

Code of Conduct for Business



Sikarin Public Company Limited

Code of Conduct for Business

Sikarin Public Company Limited (the “Company”) is committed to conducting business under ethical principles and adhering to the law. Therefore, it was deemed appropriate to create a code of conduct regarding business ethics and organizational ethics. So that executives and all employees are aware of the standards of practice to use them as guidelines for appropriate behavior.

1. Code of conduct

Code of conduct for conducting business

1. Conduct a business that is beneficial to the economic system, society and the environment.
 - 1) Conduct business by taking into account the impact on society, communities, natural resources and environment. Including support and assistance in activities that participate in creating society and the environment.
 - 2) Conduct business that is not contrary to customs, traditions or does not cause damage to society.
 - 3) Conduct business with occupational health and safety in mind. Maintain a hygienic and safe working environment. Control the risk of accidents and health impacts that may occur from work. Providing adequate and ready-to-use personal protective equipment.
 - 4) Conduct a business that is beneficial to the overall economic system.
2. Treat stakeholders fairly without taking advantage
 - 1) Be fair to all employees without discrimination and without any threats. Promote the creation of a good working atmosphere. Promote knowledge development and advancement for employees and provide compensation and benefits.
 - 2) Protect the interests of all stakeholders with fairness.
 - 3) Ensure that the rights of stakeholders are protected by law.
 - 4) Sincere and fair to customers and always ready to help customers
3. Disclosure of information
 - 1) Disclose information adequately, timely, correct and complete, transparent and consistent. In accordance with the rules of the Securities and Exchange Commission and Guidelines and criteria for disclosing information of listed Companies as specified by the Stock Exchange of Thailand.
 - 2) Be careful not to cause stakeholders to be confused or misunderstand the facts of the information.
4. Conduct business correctly according to the law

Code of conduct for executives

1. Manage work with a broad vision, enhance efficiency and effectiveness with ethical to achieve the objectives and the goal of the Company. Behave within the framework of good morals and traditions. Refrain from derogatory behavior and decide to take any action with sincerity with caution, be honest, careful, and attentive for the best interests of the Company, customers, shareholders, and employees.
2. Do not disclose internal information of the Company's confidential information of customers, employees, and Company operations. Both intentionally and unintentionally to outsiders unless consent is obtained from the Company and is disclosed in the performance of the rightful duties of the executives.
3. Demonstrate commitment to ethics and code of conduct. By acting as a good example for other employees. Foster a working atmosphere that is conducive to following ethics and code of conduct. Including determination to prevent and prevent violations of ethics and code of conduct.
4. Act within the framework of good morals and traditions. Refrain from derogatory behavior and decide to take any action with sincerity with caution, be honest, careful, and attentive for the best interests of the Company, customers, shareholders, and employees.
5. Support the creation of potential for advancement and increase the work efficiency of employees. Providing appropriate welfare for employees, being sincere and respecting employees' rights and opinions.
6. Treat employees with politeness. Govern your subordinates with fairness and do not use power in an illegal way
7. Perform duties and make decisions with competence and caution. By applying knowledge, experience, expertise and management skills to the utmost ability in every case.
8. Manage the Company's business to ensure progress, stability and create appropriate returns.

Employee Code of Conduct

1. Treat co-workers
 - 1) Treat fellow employees with good hospitality, sincerity, respect for rights, and respect for each other. Avoid using other people's information or stories regarding work performance and private matters to be disclosed or criticized in a manner that will cause damage to both fellow employees and the Company.
 - 2) Avoid giving and accepting gifts of great value in the hope of compensation, or causes bias towards the employee itself, colleagues, subordinates or supervisors.
 - 3) Unity with each other and be generous and help each other. Do not cause conflicts that will lead to damage to other people and the Company.

2. Treat yourself
 - 1) Perform work with honesty and integrity and with diligence and diligence and improve work efficiency even further. This is for the benefit of the employees and the Company.
 - 2) Strictly follow the Company's policies and regulations.
 - 3) Perform duties with knowledge, ability, and efficiency and meet the standards according to the position
 - 4) Have a good attitude towards the Company, respect and obey and follow orders given by supervisors in accordance with Company's policies and regulations.
3. Treat the Company
 - 1) Maintain Company's secrets and should not disseminate information, news, innovations, both material and intellectual which will have an effect on causing damage to the Company. And do not use information obtained from work for personal interests.
 - 2) Have faith, have commitment, be honest, diligent and loyal to the Company. Maintain the Company's reputation
 - 3) Maintain benefits and the Company's assets to remain in good condition and be fully usable, saving them from being wasted, wasted, damaged, or deteriorated before the appropriate time.
 - 4) Do not use your authority for the benefit of yourself and others, both directly and indirectly, that are causing damage to the Company.

