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# GOOD CORPORATE GOVERNANCE MANUAL, BUSINESS CODE OF ETHICS AND CODE OF CONDUCT

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DEXON TECHNOLOGY PUBLIC COMPANY LIMITED

## **Message from Board of Directors and Chairman of Executive Committee Good Corporate Governance Manual, Business Code of Ethics and Code of Conduct**

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Dexon Technology Public Company Limited and its subsidiaries (the "Company") have determination and adhering to the business practices based on good code of ethics and code of conduct, transparent management, building trust, fair practices to the executives, staff and all related persons. In addition, the Company has good awareness to the society and community by adhering to applicable laws, regulations and standards.

The Company has prepared this Good Corporate Governance Manual, Business Code of Ethics and Code of Conduct for all executives and staff to be complied strictly. It is determined to run the business with good code of ethics and code of conduct as well as responsible, transparent, honest, straightforward, verifiable and fair to related parties. It is also used as an operational guideline with focusing of the long-term corporate revenue, credible for shareholder and stakeholders. These affect the value creation of the Company to be able to compete and grow sustainably.

All executives and staff are responsible to comply with the Good Corporate Governance Manual, Business Code of Ethics and Code of Conduct as well as policies and good practice as stated in this manual.

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Mr. Somchai Manopinives

Chairman of BOD

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Mr. Martin Stuvik

Chairman of Executive Committee

28<sup>th</sup> February 2024

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# Section 1: General

## Vision

International leader in engineering inspection with petroleum pipeline technology and manufacturing equipment innovations.

## Mission

Determine to provide advanced technology services to increase effectiveness, reliability and to be environmentally friendly in energy business and every industry with a professional manner and business ethics.

## Core Values

### D-E-X-O-N

**D – Diligence:** Dexon is determined to deliver quality to customers through diligence and precise and professional development of technologies and inspection services.

**E – Environment:** Dexon values environmental protection as part of our work. We are committed to protecting the environment and resources for people today and tomorrow.

**X – eXcellence:** Dexon is committed to excellence to meet customer's needs with emphasis on personnel development and delivering excellent value and services to customers and stakeholders.

**O – Openness:** We operate business transparently and ethically. Dexon operates transparently and ethically in line with good governance principles.

**N – Novelty:** We create new innovations. Dexon is eager to develop innovations by coming up with novel ideas for responding of customer's needs while driving progress and making a difference in business.



# Section 2: Good Corporate Governance

## Background and Rationale

The Company is aware of the importance of good corporate governance that it is important to promote the effective operation of the Company, transparency creation and sustainable growth. This leads to confidence of every relevant party. The board of directors has agreed to determine the corporate governance code by adhering to the principles and practices according to the Corporate Governance Code of Listed Companies 2017, which is in accordance with the provisions of the Stock Exchange of Thailand; in the 1/2565 board meeting on 24<sup>th</sup> February 2022. This covers 8 principles as detailed as follows.

## Good Practices According to Good Corporate Governance Principles of the Company

### Principle 1: Roles and responsibilities for the board of directors

#### Principle 1.1

For the board of directors to understand the roles and responsibilities as the organization leader, the Company will determine roles, authorities and responsibilities for the board of directors clearly. In addition, the board of directors is responsible for governing the organization to have good management. This covers the determination of objectives and targets, and operational policy strategy. Besides the roles and responsibilities as prescribed by law that the board of directors has authority and responsibility to manage the Company to be complied with laws, objectives, the Company regulations and shareholders meeting's resolution with responsibility, cautiousness and integrity. These include the allocation of important resources to achieve objectives and targets as well as monitoring, assessment and reviewing performance reports of the Company.

## **Principle 1.2**

The Company realizes the vitality of creation of sustainable business values. The Company will prepare the business code of conduct as an operational practice for the board of directors, executives and staff. It focuses on running the business with ethics, respect rights and responsible to shareholders and stakeholders, beneficial to society as a whole, assisting in developing or reducing the negative environment impacts, supporting the competitiveness and good performance of the Company, and facilitating the Company to be able to adapt to the changes that may occur in the future. Anyhow, the Company will prepare the Good Corporate Governance Manual and Business Code of Conduct and publicize through the Company website. This is to create positive understanding and promote the compliance of the board of directors, executives and staff at every level, and stakeholders as well as communication and publication for the orientation of the board of directors, executives and new staff.

## **Principle 1.3**

The board of directors will take care of every committee and executive to perform duty with loyalty and duty of care. This includes the management of operation to be complied with regulations, laws and shareholders meeting's resolution as well as specifying guidelines and the major approval such as investment, transaction that impacts the Company significantly, dealing with related parties, asset acquisition and disposal and dividend.

## **Principle 1.4**

The board of directors will understand the scope of roles and responsibilities of the committees. The Company has prepared a charter for the board of directors that specified and determined scope of roles and responsibilities clearly as well as followed up the committees to comply with the assigned duties. Anyhow, the Company has scheduled a review of the mentioned charter of at least once a year as well as review the assignment of roles and responsibilities for the board of directors, Chief Executive Officer and management regularly to align with the direction of the Company.

## Principle 2: Company core objectives and targets

### Principle 2.1

The Company will determine vision, mission, policy clearly and properly to communicate with every stakeholder to understand the core objectives and targets of the Company and for every personnel of the Company to adhere as principles to perform duty to achieve the specified objectives and targets. In addition, the board of directors will consider the readiness, skills, business competitiveness and change of factors as well as implementing appropriate innovations and technologies for sustainability.

### Principle 2.2

The board of directors will govern the objectives and targets as well as middle range or annual strategies of the Company to comply with the achievement of core objectives and targets of the Company. The technologies are implemented appropriately. This includes the analysis of environments, factors and risks that may affect the related stakeholders based on the social and environmental responsibility. In addition, the board of directors will monitor the operation regularly to govern the allocation of resources and control the operation properly according to the schedule.

## Principle 3: Strengthen effective board

### Principle 3.1

The board of directors specifies and reviews the board of directors' structure of the composition, size and proportion of independent committee, which shall not be less than one-third of the total committees. In addition, the board of directors considers various qualifications in skills, experience, gender and competency that are beneficial and sufficient to undertake the duties of committee effectively as well as being able to understand and meet the requirements of stakeholders. Currently, there are 8 committees in the board of directors' structure, which comprises committees who are executives and non-executives. Most committees are non-executives who can provide comments related to performance of the management independently and are not less than one-third of the total committees. The number and qualifications of independent committees are in accordance with the criteria of the Securities and Exchange Commission and the Securities Exchange of Thailand.



