

Announcement of BBC Container Group Co., Ltd.

No. 4/2568

Subject: Code of Ethics and Code of Conduct

BBC Container Group Co., Ltd. is committed to conducting business on the basis of ethics and responsibility toward all stakeholders. Therefore, the Company has prepared this Code of Ethics and Code of Conduct to serve as a framework and guideline for the performance of the Company's Directors, Executives, and Employees to adhere to in conducting business, and to create value and elevate the organization to prosperity, achieving the core objectives and goals of the Company's operations. This Code of Ethics and Code of Conduct has been prepared and duly approved by the Board of Directors , to enhance the understanding of all personnel to perform their duties with professional knowledge and to conduct themselves according to good business ethics standards. This document consists of content related to the guidelines and standards for both internal and external organizational operations.

Definitions

Business Ethics	Means virtue and ethics in conducting business.
Business Code of Conduct	Means good practices in conducting business and recommended practices in performing work.
The Company	Means BBC Container Group Co., Ltd.
Board of Directors	Means the Company's Board of Directors and Executive Committee.
Executives	Means supervisors under the work regulations, such as the Chief Executive Officer , or the highest authority of the line or department.
Employees	Means operational staff at all positions.
Personnel	Means all employees and executives of the Company.
Business Partners	Means providers of goods and services to the Company.
Customers	Means users of the Company's services.
Stakeholders	Means all groups involved with the business, such as shareholders, employees, customers, business partners, creditors, competitors , government agencies, and other organizations.

Business Ethics (Code of Ethics)

The Company shall conduct business with virtue and ethics toward the organization, external parties, and all stakeholders.

Business Code of Conduct (Code of Conduct)

The Company has established clear good practices in business operations that are sufficient to prevent misconduct , serve as a good example, and maintain responsibility towards all stakeholders. This reflects the organization's commitment to require Directors, Executives, and Employees to behave and perform their duties under a framework of ethics, virtue, honesty, fairness, and equality , to comply with the law, and adhere strictly to the Company's regulations to achieve the Company's business objectives. The Company believes that performing duties with integrity, using knowledge and ability judiciously and diligently by all personnel, is a crucial factor that helps uphold the Company's reputation and supports its business. Therefore, personnel have the binding duty to strictly adhere to this Code of Ethics and Code of Conduct to maintain the Company's reputation as a business operating with integrity and to feel proud of being part of an organization committed to the highest standards of business conduct, as follows:

1. Code of Conduct in Business Operations
2. Code of Conduct toward Stakeholders
3. Code of Conduct for Directors, Executives, and Employees
4. Code of Conduct Regarding Non-Infringement of Intellectual Property

1. Code of Conduct in Business Operations

1.1 Honesty and Professional Virtue

Committed to conducting business with integrity, having ethics in operations, and adhering strictly to the principle of equality in providing services. Must not aid or conspire to violate laws, regulations, rules, or the business code of conduct. Must act rightly, perform duties with honesty and integrity, straightforwardly under the law and the Company's regulations, and adhere to the Code of Ethics and Code of Conduct, considering risks that may affect the organization.

1.2 Competency in Business Operations

Conducting business at a level equal to professionals, performing duties according to academic principles efficiently with new technologies. Must support having professional experts offer services to customers to achieve the best operating results

and customer benefits. Determined to operate business honestly, based on compliance with laws, regulations, rules, and standards of adhering to the Code of Ethics and Code of Conduct and good practices of personnel for the maximum benefit of customers or service users.

1.3 Responsibility toward Competitors (Treatment of Competitors)

The Company promotes competition under a fair and transparent framework. Personnel must not seek confidential competitor information through dishonest means or damage the competitor's reputation or commit any act that is untrue.

1.4 Compliance with Laws and Company Regulations

All personnel must comply with laws and Company regulations. They should not commit any act that violates the relevant legal provisions concerning the business, and must consider the following material points

Use of Insider Information for Personal Gain: Personnel should not seek benefits from internal information regarding the Company's operating results, which may affect the price of the Company's shares or securities. Executives or departments who become aware of insider information are prohibited from disclosing it to external parties or unrelated individuals. Personnel are also prohibited from trading the Company's securities during the one-month period before the financial statements are released to the public. Respecting the legal principles of fair commercial competition.

