

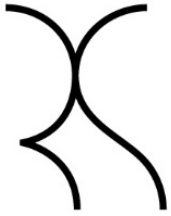
# CODE OF CONDUCT

RS Public Company Limited and its subsidiaries

Issue Date  
14 September  
2025



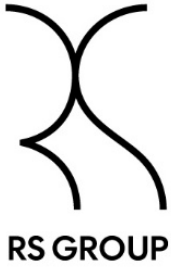
RS GROUP



**RS GROUP**

# Table of Contents

	Page
<b>1. Message from the Chairman and Chief Executive Officer</b>	<b>1</b>
<b>2. Definitions</b>	<b>2</b>
<b>3. Business Ethics</b>	
3.1 Vision, Mission, and Core Values	3
3.2 Business Ethics	3-4
<b>4. Ethics for Directors, Executives, and Employees</b>	
4.1 Ethics for Directors	5
4.2 Ethics for Executives	6
4.3 Ethics for Employees	6-7
<b>5. Ethics Toward Stakeholders</b>	
5.1 Policies and Guidelines for Shareholders	7
5.2 Policies and Guidelines for Employees	7-8
5.3 Policies and Guidelines for Customers	8
5.4 Policies and Guidelines for Business Partners	9
5.5 Policies and Guidelines for Creditors	9-10
5.6 Policies and Guidelines for Business Competitors	10
5.7 Policies and Guidelines for Society and Communities	11
<b>6. General Policies and Guidelines</b>	
6.1 Environmental Management Policy and Guidelines	12
6.2 Conflict of Interest Prevention Policy and Guidelines	13
6.3 Insider Information Protection and Confidentiality Policy and Guidelines	14-15
6.4 Anti-Corruption and Fraud Policy and Guidelines	16
6.5 Asset Utilization and Protection Policy and Guidelines	16-17
6.6 Intellectual Property Protection and Management Policy and Guidelines	17
6.7 Information Security and IT Systems Protection Policy and Guidelines	18
6.8 Labor and Human Rights Policy and Guidelines	19
6.9 Employee Compensation and Benefits Policy and Guidelines	20-21
6.10 Occupational Health, Safety, and Workplace Environment Policy and Guidelines	21
6.11 Service Quality Management Policy and Guidelines	22
6.12 Policy and Guidelines on Anti-Unfair Competition Practices	23
<b>7. Whistleblowing and Complaint Channels, and Whistleblower Protection Measures</b>	<b>24</b>
<b>8. Compliance and Review</b>	<b>25</b>
<b>9. Disciplinary Actions</b>	<b>26</b>



# Message from the Chairman and Chief Executive Officer

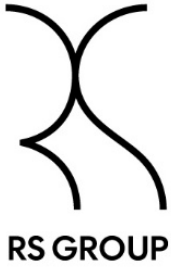
RS Public Company Limited and Its Subsidiaries ("RS Group") are committed to conducting business with fairness, integrity, and transparency. The company upholds a strong corporate governance policy, emphasizing ethical business conduct, responsibility towards the environment, society, and governance (ESG). By maintaining transparency in management, considering the interests of all stakeholders, and enhancing competitive capabilities, RS Group aims to deliver long-term value to shareholders, ultimately leading to a sustainable organization. The company has established the "Code of Conduct" as a guideline for best practices among the Board of Directors, executives, and employees of RS Group.

Furthermore, in the Board of Directors' Meeting No. 1/2025, held on 28 February 2025, a resolution was passed to revise the "Code of Conduct" to continuously enhance corporate governance standards. This revision aims to ensure that all directors, executives, and employees of RS Group understand code of conduct, recognize their duties and responsibilities, and apply ethical principles in their daily operations. The Whistleblower Policy has also been implemented to facilitate reporting of misconduct and corruption. Additionally, mechanisms have been established to monitor compliance with the code and conduct regular reviews.

The Board of Directors actively promotes and supports the dissemination of this Code of Conduct through RS Group's various communication channels. It also ensures that directors, executives, and employees receive regular training and refresher courses. The ultimate goal is to foster a transparent organization that gains the trust of stakeholders, enhances global competitiveness, and sustains long-term business growth.

-Signed-

( Mr.Surachai Chetchotisak )  
Chief Executive Officer  
RS Public Company Limited



# Definitions

"RS Group"	refer	RS Public Company Limited and its subsidiaries.
"Board of Directors"	refer	the Board of Directors of RS Public Company Limited and its subsidiaries.
"Executives"	refer	employees holding positions at the Assistant Director level and above.
"Employees"	refer	full-time employees and contract-based employees with a fixed-term agreement.
"Stakeholders"	refer	shareholders, investors, employees, consumers, and customers, as well as business partners, contractual parties, manufacturers, creditors, joint venture partners, and business alliances. It also includes regulatory bodies, government agencies, and local communities.
"Conflict of Interest"	refer	any activity or decision influenced by personal gain or benefits to related persons, whether directly or indirectly, by blood relation or other associations, which may compromise or hinder the best interests of RS Group.
"Disclosure of Information"	refer	the disclosure of business-related information in accordance with the Public Limited Companies Act B.E. 2535 (1992), the Securities and Exchange Act B.E. 2551 (2008), and the rules, regulations, and requirements of the Stock Exchange of Thailand and the Office of the Securities and Exchange Commission.
"Inside Information"	refer	information that has not yet been disclosed to the public or is intended solely for the Company's internal purposes and not for personal use. This includes any temporarily undisclosed information maintained by the Company, such as financial statements not yet submitted to the Stock Exchange of Thailand, dividend payments, mergers and acquisitions, or the acquisition of significant commercial contracts.