## Principle 3.2

The board of directors will select an appropriate person to be the chairman of the board of directors, who will care to ensure that the composition and operation of the board of directors benefits the discretion without restrictions. Anyhow, the Company has a guideline that chairman of the board of directors and Chief Executive Officer shall not be the same person. This is for the clarity of responsibility in the policy determination and daily work management, and not to be the one who has unlimited power.

## Principle 3.3

The board of directors is responsible for the governance process of recruitment and selection of committee to be transparent and apparent. This is to acquire the committees with composition and qualification according to the specification in the charter of the board of directors. The board of directors designates the recruitment and remuneration committee, which composes of at least half of independent committees to recruit and select committee and executives and consider the remuneration to propose for the agreement from the board of directors meeting and/or shareholder meeting. In case the board of directors has assigned a person as advisory committee, the board of directors will organize the information disclosure of the advisor in the annual report as well as being independent or having no conflict of interest.

## Principle 3.4

The recruitment and remuneration committee are responsible for considering the remuneration rate of the board of directors and executives to propose for the agreement from the board of directors meeting and the shareholder meeting. The criteria considered are as follows:

- 3.4.1 Suitability and compliance with the scope of duty of each committee.
- 3.4.2 Incentive remuneration that is able to maintain knowledgeable, competent and qualified committees to perform duty for the organization.
- 3.4.3 Remuneration composition is clear, transparent and simple to understand both monetary and non monetary.
- 3.4.4 Remuneration rate is equitable to committee remuneration in the same or similar industry.
- 3.4.5 In case the board of directors has assigned a person as advisory committee, the board of directors will organize the information disclosure of the advisor in the annual report as well as being independent or having no conflict of interest.

### **Principle 3.5**

The Company has a policy that every committee must comply with the Code of Best Practices for the committee of the registered company in accordance with the Securities Exchange of Thailand. In addition, the Company will promote the board of directors to understand and acknowledge their own roles and responsibilities and perform duties according to laws, objectives and regulations of the Company as well as the resolutions from the shareholder meeting with integrity and prioritize the benefits of the Company and shareholders. In addition, every committee must dedicate their time to perform duty fully and sufficiently. The Company will determine a policy for each committee to attend a meeting of not less than half of the number of committee meetings arranged in each year unless in case of necessity.

### **Principle 3.6**

The Company has a policy to invest in subsidiary or associate. The Company will consider investing in business that has the same business objectives as the core business of the Company or similar business or invest in the business that favors the Company, which can support the core business of the Company to be completed and increase the competitiveness of the Company. In addition, the Company has a policy to govern the subsidiary and associate. The Company will send a committee or executive who has proper qualifications and experiences of running the business as a representative to manage the business of the subsidiary or associate to determine the main policies and govern the performance of the mentioned subsidiary and/or associate. Moreover, the committee who represents the Company must be responsible to govern the subsidiary and/or associate to manage or operate in accordance with the policies determined by the Company. This includes the discretion according to the resolution of committee meeting and/or shareholder meeting that approved important matters of the subsidiary and/or associate. This is for the maximum benefits and sustainable growth of the Company.

### **Principle 3.7**

The board of directors will arrange the performance appraisal of all committees as well as the performance assessment of each committee. This is to review the performance, obstruction each year to be able to implement the assessment results for the development and improvement of each performance aspect.

### **Principle 3.8**

The board of directors has a policy to promote and govern each committee to understand their roles and responsibilities, business nature and related business laws as well as supporting each committee to enhance skills and knowledge for their performance as committee regularly. The board of directors will promote the committees to participate in seminar and training organized by agencies that are related to the performance and business of the Company. This includes the disclosure of training information and knowledge development of the committee continuously in the annual report.

### **Principle 3.9**

The board of directors will schedule meetings in advance at least 4 times per year and may be extraordinary meeting as required. Agenda of each meeting shall be specified clearly and a meeting notice with detail shall be sent before the board of directors meeting of 7 days in advanced for the board of directors to have sufficient time for research before the meeting. The written minutes has to be conducted and stored the approved minutes from the board of directors to be ready for inspection from the board of directors and related persons. Moreover, the Company will govern to ensure that the performance of the board of directors is orderly and can access the required information. The Company Secretary will be designated to care and provide advice for committees and executives related to the compliance with laws, provisions, rules and regulations of the Company and follow up the compliance accurately and regularly. This includes the responsibility to organize the committee meeting and shareholder meeting as well as coordinate the compliance of resolutions from the mentioned meetings and other duties as determined by laws. The board of directors will support the Company Secretary for continuous training and knowledge development that may be beneficial to the duties and in case of the certified program for the Company Secretary.

## **Principle 4: Recruitment and development of Chief Executive and personnel management**

### **Principle 4.1**

In the recruitment of Chief Executives, the board of directors will consider the qualification, characters, competency and experiences required for the leading and driving the organization to targets. The Company will specify qualification, authority and duty of Chief Executive Office clearly. This is for the consideration of criteria and process in recruiting and designating a person or agreement of a proposed person as the Chief Executive. The Chief Executive Officer will jointly determine with the recruitment and remuneration committee. In addition, the Company will prepare a succession plan for Chief Executive Officer and Chief Executive for the continuity of the business of the Company.

### **Principle 4.2**

The board of directors will arrange the determination of remuneration structure that incentive executive and every level staff to conform to core objectives and targets, and benefits of the Company. Moreover, the board of directors will consider approval of criteria and factors for performance appraisal with fairness, can be referred to the same industry with similar size, and is the remuneration that can maintain the executive who has qualification as required by the Company. This includes the approval of remuneration structure of Chief Executive and follow up the Chief Executive Officer to assess the Chief Executive to comply with the mentioned appraisal criteria. Anyhow, the mentioned remuneration, the recruitment and remuneration committee will consider and screen before proposing to the board of directors, considering from the performance of the Company and performance and competency of each executive.

### **Principle 4.3**

The board of directors will understand the structure and relationship of shareholders that may impact the management and performance of the Company and govern the structure and relationship from threats to the duty of the board of directors. The board of directors will arrange the disclosure of information that affects the Company control.

### **Principle 4.4**

The board of directors will follow up the management to provide appropriate personnel development in knowledge, skills, experience and incentive regularly. The human resources management shall comply with the direction and strategy of the organization. Every level of employees has appropriate knowledge, competency and incentive, and is treated fairly to maintain the competent personnel with the Company. This includes the establishment of provident fund or other mechanisms to assist sufficient saving for staff when retired as well as supporting the staff to understand the financial management, and selection of investment plan that aligns with the age and risk level.