Avoidance of actions that are contrary to the Company's interests

- 1) There is no financial interest in the client or business partners, whether in a position of being a business owner, partners, shareholders, directors, creditors, debtors, or advisors. If there is such a conflict of interest, it must be disclosed to the supervisor.
- 2) Do not engage or operate, directly or indirectly, in businesses that compete with the Company or conflict with the Company.
- 3) Do not collect or receive any assets from customers and people who do business with the Company. In addition to the expenses and fees charged by the Company.
- 4) Do not use your position for personal gain or associates or doing business competing with the Company.

2. Treatment of stakeholders

Personnel adhere to the principles of honesty and integrity. Be transparent and treat stakeholders fairly. Taking into account the maximum benefits of various groups of stakeholders. Including shareholders, employees, customers, competitors, business partners, creditors, communities and the environment. Related government agencies conduct business by respecting rights and listening to opinions or concerns. Including creating understanding with stakeholders, promoting creative cooperation in matters of interest to

stakeholders as well as jointly developing society and the environment so that the Company can operate its business sustainably. There are guidelines for treating different groups of stakeholders as follows:

1. Treatment of shareholders

- 1) Committed to operating to create maximum satisfaction for shareholders by adhering to morality and ethical principles
- 2) Take care of shareholders' rights to receive fair returns.
- 3) Treat shareholders fairly, both large and small. Taking into account the basic rights of shareholders, such as rights specified in the law and Company regulations. The right to attend shareholder meetings and vote, the right to express your opinions freely.
- 4) Give shareholders the right to suggest different opinions, regarding the business operations of the Company as the owner Company. All Comments will be compiled and presented to the Board of Directors for consideration.
- 5) Report the status and operating results of the Company, including the future trends of the Company, to shareholders equally and completely, truthfully, without seeking benefits for oneself and those involved. By using information about the Company that has not yet been disclosed to the public.

2. Treating customer

- 1) Comply with contracts, agreements or conditions regarding customers in a transparent and equal manner. In cases where this is not possible, negotiations with customers must be made in advance to jointly find solutions and prevent damage.
- 2) Reveal complete information about accurate service and up to date and without distorting the facts including maintaining good and sustainable relationships.
- 3) Organize a customer service system and open communication channels. Provide advice on how to solve problems and receive complaints. so that customers receive maximum satisfaction and ensure that customers receive good quality service.
- 4) Give priority to maintaining the confidentiality of customers' information. And do not use such information for the benefit of oneself and/or other related persons.
- 5) Provide services/products that customers receive the most benefits in terms of quality and price under safety and appropriate technology. Including continuously raising standards to be higher.
- 6) Every department of the Company uses a patient rights manual, policies, and response methods. It is a basic guideline for treating patients or customers.
- 7) All personnel of the Company must be sincere towards patients and customers. Providing service to the best of our abilities, keeping the promises made to customers. If unable to perform as agreed, the customer should be informed immediately to ensure maximum satisfaction.

- 8) All Company departments use a Patient Rights , Policies and Response Handbook as basic guidelines for treating patients or customers.
- 9) The Ethics Committee coordinates with the Risk Management Committee to bring complaints or reports. Incidents on issues related to patient rights and ethics to come up with a plan to fix and put in place a protection system every month.
- 10) The Company's Ethics Committee organizes questioning activities for patients or customers to assess the level of understanding, satisfaction and response to patient rights of staff every 6 months. To develop services even further. We also provide a way to receive complaints or ethical concerns through our website. You can also report it to an external organization, such as Joint Commission International, which is also listed on the hospital's website.

3. Treatment of trading partners

- 1) Consider selecting business partners by considering needs in terms of quality, price, quantity, time, and service, delivery, after-sales service, warranty and other conditions without conducting transactions with individuals or juristic persons that commit illegal acts, are dishonest, or have behavior that leads to corruption.
- 2) Set regulations for procurement and carry out various clearly if the conditions cannot be complied with. It will promptly inform trading partners in advance to jointly consider finding solutions to problems.
- 3) Always maintain confidential information of trading partners and do not use information for their own benefits and/or other related persons except with the consent of the trading partner.
- 4) Promote, support and create cooperation in product/service development. Create new innovations to increase the potential and abilities of partners and beneficial to the business of the Company and its partners.
- 5) Consider equality to be fair and honest in conducting business. By following the agreements given or made with partners, contractors or contracting companies in all respects. The Company has a bidding process. Negotiating prices, selecting contractors and entering various contracts. that is transparent and straightforward
- 6) All personnel should provide true and complete information for partners contractor or contracting Company.
- 7) Personnel who want to procure goods and services must consider the need for price, value and quality of products and services without discriminating against business partners.
- 8) Personnel must not request benefits from procurement. Remain neutral by not being too close to any trading partner to affect decision making.

