



# **Business Ethics and Code of Conduct**

**Thaifoods Group Public Company Limited**

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## **Business Principles**

**Vision :** Food producer with quality and safety according to international standards.

**Mission :**

1. Manage operations with transparency and can be examined.
2. Responsibility towards society and the environment and stakeholders.
3. Produce safety and quality products.
4. Promote and create innovation and new technology.
5. Develop products and distribution channels.
6. Continuous development of the professional human resources.
7. Develop internal management for the global standard.
8. Develop information technology system for strategic management

**Values :** Value - Quality - Morality

**Goal :** To be an organization that grows steadily and sustainably in all aspects with balance.

**Performance :** Honest, Responsible, Knowledgeable, able to work, Coordinate well, Have discipline, Care for society.

**Strategy :** Integrate Environmental, Social and Governance Management with transparent business operations and can be checked.

## **Compliance with Business Partner Ethics**

### **1. Compliance with laws and regulations**

Thaifoods is committed to conducting business responsibly and legally at the level of directors, executives and employees by requiring compliance with laws, rules and regulations related both within the company and outside the company including strict compliance with this Code of Conduct to ensure that Thaifoods's business operations are sustainable.

#### ***Practice Guidelines***

1. Support the policies and strictly comply with the Rules, Regulation, Announcement and other orders or internal memorandum of the Company which is announced to all officers.
2. Carry out duties with vigilance, honesty, justice and promptly report any event which may cause damages to the reputation or property of the company.
3. Do not breach civil or criminal statutes, resulting in damages to oneself or others, whether intentionally or unintentionally.
4. Do not act in ways that may damage the reputation of the position held or the prestige of the company, including not becoming insolvent or under reasonable suspicion of being insolvent.
5. Do not with carelessness in a manner unfit of the position held.

6. Do not obstruct or act in ways that may obstruct the legitimate duties of Officers in the company, or give orders to carry out dishonorable or unscrupulous deeds.
7. Do not report false information or withhold important information from the company.
8. Notify incidents or clues in case of witnessing an incident of non-compliance with the Code of Conduct, Policies, Rules or Regulations of the company by informing the supervisor assignee or notify to the company's specified channels.
9. Carry out duties with diligence and maintain good governance in the business of the company and strive to be a good example to other officers for the growth and prosperity of the Company.
10. Dedicate oneself and time fully to the business of the company, where such needs may arise in order to increase profit or any other purpose and if necessary carry out overtime work when such works; violate the law, public order or public morals, in conflict with the interest of the Company, compete in the business of the Company or of the same nature of the Company, negatively impact the reputation of the company, reveal confidential information of the Company; or adversely affect the regular duties of such person.
11. Adhere to and encourage strict obedience to the regulations, norms, and orders of the Company in using computer system, computer data or network traffic of the Company, in accordance with computer laws, intellectual laws or other relevant legislations and to protect the reputation of the company.

## **2. Conflict of interest**

Directors, Executives and Employees must uphold the interests of the company by avoiding actions that cause conflicts of interest.

### ***Practice Guidelines***

1. Manage with virtue and good ethics and encourage officers in all levels of the company to possess such attributes while maintaining vigilance in matters of conflicts of interest in the Company.
2. Dedicate oneself and time fully to the business of the company, where such needs may arise in order to increase profit or any other purpose and if necessary carry out overtime work when such works; in conflict with the interest of the Company, compete in the business of the Company or of the same nature of the Company.
3. Do not use work hours committed to the company for other purposes.
4. Avoid any conflict of interest between personal interest and Company interest in contacting partners and other persons.
5. Do not conceal or distort the truth in order to obtain benefits for oneself or others which may be detrimental to the company either directly or indirectly.
6. Do not operate business in the same nature as to compete with the Company, whether for their own benefit or for the benefit of others, or hold shares with managing powers which may damages the Company, whether directly or indirectly, or enter into partnership with decision making or management power in business competing or of similar nature with the company. If such participation may not be avoided, the person in question shall immediately report to his commanding officer.