## 3. Business Ethics

### 3.1 Vision, Mission, and Core Values

#### Vision (Motto)

“Passion to Win”

#### Mission (Core Purpose)

“To inspire and enrich people’s lives through meaningful and entertaining content, creatively fulfilling their needs with value.”

#### Core Values

- **Inspiring**  
Visionary thinking, leadership, and effective communication
- **Passionate**  
Perseverance, teamwork, and mutual support
- **Inquisitive**  
Creativity, continuous learning, and problem-solving
- **Goal-Oriented**  
Determination, efficiency, and adaptability

### 3.2 Business Conduct Guidelines

RS Group conducts its business based on principles of ethics and morality, with responsibility toward the environment, society, and corporate governance. The company manages its operations transparently, considers all stakeholders, enhances competitive potential, and aims to generate long-term returns for shareholders, leading to sustainable organizational growth as follows:

- 1) Strict compliance with applicable laws, the Company’s regulations, and all relevant rules and requirements.
- 2) Adherence to good corporate governance principles, the Business Code of Conduct, and RS Group’s Anti-Corruption and Anti-Fraud Policy and Guidelines.
- 3) A firm commitment to conducting business with transparency, honesty, and fairness.

- 4) Uphold the principle of good citizenship by fostering a strong sense of social responsibility among employees.
- 5) Operate with fairness and equity, considering both the benefits and impacts of RS Group's operations on society and all stakeholders.
- 6) Conduct business with a deep sense of responsibility toward the environment, society, and corporate governance, while safeguarding the interests of all stakeholder groups, paving the way toward organizational sustainability.
- 7) Establish a robust internal control system to prevent fraud and corruption through effective internal audit mechanisms.
- 8) Ensure that the Board of Directors, executives, and all employees of RS Group actively participate in anti-corruption efforts, report conflicts of interest, and engage in ongoing awareness-building, communication, and training programs.
- 9) Provide stakeholders with accessible and secure channels for complaints and whistleblowing, along with protective measures for whistleblowers.

## Compliance with Laws, Regulations, and Applicable Requirements

The Company places high importance on strict compliance with all applicable laws, rules, and regulations. Directors, executives, and employees are expected to fully adhere to these obligations and refrain from any actions that may conflict with legal and regulatory requirements related to the Company's operations.

- 1) Study, understand, and strictly comply with all relevant laws, rules, regulations, orders, and official announcements.
- 2) Operate in ways that contribute to the economic and social development of the country, uphold the duties of responsible citizenship, and fully comply with all applicable legal and regulatory frameworks.
- 3) Commit to improving the quality of life in communities by addressing social challenges through sustainable business practices.
- 4) Continuously support social development initiatives in collaboration with relevant agencies, particularly within communities surrounding RS Group's operational areas.
- 5) Encourage employees at all levels to actively participate in various activities that promote a sense of civic duty and public-mindedness

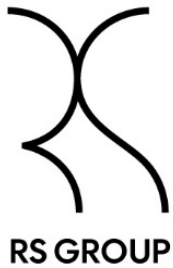
# Ethics of the Board of Directors, Executives, and Employees

## 4. Ethics of the Board of Directors, Executives, and Employees

### 4.1 Ethics of the Board of Directors

The Board of Directors is expected to adhere to high ethical standards and good governance practices in the performance of their duties, as outlined below:

- 1) Directors shall perform their duties in compliance with applicable laws, regulations, the Company's Articles of Association, and resolutions passed by shareholders' meetings.
- 2) Directors shall support and comply with the policies, guidelines, rules, regulations, directives, announcements, or circulars issued by RS Group and communicated to the Board, executives, and employees.
- 3) Directors shall manage with transparency, honesty, and integrity, upholding ethical values and setting a good example to foster a positive organizational culture and reputation.
- 4) Directors shall take responsibility for their decisions and actions, manage with due diligence, and avoid creating commitments that could conflict with their responsibilities in the future (Accountability).
- 5) Directors shall perform their duties responsibly, applying their capabilities efficiently to ensure the best outcomes for RS Group (Responsibility).
- 6) Directors shall ensure transparency in all management processes, enabling accountability, while maintaining fairness and equal treatment of all stakeholders (Transparency and Fairness).
- 7) Directors shall maintain a long-term vision that focuses on creating sustainable value for RS Group (Vision to Create Long-Term Value).
- 8) Directors must not have any direct or indirect interest in businesses that are in competition with or related to RS Group.
- 9) Directors shall avoid any personal conflicts of interest that could compromise their duties to RS Group, in order to maintain the integrity and efficiency of management.
- 10) Directors shall not exploit their position for personal or unlawful gain, whether directly or indirectly.