## **Principle 5: Responsible business**

### **Principle 5.1**

The board of directors prioritizes and supports the building of corporate culture and creation of innovation that leads to mutual benefits and values of the Company, customers, partners and related persons as well as being responsible for society and environment. The board of directors prioritizes the building of corporate culture and applies it as part of the strategic review, operation development planning and performance review. The board of directors will also promote the operation to increase the Company value in accordance with changing environmental factors. This may cover the design and development of product and service, research, improvement of manufacturing and working processes as well as collaborating with partners. Anyhow, the operation above shall lead to mutual benefits to the company, customers, partners, society and environment and does not arouse inappropriate behaviors, illegal activities or unethical.

## Principle 5.2

The board of directors will care to have mechanisms to ensure that the Company runs the business with ethics and will be responsible to society and environment and will not violate rights of stakeholders. This is a guideline for every part of the organization to be able to achieve the core objectives and targets sustainably. The practices are as follows.

- Responsibility to shareholders

The Company will run the business transparently and disclose information fairly and efficiently. This includes the focusing on the development of organization for sustainable and continuous growth to create proper returns to shareholders and lead to the maximum returns to shareholders. The committees, executives and staff shall avoid any actions that may consider as conflict of interest.

- Responsibility to staff and employees

The Company has a policy to treat staff and employees equally, comply with related laws and standards as well as treating the staff and employees fairly and respect human rights. This will be done by giving remuneration and other benefits fairly in accordance with the competence of each staff, providing welfare of not less than the determination by laws or more as considered appropriate, caring of occupational health and safety, developing of more effective working skills, giving opportunities for staff to develop various skills, and establishing the staff provident fund.

- Responsibility to partners

The Company has a policy to treat every partner equally and fairly with integrity and not to take advantage. The Company has fair procurement process and contract conditions, will be responsible for society and environment as well as monitoring and assessment partners for the development of sustainable joint business.

- Responsibility to customers

The Company will comply with business conditions with customers strictly in accordance with related laws and standards, maintain standards and quality of products and services to build confidence and satisfaction of customers including concerning of health, safety, fairness, maintaining confidentiality of customers and shall not exploit information for private or third-party benefits as well as following up the customer's satisfaction for the improvement of products and services.

- Responsibility to creditors

The Company will comply with contract conditions with creditors as well as repaying of capital, interest and care of securities under relevant contracts strictly.

- Responsibility to community and society

The Company will apply business knowledge and experience to develop, promote and upgrade the quality of life of community and society fairly. This includes the focus on the raising of responsibility awareness of community and society in the organization continuously and support activities that create common interest and benefits the society.

- Responsibility to environment

The Company complies with relevant laws and regulations to environment strictly and prioritizes the control of environmental impacts continuously. This is to ensure that the Company will not create or cause negative impacts to the environment. Moreover, the Company has a policy to support activities that strengthen the quality, occupational health and environment as well as always maintaining safe working environment for life and properties of staff.

- Fair competition

The Company will run the business openly, transparently and not to build competitive advantages unfairly.

- Anti-fraud and corruption

The Company will operate according to relevant laws and standards. This includes the anti-fraud and corruption policy, and the Company may consider to be a member of anti-fraud and corruption network.

### **Principle 5.3**

The board of directors will be a person who determines the policies, business target, business plan as well as budget planning of the Company, and monitors the management to comply with the specified policies, plan and budget for the highest benefits of the Company and shareholders as a whole. The mentioned business plan and budget shall be reviewed regularly to follow up the allocation and management of resources of the Company to be effective and efficient by always considering the changes of internal and external factors for the sustainability according to the specified core objectives and targets.



## **Principle 5.4**

The board of directors has a policy to specify the governing and organization information technology management framework that comply with the requirements of the Company. This includes ensuring of implementation of information technology to increase the business opportunities, operation development and risk management for the business to be able to achieve objectives and targets of the Company. Moreover, the board of directors will ensure that the risk management of the organization covers the information technology administration and risk management and has information system security policies and measures.

## **Principle 6: Ensure appropriate risk management and internal control systems**

### **Principle 6.1**

The board of directors will be a person who determines the risk management policies that covers the whole organization and governs to ensure that the Company has a risk management system with measures. In addition, the Company will consider both internal and external factors that may affect the Company to be unable to achieve the specified objectives. The Company assesses the impacts and opportunities of specified risk for risk rating and has appropriate risk management.

### **Principle 6.2**

The board of directors will designate audit committee who is able to perform duty effectively and independently. This consists of not less than 3 independent committees who has qualifications in accordance with the criteria of the Securities and Exchange Commission and the Securities Exchange of Thailand. The audit committee has duties determined in the audit committee charter. The audit committee must provide opinions regarding the sufficiency of risk management and internal control and disclose it in the annual report.

### **Principle 6.3**

The board of directors will monitor and manage the conflict of interest that may occur between the Company with management, board or shareholders. This includes the prevention of unlawful deployment of properties, information and opportunities of the Company and transaction with a person who relates to the Company inappropriately. The board of directors will govern to have information security system, confidentiality, reliability and information readiness.



Moreover, the board of directors will ensure to manage and follow up transactions that may have conflict of interest as well as ensure to have guidelines and practices for the mentioned transactions to be performed according to the procedures and information disclosure as specified by laws. The stakeholder shall not share decision and the board of directors will arrange provision for the committee to report the interest as the minimum before considering the agendas of the board of directors meeting and record in the board of directors meeting minutes. The committee who has significant interest that may obstruct the committee to provide comment independently, will be refrained from the participation for consideration of that agenda.

### **Principle 6.4**

The board of directors will govern the preparation of anti-fraud and corruption policies, which determines measures and practices of anti-corruption clearly to communicate with every level in the organization and third party practically. This includes the support of activities that promote and develop every staff to comply with related laws and regulations.

### **Principle 6.5**

The board of directors will govern the Company to have complaint mechanisms and process in case of whistleblowing and protect the whistleblower or complainant without any unfair action to the whistleblower or complainant and not disclose name, surname, address or other information that can identify the whistleblower or complainant.