4. Treatment of business competitors

- 1) Adhere to the rules of free and fair competition. By not seeking confidential information of business competitors through dishonest or inappropriate means.
- 2) No agreement was made with competitors or any person in a manner that reduces or limits trade competition.
- 3) Do not destroy the reputation of business competitors by making malicious accusations without the truth.
- 4) Act within the framework of free competition rules and related laws in a transparent manner.
- 5) Personnel must not do anything that infringes on the intellectual property rights of others or competitors.

5. Treatment of creditors

- 1) Disclose accurate and clear information to creditors including visiting the business and holding meetings with executives.
- 2) Make contracts with all types of creditors legally. Comply with contracts or conditions strictly agreed upon including obligations and liabilities that may occur and responsibilities in various collaterals.
- 3) Manage funds to have an appropriate structure to support the Company's business operations and maintain confidence with creditors.
- 4) If one of the conditions cannot be complied with or there is an event that causes default in payment, the creditor must be informed immediately to jointly consider finding a solution using the principles of reasonableness together.
- 5) Do not conceal important information or facts. Do not use any corrupt methods that may cause damage to creditors.
- 6) Repay loans with interest to all types of creditors completely and according to the agreed upon schedule.

6. Treatment of employees

- 1) Treat employees fairly, manage work impartially, appointments, transfers. Including rewards and punishments of employees must be done with equality and honesty.
- 2) Support and respect the rights of employees to freely express their opinions. Listen to comments and suggestions from employees at all levels equally.
- 3) Promote skill development and continuous enhancement of potential. Ready to provide stability and career advancement. Encourage employees to receive additional training in subjects related to their job duties. By giving opportunities to employees thoroughly and regularly.
- 4) Encourage employees to participate in determining work direction and solving problems of the agency and the Company.

- 5) Promote employees' understanding of ethics and roles. To create good moral behavior in working
- 6) Manage work according to the occupational health and safety management system. Cultivate awareness and promote working with happiness. Create a good atmosphere and environment in the workplace with an environmental management system in accordance with international standards.
- 7) Provide a legal employee care fund, including contributions to the social security fund. and employee welfare funds, such as provident funds to take care of employees in the long term
- 8) Adhere to the law and various regulations related to employees and principles regarding basic human rights according to international criteria.
- 9) Recruitment, selection and employment will be carried out based on equality and equal opportunities for all applicants. By considering individuals with knowledge, abilities, experience, and morality appropriate to the job position. and have an attitude that is consistent with the organization's values without discriminating against employment practices under labor law.
- 10) Evaluate performance and manage compensation by considering suitability for duties, responsibilities and the abilities of individual employees. Including providing fair and appropriate welfare to employees and taking care of them to improve regularly.
- 11) Provide channels for disclosing important information to employees. To have knowledge and understanding of business operations and operating results in various businesses of the Company.
- 12) All personnel perform their duties with knowledge, ability, expertise and be careful. Including developing knowledge and applying knowledge and ability to fully manage the Company to create appropriate returns for investors including working together to develop the Company to progress and grow steadily and continuously.
- 13) The Company prioritizes developing the knowledge and abilities of personnel. By giving opportunities to personnel thoroughly and regularly, including listening to opinions and suggestions. which is based on the professional knowledge of personnel
- 14) The Company determines the duties and responsibilities of all personnel to comply with the regulations. The Company regulations regarding work and manual on good corporate governance and corporate ethics of the Company including various laws related
- 15) The Company provides opportunities for all personnel to show their full abilities by providing fair compensation to personnel and motivating them to work in the form of salary and bonuses, etc.
- 16) In the event of an ethical concern that needs to be raised, the Company provides a mechanism for reporting the incident or issue on ethical concerns for personnel through reporting incidents or complaints , including on the Company's website . Including ensuring that there will be no disciplinary consequences to reduce fear in reporting.