# Ethics of the Board of Directors, Executives, and Employees

## 4.2 Ethics of Executives

Executives are expected to uphold high ethical standards and serve as role models through the following practices:

- 1) Executives must manage with transparency, honesty, integrity, and uphold moral and ethical standards. They are also responsible for promoting ethical conduct across all levels of RS Group, monitoring for any conflicts of interest, and ensuring proper resolution of such issues.
- 2) Executives must fulfill their duties with a high level of responsibility, utilizing their capabilities effectively for the benefit of RS Group, while safeguarding the Company's interests and maintaining confidentiality.
- 3) Executives shall support and comply with the Company's policies, operational guidelines, rules, regulations, directives, announcements, and internal communications disseminated to directors, executives, and employees.
- 4) Executives must demonstrate inspirational leadership, long-term vision, and a strong commitment to enhancing RS Group's reputation for credibility and transparency. They shall encourage open communication and knowledge sharing among employees to grow together as an organization.
- 5) Executives shall lead their teams closely, fairly, and without bias, fostering a supportive environment that promotes career advancement and development.

## 4.3 Ethics of Employees

Employees are expected to carry out their duties with integrity, responsibility, and professionalism as outlined below:

- 1) Employees must perform their responsibilities with honesty, integrity, strong moral values, dedication, and diligence. They are expected to carry out their assigned tasks efficiently and effectively at all times.
- 2) Employees shall be accountable for performing their duties to the best of their abilities, in a manner that contributes to the success of RS Group, while protecting the Company's interests and maintaining confidentiality.
- 3) Employees shall cooperate with and comply with the Company's policies, practices, rules, regulations, directives, announcements, and internal communications that are disseminated to directors, executives, and employees.

# Ethics towards Stakeholders

- 4) Employees must behave within the framework of the law and morality, refrain from vices, and support activities or businesses that are beneficial to society.
- 5) Employees must be committed to developing themselves in ways that are beneficial to both themselves and RS Group. They should be curious, creative, continuously increase their knowledge, and learn to solve problems.

## 5. Ethics towards Stakeholders

### 5.1 Policy and Practices Towards Shareholders

RS Group recognizes the importance of caring for and considering the rights of all stakeholders. The company has established the following policies and practices regarding shareholders:

- 1) Perform duties with honesty and integrity, and make decisions based on professional principles with caution, prudence, and fairness to both major and minor shareholders, for the overall benefit of all shareholders.
- 2) Comply with laws, company objectives, the company's regulations, and resolutions of the shareholders' meeting, and adhere to good governance practices and business ethics for the benefit of shareholders.
- 3) Regularly and accurately present RS Group's status reports, financial performance, financial position, accounting information, and other relevant reports, ensuring completeness and truthfulness.
- 4) Notify all shareholders equally about the future prospects of RS Group, including both positive and negative aspects, based on plausible assumptions supported by sufficient evidence and reasoning.
- 5) Do not seek personal or others' benefits by using any confidential information of RS Group that has not yet been disclosed to the public or take actions that may result in conflicts of interest with RS Group.

### 5.2 Policy and Practices Towards Employees

RS Group recognizes the importance of caring for and considering the rights of all stakeholders. The company has established the following policies and practices regarding employees:

# Ethics towards Stakeholders

- 1) Treat all employees equally without discrimination based on origin, race, gender, age, skin color, religion, disability, social status, lineage, educational background, or any other status unrelated to job performance.
- 2) Provide all employees with equal opportunities to demonstrate their abilities by offering fair and appropriate compensation, with emphasis on employee welfare and motivation, including salaries, bonuses, health insurance, annual health check-ups, provident funds, and various financial assistance programs.
- 3) Prioritize the development of employee knowledge and skills by providing equal and consistent opportunities to enhance their competencies and grow together with RS Group.
- 4) Appoint, transfer, reward, and discipline employees with integrity, based on knowledge, abilities, and suitability.
- 5) Strictly comply with all laws and regulations related to employees.

## 5.3 Policy and Guidelines Toward Customers

RS Group recognizes the importance of caring for and respecting the rights of all stakeholders. The company has established the following policy and guidelines for its customers:

- 1) Strive to deliver quality products and services to customers in full compliance with relevant laws and standards.
- 2) Pay close attention to customer safety and hygiene, provide after-sales service throughout the product and service lifecycle, and conduct satisfaction surveys to continuously improve offerings.
- 3) Respect personal rights and comply with personal data protection laws by maintaining customer information in strict confidentiality and refraining from disclosing such information to third parties.
- 4) Advertise, publicize, and promote products and services responsibly without misleading or exploiting customer misunderstandings.
- 5) Establish customer service departments to provide support, clarify inquiries, and resolve issues effectively.

