

Corporate Governance Policy	Effective Date: 20 January 2026
	Revision No: 0
Responsible Unit: Corporate Governance	Document No: CG & Risk/02

Corporate Governance Policy
HaadThip Public Company Limited and Its Subsidiaries
(collectively referred to as the "Company")

HaadThip Public Company Limited and its subsidiaries place great importance on its shareholders, investors, stakeholders, and all relevant parties, and is committed to conducting its business with transparency, accountability, and fairness, while ensuring equitable treatment for all. The Board of Directors has established the Company's Corporate Governance Policy in accordance with the principles of the Corporate Governance Code for Listed Companies 2017 (CG Code 2017) issued by the Stock Exchange of Thailand and the Securities and Exchange Commission, which is aligned with the internationally recognized corporate governance principles of the Organization for Economic Co-operation and Development (OECD). This policy serves as a framework to guide the conduct and operations of directors, executives, and employees at all levels, ensuring that their duties are performed with responsibility, due care, and integrity. The Company has also implemented ongoing communication, awareness-building, and monitoring mechanisms to ensure effective corporate governance practices, with the objective of strengthening confidence and trust among shareholders, investors, stakeholders, and all related parties.

This Corporate Governance Policy has been established to ensure alignment with the principles of good corporate governance and to serve as a guiding framework for the Company's operations. The Company requires that directors, executives, and employees at all levels strictly comply with this policy.

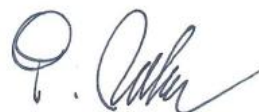
The Company's Corporate Governance Policy encompasses five key principles as follows:

1. Shareholders' Rights & Equitable Treatment of Shareholders
2. Roles of Stakeholders
3. Disclosure & Transparency
4. Board of Directors Responsibilities
5. Ethics, Integrity, and Business Code of Conduct

In this regard, the Board of Directors, through the Corporate Governance and Risk Management Committee, regularly reviews and updates the Company's Corporate Governance Policy on an annual basis to ensure its continued relevance and alignment with the evolving business environment, applicable laws and regulations, and internationally recognized standards of good corporate governance.

The Company has disseminated its Corporate Governance Policy through internal channels (Intranet) and external channels on the Company's website (www.haadthip.com).

Major General



(Patchara Rattakul)
Chief Executive Officer

Principles of Corporate Governance

1. Establishing a transparent and fair management system

The Company is committed to developing a management system that is transparent, fair, and subject to effective oversight. In doing so, the Company adheres to internationally recognized corporate governance standards in order to enhance its organizational competitiveness, while preventing and mitigating potential conflicts of interest that may arise.

2. Establishing an operational framework in compliance with relevant laws and regulations

The Company conducts its business in strict compliance with all applicable laws, rules, regulations, and relevant guidelines, including the Public Limited Companies Act, the Securities and Exchange Act, as well as good practices and requirements prescribed by the Securities and Exchange Commission and the Stock Exchange of Thailand. This is to ensure that the Company's business operations are conducted in a lawful, transparent, and sound corporate governance manner.

3. Defining the accountability framework of the Board of Directors and management

The Company clearly defines the roles, duties, and responsibilities of the Board of Directors and management in order to ensure that the exercise of managerial authority is conducted within appropriate boundaries, in alignment with the principles of good corporate governance, and in the best interests of all stakeholders.

4. Strengthening confidence and trust among investors and stakeholders

The Company places strong emphasis on building confidence among both local and international investors, as well as all stakeholder groups, by upholding the principles of transparency, accountability, and fair disclosure. Through these commitments, the Company aims to enhance its credibility and achieve long-term sustainability.

Practices and Monitoring

The Company requires that all directors, executives, and employees acknowledge, understand, and strictly comply with the principles of good corporate governance, the Corporate Governance Policy, and all related requirements. The Company actively promotes and supports the continuous dissemination of knowledge and awareness of good corporate governance principles among directors, executives, and employees at all levels.

Furthermore, the Company assigns responsibility to management at all levels to serve as role models in promoting good governance, emphasizing the importance of fostering a culture in which employees under their supervision possess a clear understanding of, and adhere strictly to, the Corporate Governance Policy.

