



Code of Conduct

Pluk Phak Praw Rak Mae Public Company Limited

411 Moo 2 Nong Chom, San Sai, Chiang Mai



Code of Conduct

Introduction

Pluk Phak Praw Rak Mae Public Company Limited (the "Company") operates in the food industry with a strong emphasis on food quality and service. The Company is committed to conducting its business with integrity, honesty, and ethics wherever it operates. Therefore, directors, executives, and employees must maintain operational standards in accordance with ethical codes and moral principles, without violating applicable laws or regulations, or engaging in any actions that directly or indirectly contravene the Code of Conduct. Such violations may result in both direct and indirect damage to the Company's operational performance and reputation, potentially affecting future business operations. To prevent such situations, the Company has established and implemented this Code of Conduct as a guideline to ensure that directors, executives, and employees have a clear understanding of expected conduct, maintaining transparent, ethical, and accountable business operations.

Objectives

This Code of Conduct has been established to ensure that the Company's operations and the conduct of all directors, executives, and employees comply with corporate regulations, applicable laws, and ethical principles, in accordance with the Company's Good Corporate Governance principles. It serves as a framework and guideline for all Company personnel to maintain ethical business practices, operate with transparency and credibility, and uphold good governance principles. Additionally, should directors, executives, or employees encounter uncertainties or difficulties in making decisions or following ethical practices not explicitly covered in this Code, they should apply the following preliminary considerations:

1. Does the action violate any law?
2. Does the action conflict with the Company's policies and culture?
3. Is the action socially acceptable and can it be publicly disclosed?
4. Would the action harm the Company's reputation and public image?
5. Would the action severely affect the Company's stakeholders?

However, should employees remain uncertain about compliance with this Code, they may consult their immediate supervisors, who are responsible for providing initial guidance, or directly contact the responsible department, internal audit unit, or human resources department.

This Code of Conduct applies to all directors, executives, and employees of the Company.



Definitions

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|-------------------------|--|
| Code of Conduct | refers to a set of conduct standards established by each profession or job sector to maintain and promote the honor, reputation, and status of its members. Such codes may be documented in written form or not. |
| Ethics | refers to principles or rules of conduct; moral codes or standards. |
| Corruption | refers to the misuse of authority or power for undue personal gain, including giving or receiving bribes in any form through offering, promising, pledging, demanding, giving, or receiving money, assets, or any improper benefits to/from government officials, government agencies, private organisations, or any person with duties, whether directly or indirectly, to induce such persons to perform or refrain from performing their duties, or to obtain or retain improper business advantages. |
| Political Contributions | refers to the provision of assets, money, items, rights, or any other benefits as assistance, support, or for any other advantage to political parties, politicians, or persons with political duties, as well as political activities, whether directly or indirectly. |
| Intellectual Property | refers to works resulting from human invention, innovation, or creation, focused on products of intellect and expertise, regardless of the type of creation or form of expression. Intellectual property can take tangible forms, such as products, or intangible forms, such as services, business concepts, or industrial production processes. |
| Complaints | refers to any complaint regarding conduct, incidents, or violations of the Code of Conduct. |
| Stakeholders | refers to shareholders, customers, business partners, creditors, business competitors, employees, communities, society, and the environment. |
| Employees | refers to directors, executives, advisors, employees, and contract employees at all levels within the Company. |



Code of Conduct Towards Company Stakeholders

The Company operates with a primary focus on the interests of its stakeholders.

1. Responsibility Towards Shareholders

The Company adheres to principles of fairness and equality in its treatment of shareholders, with practices as follows:

- Committing to fostering sustainable, high-quality growth to ensure shareholders receive sustainable returns through efficient operations and continuous positive performance of the Company.
- Respecting shareholders' rights to access necessary information for Company evaluation on an equal basis, including disclosure of financial results, financial position, and all accurate supporting information within legal and regulatory timelines.
- Conducting duties with honesty, prudence, transparency, fairness, and efficiency to ensure that decisions and actions consider the best interests of all stakeholders while maintaining fairness to all shareholders.
- Ensuring compliance with Company policies and continuously improving operational quality.
- Regular and comprehensive reporting of the Company's status to shareholders, including future projections supported by adequate reasoning.
- Informing shareholders regarding rules governing shareholders' meetings, voting rights per share class, voting procedures, and expression of opinions.
- Holding shareholder meetings to approve significant matters that may affect the Company or its shareholders, and preparing a meeting report after each meeting, publishing it on the Company's website for shareholders' review.
- Avoiding any illegal actions that would infringe upon or violate shareholders' rights, treating all shareholders fairly and equally, and allowing shareholders to propose agenda items or nominate board candidates ahead of meetings as per Company guidelines, while avoiding unnecessary addition of agenda items without prior notice to shareholders.