Fraud and Misconduct: All personnel shall not commit fraud, bribery, or corruption in any activities. They shall not offer unjust benefits, whether directly or indirectly, to obtain business advantages that are not due. The Company has established a policy and guidelines to counter fraud and corruption to manage all forms of unauthorized fraud and corruption. No personnel of the Company shall take money or assets out of the Company with fraudulent intent or misuse them for personal benefit.

Whistleblowing and Cooperation in Managing Fraud: Personnel must not neglect to report any fraud they experience or are involved in. Such reporting must not negatively affect the reporter's job, unless it is a false report, an intentional destruction of the group, or the creation of defamation against individuals and the organization. False accusations may result in disciplinary action, including termination of employment, as well as criminal penalties. **Supervision and Control:** All personnel must be prevented from intentionally committing criminal offenses that result in damage to customers, stakeholders, and the organization.

1.5 Use and Protection of Assets and Information

Personnel have the duty to be responsible for the care and use of organizational assets carefully and for maximum benefit. They must adhere to the principle of protecting the Company's trade secrets, except for employees whose duty is to disclose information as required by law, and to maintain the security of the Company's internal information technology data. The

Company is committed to protecting the confidentiality of the Company's customers and maintaining customer trust by establishing a system for checking information usage and implementing a Personal Data Protection Act (PDPA) Policy in accordance with the Personal Data Protection Act B.E. 2562 to ensure that information related to customers' business activities remains confidential and that data received from customers or related organizations is treated with the same confidentiality that the customer or organization treats its own data. The Company is committed to maintaining the confidentiality of its business partners, both strategic and commercial, as if it were the Company's own secret.

1.6 Conflict of Interest

Personnel must disclose information to the Company if they find any situation that leads to a financial or personal benefit which conflicts with the organization's policy.

Personnel should not be involved in decision-making for the Company's benefit if the Company's business activities involve their relatives or siblings. In case any employee finds a situation that leads to a conflict of interest, that employee must consult with their supervisor or the Company's legal advisor to find the most appropriate course of action.

1.7 Corporate Social Responsibility (CSR)

The Company places great importance on social and environmental responsibility, strictly complying with relevant laws and regulations. It considers its duty and responsibility to society, improving the quality of life for employees and their families, and assisting and supporting social activities that benefit society and communities surrounding the workplace, both at the local and national levels, in accordance with the social responsibility policy and guidelines.

1.8 Community Relationship

The Company is responsible for the communities where it operates, both locally and nationally, by adhering to practices consistent with accepted patterns at both the community and national levels, coupled with the appropriate duties and responsibilities the Company has towards its shareholders, employees, business partners, and customers, such as:

Providing products or subsidies to promote careers and improve the quality of life, such as donating money and necessary items. Organizing projects to create jobs and careers for schools, housewives' groups, communities, institutions, and government agencies, carried out through the social activity plan. Supporting personnel to participate in helping communities, institutions, and government agencies, or jointly promoting various environmental activities as planned by the social activity plan. Establishing channels for communication Collaborating with strategic partners, commercial partners, and business partners in the mission of being responsible for good community relations.

1.9 Gifts and Donations

A No Gift Policy has been established to prevent personnel from offering, requesting, or accepting gifts or donations of abnormal value from the Company's business associates. However, minor entertainment and gifts resulting from customary business courtesy according to Thai tradition and culture are considered acceptable.

1.10 Accurate and Complete Record and Accounting

The Company's business information must be generated from accurate and reliable reports to be presented to Executives, shareholders, customers, government agencies, and other organizations. Therefore, information related to the Company's business must be accurate, factual, and complete in its material content without any limitations. The accuracy of the information means accuracy in both written documents and compliance with the business ethics code. The Company does not permit the purchase, hire-purchase, or rental of products that are concealed or hidden by using aliases or conducting transactions through third-party accounts. Personnel have the responsibility to store data honestly, according to the objective, and truthfully. However, performance of duty by personnel that falls under illegal or unethical business conduct due to ignorance cannot be used as an excuse for making the Company's information incorrect or distorted, unless the action is due to negligence and does not cause serious damage.

