



Code of Conduct and Business Ethics
of NR Instant Produce Public Company Limited and its Subsidiaries



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Code of Conduct and Business Ethics of NR Instant Produce Public Company Limited and its Subsidiaries

Introduction

NR Instant Produce Public Company Limited and its subsidiaries (collectively, the “Company”) recognize the importance of conducting business responsibly, transparently, and in accordance with good corporate governance principles. This Code of Conduct and Business Ethics (“this Code”) is therefore established to serve as a guideline for directors, executives, employees at all levels, and other stakeholders in carrying out the Company’s operations.

This document reflects the Company’s commitment to building a strong corporate culture grounded in integrity, honesty, respect for human rights, fair treatment of stakeholders, anti-corruption in all forms, and dedication to sustainable growth in economic, social, and environmental dimensions.

Scope of Application

This Code applies to the Company’s directors, executives, and employees at all levels, as well as other stakeholders involved in the Company’s operations. It serves as a principal guideline for appropriate conduct in line with each individual’s role, responsibilities, and the business context, promoting a corporate culture rooted in integrity, transparency, and good governance.

For subsidiaries, joint ventures, and affiliated companies registered in Thailand or abroad under the Company’s control or direct management, this Code should be adapted appropriately to their respective contexts and implemented through internal approval processes in accordance with good governance, ensuring compliance with the Company’s ethical standards.

Definitions

The Company	Refers to NR Instant Produce Public Company Limited, its subsidiaries, joint ventures, and affiliated companies registered in Thailand or abroad under the Company’s control or management.
Company Directors	Refers to all legally appointed directors, whether independent, executive, or non-executive, of NR Instant Produce Public Company Limited, its subsidiaries, or affiliated companies.
All subsidiaries and affiliates	Refers to companies or entities in which NR Instant Produce Public Company Limited holds direct or indirect ownership, in whole or in part, with significant influence or control over policies, management, or operations, including entities under joint control or part of a group company structure as stated in annual reports or financial statements.
Executives at all levels	Refers to senior executives (e.g., CEO, Managing Director, Deputy Managing Director), general managers, departmental managers, assistant managers, heads of units, or other positions responsible for overseeing or managing operations within NR Instant Produce Public Company Limited, its subsidiaries, or affiliates.



Stakeholders

Refers to individuals or legal entities directly or indirectly affected by the Company's business or impacting the Company's business operations, including but not limited to shareholders, customers, consumers, business partners, creditors, government authorities, local communities, employees, media, external auditors, regulatory agencies, society, and the environment.

Family and close relatives Refers to parents, siblings, spouses, children, adopted children, and children's spouses.

Employees at all levels Refers to individuals employed directly by the Company, its subsidiaries, or affiliates, whether permanent, contractual, temporary, or in other employment forms, at operational, supervisory, or managerial levels, full-time or part-time, responsible for performing duties under the Company's structure and policies.

Business partners Refers to external individuals or entities, not employees of the Company, engaged in business relations directly or indirectly, such as contractors, service providers, suppliers, distributors, agents, consultants, or any person or entity acting on behalf of the Company, providing services, products, or resources affecting the Company's image, reputation, or risk.

Corporate Ethics and Values

The Company is committed to conducting business with integrity, transparency, and strict adherence to business ethics to build trust among all stakeholders, both internally and externally. The Company establishes the following ethical principles and values as a guideline for directors, executives, employees, and related parties:

- (1) **Conducting Business with Integrity:** The Company operates with honesty, is committed to correctness, and does not engage in any actions that violate ethical principles.
 - Perform duties truthfully, do not distort facts, and do not commit fraud in any form.
 - Do not use one's position to seek undue personal gain or benefit for others.
- (2) **Transparency and Auditable:** The Company values transparency in all operational processes and welcomes open auditing.
 - Disclose accurate, complete, and timely information to stakeholders as appropriate.
 - Promote an effective internal control system and clearly define accountability for performance results.
- (3) **Responsibility to Duty and Stakeholders:** Personnel at all levels of the Company must recognize their roles and responsibilities and perform their duties ethically.
 - Treat stakeholders, such as shareholders, customers, business partners, employees, and the community, fairly.
 - Listen to opinions or complaints, taking into account the positive and negative comprehensive impacts of the business operations.
- (4) **Fairness, Diversity, and Equality:** The Company promotes a culture that respects rights, equality, and non-discrimination in all forms.