- Prohibiting Company personnel from exploiting undisclosed, non-public information obtained through their position and responsibilities for personal gain or the benefit of others, thereby preventing unfair advantage over shareholders

2. Responsibility Towards Customers

The Company conducts business with primary emphasis on food quality and service excellence to ensure maximum customer satisfaction and build long-term customer relationships. Therefore, the Company has established the following customer service guidelines:

- Treating customers with courtesy and sincerity in all services.
- Continuously developing products and services to meet evolving customer needs.
- Responding to customers promptly, implementing service systems that provide satisfaction without discrimination, and delivering high-quality products that meet or exceed customer expectations under fair conditions.
- Providing complete, accurate, adequate, and timely information about products and services to enable customers to make informed decisions, without exaggeration in advertising or other communications that could cause misunderstanding about quality, quantity, or any conditions of products or services.
- Implementing a system for customers to submit complaints regarding products and services, with commitment to ensuring customer satisfaction through quality products and service delivery.
- Maintaining customer confidentiality and refrain from unauthorized disclosure of customer information, except where legally required, and prohibit the use of customer information for personal gain or improper benefits, including refusing to accept, request, or pay any benefits suggesting dishonest conduct.

3. Responsibility Towards Business Partners

The Company is committed to fair, honest, and equitable treatment of business partners, maintaining mutual benefits and avoiding conflicts of interest through the following guidelines:



- Treating business partners equitably and fairly, developing and maintaining sustainable relationships, and building mutual trust based on fair returns for both parties.
- Implementing systems to prevent fraud and misconduct in all procurement processes, and prohibiting the requesting, accepting, promising to accept, or offering of any improper benefits to or from current or potential business partners that may influence the fair evaluation of products and pricing. Additionally, the company will not conduct business with individuals or entities involved in illegal activities, corruption, or human rights violations.
- Maintaining fair partner selection processes allowing partners to compete fairly, under transparent criteria for assessment and selection, to enable the Company to compare proposals and select the best offers.
- Developing appropriate contractual arrangements that are legal and fair to all parties.
- Implementing monitoring systems to ensure strict compliance with contractual terms and conditions, with prompt notification to partners in case of inability to meet any conditions, to jointly develop solutions.
- Maintaining confidentiality and refrain from unauthorized disclosure of partner information, except where legally required, and prohibit use of information for personal or related parties' benefit.
- Avoiding deceptive or intentionally misleading advertising that could cause partners to misunderstand.

4. Responsibilities Towards Creditors

The Company is committed to fair and equitable treatment of creditors in accordance with terms and conditions, including timely repayment. The guidelines for creditor interactions are as follows:

- Treating all creditors equitably and fairly.
- Strictly complying with agreements and conditions, including repayment obligations, management of collateral securities, and other agreed-upon terms. Should the Company be unable to meet any of these conditions, creditors will be promptly informed to jointly consider a resolution to prevent default.



- Ensuring complete and timely repayment of loans and interest to all types of creditors and fully comply with loan conditions as agreed, while not utilizing borrowed funds for purposes contrary to loan objectives.
- Reporting financial status to creditors in accordance with loan agreement requirements accurately and completely, in compliance with good corporate governance principles.

5. Responsibilities Towards Business Competitors.

The Company conducts business within the framework of fair competition and legal compliance.

The guidelines for interactions with competitors are as follows:

- Refraining from obtaining competitors' confidential information through dishonest or inappropriate means.
- Abstaining from any actions that would infringe upon intellectual property rights of others or business competitors.
- Operating within the framework of fair competition principles, refraining from damaging competitors' reputations through unfounded allegations or dishonest accusations.

6. Responsibilities Towards Employees

The Company recognizes employees as valuable assets. The Company commits to fair treatment of all employees, providing equal opportunities, competitive compensation, career advancement, and skill development. Guidelines for employee responsibility include:

- Maintaining a safe and secure working environment for employees' wellbeing, fostering a positive workplace atmosphere, promoting teamwork, treating employees with courtesy and respecting their individuality.
- Implementing human resource management systems that align with and support business strategies and objectives, establishing clear, transparent, fair, and appropriate human resource management processes.
- Offering fair and appropriate compensation based on performance evaluations, work achievements, attitude, and potential, aligned with the Company's both short-term and long-term performance, benchmarked against market standards within the same industry.



