that compete with the Company's business.

7. The Company requires directors and executives to prepare reports disclosing their own interests and those of related persons upon first assuming office and whenever any relevant information changes. Such reports must be submitted to the Company Secretary and the Chairman of the Audit Committee in accordance with Section 89/14 of the Securities and Exchange Act B.E. 2535 (1992), for the purpose of review and prevention of conflicts of interest.

8. The Company conducts annual performance evaluations of the Board of Directors, both collectively and individually, to review performance, issues, and obstacles relating to corporate governance.

Governance of Inside Information and Securities Trading

1. Directors, executives, employees, and workers of the Company who have access to inside information (including their spouses or persons living together as husband and wife, and their minor children) must not buy, sell, transfer, or accept transfers of the Company's securities using inside information that has not been disclosed to the public. This restriction applies particularly during the one-month period prior to the public disclosure of financial statements. They should wait at least 24 hours after such information has been disclosed before trading (Blackout Period).

2. Directors and executives must notify the Company Secretary of their intention to buy, sell, transfer, or accept transfers of the Company's securities at least one business day before executing the transaction. They are also required to report changes in their securities holdings to the Securities and Exchange Commission (SEC) within three business days, in accordance with Section 59 of the Securities and Exchange Act, and provide a copy of the report to the Company Secretary.

Guidelines and Promotion of Ethical Conduct for Employees

Employee Policy and Practices (Company Guidelines)

1. Recruitment and Non-discrimination: Recruit and appoint personnel based on merit, taking into consideration qualifications, knowledge, and abilities, without discrimination or distinction based on race, nationality, religion, gender, age, physical condition, or any other status.

2. Compensation and Benefits: Establish fair compensation and benefits in line with market conditions, the economic situation, job responsibilities, performance, and the Company's growth capacity.

3. Fairness in Career Development: Ensure that appointments, transfers, rewards, and disciplinary actions are carried out in good faith and transparently, and are appropriate to performance and responsibilities.

4. Personnel Development: Continuously promote the development of employees' knowledge, skills, and abilities, while fostering integrity and ethical conduct in the workplace.

5. Respect for Human Rights and Privacy: Treat employees with respect for their human dignity, protect employees' personal data in accordance with the Personal Data Protection Act (PDPA), and do not disclose such data to external parties without consent, except as required by law.

6. Safety and Occupational Health: Provide a safe and hygienic working environment that supports employees' well-being and quality of working life.

7. Communication and Grievance Channels: Establish channels for receiving feedback, suggestions, and grievances to ensure fair consideration and resolution, and to foster good relationships within the organization.

Code of Conduct and Expected Practices for All Employees

1. Duties and Work Responsibilities: Perform duties responsibly and honestly, fully applying one's knowledge and abilities, and avoid negligence that may cause damage to the Company.

2. Comply with applicable laws, Company policies, rules and regulations, and lawful instructions issued by supervisors.

3. Strictly comply with safety, occupational health, and environmental regulations and standards, including the use of designated personal protective equipment (PPE).

4. Integrity and Prevention of Conflicts of Interest: Do not seek improper benefits for oneself, one's family, or close associates by exploiting one's authority or position within the Company.

5. Do not solicit, accept, or offer bribes, gifts, hospitality, or any other benefits from suppliers, customers, or stakeholders that may influence impartial decision-making in the performance of one's duties.

6. Protection of Company Assets, Information, and Information Systems: Safeguard the Company's assets to ensure their maximum benefit, and do not use Company assets, equipment, or working hours for personal gain.

7. Protect the Company's trade secrets and inside information, and do not disclose such information to external parties or unauthorized persons.

8. Use information technology equipment and systems properly and securely, and do not infringe upon software copyrights or the intellectual property rights of others

9. Conduct Toward Colleagues and the Workplace Environment

- Cooperate as a team, show consideration, listen to others' opinions, and respect one another. Do not claim others' work as one's own.