- Do not discriminate against any person on the basis of gender, age, race, religion, belief, or any other status.
- Promote the creation of a safe, friendly work environment that respects constructive differences.
- (5) **Respect for Laws, Regulations, and Policies:** The Company and its personnel must strictly comply with laws, regulations, and rules related to business operations.
 - Comply with both national and international laws related to the Company's activities.
 - Adhere strictly and consistently to the organization's internal policies and guidelines.
- (6) **Opposition to All Forms of Fraud and Corruption:** The Company has a clear intention to not tolerate fraud or any form of opaque practice.
 - Prohibit giving or receiving bribes or any benefits in exchange for a business advantage.
 - Support the creation of a transparent, corruption-free organizational culture and support good-faith whistleblowing.
- (7) **Sustainable Business Operation and Consideration of ESG:** The Company conducts business with consideration for sustainability in all dimensions: economic, social, and environmental.
 - Operate business with responsibility for natural resources and reduce environmental impact.
 - Support social activities, create shared value with the community, and adhere to the principles of Good Governance.
- (8) **Professionalism & Collaboration:** The Company encourages personnel to work together effectively in an atmosphere of cooperation.
 - Respect each other and value both professional views and differing opinions.
 - Communicate constructively and focus on shared results for the Company's best interest.

Guidelines for Conduct under the Company's Code of Conduct and Business Ethics Towards Related Individuals and Groups

The Company is committed to operating under the principles of good business conduct and ethics, with responsibility, transparency, and respect for the rights of all stakeholder groups, to enhance confidence, cooperation, and sustainable growth at both the organizational and societal levels. To ensure appropriate and concrete adherence to the Company's Code of Conduct and Business Ethics, the Company has established clear guidelines for conduct towards related individuals and groups as follows:

a) Shareholders

- Conduct business with honesty, integrity, transparency, and good governance.
- Disclose accurate, complete, and timely information to enable shareholders to make informed decisions.
- Treat shareholders equally, without discrimination, and respect their legal rights.

b) Customers and Consumers

- Offer high-quality and safe products and services that comply with legal requirements and industry standards.
- Treat customers with courtesy, fairness, and integrity.
- Maintain customer confidentiality and not use customer information for personal gain.



c) **Business Partners, Agents, Contractors, and Business Alliances**

- Treat business partners fairly, transparently, and based on legitimate business principles.
- Avoid demanding or accepting bribes or any undue benefits.
- Promote business partners' compliance with ethical principles and good business operating guidelines together.

d) **Employees and Colleagues**

- Treat employees with respect for human rights, equality, and non-discrimination.
- Support employees' career advancement and provide a safe working environment.
- Promote an open organizational culture that respects each other and fosters teamwork.

e) **Creditors**

- Adhere to debt repayment terms in a timely and fair manner.
- Communicate with integrity and provide advance notice when there are difficulties in debt repayment.
- Do not conceal or misrepresent information related to the Company's liabilities.

f) **Government Agencies and Regulatory Organizations**

- Strictly comply with all applicable laws, regulations, and rules.
- Cooperate transparently with government agencies and regulatory authorities.
- Avoid giving or receiving bribes and do not use any means to provide undue benefits.

g) **Community, Society, and Environment**

- Respect the rights and culture of local communities and do not conduct activities that cause negative impacts.
- Support sustainable social and community development.
- Operate with responsibility towards the environment, aiming to reduce impacts on ecosystems, and use resources efficiently.