- Establishing clear human resource management systems regarding appointments, transfers, rewards, and disciplinary actions, implemented with integrity and based on knowledge, capabilities, and suitability for positions and organizational fit.
- Respecting employees' privacy by protecting personal information such as salary, medical history, and family details from unauthorized disclosure, except where required by law.
- Setting work hours within legal limits and providing weekly and annual leave no less than legally mandated.
- Ensuring voluntary employment practices and prohibiting all forms of forced labor, including physical punishment, confinement, threats of violence, or any form of harassment or abuse.
- Complying with relevant employment laws and fundamental human rights principles according to international standards, without discrimination based on place of origin, race, gender, age, skin color, religion, disability, economic status, family background, education, or any other status not directly related to work performance.
- Prohibiting child labor, defined as individuals under 15 years of age or below the mandatory education completion age, or the minimum employment age as legally prescribed, whichever is higher, and preventing employees under 18 from performing hazardous work.
- Respecting employees' rights and freedom to join labor unions and other employee organizations within legal frameworks, regulations, and labor relations practices, for collective bargaining purposes, and ensuring non-discrimination against labor representatives.
- Maintaining open channels for receiving opinions and suggestions from employees at all levels equally, without bias or discrimination, and establishing protected grievance procedures for reporting unfair treatment or violations of work regulations, rules, orders, announcements, or laws, while ensuring protection against retaliation for good-faith reporting.

7. Responsibilities Towards Community, Society, and Environment

The Company is committed to operating responsibly towards the community, society, and the environment, with the following guidelines:



- Exercising rights and duties as a good corporate citizen in strict compliance with laws and/or regulations issued by regulatory authorities, while maintaining consistent cooperation with government agencies.
- Upholding commitment to environmental stewardship and respecting local customs and traditions in areas where the Company operates.
- Minimizing the use of non-renewable resources, conserving energy, implementing recycling and reuse practices, prioritizing renewable energy sources, and controlling and reducing pollution from production processes.
- Incorporating innovation and research to develop high-quality, environmentally friendly products and services that address diverse customer needs.
- Regularly conducting activities that contribute to social, community, and environmental development, including support for youth education and public benefit initiatives to enhance the quality of life in communities where the Company operates, both independently and in collaboration with public sector, private sector, and community partners.
- Implementing preventive measures to ensure Company operations do not adversely affect community quality of life, society, and environment, while maintaining rapid and effective response capabilities for addressing operational incidents affecting communities, society, and environment, in full cooperation with government officials and relevant authorities.
- Establishing emergency control and prevention plans across all operational areas, including corporate emergency and crisis management plans, to ensure preparedness for potential emergencies, while conducting regular emergency response drills and implementing continuous improvements.
- Fostering awareness and instilling consciousness regarding social responsibility, safety, occupational health, and environmental conservation among employees at all levels.
- Listening to the opinions and needs of surrounding communities in operational areas to ensure effective response and development of Good Corporate Governance principle.



Code of Business Conduct

1. Compliance with Laws, Rules, and Regulations

The Company operates its business with full respect and adherence to all applicable laws, rules, and regulations in every location of operation. All directors, executives, and employees of the Company have the duty and responsibility to acknowledge, understand, and comply with the Company's code of ethics, rules, regulations, announcements, and directives, as specified in the following code of conduct and operational guidelines:

- 1.1 Directors, executives, and all employees must comprehend and strictly comply with all Company policies, regulations, rules, directives, agreements, announcements, or circulars officially communicated to all personnel.
- 1.2 Directors, executives, and all employees must strictly adhere to applicable laws, rules, and regulations governing business operations, while respecting local customs, traditions, and cultures in communities or countries where they operate.
- 1.3 Directors, executives, and all employees must comply with requirements set forth by the Stock Exchange of Thailand, the Securities and Exchange Commission, and any other domestic and/or international regulatory authorities, as well as human rights laws and international standards.
- 1.4 Directors, executives, and all employees must perform duties with honesty and fairness, maintaining the Company's organizational procedures and governance principles to set good examples and establish credibility and reputation for transparent, honest, and accountable business operations.
- 1.5 Directors, executives, and all employees must manage operations with steadfast commitment to moral and ethical principles, neither participating in nor condoning any violations of applicable laws, rules, and regulations, while promoting an organizational culture of integrity and ethics at all levels.
- 1.6 Directors, executives, and all employees must report incidents that may damage the Company's reputation, image, and assets to the Audit Committee or through designated channels as specified in the Company's Whistleblower Policy.