## 5.4 Policy and Guidelines Toward Business Partners

RS Group recognizes the importance of caring for and respecting the rights of all stakeholders. The company has established the following policy and guidelines for its business partners:

- 1) Treat all business partners fairly, honestly, and impartially, with a focus on RS Group's best interests. Ensure that procurement processes, contract terms, and agreements are fair and based on mutual benefit.
- 2) Avoid situations that may result in conflicts of interest. Adhere to and honor all contractual terms, agreements, and obligations toward business partners.
- 3) Support knowledge-sharing, capacity building, and the enhancement of production and service standards among partners. Encourage partners to respect human rights, treat their workforce fairly, and be socially and environmentally responsible. Conduct monitoring and evaluation of partners to promote sustainable business development.
- 4) Strictly comply with all agreed terms and conditions. If any condition cannot be fulfilled, notify the partner in advance to jointly find a resolution.
- 5) Do not support corruption or the offering or acceptance of bribes for business advantages. RS Group strictly adheres to its anti-corruption and anti-bribery policies and applies them to all business partners.

## 5.5 Policy and Guidelines Toward Creditors

RS Group recognizes the importance of caring for and respecting the rights of all stakeholders. The company has established the following policy and guidelines for its creditors:

- 1) Treat all creditors fairly, honestly, and impartially, while considering the best interests of RS Group and ensuring fair and mutually beneficial contract terms and conditions.
- 2) Manage financial obligations properly by ensuring full and timely repayment of loans and interest according to the agreed schedule and conditions.
- 3) Guarantees will be considered with careful evaluation of necessity and rationale, prioritizing the best interests of RS Group in all cases.

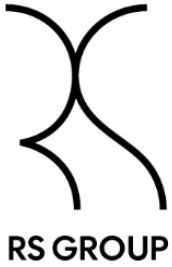
# Ethics towards Stakeholders

- 4) Aim to manage operations efficiently to avoid any default on debt obligations and to maintain the company's best possible creditworthiness.
- 5) Commit to strictly complying with all creditor-related conditions. In the event that any changes to such terms are necessary, RS Group will promptly discuss them with creditors.
  - 5.1) Firmly adhere to loan and guarantee terms agreed upon with creditors. All negotiations regarding such conditions shall consider the necessity, appropriateness, and best interest of RS Group.
  - 5.2) Execute loan and guarantee agreements carefully and thoroughly to ensure the maximum benefit for RS Group.
  - 5.3) In cases where it is necessary to amend loan or guarantee conditions, RS Group will consult with the creditors without delay. Any amendments must be based on necessity, appropriateness, and the best interests of RS Group.

## 5.6 Policy and Guidelines Toward Business Competitors

RS Group recognizes the importance of caring for and respecting the rights of all stakeholders. The company has established the following policy and guidelines regarding its business competitors:

- 1) Conduct business in accordance with the principles of fair competition.
- 2) Promote a policy of free and fair market competition.
- 3) Treat competitors professionally by conducting business in a transparent, open manner and opposing unfair competition.
- 4) Refrain from obtaining confidential information about competitors through dishonest or inappropriate means.
- 5) Avoid damaging the reputation of competitors through defamatory or malicious accusations.



# Ethics towards Stakeholders

## 5.7 Policy and Guidelines Toward Society and Communities

RS Group recognizes the importance of caring for and respecting the rights of all stakeholders. The company has established the following policy and guidelines toward society and communities:

- 1) Conduct business with a strong sense of social and community responsibility while simultaneously strengthening the organization.
- 2) Engage in business operations that benefit both the economy and society, uphold good citizenship, and comply fully with all relevant laws and regulations.
- 3) Strive to improve the quality of life within communities by contributing to sustainable social solutions through business processes.
- 4) Continuously support social activities by collaborating with various organizations, especially in communities surrounding RS Group's locations.
- 5) Encourage employees at all levels to participate in social activities in order to foster public consciousness.

# General Policies and Guidelines

## 6. Code of Ethics Practices

### 6.1 Environmental Management Policy and Guidelines

RS Group recognizes the importance of environmental care and protection and has established the following environmental management policy and guidelines:

#### **Environmental Management Policy**

“ RS Group is committed to conducting sustainable business with a strong sense of environmental responsibility. The Company operates in strict compliance with environmental laws, requirements, and regulations. RS Group sets goals for the efficient use of natural resources, aims to reduce environmental impacts from business operations, manages waste generated from production processes, and addresses potential environmental effects across the entire supply chain.

The Company also fosters environmental responsibility awareness among employees at all levels through continuous education and training programs, and encourages active participation in environmental preservation through social and environmental initiatives, in alignment with the principles of sustainable development.”

#### **Environmental Management Guidelines**

- 1) Regularly review environmental policies, management plans, and monitor the progress of environmental performance.
- 2) Support the use of environmentally sound technologies and operational procedures, with a focus on proper waste control and management.
- 3) Promote environmental training for employees at all levels and organize activities to build awareness and a sense of environmental responsibility.
- 4) Integrate environmental assessments as part of the supply chain.
- 5) Disclose accurate and transparent environmental information of RS Group through various communication channels.