Chapter 1: Human Rights, Labor, Safety, and Environment

1. Respect for Human Rights

The Company operates its business based on the principles of universal human rights, covering both the organization and the entire supply chain. The Company believes that respecting the rights and dignity of employees, business partners, and all stakeholders is a fundamental foundation for sustainability and ethical organizational development.

1.1 Human Rights Policy

The Company has established the following key operational guidelines for its Human Rights Policy:

- 1.1.1 Prohibit child and forced labor. Do not employ individuals below the legal working age and do not commit any act that constitutes forcing, threatening, coercing individuals to work against their will, or using inhumane violence.



- 1.1.2 Promote fair employment in all processes of employment, from recruitment to providing appropriate compensation, welfare benefits, holidays, rest time, and working hours in line with labor laws. The Company is always aware of the changing economic conditions and cost of living.
- 1.1.3 Provide a safe working environment, protecting employees' rights regarding health, safety, and appropriate freedom of expression.
- 1.1.4 Monitor human rights in the supply chain. Verify that business partners and contractors operate under human rights principles, such as the absence of forced or child labor.
- 1.1.5 Support safe grievance channels and protect complainants. Establish a system for receiving complaints anonymously and provide protection to whistleblowers in accordance with human rights principles.
- 1.1.6 Do not restrict freedom of expression, association, and the right to collective bargaining for employees.

2. Management of Diversity, Equity, and Inclusion (DEI)

The Company emphasizes promoting equality and treating everyone with respect for human dignity. It supports diversity in the workplace and does not tolerate discrimination in any form, with the aim of creating a fair, open work environment conducive to the sustainable mutual growth of all.

2.1 Policy on Management of Diversity, Equity, and Inclusion (DEI)

The Company has established the following key operational guidelines for the Management of Diversity, Equity, and Inclusion (DEI):

- 2.1.1 Respect laws and human rights, accepting diversity equally. Do not discriminate against any party regardless of race, religion, gender, skin color, or various statuses.
- 2.1.2 Support and organize activities to educate and promote understanding of respecting diversity, equity, and inclusion in the organization constructively. Support diversity groups or creative work and do not neglect or ignore any witnessed act of human rights violation related to the Company, including listening to and encouraging different opinions of individuals within the Company.
- 2.1.3 Provide channels for whistleblowing and complaints, along with protection for whistleblowers, and access to remedy for rights violations arising from diversity and individual differences under the Company's Code of Conduct.



3. Safety, Occupational Health, and Working Environment

The Company places paramount importance on providing a safe, hygienic, and environmentally friendly workplace to enable employees to perform their duties efficiently, with confidence and safety for their lives, health, and the surrounding community.

3.1 Policy on Safety, Occupational Health, and Working Environment

The Company has established the following key operational guidelines for its Policy on Safety, Occupational Health, and Working Environment:

- 3.1.1 Conduct safety operations in strict compliance with local laws, international standards, customer requirements, and other relevant guidelines regarding safety, occupational health, and the working environment.
- 3.1.2 The Company will support and promote continuous improvement of the working environment and work practices to ensure safety, including providing appropriate and sufficient personal protective equipment (PPE).
- 3.1.3 Organize training, develop knowledge, and cultivate a safety culture. Employees at all levels must receive required training and communication in a language appropriate for all employee groups.
- 3.1.4 Disclose performance results on safety, occupational health, and the working environment transparently to employees, business partners, and other stakeholders.

4. Environmental Management

The Company aims to develop its production processes with environmental responsibility, based on the principle of sustainable development. It sets clear policies and guidelines to manage production to reduce impact on resources and the environment, alongside creating shared value with society and stakeholders.