In the event that any employee becomes aware of, or suspects, any act that may constitute a violation of applicable laws, the principles of good corporate governance, or the Company's Code of Conduct, such employee is required to report the matter through the complaint and whistleblowing channels as stipulated in the Company's complaint handling policy and procedures. The Company shall conduct fact-finding and investigations in a fair and

transparent manner and shall provide appropriate protection to whistleblowers and relevant parties to prevent any adverse impact or retaliation arising from the reporting of such matters.

Non-Compliance

Directors, executives, and employees are required to strictly comply with the Company's corporate governance principles, policies, and practices. Any violation or failure to comply with the prescribed principles or guidelines shall result in disciplinary actions in accordance with the Company's regulations.

In cases where such acts or misconduct are reasonably believed to constitute violations of applicable laws, rules, regulations, or governmental requirements, the Company shall refer the matter to the relevant authorities and fully cooperate with the competent government agencies for further legal proceedings.

Communication and Disclosure

This policy and related practices have been communicated and disseminated through the Company's internal channels, including the intranet system and internal online platforms, as well as through external channels via the Company's website at <http://www.haadthip.com>. This ensures that directors, executives, employees at all levels, and all stakeholder groups are able to access and acknowledge the Company's policies, principles, and practices, which are implemented fairly, transparently, and in an auditable manner in accordance with good corporate governance and the Company's Code of Conduct.

Guidance on Corporate Governance Principles

1. Understand the content and key substance of the Corporate Governance Policy

Directors, executives, and employees at all levels should be aware of and have a clear understanding of the principles, practices, and objectives of the Corporate Governance Policy in order to apply them correctly and consistently in the performance of their duties and in alignment with the Company's governance framework.

2. Performing Duties in Strict Adherence to Assigned Roles and Responsibilities

Executives and employees must be mindful of their duties, responsibilities, and delegated authority, and perform their work with transparency, and integrity, while adhering to the principles of good corporate governance for the best interests of the Company and all stakeholders.

3. Regularly review and continuously enhance knowledge and understanding of Corporate Governance Principles

Directors, executives, and employees should regularly review and continuously enhance their knowledge and understanding of corporate governance principles in order to remain responsive to changes in the business environment, as well as applicable laws, regulations, and relevant practices.

4. Promote understanding and disseminate Corporate Governance knowledge to others

In situations where work involves coordination with other units or external parties, individuals should promote and share knowledge and understanding of corporate governance principles with relevant counterparts to ensure that operations are conducted in a consistent manner and in alignment with the Company's values and ethical standards.

5. Seek advice in case of uncertainty

In the event of employees having any questions or uncertainties regarding the interpretation or implementation of the Corporate Governance Policy, they should seek guidance from their direct supervisors or from designated persons responsible for overseeing and monitoring compliance with such policy, to obtain appropriate and accurate advice.

6. Exercise careful judgment in ambiguous situations

In situations where employees encounter difficulties in making decisions or where matters are not explicitly addressed in this policy, employees should exercise sound judgment by questioning their actions and immediately refraining from proceeding if such actions:

- Violates laws, Company policies, or the Company's business ethics.
- May cause damage to the Company's reputation or image, or have a significant negative impact on stakeholders; or
- Constitute inappropriate conduct that is unacceptable or cannot be openly disclosed to the public.

7. Reporting violations or non-compliance

If employees observe or become aware of any violations or non-compliance with the Corporate Governance Policy, employees should immediately inform their supervisors or the responsible units so that appropriate investigation and actions can be taken.

8. Cooperating in fact-finding investigations

All employees are required to fully cooperate with assigned units or person in fact-finding investigations to ensure that operations are carried out in a transparent, fair, and consistent with good governance principles.

9. Supervisors and Management at all levels must serve as role models

Supervisors at all levels shall demonstrate exemplary behavior in complying with the Corporate Governance Policy, while promoting and fostering a working environment that emphasizes integrity, transparency, and ethical behavior. This will reinforce awareness among employees and related parties that adherence to good governance principles is a fundamental and ongoing responsibility.