7. Do not bring anything whether the Company's equipment or assets are used for personal use or for personal gain or for the benefit of other persons unrelated to the Company's business operations including being careful and protecting the Company's assets from damage or loss, whether from people or from any disaster to the fullest extent possible.

### **3. Anti-corruption and bribery**

Thaifoods conducts its business transparently and verifiably without corruption and bribery by all directors, executives and employees against corruption and bribery according to policies, guidelines, company regulations including the law strictly.

#### ***Practice Guidelines***

1. Do not give out bribes or perform actions which may damage the company in the same manner and/or corruption through third person and/or make use of illegitimate influence with government representatives, customers or partners. Such are deemed to be in conflict with the policies of the company.
2. Do not request or accept items or benefits from customers, partners, competitors or any other person with business relation to the Company, including attendance in overly extravagant parties, except gifts given under cultural norm, business discussion parties or expenditure spent for sake of commercial reputation.
3. If you encounter an incident or have questions you must notify supervisors at the level from department managers or the person assigned to know immediately.
4. Caution in all legal transactions or transactions including Company payments or property must be inspected and received approval from authority.
5. Where a person has previously worked with a commercial competitor or the government the Company be careful when entering into any juristic act or contract with such person due to an agreement that person had previously made with a commercial competitor or government that may lead to subsequent lawsuits.

### **4. Donations and sponsorships**

Donations and sponsorships must comply with policies by the Company with an appropriate amount not to induce any action illegally.

#### ***Practice Guidelines***

1. Donations and sponsorships must be carefully considered and approved by authority.
2. If a non-purchasing entity seeks support from a vendor or partner It is imperative to ask for such support for the benefit of the Company to that department to discuss with the purchasing department to be responsible for the implementation except for marketing joint ventures let the sales and marketing department's marketing be responsible.

### **5. Giving and Receiving Gifts and Entertainment**

Thaifoods does not support receive any item or benefit which affects the motivation for decision making in the operation this must be in accordance with policies by the Company customs and practices in each locality and laws, which must have

a reasonable value and not be used as an inducement to take any action by unlawful with the aim of creating a good standard for transparency in work.

***Practice Guidelines***

1. Do not give and accept gifts and entertainment from customers, partners, competitors or any other person doing business with the company which proved that it was not in accordance with the company's requirements in an unavoidable case the supervisor at the level from the department manager must be notified immediately and such items be delivered to the department designated by the company.
2. Business hospitality and Company payments or property must be verifiable and approved by an authorized person .

**6. Fair Trade competition**

Thaifoods supports fair trade competition under trade competition laws for the benefit of trading partners, consumers and all business operators.

***Practice Guidelines***

1. The Company operates under creative competition to treat competitors in accordance with the law on fair competition practices.
2. Employees must not unfair trade competition or enter into contracts or agreements in violation of trade competition laws.

**7. Information Management of the company**

Thaifoods is aware of management of the Company information suitable for business operations to oversee the security of the Company's information system which affects the stability and safety of business operations.

***Practice Guidelines***

1. To support and supervise employees to comply with the announcements, rules, disciplines and requirements of the Company, including information systems, computer system usage, computer data the Company's computer traffic information is strictly prohibited. In order to use the Company's computer in accordance with the law on computers copyright law or other laws related and any action to prevent damage to the reputation and image of the Company.
2. Do not neglect or assist any person to seek benefits or access or disturb information system computer system computer information misuse of company computer traffic or without the permission of the Company or intentionally supporting, consenting to the occurrence or existence of an offense of service provider under computer law or copyright law or other laws related.

**8. Use of Inside Information**

Thaifoods values the use and disclosure of internal information of the Company to create equality in the rights of stakeholders such as shareholders and investors especially the information that affects the change in the price of securities Including the disclosure of accurate information in a timely manner under the requirements of the law.