1.11 Transparent Communication

The operating methods and the policy for disclosing information, which is the Company's communication policy toward stakeholders, must be clear and transparent. The Company is also committed to disclosing information transparently, neutrally, and promptly. Information can be disclosed to all stakeholders for verification under the law and the Company's rules, regulations, and procedures related to preventing trade secrets from leaking to competitors.

1.12 Public Relations

The Company adheres to honesty as the basic foundation for marketing, advertising, and public relations activities to present the best products and services, promote sales, or motivate customers to trust, and to be able to meet the needs for the Company's products and services based on complete, correct, and factual information. The Company shall not engage in false or deceptive propaganda or conduct integrated marketing communications in a vague or unclear manner that causes customer confusion or misunderstanding.

2. Code of Conduct toward Stakeholders

The Company recognizes the importance of the rights of all stakeholder groups, including the Board of Directors, Executives, Employees, Shareholders, Customers, Business Partners, Creditors, and Government Agencies. Therefore, guidelines regarding the Code of Conduct toward Stakeholders have been established as follows:

2.1 Toward Personnel within the Organization

Developing and promoting a good work culture and environment, as well as encouraging teamwork, to build confidence and morale for employees to work with the Company with job security.

2.2 Good Practices toward Personnel within the Organization

- (1) Giving importance to all employees without discrimination.
- (2) Establishing operating procedures and compliance with laws and various regulations related to personnel strictly.
- (3) Treating all personnel equally, without discrimination based on race, gender, skin color, religion, national origin, age, physical disability, or personal characteristics unrelated to job performance.
- (4) Appointments, transfers, rewards, and punishments, including welfare, must be based on knowledge , ability, and suitability, as well as the employee's actions or performance.
- (5) Encouraging all personnel to fully demonstrate their abilities and participate in setting direction and problem-solving, and listening to opinions and suggestions from employees at all levels equally and impartially.
- (6) Taking care of and giving importance to the development and transfer of knowledge and ability to employees at all levels for career advancement and stability.
- (7) Maintaining a safe working environment for life and property regularly.
- (8) Considering the necessary knowledge, ability, and skills for the job and promoting the development of subordinates who will have the opportunity to be promoted to higher positions.
- (9) Considering compensation and other benefits fairly and appropriately, comparable to businesses in the same industry.

2.2 Toward Customers

Conducting business efficiently, effectively, and transparently, leading to good, continuous, stable, and appropriate returns for shareholders and stakeholders. Fully striving to maintain the assets, reputation, and good image of the organization. Not seeking benefits for oneself and related parties by using any Company information that has not been disclosed to the public , or taking any action that may lead to a conflict of interest with the Company. Creating customer satisfaction by delivering quality products and services according to customer needs. Disclosing complete, correct, and timely information about services and not distorting facts. Providing channels for communication so customers can complain about product and service quality. Not setting unfair trade conditions for customers. Complying with contracts, agreements, or various

conditions with customers transparently and equally. Giving importance to maintaining the confidentiality of customer information regularly and not using such information for one's own benefit and/or other related parties.

Practices toward Customers

(1) Committed to protecting the highest interests of customers to ensure customer satisfaction and respond to customer needs quickly, on time, with attentive service, responsibility, and creating maximum customer satisfaction with quality and efficient products and services.

(2) Treating customers fairly and without discrimination. Avoiding improper actions.

(3) Providing correct, sufficient, and timely information about products and services for customers to have enough information for decision-making. Not claiming exaggerated qualities that may cause customers to misunderstand the quality of products, services, or any conditions of the Company.

(4) It is prohibited to disclose customer information learned through business operations that is normally confidential, unless consent is received from the customer, disclosure is required by law, or disclosure is for the benefit of the insurance business or the public as a whole.

(5) Complying with agreements made with customers accurately and completely under regulations and laws. Not committing any act that violates and/or breaches a contract with a customer. If compliance is not possible, the customer must be informed in advance to jointly find a solution to prevent damage.