- 1.7 Directors, executives, and all employees must supervise subordinates closely with fairness, without prejudice or bias, and without showing favoritism to any particular employee.
- 1.8 Directors, executives, and all employees should work in unity and harmony, considering others' opinions without imposing personal views, treating colleagues with courtesy, dignity, and mutual respect.
- 1.9 Directors, executives, and all employees must strictly comply with Company rules, regulations, discipline, and requirements regarding the use of personal data, whether pertaining to employees, customers, or business partners, including the use of computer systems, computer data, and computer traffic data, to ensure efficient utilization in accordance with personal data protection laws, computer laws, copyright laws, or other relevant legislation, and to prevent damage to the Company's reputation and image or exposure to civil and/or criminal litigation.

2. Anti-Corruption Policy

The Company opposes all forms of corruption, conducting business with directness, transparency, and accountability. The Company strictly enforces a zero-tolerance policy against all forms of corruption, opposing any offering of money, incentives, gifts, or special privileges in any form, whether directly or indirectly, from any person, including customers, business partners, external organizations, or government officials, for the purpose of obtaining or maintaining business advantages or benefits. This also includes prohibiting facilitation payments or any other payments to expedite processes or secure conveniences, with exceptions only for business hospitality, discounts, and the Company's promotional campaigns. All directors, executives, and employees must perform their duties with knowledge, responsibility, and unwavering commitment to honesty, fairness, and transparency, while prioritizing the Company's interests. Furthermore, the Company encourages its business partners to adhere to the same anti-corruption principles, as stipulated in relevant terms and conditions of business contracts. To ensure clear operational guidelines, the Company has established a written "Anti-Corruption Policy" as a directive for sustainable business practices. Additionally, the Company commits to participate in anti-corruption network initiatives.



3. Political Neutrality

The Company maintains a policy of political neutrality and shall not engage in, support, or show favor to any political party or politician in any jurisdiction, region, or territory, whether at local, regional, or national levels. The Company hereby establishes the following guidelines for its directors, executives, and employees:

- 3.1 Directors, executives, and employees have the freedom to exercise their political rights, such as voting, joining a political party, or supporting a political party or politician. However, such political activities must be conducted personally and with caution to prevent any misconception that such activities are undertaken on behalf of the Company.
- 3.2 Directors, executives, and employees shall not participate in, support, or undertake any activities that demonstrate allegiance to any political party or politician at local, regional, or national levels while acting in their official capacity on behalf of the Company, as such actions may adversely affect the Company's reputation.
- 3.3 Directors, executives, and employees are strictly prohibited from utilising Company resources, including but not limited to funds, personnel, or facilities, to support any political party or politician at local, regional, or national levels, whether directly or indirectly.
- 3.4 Directors, executives, and employees shall not utilize their Company position or the Company's trademark to encourage others to donate or support any political party or politician.
- 3.5 Directors and executives shall not use their authority to influence or direct subordinates to involuntarily support any political party or politician of their preference.
- 3.6 Directors, executives, and employees shall refrain from expressing political views in the workplace or during working hours in ways that may lead to ideological conflicts or compromise workplace harmony and unity.
- 3.7 Directors, executives, and employees are prohibited from conducting political campaigns promoting any political party or politician on Company premises, as it may foster discord in the workplace.



4. Conflict of Interest Management

The Company prioritizes the management of conflicts of interest that may arise between the Company and its directors, executives, or related persons. The Company hereby establishes the following conflict of interest prevention policy to provide strict guidelines for directors, executives, and employees, prioritizing the Company's interests and avoiding activities that may create direct or indirect conflicts of interest:

4.1 Business Transactions with the Company

- Directors, executives, and employees shall perform their duties while avoiding and preventing conflicts between personal, family, or relative interests and the Company's interests. Where unavoidable, such relationships must be disclosed to relevant parties within the Company, and the affected individuals must refrain from participating in related decision-making and approval processes to ensure operational transparency and efficiency. This includes, but is not limited to, not using Company information for personal or external benefit, entering into contracts with other companies, or engaging in activities that may conflict with the Company's rightful interests.
- Gifts, entertainment, discounts, or commercial terms extended to related persons in their capacity as customers, business partners, or other business relationships shall conform to normal business practices. Company personnel shall observe the following boundaries:
 - Compliance with existing and future Company policies and regulations
 - Adherence to applicable laws
 - Prior reporting and/or approval from authorized Company personnel
- Directors, executives, and employees conducting transactions with business partners on behalf of the Company must verify whether such partners have any relationships with Company directors, executives, or employees prior to proceeding with transactions to prevent potential conflicts of interest.
- Directors, executives, and employees must report conflicts of interest to the Company using the Conflict of Interest Disclosure Form attached to this Code of Conduct.



