

Business Ethics



PEER FOR YOU PUBLIC COMPANY LIMITED

(Reviewed by the Board of Directors' Meeting No. 10/2025 held on November 13, 2025)

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Messages from the Chairman

Peer For You Public Company Limited is conducting the business with great awareness in ethical practices and responsibility to all stakeholders. The written business ethics were provided for practices of directors, management and employees of the Company and subsidiaries in 2005 and have been revised continuously. This revision reflects recent development of good corporate governance practices and consideration of contemporary economic and social realities while the core ethical approach remains the same. The Board of Directors expects this revision of business ethics to be a guide for all employees just as the directors themselves are committed to be role models by putting it into practice. Employees should study and absorb these practices. When in doubt, an employee should consult with his or her immediate superior.



(Mr.Chirayu Chueyam)
Vice Chairman

Conflicts of Interest

To prevent conflicts of interest, the Company has drawn out guidelines for directors and employees to follow:

1. Avoid all actions that may cause conflicts of interest with the Company.
2. In case that directors or employees commit any action related to the Company, the particular director and employee will be treated like an outsider, and will play no part in decision-making process.
3. Refuse to use Company's information obtained in their posts for an opportunity to derive personal benefits by creating rivalry with the Company or involving in related businesses.
4. Refuse to use Company's information for securities purchase for personal benefits or to leak Company's information to outsiders for their benefits. Any trading of the Company's securities within 1 month prior to disclosure of either the Company's financial performance or any other information that may affect securities' price is prohibited.
5. Refuse to reveal Company's classified information e.g. electronic information, financial situation, work's plans, business information and Company's future plans during.

On any conflict of interest transaction, before entering into the transaction, the Audit Committee will carefully review prior to submit with opinion either on such conflict or connection to the Board of Directors for further review and to ensure that the transaction has to be complied with the SET's regulations, information of the transaction i.e. value of transaction, party involved and necessity ext. has been disclosed in the Company's annual report, Form 56-1 and the auditor's note in the financial statement. Any consideration of the connected transaction, the directors who may have conflict of interest will neither participate nor vote in such meeting.

Responsibilities to shareholder

The Company upholds a principle to treat every shareholder without any discrimination.

1. Operate all business affairs with moral conducts. All decisions are carefully made with fullest attention to accomplish fair deal and maximum benefit to every shareholder.
2. Monitor and operate to ensure that appropriate transactions from financial management to administrative strategies are properly carried out to protect and raise benefit for shareholders.
3. Determine to maintain sustainable growth and stability of the Company, thus all shareholders can enjoy long-lasting benefits due to Company's superb performance and its efficiency and effectiveness in delivering all tasks.
4. Respect shareholder's right to information for evaluation purposes. Oblige to truthfully reveal annual income, financial status with other supporting documents with accuracy. Such practice is mandated by the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission.

Employee policies

The Company highly regards all of the employees as invaluable resources and indispensable factor that propel the Company to meet all objectives and future successes. Henceforth, the Company is responsible to provide just opportunity, reasonable remuneration, promotion, appointment, transfer and development of potential by:

1. Treat every employee with respect to his/her right, honor and privacy.
2. Maintain working atmosphere that is conducive to promote better safety for their lives and properties.
3. Promoting, transferring, awarding and punishing, of employees are conducted with sincerity, and based on each employee's knowledge, effort, and appropriateness.
4. Pay importance on developing skills and potential of employees by constantly organizing various activities, for instance, seminars, training, and handing out scholarships for employees.
5. Avoid all unfair actions that may cause instability of employee's position.
6. Propose reasonable remuneration packages according to market situations, business competitions, job descriptions, work qualities including assessment of company's performance on short term and long term based on company's capability to pay for that remuneration packages.
7. Provide the appropriate compensation such as medical fee, life insurance, annual checkup, reserve allowance fund, accommodation, subvention in case death of employees or employees' family, bus, fitness, and discount for the Company's products.
8. Provide opportunities for employees to express opinions and file complaints related to their jobs. Those suggestions and complaints will be seriously taken into consideration for formulating solutions. This important policy is meant to draw benefits to all parties and spawn camaraderie in the office.