2.3 Toward Business Partners, Competitors, and Creditors

Considering equality and honesty in business operations and mutual benefits with business partners by strictly complying with laws and various rules and having good ethics in business operations and competition. The Company adheres to the rules of fair competition with the following guidelines:

Practices toward Business Partners

(1) Promoting good and sustainable relationships between the Company and business partners to be harmonious, including goodwill and mutual satisfaction, leading to quality, correct, quick, demand-responsive, and efficient services.

(2) Selecting business partners and reviewing contracts that operate business responsibly, with virtue and ethics, with integrity, and are not involved in any form of corruption.

(3) Treating all business partners and contractors equally, without discrimination, and not taking advantage of them.

(4) Maintaining mutual benefits with business partners by strictly complying with laws and mutually agreed-upon rules.

(5) Monitoring, inspecting, and evaluating business partners to develop sustainable business cooperation.

(6) Not demanding, receiving, or paying any dishonest commercial benefits with business partners.

(7) Maintaining mutual benefits with business partners by strictly complying with laws and mutually agreed-upon rules. Monitoring, inspecting, and evaluating business partners to develop sustainable business cooperation. Not demanding, receiving, or paying any dishonest commercial benefits with business partners. Strictly complying with contracts, agreements, and various conditions with business partners. In case of inability to comply with the conditions, the business partner must be informed in advance to jointly consider a reasonable solution to the problem.

Practices toward Competitors

Competing freely and fairly under the framework of good competition rules. Avoiding any action that undermines the reputation of competitors. Not seeking confidential competitor information through dishonest or improper means, including attempts to damage the competitor's reputation by making malicious accusations without evidence and factual information.

Practices toward Creditors

- (1) Strictly complying with the conditions of the contract with creditors , accurately, completely, and on time , both for payments and other matters agreed upon with creditors equally.
- (2) In case of inability to comply with the contract conditions, the creditor must be informed in advance with reasons and a solution plan to jointly consider a solution and prevent damage.

2.4 Practices toward Government Agencies and External Parties

(1) Must ensure that news or statements expressed externally are clear and straightforward. They must not encourage actions contrary to good culture or morals. Personal honor must be respected.

(2) Must comply with the anti-fraud policy and the anti-corruption policy and measures by adhering to the principle of integrity. Not giving or receiving bribes, whether in the form of gifts or other benefits. Must not consent to acts that may lead to fraud or bribery. Not committing, assisting, or supporting any act that constitutes an offense under the law and related announcements or any act related to dishonest acquisition of property , or any act that poses a danger to the economy or national security. Furthermore, must not conceal or be involved in the relocation or disposal of assets obtained from such fraudulent acts.

- (3) Arranging for a monitoring system to ensure full compliance with contract conditions and prevent fraud.

2.5 Good Practices regarding Society and Environment

(1) Supporting all employees to participate in social activities and community development , and operating the business without adverse effects on society and the environment.

(2) Utilizing resources according to the 4R principle: (1) Reduce: minimizing usage , (2) Reuse: using again , (3) Recycle: separating for processing for reuse , and (4) Revalue: creating value. This is to ensure efficient resource utilization and minimize environmental impact in the present and future.

(3) Conserving, improving, and maintaining buildings, premises, and the environment to be in good order, beautiful, and hygienic at all times.

(4) Maintaining and improving safety standards to minimize potential dangers to buildings, premises, and the environment.

(5) In utilizing natural resources, the Company will consider alternatives that minimize adverse effects on society, the environment, and the quality of life of the public.

(6) Not committing any act that causes damage to natural resources and the environment beyond what the law prescribes.

(7) Promoting the efficient use and conservation of energy for the benefit of the public and future generations.

(8) Not supporting any activities that are harmful to society or good morals, and/or promoting vices.

(9) Arranging for a complaint system regarding issues that may affect the community.

(10) Investigating the cause, implementing improvements, and informing the complainant of the results within a reasonable time.

(11) Instilling a sense of responsibility toward society and the environment in employees at all levels continuously and seriously.

