

# Code of Conduct

The Code of Conduct of NAT Absolute Technologies Public Company Limited (the "Company") is a compilation of the patterns, scope of standards of conduct and behavior that all employees of the Company. It should be used as a guideline to follow in the same way.

## 1. Respect for laws and human rights

The Board of Directors is committed to ensuring that all employees respect and strictly comply with laws, customs, and local culture, as well as respect for human rights principles in accordance with laws and international standards. The Company realizes the importance of treating employees and all stakeholders of the Company fairly and without discrimination, as well as maintaining employees' human rights in accordance with labor laws and related regulations equally and fairly.

## 2. Policy on the Treatment of Stakeholders

The Company's business operations involve many parties, including shareholders, employees, customers, creditors, business partners, competitors, government agencies, as well as communities, society, and the environment. Therefore, the Company has prepared a written "Policy on the Treatment of Stakeholders" which has been published on the Company's website for employees to use as a guideline for the Company's stakeholders.

## 3. Anti-Corruption

The Company has established an anti-corruption policy. All directors, executives and employees of the Company are committed to conducting business with integrity and legality, relevant regulations, free from all forms of corruption. There will not be demanding, conducting, or accepting corruption for one's own benefit, family or acquaintances in all forms, both directly and indirectly. Moreover, the Company has established policies and procedures for receiving complaints, whistleblowing, and protection measures. Both policies are published on the Company's website.

Whistleblowing or complaints can be made as follows.

- Notify through the Company's comment box at the point of entrance and exit at the head office.
- Notify via email channel of "Internal Audit Department" to Email: nat\_ia@natat.co.th or email channel of "Company Secretary Department" to Email: companysecretary@natat.co.th
- Sealed letter addressed to "Internal Audit Department" or "Company Secretary Department" to the address: Nat Absolute Technologies Public Company Limited (Head Office), 89 AIA Capital Center Building, 9<sup>th</sup> Floor, Room 908, Ratchadapisek Road, Din Daeng Sub-district, Din Daeng District, Bangkok Metropolis 10400.

#### 4. Conflict of interest

Director, executives and employees of the company must adhere to the best interests of the Company under the legitimacy of laws and ethics by avoiding actions that may cause conflicts of interest that will affect any decision making to the Company. Therefore, executives and employees should consider guidelines for conflict of interest, confidentiality, use of inside information and maintenance of the Company's assets, which are disseminated on the Company's website.

#### 5. Confidentiality, use of inside information and protection of the company's assets

The Company realizes the importance of preventing the use of inside information for personal benefit and providing information to third parties that may cause damage to the Company's business and reputation. Directors, executives and employees of the company have a strict duty to keep the Company's internal information confidential by establishing policies and guidelines on conflict of interest, confidentiality, use of inside information, and maintenance of the Company's assets, which are published on the Company's website.

#### 6. Disclosure and Communication of Information

Directors, executives and employees of the company should disclose and communicate the Company's information with accurate, clear, equitable information and must comply with the rules of the Stock Exchange of Thailand and the Securities and Exchange Commission (SEC), marketing communications under the Company's brand and social media communications must be done appropriately, truthfully accurately.

#### 7. Safety, Occupational Health, and Working Environment

The Company realizes the importance of safety, occupational health and working environment of employees by promoting and instilling awareness among all employees to maintain the Company's working environment to be clean, orderly, and safe.