## **Principle 7: Maintain financial integrity and information disclosure**

### **Principle 7.1**

The board of directors is responsible for ensuring the financial report system and disclosure of important information correctly, sufficiently and timely in accordance with the criteria of the Securities and Exchange Commission and the Securities Exchange of Thailand. This includes important information that affects the stock price of the Company, which affects the decision process of investors and stakeholders of the Company. The Company will ensure that personnel relevant to information preparation and disclosure have appropriate knowledge and experience for the roles and responsibilities and have sufficient personnel. The mentioned personnel mean Chief Financial Officer, Accountant, Internal Auditor and Company Secretary. Anyhow, the board of directors will approve the information disclosure by considering the sufficiency assessment of the internal control system of the Company, opinions of auditor in the financial report and remarks of internal control system, comments of audit committee, compliance with core objectives and targets, strategies and policies of the Company.

The information disclosure includes financial report, One Report (56-1 form) and annual report that reflects the financial status and performance sufficiently as well as support the Company to prepare the Management Discussion and analysis "MD&A" as supplement for the financial statements disclosure. This is for investors to acknowledge the information and understand the changes occurred to the financial status and performance of the Company better.

### **Principle 7.2**

The board of directors will follow up the sufficiency of the financial liquidity and solvency. The management shall follow up and assess the financial status of the Company in parallel with the auditor report, executive analysis, general information and important information in the annual report and annual information report form correctly, completely and timely, and reports to the board of directors regularly. The board of directors and management shall jointly find solutions promptly when there is a signal indicated the financial liquidity and solvency.

Moreover, for approval of any transactions or proposing opinions for the approval in the shareholder meeting, the board of directors will consider and assess both internal and external risk. This is to ensure that the mentioned transactions will not affect the continuity of the corporate performance, financial liquidity or solvency.

### **Principle 7.3**

The board of directors prioritizes the management of financial solution when the Company experiences or tends to experience financial difficulties. The board of directors will consider ensuring that the Company has a plan to solve the difficulties by concerning the rights of every stakeholder. In case the business tends to be insolvency or has financial difficulties, the board of directors will follow up and support closely to ensure the Company run the business carefully and solve the problems. The management shall report the status regularly to ensure that any decision consideration to resolve the financial difficulties of the Company whether any means must be reasonable. The board of directors will ensure the Company to specify correction plan with concern of fairness to every stakeholder, which includes creditors as well as following up the Company to comply with provision related to information disclosure for acknowledgement of shareholder completely.

### **Principle 7.4**

The board of directors will consider preparation of sustainability report as appropriate for the disclosure of compliance with laws, code of conduct, anti-corruption policy, treat to staff and stakeholders. This includes fair treatment and human rights respect as well as responsibility to society and environment by considering the report framework that is accepted locally or internationally. Anyhow, the disclosed information is important and reflects the practices that leads to the building of value for the Company sustainably.

### **Principle 7.5**

The board of directors will govern the management to arrange a unit or responsible person for the investor relations to communicate with shareholders and other stakeholders such as investor and analyzer as well as providing information for third-party. The person shall be suitable for the duty, understand the Company businesses including core objectives and targets, value and able to communicate perfectly with capital market. This is for the communication and information disclose to be effective, suitable, equitable and timely.

## **Principle 7.6**

The board of directors will promote the implementation of information technology to publish the information according to the specified criteria and through the channel of the Stock Exchange of Thailand, and the board of directors will consider the information disclosure both Thai and English through the Company's website regularly as well as provide updated information.

## **Principle 8: Support participation and communication with shareholders**

### **Principle 8.1**

The board of directors will ensure that major matters both determined by laws and may affect the operational direction has passed the consideration or approval from shareholders by including as an agenda in the shareholder meeting and supporting the participation of the shareholders. This is conducted by the determination of criteria of minority shareholders for the additional of agendas and nomination of a person for committee position. This includes the arrangement of meeting notice to have correct, complete and sufficient information for the exercise of rights of the shareholders and send the meeting notice with related document and publish of the Company's website in advanced before the meeting as determined by related laws or rules and give opportunity for the shareholders to send questions before the meeting. The advance question sending criteria is determined and published on the Company's website. In addition, the board of directors prioritizes the basic rights of the shareholders that are trading or transferring of shares, receiving dividend, designating auditor and matters that impacts the Company such as dividend distribution, determination or modification of Regulations, Memorandum of Association and regulations, and decreasing or increasing of capital.

### **Principle 8.2**

The board of directors will ensure that the shareholder meeting is smooth, transparent, effective and support the shareholders to exercise their rights fully in accordance with related criteria completely and appropriately. Matters that promote and facilitate the exerting of shareholders' rights, which shall be performed are as follows.

- 8.2.1 The Company will send the meeting notice to shareholders. The date, time, location and agendas as well as all related information for decision making shall be notified.
- 8.2.2 Before starting the meeting, the Company will notify the shareholders of the number and ratio of shareholders who attend the meeting in person or proxy, and meeting, voting and counting methods. In case the shareholders cannot attend the meeting, the Company allows shareholders can power attorney an independent committee or third-party to attend the meeting by using a proxy that the Company has sent with the meeting notification.
- 8.2.3 The Company will ensure that there is not any action that restrict to attend the meeting or generate load to shareholders unreasonably and will facilitate every shareholder equally to attend the meeting both proper location and time.
- 8.2.4 The chairman of the board of directors is the chairman of the shareholder meeting, and responsible to ensure that the meeting complies with relevant laws, criteria and regulations. In addition, the Company allocates time for each agenda specified in the meeting notification appropriately. The consideration and vote are in the specified sequence, does not change main point or add agenda without necessity, and provide opportunities for shareholders to have equal rights to inquire, provide opinions and suggestions. In case the agenda has multiple items, the meeting chairman will arrange separate resolution for each item such as the shareholders exercise rights to designate committee individually for the committee designation agenda.
- 8.2.5 The board of directors will support the use of ballots for major agendas and promote independent person as a counter or review the vote in the meeting and disclose the vote result of agree, disagree and abstention for each agenda to the meeting for acknowledging and recording in the shareholder meeting report correctly and completely in accordance with the related criteria completely and appropriately for shareholder to review.
- 8.2.6 The Company will give opportunity to minority shareholders to be able to nominate a person for committee position or add an agenda before the shareholder meeting. This will be provided as clear criteria and publicize the mentioned criteria in advance for shareholders to acknowledge.

### **Principle 8.3**

The board of directors will ensure that the meeting resolutions are published and prepare shareholder meeting report correctly and completely. The Company will disclose meeting resolutions and vote result within the next working day through the system of the Stock Exchange of Thailand and on the Company's website as well as submitting the copy of the shareholder meeting report to the Stock Exchange of Thailand within 14 days from the date of the shareholder meeting.