4.1 Environmental Management Policy

The Company has established the following key operational guidelines for Environmental Management:

- 4.1.1 Promote efficient energy use by improving production processes and utility systems to be energy-saving, selecting high-efficiency technology, and increasing the proportion of renewable energy use.
- 4.1.2 Communicate policy and organize training to increase knowledge of environmental impact, encourage employee participation in environmental activities, and raise awareness among internal and external stakeholders.



- 4.1.3 Continuously monitor, analyze, and evaluate environmental performance to use the results for improving processes, strategic planning, and effective compliance with relevant laws and standards, including regular review and improvement of this environmental policy.

Chapter 2: Governance

5. Management of Conflicts of Interest

Directors, the executive committee, employees, and relevant stakeholders must avoid any action that may lead to a "conflict of interest," which refers to a situation where personal interests might influence official decisions or cause unfairness to the organization, shareholders, or other stakeholders.

5.1 Guidelines for Managing Conflicts of Interest

The Company has established the following key operational guidelines for Managing Conflicts of Interest:

- 5.1.1 Avoid any action involving personal interests that intersect with job duties, such as selecting business partners, procurement, or approving projects where family members have a shared interest.
- 5.1.2 Prohibit involvement in activities that may compete with the Company's business, such as investing in competitor companies or acting as a consultant without authorization from the competent authority.
- 5.1.3 Immediately inform the supervisor or the Compliance department if there is reasonable suspicion of a potential conflict of interest, so the Company can consider appropriate management methods, such as abstaining from the relevant decision.
- 5.1.4 The Company will maintain confidentiality and protect whistleblowers fairly to promote a transparent organizational culture that encourages reporting and is free from retaliation.
- 5.1.5 Organize training and internal communication to build understanding of conflicts of interest, using real-life scenarios to reinforce ethical decision-making.

6. Anti-Fraud and Anti-Corruption

The Company has a strong intent to operate its business transparently, accountably, and adhering to good governance principles, rejecting all forms of fraud and corruption, whether it involves giving, receiving, or soliciting benefits contrary to law or ethics, both at the organizational level and throughout the supply chain.

6.1 Anti-Fraud and Anti-Corruption Policy

The Company has established the following key operational guidelines for preventing and dealing with fraud:

- 6.1.1 Prohibit giving or receiving bribes in all forms, such as cash, gifts, gift vouchers, privileges, entertainment, or other benefits intended to influence business decisions.

- 6.1.2 Conduct financial transactions transparently. All expenditures must have clear supporting documents, be auditable, and there should be no secret accounts or opaque channels.
- 6.1.3 Establish appropriate and auditable approval processes. All approvals must proceed through transparent steps and be jointly verified by the authorized personnel based on the level of risk.
- 6.1.4 Provide a safe channel for reporting corruption, such as a Whistleblowing system that allows for anonymous reporting, with measures to protect complainants from retaliation.
- 6.1.5 Regularly train employees to raise awareness and understanding of receiving gifts, conflicts of interest, and behavior that constitutes an ethical violation.

7. Whistleblowing and Complainant Protection

The Company is committed to conducting business with transparency and accountability to all stakeholders. It encourages employees, business partners, customers, and related individuals to participate in reporting information or clues about wrongful acts or acts that may cause damage to the company or society. The Company places importance on listening to and thoroughly investigating the facts, while also appropriately protecting the complainant and information provider.

7.1 Channels for Receiving Complaints under the Policy on Receiving Complaints Regarding Wrongdoing, Fraud, and Corruption

The Company designates the following individuals to receive reports of fraud or corruption:

- 1) Chairman of the Audit Committee
- 2) Group Compliance and Internal Process
- 3) Company Secretary

Safe and accessible channels for complaints, ensuring no subsequent risk to the complainant, are:

1) Email

- To Chairman of the Audit Committee: auditcommittee@nrinstant.com
- To Group Compliance and Internal Process: compliance_internalprocess@nrinstant.com
- To Company Secretary: nrf.comsec@nrinstant.com

- 2) Company Website: Complaints can be submitted through the Company's complaint and whistleblowing system under the topic "Form for Reporting Wrongdoing"
<https://www.nrinstant.com/en/corporate-governance/anti-corruption/whistleblowing>



This is a non-anonymous complaint channel where complaints are sent to the Chairman of the Audit Committee, the Group Compliance and Internal Process Compliance, and the Company Secretary.