(12) Complying with and cooperating with, or strictly controlling compliance with, the spirit of the law and regulations issued by the regulatory agencies.

(13) Supporting community and social activities, focusing on developing society, communities, and the environment, as well as supporting education for youth and public benefit activities.

(14) Responding quickly and effectively to incidents that affect the community and the environment resulting from the Company's operations by fully cooperating with government officials and relevant agencies.

3. Code of Conduct for the Board of Directors, Executives, and Employees

The Board of Directors, Executives, and Employees declare their intent to conduct business transparently and with virtue , performing their duties according to the highest ethical standards for the benefit of shareholders and all stakeholder groups. It is the duty and responsibility of all Directors, Executives, and Employees to be aware of, understand, and strictly adhere to the practices set forth in this Code of Ethics and Code of Conduct.

If any personnel is found to violate or behave contrary to the Code of Ethics and Code of Conduct, the Company will consider and take appropriate action. In cases where such action violates the work regulations and rules, the Company will consider disciplinary action according to the nature of the event in each case. Executives at all levels have the duty to monitor and are responsible for ensuring that employees under their supervision are aware of, understand, and strictly adhere to the Company's Code of Ethics and Code of Conduct.

3.1 Guidelines for Directors and Executives

(1) Performing duties with responsibility, care, and integrity , including complying with the law, the Company's objectives and articles of association, Board resolutions, and shareholder meeting resolutions (Fiduciary Duty) to maximize the benefit of the Company's operations.

(2) Arranging for effective and comprehensive internal control and risk management systems , and promoting the principle of good corporate governance at all levels.

(3) Performing duties to the fullest ability, having independence in decision-making , and performing duties based on correctness. Avoiding conflicts between personal interests and the Company's interests for efficient and effective management.

(4) Not seeking benefits from being a Director or Executive , or using information received from being a Director or Executive to seek personal financial gain , and not using that information for the financial benefit of others.

(5) Not misusing the Company's secrets , including avoiding accepting directorships in the Company's competitor companies.

(6) Having no interest or stake in contracts. Not receiving gifts or other benefits that conflict with the Company's interests for personal benefit, family members, and close relatives.

(7) Having no interest or stake in businesses related to the Company's business , or in businesses that are competitive with the Company, whether directly or indirectly.

(8) Maintaining the confidentiality of the Company and stakeholders to prevent leakage to unrelated persons, which may cause damage to the Company or stakeholders.

3.2 Guidelines for Employees

- (1) Performing duties with responsibility, integrity, and fairness, and having ethics in conducting business.
- (2) Continuously studying and diligently seeking knowledge to increase skills in job performance for efficiency. Using professional knowledge in performing duties to the fullest ability.
- (3) Performing duties with responsibility, integrity, and fairness, and having ethics in conducting business. Continuously studying and diligently seeking knowledge. Treating supervisors, subordinates, and all colleagues with courtesy, kindness, good human relations, and respect. Cooperating with and supporting teamwork. Cooperating and assisting each other in working in a correct manner to be a source of unity and good relations within the group.
- (4) Listening to opinions or suggestions regarding their duties from subordinates and others , and considering their use for the benefit of the organization's work.
- (5) Having a good attitude toward the Company, supervisors, subordinates, and colleagues. Not speaking ill of or criticizing without factual basis and unfairly , or committing acts that cause disunity in the group. Having respect and giving honor to supervisors and those in higher positions. Not committing any act that violates procedures or bypasses the chain of command.
- (6) Preserving the Company's reputation , and being careful when expressing opinions to external parties on matters that may affect the reputation. Not engaging in any business or investment that competes with or causes a conflict of interest with the Company , or being a full-time or temporary employee in another organization that conducts similar business or is a competitor with conflicting interests with the Company.
- (7) Supporting the Company's policies and strictly complying with work regulations, announcements, orders, specifications, and Board resolutions or circulars of the Company. Not participating in or concealing any illegal act.
- (8) Completing work successfully and efficiently , focusing on maintaining the highest benefit of the Company or preventing damage to the Company , under the law and ethics. Not providing favoritism or special rights to any person for the purpose of gaining benefits for oneself, whether directly or indirectly.
- (9) Monitoring work performance and reporting quickly to the supervisor in events that may cause damage to individuals, property, reputation, or the Company's interests.
- (10) Use of Insider Information for Securities Trading: Employees are prohibited from using material inside information of the Company that has not been disclosed to the public to seek benefits for themselves or for others unjustly in

the acquisition or disposition of any other Company securities , in accordance with the regulation on the supervision of the use of insider information for the Company's securities trading.

