

## **1. Business ethics**

Besides focusing on the success of the Company's objectives. The Company has always attached importance to the form and method of operation that will ensure such success by adhering to code of conduct and ethics. This includes equal consideration for the interests of all stakeholders. The Company has set out the expected practices for directors, executives and employees of the Company to acknowledge, understand and adhere to in the performance of their duties in accordance with the vision, objectives and goals that lead to value creation in business operations of the Company in a sustainable manner.

### **Conflict of Interest**

1. Avoid making transactions that are related to yourself that may conflicts of interest with the Company.
2. Act like a transaction with a third party. However, directors or employees who have interests in such transactions must have no part in the approval process.
3. Do not use inside information for their own benefit in trading the Company's stock or provide inside information to others for the benefit of trading in the Company's stock.

### **Responsibility to Shareholders**

1. Treat shareholders fairly, equitable and equally for the best interests of shareholders as a whole.
2. Disclosure of information in timely manner to shareholders.
3. Regularly report on the status of the Company to maintain benefits of shareholders.
4. Provide information to shareholders equally about the future trends of the Company, which is based on feasibility, there is sufficient information to support and reasonable.
5. Supervise directors, executives and employees do not seek benefits for themselves and those involved by providing any information of the Company which has not yet been disclosed to the public to third parties and or take any action in a manner that causes a conflict of interest with the Company.

### **Responsibility to Employees**

1. Treat employees with politeness and respect for individuality, human dignity, and to be fair.
  2. Provide fair compensation to employees and pay attention to the welfare of employees.
  3. Maintain the working environment to be safe for employees' lives and properties at all times.
  4. Employees are acted in good faith and based on the knowledge, abilities and suitability of the employees.
  5. Give importance to knowledge development of employees by providing thorough and consistent opportunities.
  6. Listen to comments and suggestions, which is based on the professional knowledge of employees.
  7. Strictly comply with the laws and regulations related to employees.
-

## **Responsibility to Customers and Business Partners**

1. Deliver products and service meet the needs of customers at a fair price.
2. Contact customers politely, effective, and gain trust from customers, provide a system and process for customer complaints including the speed of response or delivery products and services.
3. Maintain customer's confidentiality and do not use it for the benefit oneself or others involved wrongly.
4. Provide advice on how to use the Company's products and service in the most efficient way for the benefit of customers.
5. Not asking for or not receiving or paying any benefits dishonest in trading with business partners.
6. Comply with various conditions strictly agreed.

## **Responsibility to Competitors**

1. Cooperate in the competition in accordance with the rules of good competition.
2. Not seeking confidential information of competitors by dishonest or inappropriate means.
3. Do not damage the reputation of competitors by making malicious accusations.
4. No bullying or causing competitors to lose unfair opportunities.

## **Responsibility to Community and Society**

1. Conduct business that is beneficial to the economy and society and paying attention to environmental stewardship.
  2. Pay attention to Company's business operations that do not cause pollution which has an impact on the environment and community.
  3. Cooperate with all parties in the community.
-