***Practice Guidelines***

1. Do not disclose confidential or considered confidential information of the Company for the benefit of anyone whether electronic data financial information operational information, business information, future plans of the company and others.
2. Maintain the interests and confidential information of the Company, partners, customers or anything related to the business operations that the Company must not disclose strictly dissemination of news relating to the business, finances and individuals of the Company it must be done in accordance with the correct and appropriate guidelines that have been authorized only and must be done with caution efficient unless required by law to disclose it is disclosed for the purpose of litigation or the Board of Directors has approved the disclosure or a person designated by the Board of Directors to approve the disclosure instead of the Board of Directors it is assigned to have the duty to approve the disclosure on behalf of the Board of Directors. Therefore, throughout the period of being an employee of the Company and after being an employee of the Company all employees agree to keep the above confidential information confidential. If disclosed or sent to others or use such information in any other matters in addition to performing duties for the company the employee agrees to be responsible for the damage to the company according to the actual situation in all respects, general employees are not obligated to disclose information. When asked to disclose information that he is not obligated to disclose, advise the questioner to ask the person who is obligated to disclose such information in order to provide accurate information and be in the same direction.
3. Refrain from doing anything that is wrongfully seeking benefits for oneself or others or bring inside information that he or she knows from the performance of their duties to tell others or use inside information to seek unlawful benefits.
4. Departments within the Company must determine the importance of confidential Company information including keeping such documents accurate, complete and verifiable without being offended and not disclosed to anyone unless authorized in writing by an authorized person.
5. Keep important information related to the main business operations of the Company for at least ten years or as required by law both stored as documents and stored as electronic data in case of retrieval.
6. Do not disclose your own or others' wages, salaries or salary increases, whether intentionally or not.

**9. Intellectual Property**

Thaifoods respects the use of the Company's and others' intellectual property under the Intellectual Property Law.

***Practice Guidelines***

1. Cooperate and assist in the demonstration of rights or obtain protection of intellectual property rights owned by the Company including checking information belonging to third parties that have been obtained or will be used within the Company to reduce the likelihood of infringement of the intellectual property of others.

2. Maintain the intellectual property information of the Company or that the Company has obtained from the performance of the duties of employees including prohibiting the use of the intellectual property of the Company to reproduce, modify or take any action for personal gain or for the benefit of others without authorization from the Company.
3. Do not copy works and intellectual property of others. If you see an act that is or may be an infringement of intellectual property, inform the authority about the matter.
4. Report to the supervisor when an action is found that violates the rights, actions that may lead to infringement of rights or actions that may cause disputes regarding the company's intellectual property.

## **10. Protection of Personal Information**

Thaifoods focuses on protection of personal information of stakeholders, employees, customers or business partners under the Personal Data Protection Laws.

### ***Practice Guidelines***

1. Employees are prohibited from using personal information of the Company to use or disclose which is contrary to the Company's policy or regulations including relevant laws.
2. Employees must appropriately handle personal information obtained from the performance of their duties in accordance with the Company's policies and regulations. Whether it's employees, partners or customers strictly. Disclosure of personal information must be approved by authorized persons and only in accordance with the law.
3. The period of being an employee of the Company and after being an employee of the Company all employees agree to keep their personal information confidential. If disclosed or sent to others or use such information in any other matters in addition to performing duties for the Company or not in accordance with the Company's policies and regulations the employee agrees to be responsible for the damage to the Company according to the actual situation in all respects.
4. Report to your superior when you find an act that you believe is a violation or an act that may lead to a violation or an act that may give rise to a dispute about protection of personal information.

## **11. Transparency and Verifiability**

Thaifoods business operations are based on accuracy, transparency and verifiability. Especially financial and business information.

### ***Practice Guidelines***

1. Prepare business, accounting, finance and various reports to be presented to government bodies and other parties with care and honesty, such documents shall be prepared under the standard accountancy method of the Company which shall be in accordance with standard accountancy practice.
2. Do not for any purpose, intentionally add, delete or amend, the records or financial information of the Company to change or distort work results and financial records.