Safety of Life and Health of Employees Policies

1. The Company is committed to developing and creating safety and health of employees in accordance with the requirements of the law.
2. The Company will perform all necessary measures to ensure the safety of life and health of employees.
3. The Company seeks to control and prevent losses caused by fire, accidents and illness from working and maintain a safe working environment for employees as well as promoting and raising awareness of health care workers.
4. The Company will support adequate and appropriate resources in accordance with the requirements of the law and commit to develop human resources with knowledge and awareness of safety and health of employees.
5. The Company is aware that a safety and health of employees is very important, it was the duties and responsibilities of executive, supervisors at all levels and employee to comply with the rules and the requirements of the law.

Ethics of the Employees

The Company trained and informed the prudent operating guidelines standards with regards to good manner and ethics of the employees via the orientation of the new employees, Employee Manual and HR. Such ethics have been written in the working regulations of the Company for the employee's adherence as follows:

1. The employees must respect and comply with the rules and regulations specified by the Company.
2. The employees must respect and comply with the legally orders and recommendations of their superior as well as the persons designated by the Company.
3. The employees must devote themselves and perform their duties and the assigned works with their utmost competency.

4. The employees must protect the Company's benefits.
5. The employees must work on time and on regular basis.
6. The employees must perform the work with integrity.
7. The employees must have good disciplines as well as good morality.

Customer policies

The Company strongly believes in building confidence and bringing satisfaction to all of the customers. Since their trusts are critical to our business, the Company promotes the following policies:

1. Determine to provide and produce commodities and services that are trendy to satiate customers' needs.
2. Provide high-quality products and services at reasonable price.
3. Provide accurate information without any exaggeration that may cause misunderstandings on product's quality and quantity, or special conditions for each product and service.
4. Formulate procedures that permit customers to inform about drawbacks of the products or improper services, because those complaints are valuable for the Company to come up with immediate remedy and improvement for problematic products and services.
5. Provide effective after-sale services for customer's convenience.
6. Guard all customers' information as top secret and refuse to use them for personal benefits.
7. Support all activities that will strengthen, as well as maintain, lasting and healthy relationship between Company and customer.

Trade partners policies

The Company must instigate fair treatment and mutual benefits to all trade partners because they are essential in contributing success to the Company. The Company has duty to:

1. Systematically provide products and services with the highest standard under these principles:
 - Must clearly specify conditions and regulations about purchase, hire and other related procedures.
 - Must compete based on congruent information.
 - Must have clear-cut rules in evaluation and selection of trade partners.
 - Must formulate fair agreements with trade partner, proceed as trading condition, contract and treat all related partner fairly.
 - Must provide systematic operating and monitoring processes to ensure that all conditions stated in the agreement are strictly followed, and at the same time, to prevent corrupt practices that may occur during each process.
 - All payments for business partners must be issued with punctuality and accuracy according to all conditions stated in the agreements
2. Develop and maintain good relationship between all partners with trust and confidence, keep in touch with customer in order to share each other opinion.
3. Refuse and do not request for any personal benefit offered by partners
4. Refuse to fabricate or falsify information that will cause misunderstandings to partners.
5. Do not deal business with partner who may be involved in illegal and immoral activities.
6. Avoid purchase products and/or services from partner who violates human rights or infringe intellectual property and follow up information whether the partner infringes human right or

intellectual property or not. If found such behavior, the Company will avoid purchase products and/or services from the partner who has such illegal behavior.

7. Do not disclose any partner's information except getting consent from that partner.

Creditors policies

The Company sticks to operate the business principled and orderly for reliance of creditors. The Company has duty to:

1. To strictly abide by any contract, engagement and condition stated in any contract entered into with creditors straightforwardly, transparently and fairly.
2. In case the company could not follow the covenanted condition or it is likely default payment or there are any financial problem, the Company will foregone notify to creditors for solving problem.
3. To set up financial mitigation plans that consider all stakeholder rights including creditor rights and also monitor management's handling of financial risk. Management must regular report to Executive committee.
4. To consider and actions to improve the company's financial position are reasonable and made for a proper purpose.

Counterpart /Competitor policies

The Company conducts all business affairs under just rules and competitions, support free trading by holding the following principles:

1. Refuse to search for rivals' secret information by all means, dishonestly or inappropriately.
2. Refuse to ruin counterparts/ Competitors' reputations by accusing them of wrongful actions.
3. Refuse to violate intellectual property rights of business' counterparts /competitor.
4. Not intervene or have a secret transaction that give negative impact to competitor and give benefit to the company.