Corporate Governance Overview

The Company places the highest importance on good corporate governance and fully recognizes the roles, duties, and responsibilities of the Board of Directors in overseeing corporate governance for the best interests of the Company, its shareholders, and all stakeholder groups. The Company strictly complies with the best practices for directors of listed companies as prescribed by the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC) in order to enhance its corporate governance standards to be transparent, auditable, and aligned with the principles of good governance.

In this regard, the Company undergoes regular assessments of its corporate governance performance based on the principles of good corporate governance, which it adopts as a key foundation for conducting its business. Such assessments are conducted with reference to the principles, guidelines, and evaluation frameworks of the following organizations and standards:

- The Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC)
- Thai Institute of Directors (IOD)
- Organization for Economic Co-operation and Development (OECD)
- CG Code 2017
- ASEAN Corporate Governance Scorecard

The Company adopts these principles as key reference frameworks for corporate management in order to create stable and sustainable long-term value. The Company has assigned the relevant functions to adapt and apply the CG Code principles in a manner appropriate to the Company's organizational context, ensuring that operations are consistent with the Corporate Governance Policy and that disclosures in each category are complete, transparent, and in line with international standards. This supports sustainable value creation and enables disclosures that align with the Corporate Governance Policy and cover the following five key principles.

1. Rights of Shareholders and Equitable Treatment of Shareholders

1.1 Protection of Shareholder Rights and Equitable Treatment

The Company recognizes the fundamental rights of shareholders and treats all shareholders equitably, transparently, and fairly. The Company is committed to facilitating the full and appropriate exercise of shareholders' rights in all aspects, particularly in the following matters:

- The right to freely and transparently buy, sell, or transfer the Company's shares.
- The right to receive accurate, complete, and sufficient information in a timely manner to support investment decisions, to attend shareholders' meetings and exercise voting rights on significant matters, and to appoint proxies or independent directors of the Company to attend and vote on their behalf
- The right to appoint or remove members of the Directors

- The right to propose additional agenda items for shareholders' meetings and nominate individuals for appointment as directors in advance, in accordance with the prescribed criteria.
- The right to consider the appointment of auditors and determine auditors' remuneration.
- The right to consider and approve directors' remuneration.

The Company is committed to conducting all processes with transparency and in strict adherence to the principles of good corporate governance, in order to ensure that shareholders are confident that their interests are appropriately protected and aligned with the best interests of the Company and shareholders as a whole.

1.2 Shareholding Structure

The Company establishes its shareholding structure based on the principles of transparency and fairness, with due consideration to strengthening cooperation among shareholders, with the objective of achieving the greatest benefit for the Company's business operations.

Consideration of the shareholding structure is carried out prudently within the framework of applicable laws, rules, regulations, and requirements, ensuring that management responsibilities are clearly defined, transparent, and auditable. Appropriate responsibilities of management at each level are also clearly defined to support effective business operations and to promote sustainable shareholder value creation.

1.3 Related Party Transactions

The Company places the utmost importance on the management of related party transactions and conducts such transactions in accordance with good corporate governance principles to ensure that they are carried out in the normal course of business, with pricing, terms, and conditions that are fair and comparable to transactions conducted with independent third parties, in line with best governance practices.

The Company has established a rigorous and transparent review process to ensure that all operations are conducted fairly, free from conflicts of interest, and with due regard to the protection of the interests of the Company and its shareholders. In this regard, the Company maintains a strong internal control system and transparent approval mechanisms under the oversight of the Audit Committee and the Board of Directors, to ensure that all related party transactions are appropriately reviewed, approved, and disclosed in compliance with applicable laws, regulations, and principles of good corporate governance.

1.4 Shareholder Returns

The Company's investments are undertaken with the objective of generating appropriate and sustainable returns for shareholders. In this regard, dividend payments shall be made only when the Company generates net profits from its operations, and no dividend shall be paid if the Company has accumulated losses.

The Company places strong emphasis on maintaining balanced financial management by carefully considering both appropriate short-term returns to shareholders and investments that enhance the Company's long-term growth potential. This approach aims to ensure the Company's financial stability and resilience, while creating sustainable value for shareholders and all stakeholders.