4.2 External Business Activities

- Directors, executives, and employees may engage in external business activities provided such activities do not interfere with their Company duties and working hours or diminish their ability to fully perform their Company responsibilities. Engaging in competing businesses, whether directly or indirectly, is strictly prohibited.

4.3 External Positions

- Directors, executives, and employees participating in external activities or holding positions outside the Company, such as serving as a director, executive, consultant, representative, or employee of another organization, must ensure such activities do not create direct or indirect conflicts of interest or impair their performance of Company duties.
- Executives and employees must obtain prior approval from the Board of Directors or Executive Committee (as applicable) before accepting any position in other companies, except for director positions in non-profit charity organizations.
- Such activities must comply with relevant laws, regulations, or rules governing the Company's business operations and must not leverage Company positions for external business promotion.



4.4 Accepting or Offering Benefits

- Directors, executives, and employees shall not solicit, accept, agree to receive, give, or offer inappropriate benefits such as money, gifts, or other advantages to customers, business partners, or any persons conducting business with the Company. They shall not extend or receive loans or solicit funds or gifts from customers or business partners, except for loans from banks or financial institutions in their capacity as customers of such institutions.

4.5 Entertainment, Gifts, and Other Expenses

- Directors, executives, and employees should avoid excessive or inappropriate entertainment, gifts, or other expenses involving government officials or individuals related to the Company or potential business partners.
- Directors, executives, and employees must avoid accepting gifts or gratuities, whether monetary or non-monetary, from business associates that may lead to favoritism or create an appearance of improper influence.
- In cases where the Company receives gifts, such items shall be appropriately donated to charity or for public benefit.

5. Information Disclosure and Transparency

5.1 The Company recognizes the importance of transparent disclosure of critical information related to the Company that could impact the value or price of its securities or influence investor and stakeholder decisions. Such information shall be disclosed accurately, completely, and timely in accordance with legal requirements through readily accessible channels.

5.2 The Company maintains an Investor Relations Department responsible for communicating with investors and shareholders. Through this department, the Company shares financial and general information with shareholders, securities analysts, credit rating agencies, and relevant authorities. The Company emphasizes regular disclosure in both Thai and English languages through its website, ensuring up-to-date information. This includes the Company's vision, mission, financial statements, press releases, the Annual Information



Form/Annual Report ("Form 56-1 One Report"), lists of directors and executives, shareholding structure, major shareholders, shareholder meeting invitations, and minutes of shareholder meetings.

6. Prevention of Insider Information Misuse and Confidentiality

The Company emphasizes the prevention of insider information misuse and the safeguarding of Company confidential information. Directors, executives, and employees are required to follow the Company's policy on the protection of insider information, which involves keeping internal and confidential information strictly confidential and refraining from disclosing any insider or confidential information obtained through their duties to others.

7. Responsibility for the Company and Its Assets

7.1 Protection of Company Assets

- Directors, executives, and all employees are responsible for protecting the Company's assets from damage or loss and using them to their fullest potential.
- Directors, executives, and employees are prohibited from personal use of Company assets or use outside of Company business.
- The use of the Company's computers and IT systems must comply with security measures defined by the Company to safeguard stored data.
- Upon leaving the Company, all personnel must return Company assets and all work-related data, without recording, copying, or reproducing any information for personal use or distribution without authorization.

7.2 Internal Control System, Internal Audit, and Financial Reporting

- The Company ensures complete, accurate, honest, and timely documentation of business records, accounting, and financial information in compliance with legal standards for both annual and quarterly reports.
- An effective internal control and audit system is in place to ensure compliance with standards, laws, regulations, and Company policies, supported by internal auditors and the Audit Committee.
- Staff across all levels are trained to understand internal control principles to promote efficiency and reduce risks associated with inadequate control.



- Directors, executives, and employees are expected to cooperate fully in internal audits by providing necessary information, documents, and evidence, and must not conceal, alter, or falsify any such records.
- The Audit Committee and internal audit team oversee and assess the adequacy and appropriateness of the internal control system to manage risks in alignment with the Company's risk tolerance.