Anti-Corruption Policy

The Board of Directors places great importance on corporate governance under a management framework based on strong ethics, transparency, and accountability. The Company also supports and encourages employees at all levels to maintain awareness and actively oppose all forms of corruption, whether direct or indirect.

Accordingly, the Company has established an Anti-Corruption Policy and guidelines, which form part of the Company's Code of Conduct for Business Operations. These policies are implemented in accordance with the principles set forth and serve as standards for employees at all levels to follow, as outlined below:

1. Employees of the Company must not engage in or participate in any form of corruption or bribery, whether directly or indirectly. Employees are required to comply with the Company's Anti-Corruption Policy and guidelines, Good Corporate Governance Policy, ethical standards, Code of Business Conduct, as well as other relevant regulations and requirements.
2. Employees must exercise caution regarding the giving or receiving of gifts, assets, or any other benefits, including hospitality and other related expenses. Any giving or receiving of gifts or hospitality must be for legitimate business purposes or in accordance with customary practices

only, must be of appropriate value, and must not influence decision-making in the performance of duties.

3. The Company's charitable donations and sponsorships must follow proper review, approval, and verification procedures, supported by clear documentation and in compliance with the Company's regulations. This is to ensure that charitable donations and sponsorships are not used as a pretext for corruption.
4. The Company regularly reviews the systems and procedures related to sales and marketing operations, as well as procurement and contracting processes. This includes assessing corruption and bribery risks and managing such risks through appropriate corrective measures.
5. The Company has established human resource management processes that reflect its commitment to the Anti-Corruption Policy and guidelines. The Company also has a policy not to demote, penalize, or impose negative consequences on personnel who refuse to engage in corruption or bribery, even if such refusal may result in the loss of business opportunities. The Company clearly communicates this policy to all personnel.
6. The Internal Audit Department is responsible for reviewing operations to ensure compliance with policies, guidelines, authorities, procedures, laws, and regulations. This is to ensure that the internal control system is appropriate and sufficient to address risks related to potential corruption. The results are reported to the Audit Committee. If any non-compliance with the Anti-Corruption Policy and guidelines is identified, the relevant operational units must be notified to improve and strengthen control measures.
7. The Company establishes procedures for maintaining documents and records to ensure they are readily available for verification of the accuracy and appropriateness of financial transactions. Procedures are also in place to ensure that no transaction is unrecorded, unexplained, or falsified.
8. The Company has procedures to ensure that internal controls over accounting records and data retention are reviewed to confirm the effectiveness of processes in accordance with Anti-Corruption guidelines and to ensure that financial transactions are supported by sufficient evidence for auditing purposes.
9. The Company provides continuous communication and training to personnel to ensure genuine knowledge and understanding of the Anti-Corruption Policy and guidelines.
10. The Company communicates its Anti-Corruption Policy and guidelines to customers, business partners, stakeholders, and the public through various communication channels to ensure awareness and encourage compliance.
11. Employees must not ignore or overlook any actions that may violate the Company's Anti-Corruption Policy and guidelines. The Company provides whistleblowing channels as well as communication channels for personnel who require advice regarding Anti-Corruption practices.
12. The Internal Audit Department may report urgent issues directly to the Chief Executive Officer and the Audit Committee for further reporting to the Board of Directors.
13. The Company cooperates fully and provides accurate information to government agencies responsible for investigating corruption, such as the National Anti-Corruption Commission (NACC), the Public Sector Anti-Corruption Commission (PACC), the Anti-Corruption Cooperation Committee (ACC), the Royal Thai Police, the Courts, and other anti-corruption authorities.

This Anti-Corruption Policy and its guidelines are intended for all employees and stakeholders of the Company to jointly uphold and implement, promoting sustainability in society and supporting sustainable development.

The Company has also established whistleblowing channels for complaints and suggestions, allowing employees and stakeholders to freely express opinions and report illegal acts or corruption. The

Internal Audit Department has been designated as the coordinating unit responsible for receiving and handling ethical complaints related to supporting the Company's anti-corruption efforts.