(11) Maintaining business confidentiality. Taking care and being cautious not to let the Company's confidential documents or news leak , including not giving news or documents that should not be disclosed to unrelated persons, unless authorized by the Company. Not using customer documents or information for the benefit of oneself or others. Not disclosing the Company's confidential news. Not disclosing one's own salary, wages, bonuses, or salary increase rate, or those of others, to individuals who are not authorized to know. In cases where an employee is requested to disclose confidential information of a customer or another person, they must report to their manager or line supervisor and must receive written approval before disclosing such information.

(12) Refraining from using Company work time for personal benefit , as well as refraining from using one's position and affiliation with the Company for personal financial benefit , political benefit, or to support any political party , or allowing others to rely on their authority to seek benefits for themselves or others, whether directly or indirectly.

(13) Not committing sexual abuse or harassment with behavior or words that cause or lead to sexual distress or annoyance toward employees or subordinates.

(14) Adhering to virtue. Refraining from all vices. Not conducting oneself in a way that may harm one's reputation. Avoiding any action that may affect the reputation and image or become a problem for the Company later.

(15) Not seeking personal benefit from the organization's assets , such as using Company tools or equipment for personal errands , or selling, lending, pawning, mortgaging, or transferring Company assets without permission. In the procurement, storage, and disposal of assets, personnel must comply with the regulations and procedures set by the Company. Cooperating in the care, maintenance, and careful use of the Company's assets for maximum benefit. Preventing waste, loss , premature deterioration, or disappearance.

(16) Not seeking personal benefit from the organization's assets , such as using Company tools or equipment for personal errands , or selling, lending, pawning, mortgaging, or transferring Company assets without permission. In the procurement, storage, and disposal of assets, personnel must comply with the regulations and procedures set by the Company. Cooperating in the care, maintenance, and careful use of the Company's assets for maximum benefit. Preventing waste, loss , premature deterioration, or disappearance. Not committing any act that conflicts with the Company's interests , whether resulting from contact with the Company's business associates, such as partners, competitors , or from using the opportunity or information gained as an employee to seek personal benefit , or in engaging in competing business or other work outside of assigned duties that affects the Company's performance.

(17) Must disclose personal status or any transactions that may cause a conflict of interest or lead to the perception of a conflict of interest.

(18) All Company personnel shall not demand or receive gifts or any other benefits from customers , including receiving goods or services at a special price that is not generally available. Not borrowing money from customers or stakeholders. Not having any direct or indirect interest in the customer's business. Not receiving compensation, cash, or preferential offers or special offers (including shares) from customers, business associates, or any other person. If invited by a customer or business associate of the Company to purchase real estate before or after public sale, the employee must request written approval and must be approved before proceeding with the real estate transaction.

(19) The Company has a policy of not supporting all internal personnel in receiving any gifts from customers and business associates of the Company , including vendors/service providers, business contractors with the Company, or from any person. Exceptions are made for important festivals or traditional souvenirs, and the value must not exceed 3,000 Baht (Three Thousand Baht). If the value exceeds this, the customer or various agencies must be informed that it violates Company regulations, and the item must be returned to the customer or agencies. If it cannot be returned, it must be handed over to the line supervisor to proceed with correct management, such as collecting the items for donation to various charitable organizations.

(20) Avoiding excessive or too frequent entertainment or exchange of high-value gifts , unless the entertainment is for business purposes and is for maintaining normal business relationships. Employees who attend receptions, sports events, dinners, parties, product launches, ceremonies, etc., organized by business associates, where attendees come from various organizations, and everyone receives a gift or souvenir or there is a prize draw : if the employee receives a gift or prize at such an event, the employee does not need to report it to the Company.