17) The Company encourages personnel to follow the guidelines of the organization's 4 moral principles in treating recipients and in daily operations as follows:

1. Sangha Vatthu 4 is the Dhamma for good relationships. Create unity in society and groups namely
 - (a) 4 Noble Truths are the 4 noble truths.
 - (b) Piya Waja means sweet and nice talk.
 - (c) Atthacariya means to behave in a beneficial way.
 - (d) Saman Atta means to conduct oneself well and appropriately, not to be arrogant.
2. Iddhipada 4 is the Dhamma for success.
 - (a) Saman Atta means to conduct oneself well and appropriately, not to be arrogant.
 - (b) Viriya means perseverance.
 - (c) Chitta means to have serious interest in something.
 - (d) Vimansa means to diligently consider and find reasons for that.
3. 4 brahmavihara are the dhamma for governance. or taking care of subordinates
 - (a) Metta means wanting others to be happy.
 - (b) Karuna means wanting others to be free from suffering.
 - (c) Mudita means to rejoice in those who are good and happy.
 - (d) Ubekkha means knowing how to let go. stay neutral
4. 4 Noble Truths are the 4 noble truths.
 - (a) Tuk means problem.
 - (b) Samuthai means the cause of problems.
 - (c) Nirodha means the extinction of suffering or the resolution of problems.
 - (d) Muk means a method for solving problems.

7. Treatment of communities, society, resources and the environment

- 1) Cultivate the consciousness of the Company's personnel to be responsible for society and the environment.
- 2) Promote energy conservation natural resources and environment for the good quality of life of society.
- 3) Support medical and public health activities/projects to keep people in the community and society healthy, better health and quality of life.
- 4) Support activities/projects to help alleviate suffering among disaster victims.
- 5) Support activities of various stakeholder groups that are activities for public benefit and continuous social service.
- 6) Integrate business expertise with social responsibility to develop business and create value. Join in building society to have a good quality of life and sustainable side by side.

- 7) Take care of the environment around the community. Control and supervise the management of waste disposal from both general use processes, including various contaminants using effective technology and continuous monitoring in order not to affect the environment.
 - 8) Listen to opinions and recommendations by creating a complaint system due to the Company's operations that have an impact on the community. The Company will carry out an inspection, improve and report the results in a timely manner.
8. Treatment of government agencies and related regulatory agencies
- 1) Do not do anything that may induce employees in government agencies or regulatory agencies to take incorrect actions.
 - 2) Adhere to the law and related regulations strictly.
 - 3) Receive a visit, listen to opinions, suggestions or complaints of any other government, agencies or regulatory agencies.
 - 4) Provide opinions and support activities of government agencies and regulatory agencies.

3. Respecting the law and human rights principles

1. The Company is committed to complying with various laws and regulations. Strictly related to personnel including laws related to safety and health in the workplace.
2. Personnel must understand and act in accordance with various laws and regulations. Any other especially the parts related to duties and responsibilities.
3. Personnel should behave in accordance with the guidelines of the organization's 4 moral principles in treating recipients of work and in daily operations. Personnel should use organizational discipline as a framework for their daily work. To convey the ethical values of the Company's personnel and standards of work. To ensure that all personnel in the Company are able to perform everything. In accordance with general ethics and legal regulations related to the operation of health care facilities and other laws related to public health in Thailand.
4. Supporting patient rights for patients and their families by posting a "Declaration of Patient Rights" sign in every unit providing both outpatient and inpatient services. And having all departments use the patient rights policy manual and how to respond is a basic guideline for treating every patient or customer.
5. All personnel will provide quality service, be ethical and not contrary to laws and regulations and respect the rights of patients in every situation.
6. All personnel will provide equal service to patients or customers. Regardless of race or religion or beliefs of the patient.

4. Conflict of interest

The Board of Directors has established a policy regarding the prevention of conflicts of interest based on the principle that which business activities must be carried out for the highest benefit of the Company only and should avoid actions that cause conflicts of interest by specifying that those involved or have interests in the items being considered and must inform the Company of their relationship or interest in the transaction and must not participate in decision-making, including not having authority to approve such transactions and other.

5. Confidentiality Data retention and Use of internal information

All Company personnel must take care of keeping Company and patient or customer information confidential without disclosing it. Company news that, if disclosed to the public, would have a serious impact on the Company and do not provide any information or information that the person with authority to give orders has not yet allowed

1. The Company discloses information that can be disclosed in a complete, accurate, and transparent manner in accordance with laws and regulations.
2. The Company provides a process for calculating expenses that are correct and appropriate, can be verified by disclosing information on various service fees that are charged from clients and outsiders.
3. Company personnel must not use inside information that has not been disclosed or is confidential, or disclose it to third parties, or perform actions that cause conflicts of interest.