Investigation Procedures and Disciplinary Measures

1. Upon receiving a whistleblowing report, the Chief Executive Officer, the Fraud Investigation Committee, and/or the Audit Committee shall be responsible for screening and investigating the facts.
2. During the investigation process, the Chief Executive Officer, the Fraud Investigation Committee, and/or the Audit Committee may assign a representative to periodically inform the whistleblower or complainant of the progress of the investigation.
3. If the investigation reveals that the available information or evidence provides reasonable grounds to believe that the accused has committed corruption, the Company will inform the accused of the allegations and grant them the right to defend themselves by presenting additional information or evidence to demonstrate that they were not involved in the alleged act of corruption.
4. If it is determined that the accused has indeed committed corruption, such conduct will be considered a violation of the Company's Anti-Corruption Policy and guidelines as well as the Company's Code of Business Conduct. The accused will be subject to investigation and disciplinary action in accordance with the Company's work regulations. In addition, if the act of corruption constitutes a violation of the law, the offender may also be subject to legal penalties.
5. The accused has the right to appeal the decision to the Audit Committee within 30 days from the date the Chief Executive Officer or the Fraud Investigation Committee and/or the Audit Committee issues the written decision. The decision made at the appeal stage shall be considered final.

Guidelines on Governance and Supervision for the Prevention and Monitoring of Corruption Risks

The Company has established guidelines on governance and supervision to prevent and monitor risks related to corruption. The key practices are summarized as follows:

1. The Company establishes processes for auditing and evaluating internal control systems and risk management that cover key operational systems, such as sales and marketing, procurement, accounting record systems, and payment processes. These processes are intended to prevent and monitor risks related to corruption, as well as to provide recommendations on appropriate corrective measures.
2. The Company provides channels for receiving information, whistleblowing reports, or complaints regarding violations of laws, the Company's ethical standards, suspicions related to financial reporting, or the internal control system. Measures are in place to protect whistleblowers and keep their information confidential. The Company also establishes investigation procedures and disciplinary actions in accordance with Company regulations and/or applicable laws. Where possible, the results of the investigation will be communicated in writing to the whistleblower or complainant.
3. The heads of relevant departments are responsible for monitoring operational compliance, correcting any identified deficiencies (if any), and reporting the results to the appropriate authorities in accordance with the established chain of command.

Confidentiality and Protection Measures

To protect the rights of complainants and whistleblowers acting in good faith, the Company will conceal the name, address, or any information that could identify the complainant or whistleblower. Such information will be kept strictly confidential and accessible only to individuals responsible for investigating the complaint.

In cases where a complaint is filed, the Chief Executive Officer, as assigned by the Board of Directors, or the Audit Committee will be responsible for protecting whistleblowers, complainants, witnesses, and individuals who provide information during the investigation process. These individuals will be protected from any harm, retaliation, unfair treatment, or negative consequences resulting from reporting information, filing complaints, acting as witnesses, or providing information. Complainants are encouraged to submit their complaints directly to the Audit Committee or through the designated whistleblowing channels.

The Chief Executive Officer has the authority to exercise discretion and issue appropriate orders to ensure the protection of whistleblowers, complainants, witnesses, and information providers involved in fact-finding investigations, so that they do not suffer any harm, danger, or unfair treatment as a result of their actions. The Chief Executive Officer may also assign a senior executive to conduct the investigation. In such cases, the Chief Executive Officer may assign the Legal Department, which oversees operational compliance, and the Internal Audit function, under the supervision of the Audit Committee, to act on their behalf in exercising discretion to ensure the safety and protection of whistleblowers, complainants, witnesses, and information providers. Any executive assigned to perform such duties must not have any direct or indirect involvement in the reported matter (for example, if the accused person is their direct subordinate).

Furthermore, any person who receives information in the course of performing duties related to a complaint is responsible for maintaining the confidentiality of the complaint, including the documents and evidence of the complainant and the information provider. Disclosure of such information to unrelated parties is strictly prohibited, except where disclosure is required by law.

Monitoring and Review

The Company requires the Board of Directors, executives, and all employees to acknowledge, understand, and strictly comply with the policies and practices set forth in this Anti-Corruption Policy and guidelines. Executives at all levels are responsible for supervising and ensuring compliance with these policies and are tasked with ensuring that employees under their respective lines of authority are informed, understand, and strictly adhere to the Anti-Corruption Policy and guidelines.