7.3 Intellectual Property

- Directors, executives, and employees are required to comply with laws and regulations related to intellectual property, including copyrights, patents, trademarks, trade secrets, and trade names, as well as the Company's directives on this matter.
- Directors, executives, and employees must use Company intellectual property responsibly, prioritizing the Company's benefit, and safeguarding it against damage, loss, misuse, or unauthorized use.
- Before using any work or information, all directors, executives, and employees must ensure it does not infringe upon the intellectual property rights of others.
- All directors, executives, and employees are also required to respect others' lawful intellectual property rights and avoid unauthorized use for personal or other external benefits.

8. Complaints and Whistleblowing Regarding Code of Ethics Non-Compliance

All directors, executives, and employees are required to report practices that may violate the Code of Ethics. If any individual witnesses or is pressured or coerced to take any action that contravenes the Code of Ethics, they shall report to the Chief Executive Officer or the Audit Committee (as applicable) through the channels specified in the Company's Whistleblowing Policy.

9. Ensuring Compliance with the Code of Conduct

9.1 The Company stipulates that it is the duty and responsibility of all directors, executives, and employees to acknowledge, understand, and strictly comply with the policies and practices set forth in the Code of Conduct. Compliance is mandatory, not optional. Directors, executives,



and employees cannot claim ignorance of the requirements and guidelines specified in this Code of Conduct.

9.2 Supervisors at all levels must ensure that employees under their supervision seriously comply with the Code of Conduct.

9.3 Directors, executives, and all employees have a duty to comply with the Code of Conduct. The following actions constitute violations:

- Non-compliance with the Code of Conduct.
- Recommending or encouraging others to violate the Code of Conduct.
- Neglecting or ignoring instances of violations.
- Obstructing investigations or fact-finding regarding violations.

9.4 The Company has established disciplinary actions for violations or any acts contrary to the Code of Conduct, based on the nature and severity of the offence, as specified in the Work Rules, which include:

- Verbal warning
- Written warning
- Unpaid suspension
- Termination of employment

Additionally, legal penalties may apply if such violations constitute law infringement.

9.5 Directors, executives, and employees must sign an acknowledgment of the Code of Conduct and disclose any potential conflicts of interest upon joining the Company and whenever there are changes.

9.6 Directors, executives, and employees are required to provide an annual reaffirmation of compliance with the Code of Conduct.

9.7 Directors, executives, and supervisors must serve as role models in complying with the Code of Conduct and have a duty to monitor and encourage their subordinates to comply with the established Code of Conduct.



9.8 The Company provides channels for complaints, whistleblowing, and reporting suspected violations or breaches of the Code of Conduct, as well as channels for receiving feedback or suggestions from stakeholders.

9.9 The Company designates the Audit Committee and Chief Executive Officer (as applicable) to be responsible for receiving complaints and investigating facts in cases of suspected violations of the Code of Conduct.

10. Review of the Code of Conduct

The Board of Directors shall conduct an annual review of the Code of Conduct to ensure alignment with current circumstances and the Company's business operations.

Furthermore, stakeholders may inquire about details, file complaints, or report whistleblowing matters concerning legal or Code of Conduct violations, financial reporting irregularities, or internal control deficiencies through the channels designated by the Company. All complaints and whistleblowing information submitted to the Company shall be kept confidential. A designated individual shall investigate the information and determine remedial actions (if any) and/or consider presenting significant complaints, along with their opinions, to the Board of Directors for further consideration and action.

This Code of Conduct was approved by the Board of Directors at Meeting No. 1/2024 (following the conversion from a limited company to a public limited company) on March 22, 2024, and shall be effective from March 22, 2024 onwards.

(Associate Professor Dr. Somsak Chaovitsaree)

Chairman of the Board

Pluk Phak Praw Rak Mae Public Company Limited



Attachment

Conflict of Interest Reporting Form

I, Mr./Ms./Mrs..... Employee ID No.....
Position Department..... Division.....

hereby report a conflict of interest arising during the year / at the time of this report, with details as follows:

No conflict of interest

Conflict of interest (please specify):

.....
.....

I have addressed the issue as follows:

.....
.....

Kindly review and provide appropriate guidance for further action.

Sign.....
(.....)
Employee

Date: Month Year

Comments and Decision by the Committee/Chairperson/Supervisor

.....
.....

Sign.....
(.....)

Date: Month Year

Acknowledgment of Comments and Decision by Employee

Sign.....
(.....)

Date: Month Year