6. Secret information management

1. Directors, executives and employees must comply with the Company's securities trading policy, including the practice of trading securities without trading securities in advance for 45 days before the disclosure of quarterly financial statements. And 60 days before the disclosure of annual financial statements. And the period of refraining from trading securities ends after the Company has disclosed its financial statements to the Stock Exchange of Thailand for 24 hours.
2. The Company limits the number of people who have access to confidential information to the minimum necessary (need to know basis) only.
3. The Company maintains copies of various documents related to transactions that are confidential information safely and destroy when not needed. By limiting access to information to only designated employees.
4. Cultivating corporate culture through regular communication to make all employees aware of their duty to maintain Company secrets. Do not read confidential documents or discuss confidential matters in public.

7. Internal control and internal audit

The Company prioritize on the internal control system for both the management level and the operational level. The Company has established a regulatory policy to have a good internal control system and risk management at an appropriate level. There is regular monitoring and evaluation in line with international standards.

The Company has clearly defined the scope of duties and authority in writing. There is control and supervision of the use of assets for maximum benefit. Separate duties and responsibilities for approving the recording of accounting transactions and information and storing and maintaining assets to create a balance and check.

The Board of Director has arranged for the maintenance of an effective internal control system to provide reasonable confidence that the recording of accounting information is accurate, complete, and sufficient to maintain assets and to identify weak points. To prevent corruption from occurring or significantly abnormal operations.

8. Property, intellectual property

The Company shows its intention to conduct business with fairness, respect and comply with laws regarding intellectual property. By not committing acts that infringe on the copyrighted work or intellectual property of others. The policies and guidelines are as follows:

1. The Company must first examine the use of information or works which are the rights of third parties that have been received or will be used within the Company to ensure that it does not infringe on the intellectual property of others.
2. Employees must use software only in accordance with the permission of the copyright owner and only with permission for use within the Company.
3. Employees must conduct themselves in accordance with the law and regulations related to valid intellectual property rights. It will not infringe or misuse the valid and effective intellectual property rights of others.
4. All personnel have duties and responsibilities to use Company's property for maximum benefit and are prohibited from using it for personal gain.

9. Security and risk control of information technology systems

Enable the Company to supervise policies, processes, and tools for managing information technology system risks and cyber threat risks. That can be identified prevent, detect, deal with restore the system to normal and be able to continue business operations.

1. Information technology system security policy
 - 1) In cases where the Company uses information technology services from outside service providers, the Company must establish policies to support the use of services.

- 2) There must be measures in place to ensure that the operations of external service providers can be controlled in accordance with the specified agreements. Including a contingency plan in the event of an incident that may affect safety.
2. Information technology risk management policy
 - 1) Define duties and responsibilities for managing and managing information technology risks.
 - 2) Identify risks related to information technology.
 - 3) Assess risks that cover the likelihood or frequency of risks occurring and the impacts that will occur.
3. Guidelines for controlling information technology system risks
 - 1) Set operating procedures related to information technology systems to ensure correct and safe operations in writing for employees to perform correctly.
 - 2) There are measures to prevent and detect threats from malicious programs. By installing a protection program to cover both the processor and the computer as well as improving the protection program.

10. Supervision of operations of subsidiaries and associated companies

1. The Company has a governance mechanism that enables it to control, supervise, manage and be responsible for the operations of its subsidiaries and associated companies as follows:
 - 1) The Company sends individuals to represent the Company as directors and executives of subsidiaries and associated companies in proportion to their shareholding.
 - 2) Directors and executives of subsidiaries and associated companies have authority and responsibility to control or participate in determining policies that are important to business operations.
 - 3) The Company sets guidelines for the exercise of voting rights by Company representatives at shareholder meetings of subsidiaries and associated companies in order to be consistent with the proportion of shareholding in subsidiaries and associated companies.
 - 4) The Company determines the management structure of subsidiaries and associated companies so that they can control, supervise, manage and be responsible for the operations of subsidiaries and associated companies as if they were a unit of the Company.
 - 5) Directors and executives of subsidiaries and associated companies prepare reports summarizing operating results and submit them to the board meeting when requested as appropriate.
 - 6) Directors, executives, employees, or assignees of subsidiaries including the spouses and minor children of such persons are prohibited of using internal information of the Company and its subsidiaries.

2. Investment in subsidiaries and associated companies

The Company has a policy to invest in subsidiaries or joint ventures that support the Company's business operations which the Company deems will create mutual benefits in order to increase income generating channels and increase the Company's profitability. The Company will consider the investment proportion. Expected profits are subject to potential risks, and the financial status of the Company before deciding to invest in various projects. Such investment decisions must be approved by the meeting, Board of Directors or shareholder meeting (As the case may be) and the Company will appoint a representative of the Company who is qualified to join the board of directors in that Company to set important policies and supervise the operations of subsidiaries and such associated companies.