# Section 3: Business Code of Ethics and Code of Conduct

## Meaning

Business Code of Ethics and Code of Conduct is the process of patterns, define scope, practice standards and behaviors that every personnel of the Company shall perform in running the business and performance. The performance shall be in the same pathway under virtue framework and honesty in the creative, orderly and equal pathway. This is to create a foundation and maintain image of the Company to be an organization with sustainable growth as follows.

### 1. Law compliance and Universal Declaration of Human Rights

The world society is a society ruled by virtue of laws or legal state. Each country that the Company runs the business or related to, has different legal system and tradition but adheres to the universal human rights as a joint practice. Therefore, every personnel must respect the laws of each country and the universal human rights as well as insisting on doing fairly and legally.

#### Good practices

- 1.1 Personnel of the Company must understand related laws with their roles and responsibilities thoroughly and perform strictly. If any uncertainty, personnel shall request for consultation from legal advisor of the Company. They must not perform according to their understanding without suggestion.
- 1.2 Personnel of the Company who need to work overseas should study laws, tradition and culture of the destination country before travelling. This is to ensure the brought tools or equipment, travelling document, travel objectives and work at the destination country is not illegal, not conflict to tradition and culture of the destination country.
- 1.3 The Company must comply with universal human rights strictly, provide knowledge and understanding related to the universal human rights for the staff to apply as part of their performance and does not support actions that violate the universal human rights.



## 2. Political support

The Company is a political neutrality organization, not interested in any political party, political group or politician whether locally, nationally, regionally or worldwide. The Company will support any operation that according to the local regime. Anyhow, the Company supports personnel of the Company to adhere to the constitutional monarchy and exercise political rights according to laws.

### Good practices

- 2.1 The Company must be political neutrality, not utilize the Company's resources to support political activities of any political party, political group or politician whether directly or indirectly, and not permit the political sector to use resources and place of the Company for political activities.
- 2.2 The Company supports staff of the Company to present, participate and exercise political rights after working hour with resources of the staff. Personnel of the Company are not allowed to use authority, resources, capital and name of the Company for any political solicitation or activity.

## 3. Interest and conflict of interest

The personnel of the Company must work without conflict of interest and must consider the benefits of the Company as first priority without personal desire or influence from close contacts. The personnel of the Company must always explore themselves whether they have interest or conflict of interest in their work. When they find out that they have interest or conflict of interest, the personnel must avoid doing that work and let other person take the responsibility. This is to prevent scandal regarding conflict of interest, abuse of authority for personal benefits and cause damages to the Company. Therefore, every personnel must comply with the conflict of interest measures and disclose of interest that the Company specified strictly.

### Good practices

- 3.1 Personnel of the Company is not permitted to influence or use their authority for transactions between the Company and that person, partnership or legal person that the person is a shareholder or every related person in the family besides the welfare that the personnel of the Company shall receive. This is otherwise the interest has been disclosed or received particular permit or principally approved to do so.



- 3.2 Personnel of the Company or person who relates to the family can make transaction with general trade agreements without the influence of the personnel of the Company and make the reasonable trade agreement with general trading partner of the Company or subsidiaries.
- 3.3 Personnel's order that is beneficial to the personnel is not allowed.
- 3.4 In consideration of any agenda of a meeting that the attendant has interest, that personnel must leave the meeting temporarily. This is for other attendants to have an opportunity to consider, analyze and comment without influence of the personnel who have interest.
- 3.5 The board of directors and executive must consider the conflict of interest of transactions related to connection between the Company and subsidiaries carefully with honestly, reasonably and independently under good ethics framework by consider the maximum benefits of the Company.
- 3.6 The committee, executive and auditor of the Company must report interest related to management of the Company and subsidiaries and possession of shares of the Company or related persons according to the criteria specified by securities and exchange laws.
- 3.7 Work acceptance from subsidies can be performed by receiving approval from commander, executive and committee as the case maybe. Personnel of the company must not accept external work that compete with the business of the Company or cause conflict of interest with the Company whether working temporarily or permanently unless received specific permission from the commander.
- 3.8 Acceptance of new personnel who relates to the personnel of the Company must be transparent and fair for persons who have the same qualifications. The personnel of the Company must not interfere or use their own influence to assist the person related to them.

## 4. Confidentiality, data retention and use of inside information

Confidential data is the data that is not public data. It is the data that if published or fell into a competitor that cause severe effects to the Company. This includes all information that partner and customer have given to the Company with trust. The Company is responsible to conceal the mentioned information as confidential by letting only necessary persons for acknowledgement. Therefore, it is the responsibility of administer or possess persons to maintain security strictly.

### Good practices

- 4.1 The Company must maintain and conceal information of customers and trade secrets as confidential. Personnel of the Company must not disclose information of customers to the personnel of the Company. This is otherwise enforced by laws or for litigation or the committee approved the disclosure.
- 4.2 Inside information is the business performance and management, and confidential for the Company that is not disclosed to the public. If it is disclosed, it will affect the Company or subsidiaries. Therefore, personnel of the Company must maintain inside information as confidential and must not tell anyone regarding inside information obtained from their work or make benefits from the inside information illegally or reduce the benefits of the Company.
- 4.3 In employing persons who used to work with commercial competitors or government agencies, the Company must search and study the non-disclosure agreement that the persons used to enter into with the commercial competitors or government agencies. The Company must not perform any action for the persons to perform any action that breaching the agreement with the competitors or government agencies that may follow with the litigation.
- 4.4 The information disclosure must be by the personnel of the Company who are not responsible for information disclosure. When the personnel are requested to disclose the information that they are not responsible for, please contact the responsible person of the information disclosure.

## 5. Customer practices

The Company considers the maximum of customer satisfaction having purchased services from the Company that the Company has delivered with fair price and responsibility. Customers are served promptly with courtesy and non-discrimination.

### Good practices

- 5.1 The Company focuses in developing the complete and prompt services to meeting the customer demand continuously. The personnel of the Company must dedicate to meet the customer demand considerably with reasonable price, updated, with quality, not restricted rights and have fair conditions for customers.
- 5.2 Must not perform any action that delude or deceive with the services quality of the Company. Descriptive details related to the services must be provided to support public relations and promote knowledge and understanding of products and services for general consumers.

## 6. Commercial competitor practices

Commercial competitor is a third party that the Company must compete in accordance with free capitalism in running business. The competition must be proceeded fairly, not misrepresented or deceived or use other methods that do not align with good competition ways.