# General Policies and Guidelines

## 6.2 Policy and Guidelines for Preventing Conflicts of Interest

RS Group recognizes the importance of conducting business with transparency, fairness, and accountability. The company has established policies and guidelines to prevent conflicts of interest as follows:

### Conflict of Interest Policy

"RS Group is committed to conducting business with integrity, transparency, fairness, and accountability. Decisions regarding business transactions must be made to protect the best interests of RS Group and its shareholders, avoiding personal gain or benefits for related parties, and avoiding actions that could create conflicts of interest with RS Group."

- 1) Directors, executives, and employees should avoid any actions that may result in conflicts of interest with RS Group and should not engage in actions that contradict RS Group's interests or seek personal benefits for themselves or related parties.
- 2) Directors, executives, and employees should not use or allow others to use their position, directly or indirectly, to seek benefits from RS Group.
- 3) If directors, executives, employees, or related parties become involved or hold shares in any business that may have interests or create conflicts of interest with RS Group, they must report this in writing to the Internal Audit Department.
- 4) If directors, executives, employees, or their family members serve as directors, partners, or advisors in other businesses or organizations, such positions must not conflict with the interests of RS Group or interfere with their duties at RS Group.
- 5) In cases where transactions are considered related under the regulations of the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC), the company must strictly comply with the guidelines, procedures, and disclosure requirements regarding related-party transactions for listed companies.

# General Policies and Guidelines

## 6.3 Policy and Guidelines for Preventing the Use of Inside Information and Maintaining Confidentiality

(Use of Internal Information and Confidentiality of Information)

RS Group is committed to conducting business with transparency, fairness, and accountability. The company has established policies and guidelines to prevent the misuse of inside information as follows:

### Policy on the Use of Inside Information

"RS Group is aware of the importance of using internal organizational information. The use of critical internal information must be carried out appropriately, considering the overall impact on stakeholders and ensuring compliance with applicable laws. The information must not be used for personal gain or for the benefit of others. Additionally, the company will disseminate knowledge regarding the policy and guidelines for preventing the misuse of inside information to directors, executives, and employees to ensure they understand and follow these guidelines."

### Guidelines for Preventing the Misuse of Inside Information and Maintaining Confidentiality

Directors, executives, and employees at all levels have the responsibility to maintain the confidentiality and security of information to prevent the unintended disclosure of confidential and internal information.

### Practices and Preventive Measures

- 1) Directors, executives, and employees are prohibited from using important inside information for personal gain and must not disclose the company's business secrets to external parties, especially competitors. Even after leaving RS Group, they must not use opportunities or information gained from their work to seek personal benefits or engage in business that competes with RS Group
- 2) Directors, executives, and employees are prohibited from using inside information for personal benefit in buying or selling the company's securities or providing such information to others for trading purposes. They must not disclose or pass on inside information, whether directly or indirectly, and by any means, to external parties or unrelated individuals, including family members, if they know or should know that the recipient may use the information to buy or sell, or to enter into forward contracts related to the company's securities for their own or another's benefit.
- 3) In cases where external parties are involved in specific tasks related to undisclosed or ongoing negotiations that involve inside information, which may affect the company's stock price, those individuals must sign a confidentiality agreement to maintain secrecy until the information is publicly disclosed.

# General Policies and Guidelines

- 4) The Company shall provide education to members of the executive committee and senior executives holding positions at the Chief Level or equivalent regarding their duties in preparing and submitting reports on the holding and changes in holding of the Company's securities by themselves, their spouses, minor children, and related juristic persons, in accordance with relevant regulations. This includes the requirement to report acquisitions or disposals of the Company's securities to the Office of the Securities and Exchange Commission (SEC) pursuant to Sections 59 and 246, and the penalties under Sections 275 and 298 of the Securities and Exchange Act.
- 5) Directors and senior executives holding positions at the Chief Level shall be responsible for preparing and submitting reports on the holding and changes in holding of the Company's securities by themselves, their spouses, minor children, and related juristic persons, including reports on the acquisition or disposal of the Company's securities. These reports must first be submitted to the Company Secretary before being submitted to the SEC. Such reports must be filed with the SEC within three business days from the date of the purchase, sale, transfer, or receipt of transfer of securities, or the acquisition or disposal of the securities.
- 6) A blackout period for trading the company's securities is set for directors, senior executives (Chief Level), and employees in departments that handle internal material information affecting the company's financial statements (including their spouse and minor children). These individuals must refrain from buying or selling the company's securities during a period of 1 month before the financial statements are disclosed and within 1 business day after the financial statements are disclosed to the Stock Exchange of Thailand (SET).
- 7) Directors, executives, and employees involved with internal material information that affects the company's financial statements, which may impact the company's stock price, are prohibited from providing information regarding the company's performance to internal and external parties during a silent period of 1 month before the financial statements are disclosed to the SET.
- 8) Directors and senior executives (Chief Level) must notify the board or the designated individual about any planned purchase or sale of the company's securities at least 1 day in advance before making any transactions.
- 9) To prevent data leaks, access to non-public company information is restricted according to the organizational hierarchy.