- Do not engage in any form of harassment, intimidation, bullying, or sexual harassment against colleagues, whether through words, gestures, or actions.

- Do not defame, slander, or spread false information that causes division or damages others.

10. Conduct Toward Customers, External Parties, and Society

- Treat customers, suppliers, and visitors with courtesy, friendliness, and excellent service to maintain the Company's reputation and positive image.

- Act as a responsible citizen, respect the law, and participate in caring for communities, society, and the environment.

- Exercise political rights and freedoms appropriately as a responsible citizen, without associating the Company's name, reputation, or resources with any political activities.

Oversight, Interpretation, and Enforcement

Consultation and Resolution of Questions

Supervisors are responsible for providing guidance to their subordinates to ensure that they understand and correctly comply with the Code of Conduct. If they have any questions or are uncertain about a decision, they should consult their immediate supervisor in accordance with the chain of command.

In cases of practical conflicts or uncertainties, the decision of the President (for matters involving employees) or the Board of Directors (for matters involving directors and executives) shall be final.

Whistleblowing and Protection of Whistleblowers

The Company provides channels for reporting concerns or complaints regarding violations of the Code of Conduct, laws, or corruption. The Company also implements measures to ensure fair and confidential protection for whistleblowers and individuals who cooperate in investigations.

Disciplinary and Legal Penalties

Any violation of or failure to comply with this Code of Business Conduct shall constitute a disciplinary offense under the Company's work rules and regulations. Penalties may be imposed according to the severity of the offense, ranging from a warning to termination of employment. If the conduct constitutes a violation of the law, the Company shall proceed with legal action in accordance with applicable legal procedures without exception.

The Company has established the following penalties for individuals who fail to comply with the Code of Business Conduct:

1. Verbal warning, with the warning recorded.
2. Written warning.
3. Suspension for a period not exceeding 30 days without pay, together with a record of the warning.
4. Termination of employment without severance pay.

The Company shall determine the penalty based on the severity of the offense, together with the offender's record, conduct, and intent. The Company may impose one or more of the above penalties simultaneously, without necessarily following the order listed.

Review and Improvement

The Board of Directors and the Audit Committee require the Code of Business Conduct to be reviewed annually. Information obtained from whistleblowing reports, complaints, and risk assessments shall be used as a basis for improvement to prevent recurring issues and enhance the effectiveness of sustainable good corporate governance.

Dissemination of the Code of Business Conduct

Dissemination

1. The Company has established a written Code of Business Conduct, which has been approved by the Board of Directors.

2. The Company communicates the Code of Business Conduct to all directors, executives, employees, and staff throughout the organization, obtains written acknowledgments of receipt, and provides training on the Code of Business Conduct.

3. The Code of Business Conduct is posted on notice boards in prominent locations where personnel throughout the organization can readily read it.

4. The Company disseminates the Code of Business Conduct through various communication channels, such as notice boards, the intranet, the Company's website, and annual disclosure reports, to ensure that relevant stakeholders, including shareholders, customers, and business partners, are informed.

5. The Company regularly reviews and updates the Code of Business Conduct to ensure that it remains current and that the guidelines followed are based on integrity and meet accepted standards.

Letter of Acknowledgment and Cooperation

Regarding Compliance with Business Ethics of Thai Rubber Latex Group Public Company Limited

Date: …… Month: ……Year: ……

I, Mr./Ms./Mrs. ……..……..

Position: ……..……..... Department: ……..

Division: ...……...……

I have read, understood, and agree to comply with the ethical guidelines for directors, executives, and/or employees as stated in the Business Ethics Handbook of Thai Rubber Latex Group Public Company Limited.

Furthermore, I acknowledge that if I engage in any action that violates the business ethics of Thai Rubber Latex Group Public Company Limited, I shall be subject to disciplinary action as appropriate.

Signature: …….. (Grantor of Consent)

(……..)

Date: ……..