3. Do not make payment or business arrangement with intent or misrepresent that part of such payment or business arrangement was made under a hidden agenda not shown in such payment or business arrangement documents.
4. Company payments or assets must be approved by an authorized person.
5. Retain important information relevant to the business of the Company for at least 10 years in hard copies and electronic copies. Some documents may be subjected to specific preservation requirements by law.

## **12. Anti Money Laundering**

Thaifoods strictly adheres to the laws related to the prevention of money laundering.

### ***Practice Guidelines***

1. Employees are prohibited from violating laws relating to the prevention of money laundering.
2. Employees are required to report to their supervisors when they find an act that they consider to be a violation, actions that may lead to violations or actions that may give rise to disputes regarding laws relating to the prevention of money laundering.

## **13. Human Rights, Treating with Equality, Respect and Fairness as well as promoting diversity equal opportunity and not choosing to practice**

Thaifoods is aware of treating each other equally with respect human rights without discrimination on the grounds of physical differences, race, nationality religion, gender, age, color of skin education or any other legal status Including the promotion of diversity and equal opportunities. and not choosing to practice.

### ***Practice Guidelines***

1. Employees must perform their duties with caution to avoid human rights violations. Treating equality, respect and fairness, including promoting diversity and equal opportunity.
2. Treat each other with politeness, honor and respect for human dignity not discriminating against groups. Do not discriminate on the grounds of differences and do not take any action. This is a violation of human rights , including treating each other with equality, respect for freedom and not violating the freedom of other people under the provisions of the law.
3. Governed and supervised subordinates closely. Be fair, without prejudice, do not treat subordinates unfairly or discriminately.
4. Listen to other people's opinions and be ready to work as a team.
5. Do not act that violate human rights discrimination unfair advantage on the basis of intimacy that leads to unfairness.
6. Report to the supervisor when an action is found that violates the rights. Actions that may lead to violations of rights or actions that may cause disputes about human rights. Treating equality, respect and fairness including promoting diversity and equal opportunity.

## **14. Labor Standards**

Thaifoods sees the value in all employees and therefore treats employees equally and without discrimination under applicable rules, regulations and labor laws to take care and protect the working conditions of employees.

### ***Practice Guidelines***

1. Child labor, forced labor, slave labor or human trafficking, forced labor in abusive environments and any violation of applicable laws.
2. Implementation of fair labor practices guidelines such as recruitment working time.
3. Train employees to ensure that employees comply with labor standards correctly and implement them efficiently and appropriately.

## **15. Political Rights**

Thaifoods is politically neutral.

### ***Practice Guidelines***

1. Employees can speak politically on behalf of themselves without confusing or misleading others as acting on behalf of the Company.
2. Employees must not wear an employee uniform or use the Company logo for other people to understand that the Company participates in political activities

## **16. Management of Occupational Safety and Health in the workplace**

Thaifoods attach importance to safety and occupational health in the workplace is important so that employees are safe in the workplace from physical harm or any action that violates the law.

### ***Practice Guidelines***

1. All employees must strictly comply with laws, regulations and policies related to safety, occupational health and working environment taking into account the safety of life and property and the impact on stakeholders.
2. Health check-ups to reduce the risk of health problems or work- related accidents
3. Wear safety equipment at work and supervisors are responsible for controlling in order to prevent accident risks and take care of employees' health as appropriate for the job.
4. Raise awareness of accident prevention and health care in the workplace.

## **17. Employee development**

Thaifoods sees the value of employees and promotes the development of personnel so that employees grow together with the Company.

### ***Practice Guidelines***

1. Provide opportunities for employees to develop their skills, knowledge and expertise by providing equal and continuous opportunities to employees.
2. Listen to the opinions and suggestions of employees in order to organize the employee development system.
3. Create a suitable employee development system that corresponds to all groups of employees.

## **18. Delivery of Goods and Services**

Thaifoods produces food that is safe according to international standards. Therefore, steps are taken to ensure that products are safe according to international standards starting from the production process and can be traced back .