# General Policies and Guidelines

## 6.4 Anti-Corruption and Anti-Bribery Policy and Practices

RS Group is committed to conducting business with honesty, transparency, fairness, and accountability. The company has set the following policy and practices to prevent corruption and bribery:

### **Anti-Corruption and Anti-Bribery Policy**

“Directors, executives, and employees of RS Group must not demand, engage in, or accept any form of corruption or bribery for the benefit of RS Group, themselves, their families, friends, or acquaintances, whether directly or indirectly. This includes all business groups of RS Group and all relevant departments, as well as all stakeholders.

RS Group shall review the assessment of corruption and bribery risks and appropriate preventive measures regularly. The company will also review, inspect, and improve the anti-corruption and anti-bribery policy and measures annually, and report to the board of directors to measure effectiveness, update, and ensure that the measures are in line with changing business risks, regulations, and applicable laws.

“Furthermore, RS Group encourages the dissemination of this anti-corruption and anti-bribery policy to subsidiaries, joint ventures, other companies controlled by RS Group, business partners, and agents to ensure compliance with this policy.”

### **Anti-Corruption and Anti-Bribery Practices**

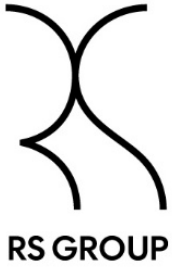
Details can be found in the "Anti-Corruption and Anti-Bribery Policy and Practices" document dated 28 February 2025, which is disclosed on the company's website.

## 6.5 Asset Use and Management Policy and Practices

RS Group utilizes assets efficiently and maximizes their benefits while promoting responsible care and management of assets by employees. The following policy and practices govern the use and care of RS Group assets:

### **Asset Use and Management Policy**

“RS Group encourages employees to use the company's assets for maximum benefit and promotes the responsible care and protection of assets to prevent damage or loss. Employees should not use the assets for personal gain or for the benefit of others who are not involved in business operations.”



# General Policies and Guidelines

## Asset Use and Management Practices

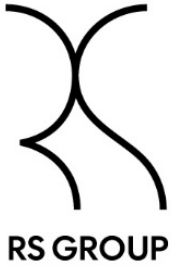
- 1) Use RS Group's assets efficiently and for the maximum benefit of RS Group.
- 2) Care for and protect RS Group's assets to prevent damage or loss.
- 3) Do not use RS Group's assets for purposes other than their intended use, or for any illegal activities.
- 4) Do not use RS Group's assets for personal benefit or for the benefit of others not involved in business operations.

## 6.6 Intellectual Property Use and Management Policy and Practices

RS Group places significant importance on the use and protection of intellectual property and will not engage in any activities that violate intellectual property rights. The following policies and practices govern the use and management of intellectual property at RS Group:

### Intellectual Property Use and Management Practices

- 1) Protect RS Group's intellectual property, including copyrights, patents, trademarks, trade secrets, and other intellectual property as defined by law, from infringement, disclosure, duplication, alteration, or any actions without RS Group's authorization.
- 2) Respect and do not infringe upon the intellectual property of others. Review external works and materials to ensure they are properly licensed or authorized before being used by RS Group.



# General Policies and Guidelines

## 6.7 Data and Information System Security Policy and Practices

RS Group places great importance on the security of data and information systems. The following policies and practices are established to ensure the security of RS Group's data and information systems:

### Data and Information System Security Policy

"RS Group values the use of information technology systems to be efficient and secure. The systems and data must be safeguarded from unauthorized access or misuse."

### Data and Information System Security Practices

- 1) Use information technology systems, including data within the system, for the benefit of RS Group and avoid using systems that may infringe upon others' rights or interfere with tasks unrelated to work.
- 2) Do not use the system to access or transmit content that violates public morals, engages in gambling, threatens national security, or infringes upon the rights of others.
- 3) Use the system in accordance with the authorized access rights, maintain the system's security, and do not allow others to use your password for system access.
- 4) Avoid opening files from unknown sources and using data storage devices that have been previously connected to suspicious computers that may contain computer viruses or other malicious software.
- 5) Refrain from installing software or making changes to system settings that may affect security. If any problems or irregularities are encountered, contact the IT administrator for assistance.

## 6.8 Human Rights and Fair Labor Practices Policy and Guidelines

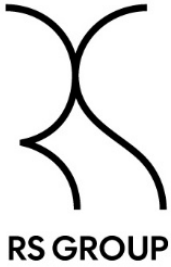
RS Group acknowledges and respects human rights and is committed to fair labor practices, non-discrimination, and not violating human rights. The following policies and practices are established regarding labor and human rights at RS Group:

### Human Rights and Fair Labor Practices Policy

RS Group recognizes the importance of human rights, which are fundamental rights and freedoms that every individual is entitled to. The company adheres to practices for employees, workers, and laborers in accordance with labor laws, regulations, and relevant standards, ensuring ethical, fair, and equal treatment for both Thai and foreign workers. RS Group emphasizes the dignity, rights, freedoms, and equality of individuals, prohibiting discrimination based on physical differences, race, nationality, religion, gender, language, age, education, and social status. This policy applies to women, persons with disabilities, and other disadvantaged groups, and RS Group does not support oppression, child labor, forced labor, or human trafficking in any form. This includes all workers in the company and stakeholders throughout the business value chain.