### Good practices

- 6.1 The Company runs the business on free competition. Business running must consider the fair competition, no defamation, and not attacking competitors without reasonable information.
- 6.2 The Company shall support collaboration with commercial competitors that benefits customers. The collaboration between the Company and commercial competitors must not be a monopoly, and allocation of income and market share, reduce quality of services and determine services price that will cause damage for customers as a whole. The personnel of the Company must be careful in contacting competitors and personnel of the competitors at all case, not disclose or neglect the confidentiality of the Company to fall into the hands of the competitors.

## 7. Procurement, provision and partner practices

The Company gives priority to the procurement and provision, which are important processes that support the running of business and business of the Company under the good corporate governance. In addition, the Company also gives priority to partners by treating the partners equally based on the fair, transparent and equal competition to progress into a partner that supports the long-term business together.

### Good practices

- 7.1 Partner selection procedure must not have selective treatment to partner. It must be based on quality, services and prices.
- 7.2. Compliance with contract or conditions as agreed appropriately and strictly.
- 7.3. Not request or receive any benefits that is not honesty in trade.
- 7.4. Create relationship and maintain good relationship with partners sustainably based on flawless and equality.

## 8. Overall community, social and environmental responsibility

The Company considers as duty to give precedence on activities of community and society. The Company focuses on the building the development of society, community, environment, support religion, creative and conserve natural resources as well as support youth education and public interest activities for community.

### Good practices

- 8.1. Run the business with responsibility for community, society, and environment.
- 8.2. Instill consciousness of responsible for community, society and environment for every staff level.
- 8.3. Run business including the implementation of technology by considering the environmental impacts.
- 8.4. Divide part of profit to repay community and society through projects/activities as appropriate and opportunities such as support education, communication relationship and volunteer program.

## 9. Staff and/or colleague practices

All personnel of the Company are the most important part to run the business. Therefore, the Company gives precedence to all staff without discrimination by promoting personnel of the Company to have harmony, trust in each other, not differentiate, treat each other politely and respect human dignity. The Company must create good and safe working environment, pay appropriate remuneration, have good welfare for staff as appropriate and provide reasonable facilities to support work for personnel to work with their maximum competency with speed, care, diligence, enthusiasm, consciousness, reasons, knowledge and often seek for knowledge and improve themselves.

### Good practices

- 9.1. The Company must provide the safe working environment, healthy and assist staff to be able to work at their maximum efficiency. This includes the provision of appropriate and in safe conditions working tools and equipment for every staff for work. Every executive and commander must supervise their subordinates to comply with policies.
- 9.2. Employment policies of the Company shall base on morality, gauging by competency and qualification/requirements of each position. Employment regulations of the Company must offer opportunities equally for everyone without discrimination.
- 9.3. The Company must not permit the discrimination, harassment or threat, no depressing on race, color, religion, gender expression, age, nationality, sex and identity and disability.
- 9.4. Give appropriate and fair remuneration for all staff.
- 9.5. Promote staff to learn continuously, give precedence to the development and pass on knowledge, provide training and give opportunities to have career path appropriately and fairly.
- 9.6. Listening to opinions and suggestions from staff/colleagues equally and equivalently, and fairly by providing complaint channel to the executive directly.

## 10. Creditor practices

### Good practices

- 10.1. Comply with contract conditions entered with creditors strictly, transparently and equally both payment and other conditions entered into an agreement with creditors.
- 10.2. Disclose financial information to creditors according to the provision in the contract correctly, completely and on schedule.
- 10.3. Notify creditors in case the Company cannot comply with the conditions in the contract and find a solution to the mentioned problem together.

## 11. Internal control and internal audit

Effective, accurate and reliable internal control and internal audit are necessary to be a registered company. The Company must determine government policy to have good internal control system, manage risk to appropriate level and follow up the assessment regularly. The Company has reliable internal audit, audit committees to monitor, has effective internal audit department, has executives and staff that give precedence to the internal control and internal audit.

### Good practices

- 11.1. The Company must provide internal control system to have good environment for control, personnel of the Company have positive attitude to internal control, arrange appropriate risk assessment to assess risks that may cause impacts to objectives, targets or work completion, provide appropriate control activities for every duty and level, have information and communication system that is good enough and reliable both inside and outside the Company, and have good monitoring and assessment system. This is to ensure that the system is suitable, practical, complete the work, and justify to be suitable with situation.

- 11.2. The Company must specify an agency to responsible directly for risk assessment and management, internal control assessment and system compliance audit, and implement the results to improve the control measures to be suitable with changeable situation, environment and risk factors. The Chief Executive and middle executive must collaborate.
- 11.3. The audit committee must review that the Company has sufficient internal control system, risk management system and internal audit system, and audit report results to the board of directors and shareholders.
- 11.4. The Company must provide an independent agency to responsible directly to audit committee to perform internal audit effectively, have sufficient personnel with knowledge and competency and adheres to code of conduct of the internal auditor.
- 11.5. All personnel of the Company must be responsible to support working and provide accurate factual information to the internal audit agency and external auditor is responsible to review the accuracy of finance and report immediately when error or suspicion found.

## 12. Prevention and anti-corruption

To prevent the abuse of the function of the board of directors, executive and staff of the Company to use or gain benefits for themselves whether that operation will make benefit or lost or damage to the Company. Therefore, the Company has collected and specified practices to prevent and anti-corruption in writing as a practical guideline that aligns with intention, purpose and business ethics and code of conduct of the Company.

### Good practices

- 12.1. The Company has specified prevention and anti-corruption measures that are complied with related laws including code of conduct by providing risk assessment in risky activities or have an opportunity of corruption and prepare a practice guideline for related persons.



- 12.2. Anti-corruption measures are a part to run the business and is responsible by the board of directors, executive, every staff at all levels that must provide opinion regarding the practice for the anti-corruption to achieve the specified policies.
- 12.3. The committee, executive and staff of the Company are forbidden to process or accept or support corruption in every pattern both directly and/or indirectly. This includes the giving and accepting of gifts, presents and rewards. It covers the related contractor or subcontractor. It is also determined to have a verification of compliance with anti-corruption policies regularly and review the practical guidelines to comply with provisions, proclamations, laws and regulations.
- 12.4. The Company arranges the education related to anti-corruption for the board of directors, executives and staff as well as promote integrity, honesty, virtue, morality and joint responsibility to perform the duties with responsibility.
- 12.5. The Company provides a mechanism to report the financial status transparently and accurately.
- 12.6. The Company promotes various communication channels for staff and related persons can whistle-blow suspicious incident with confident that the whistleblower is protected without penalty, unfair relocation or defamation as well as designate a person to monitor the issues notified.



