

- Translation -

Beryl 8 Plus Public Company Limited
Business Code of Conduct and Business Ethics Policy
(As approved by the Board of Directors' Meeting No. 1/2021 held on June 9, 2021)

Beryl 8 Plus Public Company Limited (the “**Company**”) has set a business code of conduct and business ethics policy which the company executives and employees, as the company’s representatives, must follow. The details of the policy are as follows;

(a) Shareholders

The company will run its business transparently and effectively and strive to make good turnover and secured growth for the utmost and long-term interests of its shareholders and disclose transparent and credible information for the shareholders.

(b) Employees

The company will treat all employees equally, fairly, and provide appropriate compensation. The company also sees the importance of the skill, knowledge, and capability development of employees by providing regular trainings, seminars, and coaching by giving equal opportunities to all employees and trying to maintain skillful employees for company’s growth. The company also sets a guideline in anti-corruption and encourages employees to strictly follow the law and relevant regulations especially the usage of inside information.

(c) Business Partners

The company has set a business partner selection procedure by providing the same information to all partners and fairly selecting business partners under the company’s evaluation and selection criteria. The suitable agreement format has been created for fairness to both parties. The tracking system is applied to ensure that the operation is run according to the agreement’s condition and to prevent corruption and any malpractice in each procurement process. The company will buy the product from the business partners according to the trading condition and strictly follow the agreement made with its business partners.

(d) Customers

The company will maintain service quality and standard and serve customer’s needs in all aspects to make long-term customer’s highest satisfaction. Moreover, the company provides channels for the customers to raise their problems or inappropriate services so that the company can act immediately to prevent further problems.

(e) Creditors

The company will follow conditions addressed in the agreement with the creditors including the principal and interest payment and performance bond supervision under the relevant agreement.

(f) Competitors

The company will run the business in the good competition frame and legal scope and encourage independent and fair competition policy.

(g) Society and Environment

The company realizes the importance of the society's safety, environment and the quality of life of all parties related to company's operation. The company encourages its employees to have good sense and responsibility for the environment and the society. The company will also encourage employees to abide by the law and relevant regulations strictly and participate in the activities that help sustain the environment and the society and promote local culture in the communities in which the company business is operating.

The Business Code of Conduct and Business Ethics Policy shall be effective from June 9, 2021.

(Mr. Chatchaval Jiaravanon)
Chairman of the Board of Directors
June 9, 2021