If any director, executive, or employee commits a violation as defined under these policies, they will be subject to strict disciplinary action. If any action is believed to violate laws, regulations, or government rules, the Company will refer the matter to the relevant government authorities for further legal proceedings in accordance with the justice system.

The Board of Directors requires all relevant departments, according to their roles and responsibilities, to monitor and review their operations. If there is any suspicion that any activity or business transaction may violate the Company's policies, laws, regulations, or other requirements, such information must be reported through the established complaint or whistleblowing channels.

The Company also requires that this policy and related guidelines be monitored and reviewed regularly every two years, or whenever significant changes occur that may affect the management of corruption-related risks. This is to ensure that the policy and guidelines remain consistent with the Company's Good Corporate Governance Policy, Code of Business Conduct, and other applicable

laws and regulations. Any revisions must be reviewed and approved by the Board of Directors, and the updated Anti-Corruption Policy and guidelines must be communicated throughout the Company. In addition, the Audit Committee is responsible for overseeing compliance with the Anti-Corruption Policy and guidelines by reviewing relevant internal control measures and providing recommendations to the Board of Directors, executives, and all relevant departments to ensure they remain informed and up to date.

Money Laundering Policy

The Company recognizes the importance and compliances to the related rules and laws relating to money laundering. The Company will adhere to the law and regulation regarding the provisions of the Anti-Money Laundering Act B.E. 2542 and its amendment.

Tax policy

The Company has clearly defined tax practices to be in line with law as follows:

1. Manage tax planning to comply with laws.
2. Submit tax within the time frame as prescribed by laws.
3. Provide risk assessment that may have an impact on tax exposure.

Sustainable Development Policy

The Company recognizes to the sustainable development of business that it has to develop together with realize to social and environment responsibilities and corporate governance, the sustainable development policy as follows:

1. To conduct business based on good governance principle as well as social and environmental responsibility along with all issues which related to sustainable development by primarily taking into consideration benefits of all stakeholders;
2. To build up corporate culture that can encourage all employees to have conscious mind while performing duties and also to have volunteer spirit which is willing to devote efforts and personal time for benefits of communities as a whole;
3. To promote and educate the employees at all levels on social, environmental and sustainable development awareness to serve as guidelines on social, environmental and sustainable development conservation and development throughout the organization;
4. To encourage on creation of social, environmental and sustainable development projects or activities.

Furthermore, the Company provides Corporate Social Responsibility Report or Sustainable Development Report by initiating the report as part of the Annual Report. In the near future, the Company plan to issue Sustainable Development Report in separate report. The Company provides the practical guideline of responsibility to societies, communities and environment as follows:

- **Responsibility to society as a whole**

The Company recognizes that it can survive and grow in a society that is vigorous and prosperous. Therefore to bring about societal progress, the Company has policies to:

1. Participate in societal improvements with financial support to all activities that aim to maintain beneficial cultures, customs and rituals. Moreover, the Company will involve in religious activities regularly.

2. Support educational activities, vocational development, athletic ability as well as sanction for outreach people.
3. Support and aid society and community, and also always aid sufferer.

- **Responsibility to communities**

The company has policy to strengthen close relationship with the communities and the surrounding areas as follows.

1. Strengthen good relationship with the organizations, both from public and private sectors, as well as the community leaders in various levels so that the works for community development can be harmoniously coordinated on sustainable and concrete basis.
2. To provide the buildings, materials including funds to oversee the livelihood condition and safety of the communities, for instance the construction of bus shelter in front of the Company's office building, donation of rain coats and reflective coats to the traffic police in the areas of Pakkred Local Police Station and Pak Klong Rangsit Local Police Station, support the learning materials and sport equipment to the schools in nearby areas, restoration of the temples and donation of money to the poor in the communities.
3. To raise funds and supply the necessities to help the disaster victims, for instance provision of boats to the government agencies to be used for facilitating the people who were suffered from the flood.
4. To cultivate consciousness to the Company's employees on responsibility to the society, community and environment via media and internal activities continually.

- **Responsibility to environment**

The Company recognizes the duties and responsibilities to environment, the Company has policies to:

1. Operate the business by taking into consideration of conservation and security standard, and also be civility to follow the law and related regulations.
2. Be responsible to utilize natural resources in form of raw materials, investments, human resources, and energies in prudent manners.
3. Support care taking environment activities and conservation campaign continually.