## 13. Giving and accepting of gifts, presents and rewards

The Company has guidelines in giving and accepting benefits that influence the inappropriate decision. It is determined that this must be process in a correct, honest and does not create condemnation or discreditation way. Gifts or presents that executives have accepted must be kept at the Company or distributed among office staff. The practical guideline of the Company as follows relates to the giving and accepting of gifts, presents and rewards that staff must comply strictly.

### Good practices

- 13.1. All executives and staff are forbidden to request or accept any benefits from partner or other third party who has joint business with the Company.
- 13.2. All executives and staff are strictly forbidden to offer receive any benefits from partner or third party to persuade to perform any deceptive or fraudulent action.
- 13.3. All executives and staff must refrain from giving/receiving any present or reward from a partner or third party who has joint business with the Company. This excludes the giving or accepting presents during traditional festival. The giving/accepting of gift and presents must have appropriate value (Total value of not more than 3,000 baht per person) and must not related or engage with the business.

## 14. Safety, hygiene and environment

The Company cares for safety and health of personnel of the Company and surrounding communities. The Company focuses on the promotion and raising of awareness in quality, safety, occupational health and environment as daily living routine of the personnel of the Company for benefits of everyone including community and society as a whole. The Company supports the appropriate utilization of resources and reduction of wasteful utilization.

### Good practices

- 14.1. The Company promotes safety as a major agenda by preparing policies and standards of quality, safety, occupational health and environment that have measures of not less than what specified by laws according to international standards. Personnel must study and comply with laws, policies, provisions, standards and manuals of quality, safety, occupational health and environment strictly by must attending the training in the quality, safety, occupational health and environment as specified by the Company.
- 14.2. The Company will perform in every way to control and prevent various form of loss from accident, fire, injury or sickness from work, loss or damage properties, security system violation, incorrect operation method and errors occurred. This includes maintaining safe environment of personnel of the Company and arrange security plan practice regularly. Anyhow, it is considered the responsibility of executives and staff to report accident and incident by following the specified procedures.
- 14.3. The Company provides control and prevention plan in case of emergency in every operation area, has emergency management plan and crisis of the organization. This is to be ready for emergency management that may occur such as fire, accidental leaking of oil or chemicals and prepare for other crisis that may interrupt the business, discredit and destroy image of the organization.

- 14.4. The Company must arrange public relations and media to build knowledge, understanding and distribution of information to personnel of the Company, staff of contractors, regulations, practical procedures and precautions of quality, safety, occupational health and environment as well as implemented correctly without endangering to health, properties and environment.
- 14.5. The Company must contribute to the responsibility of the society in the quality, safety, occupational health and environment strictly and continuously, utilization of natural resources to its maximum benefits with awareness of importance of environment and safety of related stakeholders. This includes the promotion of social activities regarding environmental conservation and development of quality of life of people in the community according to the sustainable development principle.
- 14.6. If it is found that any operation is unsafe or cannot comply with provision and standards of quality, safety, occupational health and environment or found that the operation has environmental impact, personnel of the Company shall stop the operation temporarily as soon as possible to inform colleagues, commanders and responsible agency to correct or plan to correct afterwards. It is strictly forbidden to continue the operation.

## **15. Intellectual property, use of information technology and communication**

### **Good practices**

- 15.1 The Company promotes personnel of the Company to conduct research. The remuneration from those works, the copyright shall belong to the personnel but any research that has been assigned by the Company or using information or equipment of the Company or learning from the Company, the copyright of research, application of patent, patent ownership and remuneration from the mentioned research shall belong to the Company.
- 15.2 Personnel of the Company is responsible to keep confidential of confidential trade, trade secret or confidential business operation. The personnel must maintain the confidence at their best.

- 15.3 The Company shall promotes personnel of the Company to use internet for work benefits. The personnel of the Company must not perform any action that disturb the computer system and internet of others in the office, not using the computer system of the Company to distribute inappropriate information in virtue and traditions or law violation such as create damages to reputation and properties, possession of pornography, forward disturbance email, create nuisance or advertising products, businesses and services other than products and services of the Company and forward spam email.
- 15.4 Personnel of the Company must work by using legal copyright computer. If the personnel work on other computers outside the office, he/she shall check the copyright and consult the commander every time. It is strictly forbidden to install and use illegal copyright in the Company.
- 15.5 Personnel of the Company must keep their password confidential and not tell other people to prevent them from accessing their password. This includes not using internet to access unaccustomed website and may endanger the computer system of the Company.
- 15.6 In case personnel of the Company asks for permission for secondary worker or staff of contractors to use the information system of the Company, the requested personnel of the Company must control the use of the secondary worker or staff of contractors and must be responsible for damages which may occur to the Company from the use of that information system.
- 15.7 The Company will inspect, search, follow up and investigate the use of the information system of personnel of the Company to protect security of the information system of the Company as scheduled.

## 16. The securities trading policy for the board of directors and executives

The Company is committed to treat shareholders equally and transparently in accordance with good corporate governance and code of conduct. The Company has established the securities trading policy for the board of directors, executives, including the employees to serve as guidelines within the organization. This policy is formulated with the following:

### Objectives:

1. To determinate rules and good practices for the board of directors and executives to adhere to the policy in accordance with the regulations and guidelines of the capital market regulatory authority.
2. To enhance and maintain the confidence of shareholders and investors who intend to invest in the company's securities.
3. To demonstrate transparency, verifiable, and clear guidelines for implementation with the intention to achieve equal treatment for shareholders.

### Definitions:

**“Inside information”** means information and/or fact that has not yet been made public which could significantly impact on the share price.

1. Joint Ventures, Mergers, and Acquisitions of Significant Businesses and/or Assets,
2. The announcement of dividend payment or non- payment and profit or loss,
3. Change in par value or stock dividend distribution,
4. Gaining or losing of commercial contracts and/or significant business licenses,
5. Significant new products releasing, significant developments in products technology, services and markets, or inventions of products and new technologies which leads to patent registrations,
6. Change of control or significant changes within the board of directors and executives,
7. Redemption of Securities,
8. Loans having significant impact on financial conditions and operating performances,

9. Issuing significant numbers of additional shares and offers for sale to the public,
10. Having significant legal dispute,
11. Acquiring or disposing of assets,
12. Changing in investment projects,
13. Changing the Company's Objectives,
14. Having labor, subcontractors, suppliers' disputes,
15. Offering tender offers for securities of other companies,
16. Changing in significant accounting policies,
17. Delisting of securities from the stock exchange.