2. Roles and Responsibilities toward Stakeholders

To ensure stable and sustainable business operations, the Company places great importance on fair and equitable treatment of all stakeholder groups, guided by the principles of good governance, transparency, and social responsibility. The Company is committed to conducting its business with due regard to the best interests of stakeholders, while actively listening to their opinions and feedback in order to appropriately, transparently, and fairly respond to their expectations and concerns.

The Company has established communication channels and mechanisms for receiving feedback, suggestions, and complaints from all stakeholder groups. These mechanisms are intended to promote mutual understanding, cooperation, and stakeholder participation in driving the Company's sustainable growth and long-term development.

Subsidiaries:

The Company ensures that all subsidiaries operate under the principles of good corporate governance and strictly comply with applicable laws, rules, regulations, and requirements, so that the Group's operations are aligned, standardized, and consistent with the Company's governance principles.

Employees:

The Company places great importance on treating all employees fairly and with respect, with a focus on creating a positive, safe, and supportive working environment that promotes an appropriate quality of life. Employees receive fair and competitive remuneration commensurate with their knowledge, capabilities, and performance.

The Company encourages continuous employee development, including the enhancement of skills, knowledge, and potential, to provide opportunities for career advancement, professional growth, and long-term stability. In addition, the Company ensures appropriate employee welfare, occupational health and safety, and a suitable working environment.

In addition, the Company places strong emphasis on the protection of employees' personal data by collecting, using, and retaining such information with due care and confidentiality, in accordance with ethical principles and applicable legal requirements.

Consumers and Customers

The Company is committed to maintaining and strengthening long-term, sustainable relationships with consumers and customers by providing high-quality, safe products and services that appropriately meet customer needs and comply with relevant international standards. The Company uses standardized, safe, and consumer-friendly raw materials, and provides accurate, clear, and transparent information regarding its products and business

operations to support informed decision-making. The Company also strictly protects the personal data of customers and consumers in accordance with ethical principles and legal requirements

Suppliers and Business Partners

The Company conducts business with its suppliers and business partners based on principles of integrity, honesty, and fairness, while adhering to transparent and fair competition practices. The Company respects contractual terms and agreements mutually established and strictly complies with such obligations. In addition, the Company encourages its suppliers and business partners to adhere to principles of good corporate governance, business ethics, and social responsibility, in order to foster strong, trustworthy, and sustainable long-term partnerships.

Community, Society, Environment, and Governance

The Company conducts its business with a strong sense of responsibility toward society, local communities, and the environment, while upholding ethical business practices and good corporate governance in order to build trust and foster positive relationships with surrounding communities and society. The Company places significant emphasis on environmental stewardship by carrying out its activities and production processes with due consideration for safety, occupational health, and environmental impacts. The Company also promotes the efficient and sustainable use of resources to minimize environmental footprints and support long-term sustainability. In addition, the Company is committed to engaging with local communities to enhance quality of life and create shared value through initiatives that support economic development, education, and social well-being. These efforts aim to strengthen local economic resilience, reduce inequality, and improve living standards, enabling communities to grow steadily and sustainably alongside the Company.

Government Authorities

The Company strictly complies with all applicable laws, rules, regulations, and requirements of relevant government authorities. The Company also cooperates with and supports government initiatives and projects that contribute to social development and national interests. In addition, the Company is also prepared to provide full assistance and cooperation in emergency situations or circumstances that require collaboration and support from the private sector, in order to contribute to public welfare and societal stability.

Investors

The Company places strong emphasis on the disclosure of accurate, complete, sufficient, and transparent information to enable investors to make informed and effective investment decisions. The Company promotes equal and fair access to information for all investors without discrimination. In addition, the Company is committed to maintaining continuous and proactive communication with investors in order to build long-term confidence, trust, and sustainable relationships.

Trade Creditors

The Company conducts the financial transactions with trade creditors in a transparent and responsible manner, strictly complying with the terms and conditions stipulated in contractual agreements. The Company upholds principles of integrity, honesty, and business ethics in order to foster confidence and maintain strong, sustainable relationships with its trade creditors.

Partners and Competitors

The Company respects and upholds the principles of fair and honest competition by conducting its business in compliance with applicable laws and ethical standards. The Company does not seek or exploit competitors' confidential or proprietary information through improper or unethical means, nor does it engage in any actions that may cause damage to, or undermine the reputation of, its competitors.