3. Financial control of subsidiaries and associated companies

(1) Subsidiaries and associated companies are responsible for submitting monthly operating results and financial statements, as well as information supporting the preparation of such financial statements of subsidiaries and associated companies for the Company. Or report the Company's operating results for the quarter or year, as the case may be.

(2) Subsidiaries and associates are obliged to report material financial issues to the Company when discovered or requested by the Company to investigate and report.

11. Safety, occupational health and working environment

The Board of Directors promotes and supports a healthy and safe working environment in accordance with relevant policies, laws, regulations and international standards in order to lead to the goal of no accidents in the workplace. Including reducing the risk of occupational diseases among employees and stakeholders in business operations throughout the supply chain, which results in the continuous development of the management system.

1. All personnel of the Company should check their own health and physical fitness before working. And do not come to work if your body is not ready to reduce the risk of work-related hazards.
2. In performing work that is risky, relevant personnel must study various information. Any other about unsafe working conditions or may be dangerous. If you are unsure, always consult an expert before performing work including reporting to supervisors immediately. When abnormalities are found in the workplace that may affect safety, occupational health and the environment.
3. Supervisors in each department has a duty to determine or disseminate guidelines for preventing and controlling work accidents to personnel and related persons.
4. Set policies, goals, indicators and approve safety management standards in accordance with policies, goals, and safety indicators.

5. Work and help agencies to have operations that are in line with standards. Guidelines for safety management The Group's operating plan includes related laws. As well as appoint replacement workers when there are reasons why they are unable to perform their duties.

12. Anti - Corruption

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

1. Company directors, executives and employees at all levels Including those involved must comply with the anti-corruption policy, corporate governance policy, Business Ethics, Organizational Ethics and Company regulations without exception strictly. They must not be involved in corruption both directly and indirectly.
2. Company personnel Must not do anything which shows corruption , giving or receiving bribes to stakeholders in their work, both directly and indirectly. To gain illegitimate benefits, the Company stipulates giving or receiving gifts, souvenirs, gifts, or any other benefits. Must be in accordance with customs and traditions and act in a reasonable and appropriate manner. It must not have unreasonable value or lead to performance or omission of one's duties which may lead to corruption.
3. Charitable donations using Company money, items, or property. Must be done in the name of the Company only. You must donate to a trusted organization. Have a valid certificate can be checked and must proceed through the steps according to the Company's regulations.
4. Support using money, items, or assets of the Company to support various projects. The name must be specified in the name of the Company only and must have a business purpose. Good image of the Company and must proceed through the steps according to the Company's regulations. The disbursement must specify a clear purpose and have evidence that can be verified.
5. Support and encourage personnel at all levels Committed to See the importance and awareness of anti-corruption , including establishing internal controls to prevent corruption, giving or receiving bribes in all forms.
6. Spread knowledge and understand third parties who have business ties with the Company In matters that must be complied with in accordance with the anti- corruption policies.
7. Company personnel must not do anything that shows that they are not politically neutral. It is prohibited to support or act in favor of any political party. Both directly and indirectly including not using the Company's resources for operations related to politics that shows not being politically neutral.

8. Company personnel must not be neglected or ignored. When found actions that are considered corruption related to the Company. Personnel must notify your supervisor or responsible person. and cooperate in investigating various facts any other.
9. The Company will be fair and protect personnel or any other person who reports clues or evidence of corruption related to the Company. By using measures to protect complainants or those who cooperate in reporting corruption , the Company will not punish, demote or give negative results to those who report corruption.
10. Those who commit corruption violate the rules, regulations, and ethics of the Company . Must undergo disciplinary consideration according to specified Company regulations. And if it is an illegal act must also be punished by law.
11. The Company has prepared an assessment of corruption risks, including prioritization and determine appropriate measures. Including monitoring and inspecting the results of such measures by reviewing risk management measures to ensure they are appropriate to prevent risks to an acceptable level.
12. The Company must organize an internal audit to ensure that the established risk management system helps the Company achieve its goals. Including inspecting operations within the Company to ensure compliance with requirements and regulations.
13. The Company must ensure that these operational measures are documented in accordance with internal control principles to ensure compliance with Company policies and regulations.
14. The Company appoints executives as followers. Control employees at all levels and those involved. Especially employees under supervision have knowledge and understanding and strictly follow the anti-corruption policy.
15. Corruption policy covers personnel management processes. From recruiting, selecting personnel, giving rewards and promotion, training and performance evaluation.
16. Company personnel must sign an acknowledgment of the Anti-Corruption Policy to confirm that all employees are aware, understand and are ready to apply the principles in the Anti-Corruption Policy as a practice for operating with strictness throughout the organization.