- | | | |
|----|---------------|---|
| 3) | Mail | <p>Send a sealed letter to the Chairman of the Audit Committee or the Group Compliance and Internal Process at:</p> <p>NR Instant Produce Public Company Limited
518/5 Maneeya Center Building, 6th Floor, Ploenchit Road, Lumpini, Pathumwan, Bangkok 10330</p> |
| 4) | Complaint Box | <p>Send a sealed letter to the Chairman of the Audit Committee or the Corporate Compliance Department in the complaint boxes installed at 3 locations within the headquarters of NR Instant Produce Public Company Limited:</p> <ul style="list-style-type: none"> ■ Area in front of the canteen ■ Area in front of the Boiler Control Zone ■ Area at the entrance to Production Department 6's restroom <p>(Boxes opened by the Group Compliance and Internal Process)</p> |

7.2 Measures for Complainant Protection

- 7.2.1 The Company will keep the information of the complainant and reports confidential, disclosing only as necessary and limiting access only to relevant parties, except where required by law.
- 7.2.2 The Company will act fairly, without retaliation, harassment, or discrimination against the complainant, information provider, or those cooperating with government agencies. Individuals who violate this guideline will face disciplinary or legal action.
- 7.2.3 Measures to prevent adverse effects from the complaint are in place; even if the investigation finds no wrongdoing, the complainant will suffer no harm. Individuals who harass or disclose information in bad faith will be punished.
- 7.2.4 The accused will be protected and given an opportunity to clarify before consideration, and will be informed of the investigation results.
- 7.2.5 Those who suffer damage will receive appropriate and fair remedy.

8. Anti-Money Laundering

The Company is committed to conducting business transparently, accountably, and in compliance with laws and international standards. It prohibits the use of the Company's business as a channel for money laundering or engaging in transactions that may be related to illegal activities, in order to maintain the Company's credibility in the eyes of business partners, investors, and regulatory agencies, both domestically and internationally.



8.1 Guidelines for Anti-Money Laundering

The Company has established the following key operational guidelines for Anti-Money Laundering:

- 8.1.1 Be cautious of abnormal or suspicious transactions, such as transactions inconsistent with the nature of the business, large money transfers without a clear source, or sudden changes in financial behavior from the usual pattern.
- 8.1.2 Know Your Customer (KYC). Verify the identity, source of funds, and purpose of the transaction before starting a business relationship, especially with new customers.
- 8.1.3 Systematically store data and transaction evidence, such as contracts, receipts, payment documents, copies of identification cards, and transfer recipient information. These must be preserved to be auditable for the period required by law.
- 8.1.4 Report internally upon suspicion of money laundering. Employees must report immediately to the Legal or Compliance department upon discovering behavior or transactions that may be related to money laundering.
- 8.1.5 Train employees on money laundering, especially in high-risk departments such as Finance, Accounting, Purchasing, Sales, Logistics, and Customer Relations, to increase knowledge, awareness, and surveillance capabilities.

9. Giving or Receiving Gifts, Entertainment, or Business Hospitality

Giving or receiving gifts, meals, or other forms of compensation is a common business practice to build and maintain good relationships with external parties, often occurring during festivals or important occasions. Directors, executives, and employees should act with appropriateness and transparency, considering mutually beneficial cooperation and avoiding conflicts of interest or affecting neutrality in business decisions.