3. Disclosure of Information and Transparency

The Company places great importance on the disclosure of material information relevant to its business operations, including financial reports as well as other significant information, both financial and non-financial in nature. The Company is committed to ensuring that such disclosures are appropriate, complete, accurate, timely, and made on a transparent basis, so that shareholders, investors, and all stakeholders have equal access to information necessary for informed decision-making.

The Company discloses information through accessible and official channels, such as the Company's website, the information disclosure system of the Stock Exchange of Thailand, and other appropriate communication channels. The Company also places strong emphasis on safeguarding confidential information that may affect the rights and interests of customers, shareholders, and other stakeholders. Any disclosure of information must not infringe upon rights or adversely affect the interests of contractual parties or related persons.

4. Management of Inside Information

In order to prevent the misuse of insider information which has not yet been disclosed to public and its material content and could influence changes in securities prices or values of HaadThip Public Company Limited' Securities, the Company has established insider information policy which has the details of Insider Information management and Blackout Periods for Securities Trading of HaadThip Public Company Limited. The policy enforces Directors information of HaadThip Public Company Limited and its subsidiaries, Executive and Employee who acknowledge insider information of HaadThip Public Company Limited and its subsidiaries, Person who acts as representative or outside person who works with. Insider information of HaadThip Public Company Limited and its subsidiaries would not indirectly and directly disclose to others in any means and is kept with care and safety. There would be no trading of securities related to insider information which he/she acknowledges, processes and connects, and take advantage of others who trade securities and do not acknowledge insider information.

The Company establishes HaadThip Public Company Limited' Securities Trading Blackout Periods. During the period, Directors, Executive and Related Employee including their spouse,

cohabiting couple and dependent under the age of 20 years of persons are prohibited from the trading and any action that impact HaadThip Public Company Limited' Securities according to Insider Information Policy and Blackout Periods for Securities Trading of HaadThip Public Company Limited

5. Responsibilities of the Board of Directors

The Board of Directors is responsible for establishing the Company's policies, vision, and strategic direction, including corporate governance policies, to ensure that the Company's operations are conducted efficiently, transparently, and in accordance with the principles of good corporate governance.

The Board of Directors shall appoint the Corporate Governance and Risk Management Committee to oversee and manage the Company's operations in each relevant area in alignment with the policies, strategies, and action plans approved by the Board.

5.1 Structure of the Board of Directors and the Corporate Governance and Risk Management Committee

• Board of Directors

The Board of Directors consists of directors appointed by the shareholders' meeting. Their duties include defining the Company's policies, vision, and business direction, as well as overseeing management to ensure compliance with the principles of good corporate governance.

• Corporate Governance and Risk Management Committee

The Committee is composed of senior executives from the Company and its subsidiaries who are assigned to implement policies and action plans approved by the Board of Directors, ensuring that management and business operations are conducted efficiently and in alignment with the Company's strategy.

• Number of Directors

The composition and structure of both the Board of Directors and the Corporate Governance and Risk Management Committee shall be determined as appropriate, considering the Company's operating conditions, business structure, and organizational context at each point in time. Such determination shall, in all circumstances, be in compliance with the Company's Articles of Association and applicable laws and regulations.

5.2 Nomination and Appointment of Directors and Committee Members

The nomination and appointment of directors to both the Board of Directors and the Corporate Governance and Risk Management Committee shall be conducted in a transparent and fair manner, based on qualifications, competencies, and integrity, in accordance with the following key criteria:

- Consideration to candidates' knowledge, competencies, skills, areas of expertise, and professional experience that are beneficial to the Company's operations, in order to support the achievement of the Company's strategies, goals, and objectives, and to effectively drive the organization forward.
- Consideration to diversity in the composition of the Board, including but not limited to age, gender, ethnicity, nationality, domicile, and experience across various disciplines, in order to enhance diverse perspectives and achieve balanced and effective corporate governance.
- Consideration of ethics, integrity, honesty, and a mindset focused on the collective interest, to ensure that directors perform their duties transparently, fairly, and in accordance with the Company's principles of good corporate governance.

