

(Translation)

Treatment of Shareholders Policy

The Company realizes that shareholders are the owners of the business. The Company has a duty to create added value for shareholders in the long term. Therefore, executive directors and employees are required to comply with the following guidelines.

1. Perform duties with responsibility, caution and honesty under reasonable decision based on information believed to be sufficient and accurate, both directly and indirectly, and act honestly for the highest benefit of the Company. Have a legitimate and appropriate aim and do not act in a conflict of interest with the company.
2. obey the law Objectives of the Company's regulations, resolutions of the board of directors, resolutions of the shareholders' meeting, carried out in accordance with the good practices of the principles. corporate governance and business ethics and treat shareholders equally Both major and minor shareholders for the highest benefit of shareholders
3. Manage and ensure that the Company's assets do not depreciate or be lost illegally and have an effective internal control system and risk management system in place.
4. Give shareholders an opportunity to take part in taking care of the business. and give opinions on operating business under equal treatment to shareholders
5. Company status report regularly, completely, truthfully and up to date with the situation
6. Informing of news and information of the company that is factually accurate and sufficient for decision-making to all shareholders equally and in a timely manner
7. Take care that directors, executives, and employees do not seek benefits for themselves and those involved. By providing any information of the company which has not yet been disclosed to the public, disclosing the company's secret information. to third parties and/or take any action In a manner that may cause a conflict of interest with the company.
8. Provide a channel for reporting dishonest acts or complaints. Covers postal and telecommunications websites and has a process for responding to complaints, protecting complainants, including reporting the results of action to complainants in a systematic and fair manner.
9. Provide various channels for disseminating information, including creating a company website for shareholders to easily access information.

This Treatment of Shareholders Policy effective from November 13, 2020 onwards.