



Taokaenoi Food & Marketing Public Company Limited's Code of Ethics

Code of Ethics Compliance

1. Those who should comply with the Code of Ethics

Employees at all levels must comply with the principles and practices set by the Company.

2. Suggestions

- 2.1 Study various principles and practices relating to your work and duties.
- 2.2 Consult your supervisors when unsure whether the conduct of your activities is ethical or not.
- 2.3 Communicate with your contacts to understand the practice guidelines in various activities according to the Company's Code of Ethics.
- 2.4 In case of an encounter with any actions against the Company's Code of Ethics, please proceed with whistleblowing through the Company's available channels to verify and take further corrective actions.

3 Non-compliance with the Code of Ethics

Non-compliance or the act of encouraging others to take unethical actions may be considered a disciplinary or legal violation, resulting in penalties according to the Company's regulations, as the case may be.

4. When witnessing the unethical action

Those who witness non-compliance with the Company's Code of Ethics may complain or report through the Company's Whistleblowing System.

5. Whistleblower's Protection and Justice Policy

- 5.1 Complainants or whistleblowers may choose not to disclose themselves if the disclosure may cause any harm for them. Nevertheless, the details, facts, or evidence reported must be sufficiently clear to show a reasonable cause to believe that dishonest acts or violations of laws, Company regulations, Code of Ethics, and Good Governance Policy have been committed. However, the disclosed identity will accelerate the procedures.
- 5.2 The Company considers any information related to complaints as confidential and will only discuss if necessary, taking into consideration the safety and damage that might cause the source of information or related persons. Moreover, all parties involved or responsible in all

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whistleblowing procedures must guard the lead at the highest level of confidentiality and shall never disclose to other people. Violation is considered a disciplinary offense.

- 5.3 The Board of Directors or assigned persons may impose a measure to protect the complainant as deemed appropriate if the matter is likely to cause damage or unsafe situation to the complainant due to the complaint thereof.
- 5.4 Employees who treat other people with unfair approach, discrimination, or inappropriate manner or causing damage to another person due to the fact that the other person complains or provides information regarding fraud or non-compliance with laws, regulations, Code of Ethics, or the Company's Good Corporate Governance Policy, including the fact that another person sues, prosecutes, testifies, gives statements or cooperates with any court or government agency, are considered a disciplinary offense which is subject to the penalty and may be subject to the legal penalty if such action violates the law.
- 5.5 Those who suffer the damages will be mitigated by appropriate and fair approach or procedures.

Compliance Guidance for Business Ethics

1. Human Rights and Labor

The Company values the importance of fundamental human rights to promote respect for rights and freedom and no discrimination against sexes and classes for equality. The Company demonstrates a clear and strong intention not to support or conduct business with entrepreneurs who are infringing human rights. The Company treats its employees equally and fairly by providing welfare that is equal to or beyond the legal requirement as deemed appropriate. This includes maintaining safety and hygiene in the workplace, training, and education to develop potential and progress. The Company allows employees to enhance their working skills in other areas, provides appropriate rates, and treats employees according to the labor laws, regulations with integrity.

2. Environment

The environment is vital to human existence and the cornerstone of sustainable growth. The Company is a manufacturer and distributor of snacks made with natural ingredients. Changes in the world's overall environment will directly affect the Company's quality of raw materials and packaging. The Company conducts environmental impact assessments before its operation and designs the work processes with the least minimal impact on the environment, using adequate technology. The Company

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aims to restore the biodiversity that has been affected by the business operation, including the release and management of production waste, greenhouse gas emissions, and cultivating environmental-friendly activities for everyone in the organization.

3 Delivering Product Value to Consumers

The Company is committed to the development and delivery of safe products for pleasant consumption, taking into account consumers' health. The product development starts from upstream to downstream management, quality control from the purchase of raw materials, production process, packaging, occupational health, and environment care, ensuring product quality for consumers' safety and health. All employees are also committed to delivering happy, healthy, and safe products to consumers.

4. Anti-corruption

The Company conducts business with related parties transparency and honesty in compliance with applicable laws and standards. The Company has in place the anti-corruption policy and announced it to the public and encourages other companies and business partners to have and inform the anti-corruption policy. In addition, the Company plans to join Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) project, to build trust and among stakeholders and shareholders.

5. Gifts and Entertainment

Receiving or providing benefits, including property, service, facilitation, or entertainment with business related parties, must be in accordance with each country's customs and local traditions, including relevant laws. The provision must be of an appropriate value and must not create an incentive to commit an unfair decision.

6. Conflict of Interest Management

In all business activities, all employees will perform their duty while considering the Company's best interest under the laws and ethics and refrain from any actions that may create a conflict of interest, affecting decision-making.

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7. Vision toward politics

The Company remains neutral toward politics, refrains from offering financial or any other forms of support to political parties, political coalition, or political authority, either directly or indirectly at any level, i.e., local, regional or national politics. The Company respects its employees' right toward politics. Nevertheless, all employees must not put the Company's name on any political matters.

8. Personal Information Management

In compliance with the law, the Company respects and protects the privacy of any information of business, business partners, customers, or employees. Information such as transaction history, contact information, or other personal information will be protected and will not be used, disclosed, or passed on to other people or parties, which violates legal rights.

9. Internal Information Usage

Employees of all levels shall not use internal information under their responsibility for personal interest and must not disclose such internal details to others to exploit their benefit.

10. Utilising and Maintaining Intellectual Property

The Company must respect and does not infringe on others' intellectual property and protect its intellectual property from being used by others.

11. The Information Disclosure and Communication

The disclosure of the Company's information will be made through authorized entities of the Company, based on the principle of accuracy, equality, and verifiability, in accordance with the relevant laws.

12. International Business Operation

The Company's overseas business operations will adhere to the country's laws, regulations, and culture in which the Company operates, which must not conflict with the Company's ethical practices.

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13. Trade Competition

The Company adheres to equality, honesty, and transparency in business operations. Thus, the Company does not create an unfair competitive advantage, following an ethical trade competition framework according to the laws and related regulations.

14. Money Laundering Prevention

The Company applies great importance and strictly complies with laws regarding anti-money laundering.

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