13. Giving or receiving gifts and entertainment

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

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

14. Giving financial support

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

15. Charitable donation

1. Company directors, executives and employees at all levels must be politically neutral. Will not act in a way that is selfish or provide political assistance to people involved in politics, politicians, political parties, or any political power group in every area, every region, and every level.

2. Donation There must be evidence showing that it has been done to support the charitable or public benefit project to be successful according to its objectives. It can be shown that there has actually been a charity or public benefit project and beneficial to society.
3. Form of donation It may be given in the form of money, such as donating money for disaster relief, or donating things or any other benefits that are not monetary, such as donating school supplies to schools to support education.
4. A memo must be prepared for the Donation. Specify the name of the donor and the purpose of the donation along with supporting documents to submit to the supervisor for approval according to the regulations of authority.

16. political assistance

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

17. Facilitation payment

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

18. Report corruption

1. Every employee, when witnessing an action that is considered corruption related to the Company, must inform his supervisor or the responsible person and cooperate in investigating various facts. If you have any questions or questions, please consult with your supervisor or a person designated to be responsible for following up on compliance with the Company's code of conduct through various channels specified.

2. The Company makes a promise to all employees that Employees will be protected from retaliation for honest reports, communications and disclosures.
3. The Company has communicated various information related to anti-corruption measures for stakeholders in various groups have been informed through the channel: Training of new employees, News, Public relations board, Annual report and other methods any appropriate.
4. The Company discloses information to relevant parties and various groups of stakeholders through the annual report Company website or other methods as appropriate. To ensure that the Company has transparent anti- corruption measures and can be checked. The Company will regularly review its anti-fraud and corruption policy to ensure compliance with criteria, laws, and various related guidelines.

19. Channels for complaints and reporting of mispractice (Whistle-Blowing Service)

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

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

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

20. Measures to protect those who report complaints or provide clues

The Company will keep the information of those who make complaints or whistleblowers confidential. This information will be limited to those responsible for investigating complaints. In the case, where the person reporting the complaint or clue is a Company personnel will receive appropriate and fair protection from the Company, such as no job demotion, suspension, termination, intimidation, or negative consequences for employees who refuse to commit corruption. Even though that action will cause the Company to lose business opportunities. The Company will provide the best protection for the safety of those who report corruption according to the standards set by law. However, You can be sure that Channels for requesting such advice It's a safe channel. Complies with measures to protect and maintain confidentiality. As specified in “ Measures against corruption ”

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

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

21. Investigation and Punishment

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

1. Upon receiving the clue, the Company assigned it to the Legal Department , Internal Audit Office and other related agencies to be the person who screens and checks the basic facts. By the Legal Department, Internal Audit Office and other relevant agencies considered the clues and found that the information was sufficient, had data, and was reliable , so proceeded to coordinate the work with the department. Human resources to propose names of the investigative committee Let the Chief Operating Officer consider and continue investigating the facts .
2. During the investigation, the directors, the general manager, the chief operating officer and Audit committee may assign representatives (executives) to report progress periodically to those who can report clues or make complaints.
3. If , after investigating the facts, it is found that the information or evidence has reasonable grounds to believe that the person being accused has actually committed corruption. The Company will

give the accused the right to, If you are informed of the allegation and give the accused the right . To prove yourself by looking for additional information or evidence that shows that you are not involved with the alleged dishonest act.

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

22. Communication and disclosure of corruption information

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

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

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

1. Prepare an annual communication plan for anti-corruption policies and measures in written form. The communication plan must cover communication both inside and outside the organization.
2. Establish communication channels such as Company newsletter (Newsletters), billboards (Poster), brochures (Brochure), organizing training (Training) or workshops (Workshop) , etc. To be appropriate for the recipient both inside and outside the organization
3. Post announcements on the employee public relations board regarding news and anti-corruption policies so that employees are aware of various events and act in the correct way.

4. Set communication content to cover anti- corruption measures, policy manual and practices guideline related The Company's expectations. Regarding operations according to anti- fraud and corruption measures. the Company will not demote or punish personnel. if they deny corruption and penalties personnel do not comply with such measures.
5. Prepare information about anti-corruption measures as a condition of business contracts. Between the Company and the contracting party or customer In order to inform customers from the day we start doing business with each other. In the event that any contracting party discovers such action, it shall notify the other contracting party in writing of such action promptly. and both parties have the right to terminate the business contract. without having to compensate for any damages that may occur
6. What symbols or media are created? that show the policy of anti-corruption in things for customers or business partners, such as during various festivals in business opportunities or in promoting sales of the Company
7. Prepare letters or documents to inform all customers and business partners to communicate policies on the matter. Receiving/giving gifts, giveaways, entertaining customers Partner Certification Receiving/giving things compensation, etc. by reviewing and informing trading partners This is done during various festivals or during business occasions.
8. Carry out communications according to the annual approved communication plan.