The Company has policies to support the employee's knowledge and training in subject of environment for fostering the employee to response to the environment as follows:

1. The Company campaigns environment and nature resource awareness through continuous participated activities of employee.
2. The Company supports environment conservation to social and other organization as well as public environment news for making image and good understanding of the Company's environment management.
3. The Company has policies to foster the guideline of responsibility to environment for understanding the importance of environment by training the employee continuously for efficient environment system.

Non-violation of human right policies

The Company emphasizes on human right as common practice, all employee shall not act or support any action to violate any human rights as follows:

1. Personal right and freedom:

- The Company has policies that employee's personal information is the secret and shall not be sent or disseminated to unauthorized parties.
- Disclosure or transfer of personal information only upon the owner's consent.
- The human has right and freedom so long as not violate the right and freedom of others.

2. Equal treatment:

- The Company treats all employees equitable, no person shall be discriminated against regardless of race, nationality, language, religion, sex, age and education.
- The employee shows respect to and acceptance of others, and acts appropriate with job as the Company's regulation and tradition without disgrace.
- The Company has opportunity for the employee to show their capability by set appropriate remuneration and has opportunity for more education both in higher education, and short-term/long-term training.
- Deliberation related to hiring and judgment of performance should be accurate and fair.
- When performing the work, avoid expressing opinions that have to do with differences of physical and mind, race, nationality, language, religion, sex, age, education, or any other attribute likely to cause conflict.
- Contribute to making the work environment free of oppression and injustice.
- The employee shows respect and tolerance for each other's opinions.

Operating policy on non-infringement of intellectual property or copyright

The Company has established a policy to prevent the infringement of intellectual property rights and copyrights. Clear guidelines have been set regarding the implementation of such policy. All employees are required to sign an agreement acknowledging that they will not commit computer-related offenses or violate intellectual property rights.

In addition, the Company has established an Information Technology usage policy for the group of companies. The Company also regularly monitors employees' use of computer systems and software programs to prevent the use of pirated software or software that is not related to work activities.

Suggestions and complaints

The Board of Directors respects the importance of all stakeholders in participation of the Company's success and discloses related important information to stakeholders sufficiently and transparently. The Company provides channels for all stakeholders to send suggestions and complaints that is beneficial to the Company. Those channels consist of direct mail or E-mail as informed at the Company's website (www.peerforyou.co.th) under "Contact The Internal Audit" with the following details:

Mailing Address: Internal Audit Department
Peer for You Public Company Limited
944 Mitrtown Office Tower, 28th Floor, Units 2807-2810,
Rama 4 Road, Wangmai, Pathumwan,
Bangkok 10330 Thailand

or E-mail address: auditcommitteesecretary@peerforyou.co.th

The Internal Audit Department will collect the suggestion and complain, then, inspect and analyze the information according to the procedures and methods on "Notifying the information on misconduct and the protection of the informant"

Procedures and methods on "Notifying the information on misconduct and the protection of the informant"

The Company adheres to good corporate governance principles and encourages its stakeholders to examine and oversee any action which is against the corporate governance principles, ethics, rules and regulations of the Company, laws, corruption or any action which might cause damages to the Company including rights violation. If such action is found, the stakeholders can notify the clue on misconduct behavior to the Company by sending information and/or document and/or concerned evidence (as the Company's form to notify the information on misconduct) to Internal Audit Department. If the name and surname of the informant is specified, it will be more beneficial to the Company for convenience on enquiry and/or contact for more information.

The process of information inspection and analysis

The Internal Audit Department is responsible for preliminary investigation of offenses, both from documentary witness and witness. If misconduct is happened, they will propose the matter to the Chief Executive Officer (CEO) / Managing Director for consideration and setting up an investigation committee.

The investigation committee consists of supervisor or representative from Internal Audit Department, Legal Department, Human Resources Department, and the original affiliation, responsible for investigating the facts, including collecting all evidences in order to know details of the damage and impact to the Company.

The investigation committee will propose the results of the investigation to the Chief Executive Officer (CEO) / Managing Director to consider and proceed and then the Internal Audit Department will propose the matter to the Audit Committee for consideration, respectively.

The Company shall protect the informant or whistle-blower by not disclosing the name of the informant or whistle-blower to any person.