9.1 Guidelines for Giving or Receiving Gifts, Entertainment, or Business Hospitality

The Company has established the following key operational guidelines for Giving or Receiving Gifts, Entertainment, or Business Hospitality in its Anti-Fraud and Anti-Corruption guidelines:

9.1.1 Giving Gifts, Hospitality, and Entertainment

The Company may give gifts, hospitality, or entertainment to those with whom it does business, provided it is customary, socially appropriate, and legal, and does not violate the Company's regulations, code of conduct, or policies.

9.1.2 Receiving Gifts



Avoid receiving gifts, except for permissible cases such as calendars, diaries, souvenirs from events, raffle prizes, or gifts given to the Company on special occasions. Gifts must have a value of no more than 3,000 Baht and must not be cash or cash equivalents. If it is necessary to accept a gift outside of these regulations, it must be reported to the executive in charge for donation or public use.

9.2 Measures for Giving or Receiving Gifts, Entertainment, or Business Hospitality

The Company has annual internal audit procedures conducted by an internal auditor independent of other departments. The internal auditor reviews various activities by considering the table of authorized signatories and relevant instructions, including the Anti-Fraud and Anti-Corruption policy and guidelines. Additionally, there are quarterly and annual audits by a certified public accountant as required by the Securities and Exchange Commission, the Department of Business Development, and the Revenue Department.

10. Anti-Unfair Competition

The Company is committed to conducting business transparently, fairly, and within the framework of trade competition law. It will not engage in any act that monopolizes, exploits, or obstructs competition in the market, either directly or indirectly, to promote a fair and sustainable business environment.

10.1 Guidelines for Fair Trade Competition

The Company has established the following key operational guidelines for Fair Trade Competition:

- 10.1.1 Conduct business respecting trade competition law in all cases. The Company will not exploit or seek benefits from gaps in competition, either directly or indirectly.
- 10.1.2 Promote competition within a framework that is transparent, fair, and ethical. Avoid seeking or disclosing competitors' confidential information improperly, or defaming their reputation without factual basis.
- 10.1.3 Strictly adhere to business contracts. Do not coerce business partners into any action outside the agreement, and if unable to comply with the contract, notify in advance promptly to find a mutual resolution.
- 10.1.4 Do not engage in acts that obstruct, impede, or coerce competitors, especially behavior that may cause competitors to lose income, liquidity, product value, or market opportunities.
- 10.1.5 Do not discriminate or unduly favor certain operators without justification, including not giving unfair privileges or making agreements that cause a disadvantage to other operators in the same market.



Chapter 3: Handling Information and Assets

11. Prevention of Insider Trading for Personal Gain

The Company has an Insider Information Usage Policy, which serves as a guideline for directors, executives, and relevant information holders, including their spouses and minor children, to be aware of the use of insider information and the trading of the Company's securities for personal benefit.

11.1 Insider Information Usage Policy

The Company has established the following key guidelines for the use of Insider Information:

- 11.1.1 Prohibit trading of the Company's securities during the 30-day period before the financial statements or any other material information is released to the public (the date of disclosure to the stock exchange), and also avoid trading the Company's securities during the period it has access to material inside information.
- 11.1.2 If a director or executive intends to trade the Company's securities, they must notify the Board of Directors or the person assigned by the Board at least 1 business day in advance of the transaction date.
- 11.1.3 Prohibit the disclosure of any undisclosed information that may affect the price of the Company's securities to external parties or individuals who are not authorized to know.

12. Confidentiality

The Company has established a Confidentiality Policy for Company and Customer Information to set criteria for maintaining the confidentiality of information related to the Company's business and its customers at all times, and to ensure that employees at all levels of the Company are required to know the procedures for securing confidential information.

12.1 Confidentiality Policy for Company and Customer Information

The Company has established the following key operational guidelines for maintaining the confidentiality of company and customer information:

- 12.1.1 The Company is obligated to maintain the confidentiality of customer information and will not disclose it to third parties, except in the following cases:
 - (1) Written prior authorization is obtained from the customer for disclosure.
 - (2) Disclosure is mandated by law.
 - (3) The Company has a duty, as prescribed by a regulatory organization, to disclose the information to the public.