5.3 Enhancement of Board Effectiveness

1. The Company provides an orientation program for newly appointed directors to ensure that they receive comprehensive and adequate information essential for the effective performance of their duties. Such information includes, but is not limited to, the Company's business operations, organizational structure, internal rules and regulations, corporate governance policies, the Code of Business Ethics, as well as the rights, duties, and responsibilities of directors. The Company ensures that newly appointed directors are provided with relevant and sufficient information prior to the commencement of their duties, enabling them to perform their responsibilities properly and in accordance with the principles of good corporate governance.
2. The Company promotes and supports the continuous development of all directors in terms of knowledge, experience, and skills relevant to corporate governance, risk management, environmental, social, and governance (ESG) oversight, as well as emerging business trends and future developments. This is to enhance the effectiveness of directors in performing their duties and to drive the Company toward sustainable growth.
3. Company requires that the performance of the Board of Directors and all Board committees be evaluated at least once a year. Such evaluations are conducted on a collective basis through annual self-assessments, and the results are used as inputs for reviewing, analyzing, and improving the effectiveness of the Board and its committees. This process supports the continuous enhancement of working practices to ensure efficiency, transparency, and alignment with the Company's objectives.
4. Determination of Directors' Remuneration which shall be determined based on principles of fairness and transparency and shall appropriately reflect responsibilities and performance, taking into consideration:
 - o Knowledge, capabilities, and experience
 - o Roles and responsibilities
 - o Remuneration benchmarks compared with companies in the same or similar industries
 - o Other relevant factors supporting long-term shareholder value creation

Directors' remuneration shall be approved by the Company's shareholders.

5. The Board of Directors has appointed the Executive Committee and various Board committees to assist in carrying out specific duties as delegated by the Board. In addition, the Executive Committee has established various management-level steering committees to support the Company's operations in accordance with the policies and strategies set forth by the Board of Directors. Each committee operates under a formal charter that clearly defines its structure, authority, duties, and responsibilities, in order to ensure that the performance of each committee is systematic, effective, and aligned with the principles of good corporate governance.

5.4 Duties of the Corporate Governance and Risk Management Committee

1. The Corporate Governance and Risk Management Committee is responsible for overseeing management to ensure that business operations are conducted in accordance with the strategies, policies, and business direction approved by the Board of Directors. This includes continuous monitoring, review, and performance evaluation, as well as effective communication, monitoring, evaluation, and reporting of policy implementation across all levels of the organization to ensure alignment with the Company's core objectives.
2. The Committee oversees the establishment of appropriate, transparent, and effective internal control and risk management systems to ensure that business operations are conducted in accordance with good governance principles and can sustainably achieve organizational objectives. The Committee regularly reviews key risks and risk management systems and ensures they are updated in line with business changes. It also ensures the use of effective accounting systems and strict compliance with applicable laws, rules, regulations, and standards. In addition, the Committee oversees the implementation of the Whistleblowing Policy, including mechanisms for receiving complaints, protecting whistleblowers, preventing and remedying impacts, investigating misconduct, and reporting outcomes in a fair, transparent, and auditable manner.
3. The Corporate Governance and Risk Management Committee is responsible for overseeing and ensuring the establishment of a comprehensive system of review and control covering all critical processes of the organization, including strategic oversight, budgetary and financial management, compliance with applicable laws, rules, and regulations, as well as operational activities. This is to ensure that the Company's operations are conducted efficiently, transparently, and in a verifiable manner. The Committee also regularly monitors, evaluates, and reviews the internal audit function to ensure its efficiency and effectiveness, strengthen the robustness of control and assurance processes, appropriately identify and manage risks, and promote continuous improvement in the Company's overall operational performance.
4. The Committee oversees strict compliance with the Conflict-of-Interest Policy. Directors, executives, and employees at all levels must avoid actions that may give rise to conflicts between personal interests and the interests of the Company or its subsidiaries. All personnel must uphold ethical principles, transparency, and integrity, and must not seek personal gain at the expense of the Company. Any potential conflicts of interest must be disclosed honestly and promptly to maintain trust and confidence among shareholders, investors, and all stakeholders.

