



BANGKOK ASSET
INTERGROUP



Code of Business Conduct

Internal Use_YE'2026

No. BKA-SE-024-2026/CONDUCT-ORG-001

Code of Business Conduct

Bangkok Asset Intergroup Public Company Limited ("the **Company**") has the following **Code of Conduct**¹ which the directors, executives, and employees of the Company shall adhere to as guidelines for performing work as representatives of the Company:

- 1. Shareholders** The Company shall operate the business with transparency and efficiency to create sustainable corporate value. It is committed to achieving good operating performance and stable growth to maximize long-term benefits for shareholders. The Company shall also disclose information transparently and reliably to shareholders.
- 2. Employees** The Company shall treat all employees equally and fairly based on human rights principles and provide appropriate compensation. Additionally, the Company emphasizes regular development of employees' skills, knowledge, abilities and potential through training, seminars and workshops provided equally to all employees. It maintains a safe working environment for employees' lives and property, strictly complies with labor laws, and strives to motivate and retain talented employees for the organization's development. The Company has anti-corruption policies and instills compliance with relevant laws and regulations in employees, such as strictly prohibiting insider trading.
- 3. Suppliers** The Company has a process to select suppliers based on equal information and fair evaluation criteria. Appropriate and fair contracts are established, and a monitoring system ensures full compliance with contractual obligations and prevents corruption at all procurement stages. The Company purchases goods from suppliers under commercial terms and strictly complies with agreements.
- 4. Customers** The Company is responsible for maintaining quality standards of products and services to fully meet customer needs and maximize long-term customer satisfaction. Accurate and complete product/service information is provided. Channels are available for customers to report product/service issues so the Company can quickly prevent and resolve them. Customer confidentiality is maintained, and information is not exploited for improper benefit.
- 5. Creditors** The Company strictly complies with conditions under creditor agreements, including principal and interest repayments and collateral obligations.
- 6. Competitors** The Company acts within the framework of good ethical competition and laws, supporting free and fair competition policies.
- 7. Government Agencies / Regulators**

The Company emphasizes proper and appropriate conduct with government entities and cooperates strictly with rules and regulations, not taking any unlawful actions or inducing misconduct by officials. It maintains good relations and is open to opinions and suggestions from authorities and regulators.

¹ The Company shall comply with requirements under the Securities and Exchange Act, including rules, regulations and announcements issued under such laws by relevant agencies, after becoming a listed company on the Stock Exchange of Thailand.

8. Society and Public

The Company shall prioritize safety towards society, the environment, and quality of life of people involved in the Company's operations. It shall promote environmental and social awareness and responsibility among the employees and ensure strict compliance with relevant laws and regulations. Furthermore, the Company shall endeavor to participate in activities that create and maintain a good environment and society, as well as promote local cultures in the areas where the Company operates the business.

Requirements for Transactions of Major Shareholders, Directors, Executives and Related Persons

The Company has an important policy to prevent major shareholders, directors, executives, and other related persons from exploiting their positions to seek personal benefits. Therefore, the following practices are stipulated for major shareholders, directors, executives, and persons related to the Company:

1. Avoid entering transactions involving conflicts of interest with the Company.
2. If such transactions are necessary for the Company's interests, they must be conducted as if entering a transaction with an outsider. Major shareholders, directors, executives, or related persons who have interests in the transaction must not be involved in the approval process.
3. In cases deemed as related party transactions under the notifications of the Securities and Exchange Commission and the Stock Exchange of Thailand, the Company must strictly comply with the criteria, procedures, and disclosure requirements for related party transactions of listed companies as follows:
 - 3.1 For commercial transactions with the same characteristics as a sensible person would undertake with general parties under similar circumstances and without influence from being a major shareholder, director, executive or related person, the principles and transaction value must be approved by the Board of Directors, or follow the principles already approved by the Board.
 - 3.2 Provide a summary report of transactions with the approval as in Section 3.1 to the Board of Directors meeting quarterly or as requested by the Board.
4. For related party transactions that do not constitute normal commercial transactions as in section 3.1, the Company must obtain approval from a shareholders' meeting before entering such transactions on a case-by-case basis.

To ensure mutual awareness and consistent compliance in the same direction, this Code of Business Conduct is hereby announced and effective from [February 21, 2026](#), onwards.

Announced on [February 23, 2026](#).

Signed - *Mr. Siripol Yodmuangcharoen* -
(Mr. Siripol Yodmuangcharoen)
Chairman of the Board of Directors