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

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

1. The Company will announce it to all employees. It will be distributed through the Company's intranet , including the preparation of brochures. or announcement for general distribution and preparation of various media that show the anti-corruption policy guidelines so that all parties/departments are generally informed.

2. All directors, executives, and employees of the group of companies will receive training. or be informed about the anti-corruption policy on an ongoing basis Especially the form of corruption , risks from participating in corruption , including reporting methods in the case of witnessing or suspecting that corruption has occurred. The knowledge training will be part of the orientation for new employees as well. To create knowledge and understanding of policy implementation and penalties in case of policy violations.
3. Publish policy Anti-corruption for shareholders Outsiders or those interested can know the following channels:
 - Annual information disclosure report, Form 56-1 One Report
 - <http://www.sikarin.com>
4. Prepare documents to inform all customers and business partners to communicate policies regarding receiving/giving gifts, giveaways, and customer entertainment. Giving certification to partners, receiving/giving compensation, etc., during various festivals or business opportunity.

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

23. **Fair competition policy**

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

24. **Report corruption**

1. Every employee, when witnessing an action that is considered corruption related to the Company, must inform his supervisor. Or the responsible person knows and cooperates in investigating various facts if there is any doubt. or questions, please consult with your supervisor or a person designated to be responsible for following up on compliance with the Company's code of conduct through various channels specified.
2. The Company makes a promise to all employees that Employees will be protected from retaliation for honest reports, communications and disclosures.
3. The Company has communicated various information related to anti-corruption measures to inform stakeholders in various groups through the following channels: Training of new employees News public relations board annual report and other appropriate methods.

4. The Company discloses information to various groups of stakeholders and stakeholders through the annual report (Form 56-1 One Report), the Company's website (Website) or other methods as appropriate to ensure that the Company is operating in accordance with with transparent anti-corruption measures and can be checked. The Company will regularly review its anti-fraud and corruption policy to ensure compliance with relevant criteria, laws, and guidelines.

25. Supervision, monitoring and review

1. Corruption is discovered from the internal audit process, which is an urgent matter. it should be urgently processed by the internal audit department to notify the top executives of the Company or the top executive of the subsidiary Company that encountered the problem. The Chairman of the Anti -Corruption Committee is informed or proceeds according to the internal audit operating manual in order to report in stages. Until the Company Directors and the Audit Committee know that this is a special and urgent agenda. Then enter the investigation process according to the specified steps.
2. Corruption issues are found through the designated whistleblowing complaint channel and considered to be an urgent matter that should be acted upon quickly, those who receive the complaint must quickly bring them into the investigation process. That is, consider, screen and assign. There must be a person or appointment of an investigative team to investigate the facts immediately. It is also reported in the relevant meeting as an urgent agenda.
3. Corruption issues are discovered by the Anti-Corruption Working Group , the Chairman of the Anti - Corruption Working Group must notify the top executives of the Company so that there will be a report up to the Company's directors. The Audit Committee acknowledged that this was a special and urgent agenda. Then enter the investigation process according to the specified steps.
4. The internal audit department will examine the internal control system, activities, and processes. various regularly. To ensure that the established internal control system is effective and consistent with compliance with the anti-corruption policy, the internal audit department will summarize the results of the audit, inform and discuss with relevant persons to find solutions. Adequate protection appropriate and report the results of the inspection to the Audit Committee and the Board of Directors for further acknowledgment.
5. Corruption Working Group will review this policy annually or when there are changes in business, new business or other matters that result in amendments. Including supervising and monitoring the implementation of this anti- corruption policy. and provide various advice continuously. However, if any improvements are required, they must be made as soon as possible.
6. The Company arranges for review, inspection, and improvement of various anti-corruption measures and reports to the Company directors every year. In order to measure efficiency, effectiveness, improve and develop measures to be consistent with risks that may change. according to the context inside and outside the Company

Code of Conduct for Business is a revised version No. 4 is effective from 11 January 2024 onwards by the resolution of the Board of Directors at the meeting No. 1/2024 on 10 January 2024.

A handwritten signature in blue ink, consisting of a series of fluid, connected strokes, positioned above a horizontal dotted line.

(Mr. Seni Chittakasem)

Chairman