- 12.1.2 Company employees are obligated to protect the confidential information of the Company, customers, and business partners indefinitely, even after the individual has resigned or is no longer an employee of the Company.

12.2 Measures for Controlling and Preventing Confidentiality Breaches of Company and Customer Information

- 12.2.1 The Company may classify the level of data confidentiality based on importance and use specific measures to control access, limiting the use of information only within the scope of assigned duties.
- 12.2.2 The Company must keep customer and commercial information confidential. Disclosure to unauthorized persons is prohibited, unless required by legal provisions or approved by the Company's Board of Directors or authorized persons.
- 12.2.3 The Company must clearly document confidentiality agreements, define the storage period, and assign responsible persons to comply with the agreements to prevent breaches that may lead to legal action.

13. Personal Data Protection

The Company respects the right to privacy of customers, shareholders, employees, and various individuals related to the Company. In any operation involving personal data, including collection, use, and disclosure, the Company will ensure the data owner's rights are fully protected, in accordance with the law and the Company's Personal Data Protection Policy as follows:

13.1 Personal Data Protection Policy

The Company has established the following key guidelines for Personal Data Protection:

- 13.1.1 The collection, use, disclosure, and/or transfer of personal data must obtain consent, unless there is another legally permitted reason.
- 13.1.2 Consent (if necessary) must be freely given, specific, and explicit, and the data owner can withdraw consent.
- 13.1.3 Certain information must be notified at the time of collecting personal data, such as the purpose of collection, the possibility of disclosure/transfer of personal data, etc.
- 13.1.4 Provide security measures as required by law.



14. Use and Maintenance of Information and Assets

The Company recognizes the importance of using and maintaining assets, both tangible and data-related, correctly, safely, and with maximum efficiency. Employees at all levels must use Company assets carefully, only for business purposes, and must not use or disclose asset information for personal gain or the benefit of others without authorization. This is to prevent loss, damage, and deterioration of assets that could affect the organization.

14.1 Guidelines for Use and Maintenance of Company Asset

- 14.1.1 Use Company assets only for business purposes, such as computers, telephones, office equipment, documents, and working time, must be used appropriately within the scope of responsibility.
- 14.1.2 Prohibit the use of Company assets for personal purposes without authorization, whether tools, equipment, software, or any data that is the Company's property.
- 14.1.3 Strictly maintain information considered a Company asset, such as customer, business partner, employee information, internal reports, and financial data. Disclosure or transfer without authorization is prohibited.
- 14.1.4 Immediately report damage or loss of assets upon discovery, and submit relevant evidence or information to the IT, Building Management, or Compliance departments for inspection.
- 14.1.5 Regularly inspect and maintain assets to ensure they are in good condition, used as necessary, and do not deteriorate prematurely

15. Information System Security

The Company recognizes the importance of information system security as a key factor for efficient business operation, reliability, and service continuity. Therefore, the Company establishes rigorous guidelines for preventing, controlling, and responding to risks related to information technology systems.

15.1 Information System Security Policy

The Company has established the following key operational guidelines for Information System Security:

- 15.1.1 Users are responsible for protecting, maintaining, and keeping their username and password information safe. Disseminating, distributing, or allowing others to know the password is prohibited.
- 15.1.2 Prohibit the use of the Company's systems or information resources for personal purposes or to commit any act that violates ethics, law, or poses a risk to the Company.



15.1.3 Users must protect, maintain, and ensure the confidentiality, integrity, and availability of data. All data contained within the Company's assets is considered Company property. Dissemination, modification, duplication, or destruction without authorization is prohibited.

15.1.4 Define access rights to information based on the user's role (Role-Based Access Control).

15.1.5 Communicate only through the Company's email system or approved platforms to prevent the leakage of critical information.

