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บริษัท เชียงใหม่ฟรอสเฟนฟู๊ดส์ จำกัด (มหาชน)

149/34 ซอยแองโกลพลาซ่า ถนนสุรวงศ์ แขวงสุริยวงศ์ เขตบางรัก กรุงเทพฯ 10500

CHIANGMAI FROZEN FOODS PUBLIC COMPANY LIMITED.

149/34 Soi Anglo Plaza Surawongse Rd., Suriyawongse, Bangrak, Bangkok 10500 Thailand

Tel : (662) 634-0061-4, 238-4091 Fax ; (662) 238-4090

## Business Ethics

### Chiang Mai Frozen Foods Public Company Limited

The Board of Directors is aware of the roles, obligations and responsibilities of directors. Executives and employees towards the Company's operations to be credible. Transparency in accordance with the principles of good corporate governance to ensure that the Company's mission is carried out efficiently and effectively, in accordance with the objectives and in accordance with the Company's Articles of Association. To bring maximum benefits to shareholders and all groups of stakeholders.

#### Corporate Philosophy

Maximum customer satisfaction is our highest desire.

#### Vision

Committed to development for leadership in frozen agricultural products and processed agriculture.

#### Mission

1. Focus on developing and recruiting quality, fresh, clean, chemical-free vegetables and deliver products quickly as required by customers.
2. Aim to manage the business to have a good return on investment based on the principles of corporate governance.

#### Corporate Values

1. The Company will treat shareholders and all groups of stakeholders equally and fairly.
2. Always consider the risks and manage the risks appropriately.
3. It will create leadership at all levels. Promote a good working atmosphere
4. Happy and safe at work
5. It will build a good relationship with society. Community and Environmental Protection
6. It will build a quality organization and aim to become a learning organization.
7. It will fight against all forms of corruption and corruption.
8. It will not violate and does not support businesses that violate human rights.

#### Corporate Governance Principles

1. Honesty, fairness, and morality, any action will be honest, honest, fair, moral, and honest in their duties, both to themselves and to all stakeholders. Do not take advantage of the organization.
2. Openness and Transparency: We will conduct our business and operations with transparency, being ready to disclose all important company information accurately, completely, in a timely manner, and keeping it current. We are open to audits and will welcome feedback from all stakeholders for continuous improvement and development.



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3. Equality: We will conduct our business and treat shareholders, customers, business partners, competitors, creditors, employees, and all stakeholders with equality and fairness. We will not discriminate based on differences in race, religion, gender, age, marital status, or physical disability.
4. Fairness: We will conduct our business and treat shareholders, customers, business partners, competitors, creditors, employees, and all stakeholders fairly for mutual benefit.
5. Holding the promise, we will conduct our business and operate with responsibility to shareholders, customers, partners, competitors, creditors, employees, and all stakeholders. To operate in accordance with the policy. Good work system and commitments made to various stakeholders.
6. Caring for Society: Businesses will be conducted with the best interests of stakeholders, communities, and society in mind, respecting their legal rights, and all activities will be carried out with environmental and social factors in mind for sustainable development and growth.
7. Confidentiality: We will not disclose confidential information of shareholders, customers, business partners, competitors, and creditors. All employees and stakeholders, intentionally or unintentionally, to third parties, except with the consent of the information owner and will not use the information obtained for personal financial gain or others.
8. Disclosure of Directors' Interests Executives and employees will disclose the interests of their personal or other businesses, including any matter that is a conflict of interest or may lead to a conflict of interest.
9. Compliance with the Law: We will strictly adhere to all laws, rules, and regulations related to our business operations.

## Code of Conduct

### 1. Managing Conflicts of Interest

The Board of Directors has a policy on conflicts of interest. Executives and Employees, The Company must not seek personal interests that are contrary to the interests of the Company or take any action that causes a conflict of interest. As follows:

- 1.1) Director Executives and employees must avoid conduct that causes a conflict of interest to the Company. If any action related to a conflict of interest is required, the directors of the Executives and Employees The best interests of the company must be considered.
- 1.2) Director Executives and employees who participate in activities outside the organization or hold positions outside the company, such as being directors. Executives, consultants, or representatives in other organizations. Activities The Company must not cause a conflict of interest with the Company, whether directly or indirectly, and must not affect the performance of its duties in the Company.
- 1.3) Director Executives and employees will not commit any act related to any form of fraud and corruption, both for their own benefit. Family, friends, and acquaintances, whether directly or indirectly, whether they are in the position of recipients, givers, or offerors, whether monetary or non-monetary, to government



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agencies or private agencies with whom the Company operates or deals with them, must strictly comply with the policy. If they do not comply, they will be considered for disciplinary action according to the regulations set by the Company and may be punished according to the law. If the act is illegal.

- 1.4) Director The person with management authority must prepare a report on their own interests and related persons. When there is a change in the information. The Company will use it to supervise transactions between the Company and its directors. The person with the authority to manage and/or the person's related persons to comply with the Rules. Regulations and related laws
- 1.5) Investment in any business with related interests or transactions between the Company and the directors. The person with the authority to manage must be approved by the Board of Directors. The approval excludes directors with interests.

## 2. Confidentiality

The Company considers it the responsibility of the directors. Executives and Employees Confidential information must be strictly maintained. As follows:

- 2.1) Director The Company shall be responsible for and maintain the confidentiality of information of shareholders, customers, business partners, competitors, creditors and employees. Unless the disclosure is in accordance with the laws, regulations, requirements or binding conditions that the Company must comply with, and the confidential information of such person shall not be accessed by dishonest or inappropriate means.
- 2.2) Director Executives and employees will not seek benefits for themselves or those involved. By using undisclosed or confidential inside information or disclosing it to third parties, whether directly or indirectly.
- 2.3) Director The Company shall not buy, sell, transfer, or accept the transfer of the Company's securities based on the Company's internal information that has not been disclosed to the relevant authorities.