**“A blackout period”** means a period of 30 days prior to the release of the Company's quarterly and annual financial results and 24 hours after the release of the Company's quarterly and annual financial results including any other periods announced by the Company.

**“Executive”** means an executive according to the definition of the Securities and Exchange Commission including the top 4 executives and finance and accounting executives.

**“Short-term trading”** means purchases, sales or holding of the Company's securities for less than 3 months.

**“The impact on stock prices”** means the impact that causes the Company's securities prices to rise, fall, fix, or significantly stabilize the Company's securities prices.

### Roles and responsibilities

1. The board of directors and the audit committee must perform duties related to supervising and overseeing this policy to ensure strict adherence by involved individuals to its terms and guidelines.
2. The Company Secretary and/or Investor Relations are responsible for supporting the board of directors on communication, follow-up and supervising according to the guidelines of the policy.
3. The board of directors and executives are responsible for acknowledging and strictly adhering to this policy when trading the Company's securities as well as inform this policy to parents, spouses, children, grandchildren, adopted children, and siblings for transparency and in accordance with the principles of good corporate governance.

## Good practices

1. The board of directors and executives shall avoid using the Company's inside information for personal gains. Also, strictly adhere to this policy and prohibitions in Section 242 of the Securities and Exchange Act B.E. 2535 (1992).
2. The board of directors, executives, and designated persons shall report their intention to make transactions involving the Company's securities at least 24 hours before the intended transaction date.
3. The board of directors and executives shall report the changes to their securities holding to the Securities and Exchange Commission via an online reporting system within 3 working days and submit a copy of the report to the Company Secretary for record. The designated persons shall submit the report to the Company Secretary within 3 working days.
4. Relevant persons are prohibited from trading or making changes to their shares during blackout period.
5. The board of directors, executives, and designated persons may engage in transactions related to Company securities during the blackout period only if such a person is in a necessary situation, such as facing a financial obligation. Such transactions must comply with relevant regulations or court orders. The person must prepare a memorandum detailing the exact reasons for the transaction and submit it to the Company at least three business days before the transaction. The transaction must occur within three days of receiving the Company's approval.
6. The Company will inform the blackout period to the board of directors, executives, and designated persons prior to the blackout period.
7. The Company strongly recommend avoiding trading securities for short-term speculation



8. The board of directors, executives, and designated persons should avoid speculative trading when the Company's stock price decreases which can erode investor confidence in the Company and its subsidiaries.
9. The board of directors, executives, and designated persons are prohibited from disclosing inside information to others. This includes reports or announcements that could mislead investors about the Company's financial status, operating results, or security prices, or any other information that could influence the price of the Company's securities or investment decisions.

## Code of Conduct for Investor Relations

Dexon Technology Public Company Limited and its subsidiaries (the "Company") prioritize the duties of investor relations by committing to effective communication to build trust with the investors, shareholders and stakeholders. The Company has established the "Code of Conduct for Investor Relations" as guidelines for performance of Investor Relations aligning with fundamental principles and good corporate governance.

The investor relations shall strictly comply with following:

1. Performing duties with integrity, maintaining confidentiality of the Company and refraining from using inside information for personal gain.
2. Disclosing important and informative information accurately, adequately and timely in accordance with the rules of relevant regulatory agencies.
3. Equitably disclosing information to all stakeholder groups, providing equal access and inquiry opportunities for all stakeholders.
4. Performing duties to the best of an ability and professionally in accordance with good corporate governance as well as diligently studying and acquiring knowledge to enhance work efficiency.
5. Building confidence, strengthening the Company's reputation, and foster strong relationships with shareholders, investors, analysts, and other stakeholders.
6. Refraining from meetings and information clarification with the investors and analysts. The business performance information shall not be disclosed within 15 days prior to the Company's performance announcement.
7. Refraining from trading in the Company's securities according to established securities trading policy.



## Section 4: Notification and Complaint

### Notification and Complaint

The Company expects personnel of the Company to jointly inspect the compliance with the good corporate governance, ethical standards and code of conduct in running business of the Company by supporting to raise questions in case of suspect or doubt regarding the business ethical standards and code of conduct of the Company. This includes providing opportunities of all personnel and third party to complain in case it was found or seen a behavior or any incident that may violate the good corporate governance, ethical standards and code of conduct in running business of the Company. The complaint can be notified to the chairman of the board and audit committee to channels as follows:

- “Whistleblowing” channel on the Company’s website at [www.dexon-technology.com](http://www.dexon-technology.com)
- “Whistleblowing” channel on the Company’s SharePoint.
- Email to the Chairman of the Audit Committee or the Audit Committee: [whistleblowing@dexon-technology.com](mailto:whistleblowing@dexon-technology.com)
- By mail to the Chairman of the Audit Committee or the Audit Committee:  
Dexon Technology Public Company Limited  
78/4-5, Moo. 6, Sukhumvit Road, Ban Chang Sub-district,  
Ban Chang District, Rayong Province 21130

The Company promises to listen to every complaint equally, transparently and attentively as well as be fair to everyone, determine the investigation period appropriately, name of the complainant will be confidential, complainant will be protected, not to be defamed both during and after the investigation.



## Section 5: Appendix

### Revision

For the compliance of the good corporate governance, business code of ethics and code of conduct with related laws and rules as well as suitable with the business environment including criteria that the Company must comply, therefore, there is regular revision of at least once a year.

### Covenant

Committee, Executive and personnel of the Company must understand and comply with the good corporate governance, business code of ethics and code of conduct of the Company and sign the covenant according to the appendix when taken the position or work for the Company and when there is modification after revision.

## Covenant Form

### Dexon Technology Public Company Limited

Dexon Technology Public Company Limited intends the committee, executive and personnel of the Company to study and understand the Good Corporate Governance Manual, Business Code of Ethics and Code of Conduct and sign the covenant as follows.

- I acknowledge and agree to understand the Good Corporate Governance Manual and Business Code of Conduct of the Company.
- I accept and agree to adhere to the good corporate governance and business code of conduct of the Company in the parts related to the roles as committee or executive or staff (as the case maybe) as the operating principle with the highest standards.

Signed.....  
( )

Position.....

Department.....

Date.....