15.1.6 Users must strictly be aware of and comply with laws, as well as the Company's rules and regulations. If a user commits an act that violates the law, the offense is considered personal liability, and the user must be responsible for the consequences themselves.

15.2 Information Risk Control Measures

15.2.1 Use protective systems such as Firewall, Anti-virus, Multi-Factor Authentication (MFA), automatic lock systems, and data encryption.

15.2.2 Regularly back up data (Data Backup) and store it in a secure location to mitigate the impact of service interruptions or cyber threats.

15.2.3 Prohibit the installation or download of unauthorized software on Company devices.

15.2.4 Regularly conduct security audits of the system, including Vulnerability Assessment and Penetration Test, as appropriate.

15.2.5 Provide training to employees on cyber threats such as Phishing, Malware, Ransomware, and prevention guidelines.

16. Compliance with Laws, Regulations, and Rules

The Company is committed to conducting business under the principles of correctness, transparency, and social responsibility. Therefore, all directors, executives, and employees must strictly comply with all relevant laws, regulations, and rules, as well as adhere to the principles and guidelines set forth in this Code of Conduct, to maintain the Company's ethical standards and credibility.

16.1 Guidelines for Compliance with Laws, Regulations, and Rules

The Company has established the following key guidelines for Compliance with Laws, Regulations, and Rules:

16.1.1 Strictly comply with laws and regulations. Personnel at all levels of the Company must study, understand, and strictly comply with laws, regulations, and rules related to their roles and responsibilities, such as labor law, tax law, environmental law, personal data protection law, international trade law, etc.



- 16.1.2 Strictly adhere to the Company's internal policies, including internal rules, orders, guidelines, and operating manuals, to ensure a unified standard for business operations.
- 16.1.3 Monitor changes in laws and requirements. The Company is responsible for communicating and disseminating information on changing laws or regulations to personnel in a timely manner, and arranging appropriate training.
- 16.1.4 Do not violate or circumvent the law, either directly or indirectly. Prohibit any act that is fraudulent, distorting, or uses legal loopholes to seek undue benefits, whether against the Company, business partners, or any other stakeholder.
- 16.1.5 Cooperate with regulatory agencies. The Company will cooperate with government agencies and authorized regulators in accordance with the law.
- 16.1.6 Promoting a Culture of Legal Compliance. Promote a culture of respect for the law within the organization by providing appropriate training based on employees' levels of responsibility, and encouraging inquiries, consultation, or whistleblowing if behavior that may violate laws or regulations is discovered.

16.2 Penalties

The Company will take serious action against personnel who violate this Code of Ethics. Violation, encouraging others to violate, ignoring misconduct upon discovery, obstructing an investigation, or acting unfairly toward an information provider is considered a serious offense. Violators may be subject to appropriate disciplinary action, which may include termination of employment, compensation for damages, and civil or criminal legal proceedings, as the case may be.

This policy was approved by the resolution of the Board of Directors Meeting on November 14, 2025. The previous announcement regarding the Conflict of Interest Policy is hereby revoked, and this announcement shall be used in its place, effective from November 15, 2025, onwards.

Announced on November 14, 2025

(Dr. Dhas Udomdhammabhakdi)
Chairman of the Board



Acknowledgement and Acceptance Letter for the Code of Conduct and Business Ethics

NR Instant Produce Public Company Limited and its Subsidiaries

I, Mr./Mrs./Ms. Employee ID..... Position
.....

Hereby certify that: I have read, understood, and acknowledged this entire Code of Conduct and Business Ethics and agree to strictly adhere to and comply with it, as well as all other policies and procedures currently established by the Company, or as they may be amended or supplemented in the future.

I am fully aware that failure to comply with this Code of Conduct and Business Ethics or any act of violation may result in disciplinary action in accordance with the Company's employment regulations, which may include termination of employment, depending on the case.

I further confirm that I have signed this document voluntarily and fully understand the implications of my signature.

Acknowledged By:

.....

(.....)

Date