5.5 Relationship with Management

The Board of Directors has the authority to appoint the Corporate Governance and Risk Management Committee and its Chairperson to oversee and manage business operations in accordance with the policies, strategies, and direction determined by the Board.

The Chairperson of the Corporate Governance and Risk Management Committee has the authority to appoint senior executives in key positions as deemed appropriate to ensure efficient management, alignment with organizational objectives, and successful execution of the Company's strategies in a sustainable manner.

1. **Nomination and Selection of the Chief Executive Officer and Senior Executives**
The nomination and selection process shall follow the same principles applied to the appointment of directors, considering appropriate qualifications such as knowledge, capabilities, skills, expertise, relevant experience, ethics, integrity, honesty, and a mindset prioritizing the interests of the Company and stakeholders. Diversity within the executive team is also considered to enhance overall management effectiveness.
2. **Orientation for the Chief Executive Officer and Senior Executives**
Any person appointed to the position of Chief Executive Officer or a senior executive shall be provided with comprehensive and relevant information and documentation necessary for the effective performance of his or her duties. Such information includes, but is not limited to, details of the Company's operations, organizational structure, internal rules and regulations, corporate governance policies, and the Code of Business Ethics, as well as other key information relevant to the role. The Company ensures that such information is provided adequately prior to the commencement of duties, enabling executives to perform their responsibilities properly and in accordance with the principles of good corporate governance.
3. **The Company supports and promotes the continuous development of the Chief Executive Officer and senior executives in areas including leadership skills, strategic knowledge, risk management, corporate governance, and evolving business trends.** This is to enhance the effectiveness of executive performance and to ensure appropriate and sustainable succession planning.
4. **Determination of Remuneration for the Chief Executive Officer and Senior Executives**
Remuneration shall be determined in accordance with criteria established by the Board of Directors, based on principles of fairness and transparency, and reflecting capabilities, performance, and responsibilities. Consideration shall be given to the following factors:
 - Knowledge, capabilities, and experience: Consideration is given to each individual's qualifications, specialized expertise, and professional experience that contribute to and support the achievement of the Company's organizational success.
 - Roles and responsibilities: Consideration is given to the scope of roles, duties, and responsibilities of each position, including the extent of their impact on the overall success of the organization.
 - Compensation benchmarking: Consideration is given to compensation levels by benchmarking against companies within the same or comparable industries to ensure appropriateness and competitiveness, and to attract and retain high-potential and qualified personnel for the Company.

- o Performance and Company result: Consideration is given to the annual performance achievements of executives, as well as the Company's overall operating results, to ensure that remuneration is aligned with performance outcomes and the established objectives.
- o Other relevant environmental and supporting factors that enhance long-term shareholder value and organizational sustainability

6. Integrity, Honesty, and Ethics

Integrity, honesty, and ethical conduct are fundamental pillars of the Company's business operations. Accordingly, the Company has established a Code of Business Ethics to serve as a guiding framework for the conduct of the Board of Directors, executives, and employees at all levels, ensuring that business operations are carried out lawfully, transparently, and with due social responsibility.

The Company places strong emphasis on continuous communication and awareness-building regarding the Code of Business Ethics through various activities and communication channels. In addition, the Company provides orientation programs for new employees that include business ethics to instill appropriate attitudes and practices aligned with the Company's core values. Compliance with the Code of Business Ethics is regularly monitored. In cases where violations or non-compliance are identified, the Company will take appropriate disciplinary actions and impose sanctions in accordance with established measures to uphold ethical standards and transparency in its business operations.

The Company is committed to conducting its business in accordance with the highest standards of integrity, honesty, and ethical conduct, and strictly complies with applicable laws, policies, rules, and regulations. The Company adopts a **zero-tolerance policy toward corruption** and is firmly committed to taking decisive action against any conduct that violates the Code of Business Ethics, including all forms of fraud and corruption, to prevent potential damage to the organization, shareholders, and all stakeholders.

Furthermore, the Company places strong emphasis on fostering ethical awareness and integrity among directors, executives, and employees at all levels, to ensure a clear understanding of their roles and responsibilities in conducting business in a transparent, accountable, and good governance-compliant manner. Such principles serve as a fundamental foundation for building long-term confidence, trust, and a positive corporate image among all stakeholders.