### Labor and Human Rights Practices

- 1) Strictly comply with all laws, requirements, and regulations related to human rights and fair labor practices.
- 2) Regularly review policies, management plans, and track the implementation of human rights and fair labor practices.
- 3) Promote equal opportunities for all workers to develop themselves, aiming to improve the quality of life for workers.
- 4) Integrate the evaluation of human rights impacts and fair labor practices into the business value chain.
- 5) Disclose human rights and labor practices information transparently and accurately.
- 6) Provide education and support activities that raise awareness among employees and society at large, encouraging social responsibility.
- 7) Establish channels for complaints regarding human rights violations and labor practices, with measures to prevent and mitigate the impacts.



# General Policies and Guidelines

## 6.9 Compensation and Benefits Policy for Employees

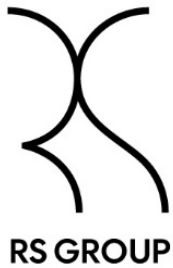
RS Group recognizes the importance of fair compensation management for employees. The company has established the following policies and practices regarding compensation and benefits for its employees:

### Compensation and Benefits Policy

"RS Group is focused on providing compensation and benefits at levels that are competitive with other companies in the same industry. We prioritize fair employment practices based on employees' capabilities and performance in their respective roles, without discrimination, and providing equal opportunities for women, people with disabilities, and disadvantaged groups. We emphasize fairness, equality, appropriate qualifications, and organizational commitment to promote career growth and sustainable progress alongside RS Group.

- 1) **Short-Term Compensation** RS Group has established compensation levels that are competitive and comparable to those of other companies in the same industry to maintain and enhance human resource competitiveness. Additionally, the company provides annual bonuses based on RS Group's overall performance and individual employee performance evaluations, which are assessed using OKRs (Objective Key Results), incorporating daily work behavior and organizational values as part of the annual performance review.
- 2) **Long-Term Compensation** RS Group has set up a performance and potential measurement system, ensuring appropriate compensation for highly skilled employees. The company also promotes career growth in alignment with the organization's succession planning.

In addition to employee compensation, RS Group ensures that employee benefits are provided appropriately and regularly reviews these benefits to reflect the changing economic and social conditions. Benefits include annual health check-ups, provident funds, and other relevant provisions."



# General Policies and Guidelines

## Compensation and Benefits Practices for Employees

RS Group defines the components of compensation as follows:

- 1) **Salary:** The salary is determined based on the employee's position, role, responsibilities, and experience related to the role and responsibilities.
- 2) **Annual Performance Bonus:** The bonus is awarded to motivate and reward employees who meet the established performance targets.
- 3) **Employee Benefits:** Employee benefits are provided based on the employee's role and position. Benefits include a provident fund, medical benefits, training and development programs, annual health check-ups, funeral assistance etc.

## 6.10 Safety, Occupational Health, and Working Environment Policy and Practices

RS Group prioritizes the safety, occupational health, and working environment of its employees by setting the following policies and practices:

### Safety, Occupational Health, and Working Environment Policy

"RS Group supports the ability of employees to work safely in a healthy workplace. The company emphasizes preventing potential accidents to the best of its ability and works to raise awareness of safety among employees. The company provides training and promotes good health practices, ensuring that the workplace is hygienic and safe at all times."

### Safety, Occupational Health, and Working Environment Practices

- 1) Comply with the relevant laws and regulations regarding safety, occupational health, and working environments.
- 2) Prevent accidents, hazards, and health issues caused by the company's operations.
- 3) Reduce the occurrence of accidents, hazards, and work-related illnesses among employees.
- 4) Continuously improve the safety, occupational health, and environmental standards at RS Group's workplaces.

## 6.11 Service Quality Management Policy

RS Group places great importance on managing service quality by establishing the following service quality management policies:

### Service Quality Management Policy

In addition to focusing on generating profits and economic growth, the company's primary goal is to continuously develop and deliver excellent pre-sale and post-sale service experiences that meet international standards. RS Group is committed to improving its service quality management system and creating a unified customer relationship management standard across the organization. This is achieved by developing the skills of customer service employees, ensuring they possess the right knowledge, a passion for service, and a commitment to customer safety. The ultimate aim is to be recognized as "Your Partner in Health and Well-being."

### Service Quality Management Practices

- 1) Establish service standards, such as courtesy, accuracy, and speed.
- 2) Manage personnel by selecting and training employees with the appropriate skills, evaluating performance, and rewarding high-performing employees.
- 3) Manage business processes, including continuously improving processes to meet customer needs.
- 4) Measure and assess service quality by collecting data and analyzing customer feedback and satisfaction.
- 5) Develop and innovate services, such as updating services in line with market trends, conducting research, and developing new services to meet customer needs.