### ***Practice Guidelines***

1. Produce products by taking into account the safety of consumers as the main priority .
2. If there are any modifications to the formulation or production method, it must be approved by the authorized person and evidence for reference.
3. Products must be traceable .
4. Immediately report to the supervisor when there is an incident or suspicion about the safety of the product.

## **19. Sustainable Resource Management**

Thaifoods is aware of the environment in the production process and work as well as creating awareness of environmental preservation including giving importance to the use of resources responsibly throughout the production process.

### ***Practice Guidelines***

1. Use resources wisely and efficiently to reduce the impact on the environment.
2. Encourage the use of technologies that reduce environmental impact.
3. Manage the environment both internally and externally. Especially in neighboring areas.
4. Create awareness of environmental preservation.
5. Disclose environmental information through company channels.
6. Listen to the opinions of stakeholders in the communities around the establishment.

## **20. Procurement**

Thaifoods gives importance to business partners in conducting business together with transparency, verifiability and strict compliance with the law with social responsibility, environment and stakeholders.

### ***Practice Guidelines***

1. Operate in accordance with laws, regulations and policies related to safety,occupational health and work environment strictly taking into account the safety of life and property and health effects.
2. Treat partners fairly and equally in business operations.

## **Business Ethics Compliance**

The company is aware of the importance of conducting business in accordance with business ethics, laws, regulations, and various operational standards. Therefore, it stipulates that there must be monitoring of the company's operations to ensure compliance with ethics in order to prevent potential impacts on business operations such as legal violations, as well as company rules, regulations, fines, or suspension of operations resulting from non-compliance with the law.

### **Ethics Complaint Submission**

The Company has designated that the Compliance division handles ethical complaints, whereby the Secretary of the Committee shall be responsible for the receipt, compilation and summarization of such complaints to the Committee. Any such proceedings shall maintain the secrecy of the plaintiff and the defendant.

Any Director, Executive, Officer or any stakeholder may submit their complaint through the following channels;

#### **Complaint channel**

Company's website	: <a href="http://www.tfg.co.th">www.tfg.co.th</a>
Internal website	: <a href="https://application.tfg.co.th/CC/complaint_in.aspx">https://application.tfg.co.th/CC/complaint_in.aspx</a>
Electronic mail	: <a href="mailto:whistleblow@tfg.co.th">whistleblow@tfg.co.th</a>
Post	: Compliance Department Thai Foods Group Public Company Limited No. 1010 Shinawatra Tower 3 12th Floor, Vibhavadi Rangsit Road, Chatuchak Subdistrict, Chatuchak District, Bangkok 10900

Any persons whom intentionally or by neglect does not adhere to the policy on submission of complaint and protection of plaintiff of the Company or take any action constituting; threat, punishment, abuse of power, prejudice or any similar acts due complaint made shall be deemed as having performed serious misconduct and shall be liable for damages to the Company or any party affected, including civil and criminal claim.

### **Penalty**

**Such persons** shall receive a warning letter which specifies the nature of the misconduct including the principle violated. Appeal may be filed to the person's commanding officer, if no reprimand could be sought, submission can be filed to the Disciplinary Committee appointed by the Chief Executive Officer for consideration, where the verdict of the committee shall be final. If such person once more misconducted before the previous misconduct have been remedied, severe disciplinary measures shall be enforced which may include termination of employment.

**Serious Misconduct** shall mean the following violation; bribery, fraud, disclosure of confidential information or intellectual property of the Company to other parties, any act which may cause damages to the reputation of the Company, non-disclosure or non-report of information, discussion or important document to the commanding officer. In such a case, the Company may consider termination of employment without any compensation and without written prior notice.

**Revision and improvement**

The Company will set the revision on this code of conduct regularly for at least once a year or as appropriate. If it is found that there is inconsistency with the provisions, laws, regulations, and relevant rules and regulations concerning the company, it should be presented for consideration and approval of the proposed changes.

Announcement on January 1st, 2026

*Mr. Weerasak Ungkajornkul*

*Chairman of the Board od Director/Independent Director*

The approval of the Board of Directors In the meeting No. 5/2025 on November 12th, 2025