(21) In case of observing any suspected violation or non-compliance with the Code of Ethics and Code of Conduct, questions can be directed to the stepwise supervisor, Human Resources Department, Internal Audit Department, or the Office of the Chief Executive Officer. If one wishes to submit suggestions or complaints related to the Company's transactions or services, they can be submitted through the specified complaint channels.

(22) If an employee has questions regarding the methods of compliance with the Ethics and Business Conduct, they may consult their immediate supervisor through the chain of command, or they may seek advice from the Human Resources Department, the Internal Audit Department, or the Office of the Chief Executive Officer, which is responsible for clarifying the methods of compliance with the Ethics and Business Conduct.

4. Ethics and Intellectual Property Disclosure

Ethics has a policy to protect the management of others' intellectual property (IP) by not neglecting or supporting actions that constitute IP infringement, including Copyrights, Patents, Trademarks, Trade Secrets, etc. This demonstrates an intention and approach to conducting business fairly, respecting and complying with IP-related laws, with the following policies and guidelines for compliance:

Guidelines for Non-Infringement of Intellectual Property

- (1) All types of work or information must be checked before being used within the company to ensure that such work or information does not use/infringe upon the intellectual property of others, such as documents, publications, and computer software used within the company.
- (2) Promote the development and respect the creation of copyrighted works, as well as fairly evaluate the value of such creative works.
- (3) Jointly protect and respect the Intellectual Property of the company and others, by not infringing upon or supporting any act of infringement, such as duplicating, modifying, copying, reproducing, broadcasting, streaming, publicizing, or any similar acts, and also by not using infringing materials for subsequent development or processes.
- (4) Support and participate in beneficial activities for the protection and prevention of Intellectual Property infringement.
- (5) Encourage the provision of knowledge and training to employees to foster an awareness of respecting and creating Intellectual Property among all employees, through designated departmental representatives and various activities organized by the company.
- (6) Issue company work regulations and stipulate that employees must conduct themselves in a manner that does not damage the company's reputation. Employees must comply with the requirements, announcements, and orders of government agencies or laws related to intellectual property, as well as the various company rules, regulations, work handbooks, announcements, orders, and operating procedures related to intellectual property.
- (7) Information systems must be protected and prevented from unauthorized access or misuse for personal gain. This includes dissemination/advertising through various channels such as email and the company's website. All employees must sign an agreement not to commit computer-related offenses and intellectual property infringement.
- (8) Display systems must also be protected and prevented from unauthorized access or use. This includes dissemination/advertising through various channels such as email and the company's website. All employees must sign an agreement not to commit computer-related offenses and intellectual property infringement. Intellectual Property and copyrighted works disclosed are considered confidential. Committing offenses or illegal acts is prohibited. The company will take action against infringing employees in accordance with the company's rules, regulations, work handbooks, announcements, orders, and operating procedures, or in accordance with the law.

Suggestions

Compliance with these Ethics and Business Conduct guidelines may result in information being provided for strategic purposes to the relevant parties/authorities. However, the company is confident in the decision-making

of all personnel that they will adhere to the principles of ethics and continuously evaluate what is good practice or not good practice according to the circumstances. If any employee is unable to determine the appropriate course of action, [they should seek guidance]. You should read and answer the questions below, and if the majority of your answers are "Yes," then you may proceed. However, if the majority of your answers are "No," then the action should be abandoned.

- Is your action legal and in accordance with the company's policies and regulations?
- Is this action "right and moral," and do you "feel" that your action is right and moral?
- Is your action consistent with what the general public would consider right and moral?
- Will this action help build trust for the company as an ethical company?

The Company assigns the Human Resources Department to be the person responsible for this Business Ethics and Conduct, for reviewing and updating the information regularly, and for presenting recommendations to the Board of Directors. Should any personnel have questions, please contact the Human Resources Department.

Therefore, this is announced for mutual understanding and compliance.

Announcement Date: October 1, 2568



(Mr. Bordeen Mekwan)

Managing Director

BBC Containers Group Co., Ltd.