## 6.12 Policy and Guidelines on Anti-Unfair Competition Practices

RS Group is committed to conducting its Commerce business in a fair, transparent, and lawful manner in compliance with trade competition laws. The Company promotes free and fair competition while mitigating legal and reputational risks, as outlined below:

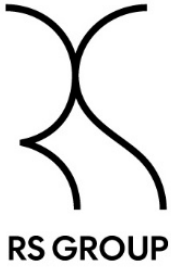
### Policy on Anti-Unfair Competition Practices

RS Group places importance on treating competitors with integrity and professionalism. The Company operates within the framework of fair competition, supports free and fair trade practices, and conducts its business with transparency and professionalism. It does not seek to obtain competitors' confidential information through improper means.

In addition, the Company opposes all forms of unfair competition. It treats business partners, customers, and competitors fairly and equitably, and refrains from damaging competitors' reputations through false or malicious allegations.

### Guidelines on Anti-Unfair Competition Practices

- 1) The Company shall not set prices below cost with the intention of eliminating competitors from the market.
- 2) The Company prohibits the exchange of sensitive commercial information with competitors, such as pricing, costs, and marketing plans. It also strictly prohibits collusion in price-fixing, market allocation, or any arrangements that restrict competition.
- 3) The Company avoids unfair trade practices or abuse of bargaining power to impose conditions that limit opportunities or choices of business partners. Unjustified discriminatory practices are strictly prohibited.
- 4) The Company ensures continuous supervision and monitoring of compliance with this policy, including regular assessments of competition-related risks.



# Channels for Complaints and Whistleblowing, and Whistleblower Protection Measures

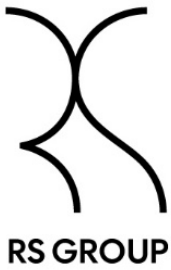
## Channels for Complaints and Whistleblowing

RS Group provides employees and stakeholders with various channels to report complaints or whistleblowing about actions that violate or fail to comply with laws, corporate governance principles, or business ethics. These channels are designed to promote improvement, training, and correction in management practices and ensure that facts are thoroughly investigated. The available channels include:

- 1) Company Website: : [www.rs.co.th](http://www.rs.co.th)
- 2) Email to Human Resources Department: : [pchotline@rs.co.th](mailto:pchotline@rs.co.th)
- 3) Email to Internal Audit Department : [ia\\_anti\\_corruption@rs.co.th](mailto:ia_anti_corruption@rs.co.th)
- 4) Email to Corporate Secretary : [cs@rs.co.th](mailto:cs@rs.co.th)

## Whistleblower Protection Measures

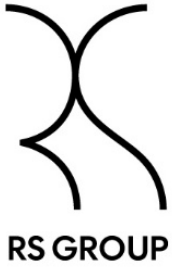
- 1) RS Group is committed to protecting employees and individuals who report misconduct, ensuring there will be no intimidation or harassment for those who raise concerns regarding violations of business ethics.
- 2) If an employee faces threats or harassment as a result of reporting, they should immediately notify the Internal Audit Department to ensure appropriate protection. The level of protection will depend on the severity and importance of the matter raised.
- 3) It is strictly prohibited for RS Group management or employees to terminate, suspend, penalize, or threaten any actions against employees who have reported violations of business ethics. Any violation of this policy will result in disciplinary action.



# Compliance and Review Procedures

## Compliance and Review Procedures

- 1) RS Group has made it the responsibility of the company's board of directors, executives, and employees to be aware of, understand, and strictly comply with this business ethics code. Adherence to the code is not voluntary, and individuals cannot claim ignorance of the guidelines. All management levels are accountable for ensuring that employees within their direct authority are aware of, understand, and follow these business ethics without exception.
- 2) RS Group is committed to preventing any unlawful actions or violations of this code of conduct. If any member of the board, executive team, or employee acts contrary to the established guidelines, they will be subject to strict disciplinary measures.
- 3) The company's board of directors has mandated that this policy be reviewed regularly to ensure its continued relevance and effectiveness.

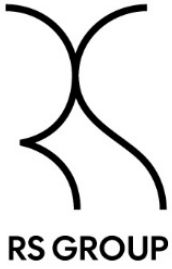


# Disciplinary Action

## Disciplinary Action

If a member of the board, executive, or employee of RS Group violates or fails to comply with this business ethics code, the following disciplinary actions will apply:

- 1) **For minor violations:** A written warning will be issued, detailing the nature of the violation and the evidence supporting it. The individual will be given the opportunity to present their defense to their supervisor. If the issue cannot be resolved, it will be referred to the Disciplinary Committee, appointed by the Chief Executive Officer, for review. The decision of the Disciplinary Committee will be final.
- 2) **For a second violation or failure to correct the first violation:** The individual will face strict disciplinary action, which may include termination of employment without severance pay (in accordance with applicable laws) and/or legal action as necessary.



## Amendment/Revision Record of Code of Conduct

Version	Date	Approved by	Remarks
2	10 November, 2021	Resolution of the Board of Directors, Meeting No. 6/2021	
3	25 February, 2022	Resolution of the Board of Directors, Meeting No. 1/2022	
4	28 February, 2025	Resolution of the Board of Directors, Meeting No. 1/2025	