## 3. Responsibility for the Company's Assets and Reputation

The Company encourages Director Executives and employees use the Company's resources and assets efficiently and are considered a shared responsibility. In order to promote and maintain the Company's reputation, the Company's Guidelines are established. As follows:

- 3.1) Director Executives and employees will perform their duties with prudence and caution. To prevent damage to stakeholders and the Company's reputation.
- 3.2) Director Executives and employees will maintain their honor to be recognized in society. Position yourself appropriately for your position and time.
- 3.3) Director Executives and employees will manage to maintain any of the Company's assets in working condition. There is maintenance, maintenance, and use of various resources to the best of their ability.



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- 3.4) Director Executives and employees will comply with the rules. The company's rules, regulations, and good moral principles are strictly followed.
4. Access to news Whistleblowing or Complaints
- 4.1) Provide measures to report whistleblowers or complaints about illegal acts or codes of conduct or behavior that may imply corruption and misconduct of individuals in the organization. Complaints or whistleblowing by all groups of stakeholders are protected. It is considered confidential and does not constitute a disciplinary offense in case the complainant or whistleblower is an employee of the Company and the complaint is a good faith complaint, the Company will expedite the investigation and resolve the problem as soon as possible.
- 4.2) A secure channel through which employees or stakeholders can access information with confidence. For advice on compliance with anti-corruption measures, please visit the Company's website [www.cmfrozen.com](http://www.cmfrozen.com) > Investor Relations > topics such as anti-corruption and corruption policies or business ethics or corporate governance policies or other topics.
- 4.3) A secure channel that employees or stakeholders can access with confidence. When to make a complaint Report information or clues related to fraud and corruption without risk to the informant later by submitting a complaint. Report information or clues by mail to
- Chairman of the Audit Committee or Chairman of the Corporate Governance and Sustainability Committee, or Company Secretary or Human Resources Department
- Address **Chiangmai Frozen Foods Public Company Limited**  
149/34 Soi Anglo Plaza Surawongse Road, Suriyawongse, Bangrak, Bangkok 10500
- Or send by E-mail address: [cg@cmfrozen.com](mailto:cg@cmfrozen.com)
- Or call 02-238-4091 , 02-634-0061
5. Responsibility to Stakeholders
- Stakeholders that the Company focuses on include: Shareholders, customers, business partners, competitors, creditors, employees, communities, society, and the environment.
6. Responsibility to Shareholders
- The Company adheres to the principle of fair and equitable treatment to shareholders. As follows:
- 6.1) Strive to create quality and stable growth so that shareholders can receive sustainable returns from the Company's efficient work and good performance.
- 6.2) Respect the right of shareholders to receive equal necessary information and disclose financial results, financial position, and supporting information that is truthful according to the Stock Exchange of Thailand and the Securities and Exchange Commission. Define



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- 6.3) Perform duties with honesty, honesty, transparency and fairness to ensure that any decisions and actions are made. The best interests of all shareholders and all groups of stakeholders are taken into account.
- 6.4) Control the operation Comply with the Company's policies and continuously improve the quality of operations.

#### 7. Responsibility to Customers

The Company has a policy to create customer satisfaction. As follows:

- 7.1) Provide a service system that satisfies customers by treating all customers equally and equally. Non-discriminatory
- 7.2) Provide complete and accurate information about the service. Do not distort the facts. Taking into account the interests of customers.
- 7.3) Establish a system so that customers can make complaints about the Company's services or business operations. It acts quickly and responds to customers in the best possible way.
- 7.4) Environmental Supervision The area inside and around the factory and office building is safe for the lives and property of customers and visitors to work with the Company.
- 7.5) Striving to create an impression and satisfaction with customers so that customers can receive the best service.

#### 8. Responsibility to Suppliers

The Company aims to provide products and services in a standardized manner and aims to develop and maintain sustainable relationships with suppliers and contractual parties who have a clear objective of quality of goods and services that are worthy of value for money. Technical quality and mutual trust. Therefore, the Company has guidelines on the process of procuring goods and services. As follows:

- 8.1) Equitable competition on the information obtained.
- 8.2) Establish criteria for evaluating and selecting suppliers and contractual parties with impartiality.
- 8.3) Prepare an appropriate and fair form of contract with suppliers.
- 8.4) Establish a management and monitoring system to ensure full compliance with the terms of the contract. Fraud and corruption are prevented. At every stage of the procurement process.
- 8.5) Pay partners and counterparties on time according to the agreed payment terms.

#### 9. Responsibility to competitors

The Company operates its business within the framework of fair competition. As follows:

- 9.1) Do not seek confidential information of competitors by dishonest means.



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- 9.2) Conduct business within the framework of fair competition. Do not damage the reputation of competitors by accusing competitors of dishonesty and without facts.

#### 10. Responsibility to creditors

The Company has a policy to treat creditors fairly. As follows:

- 10.1) Maintain and strictly comply with the conditions with creditors.
- 10.2) Supervise the repayment of loans and interest to all types of loan creditors in full on schedule and comply with the terms and conditions of the loan as agreed. without using the loan in a way that is contrary to the purpose of the loan.
- 10.3) Manage to ensure the company's financial position and ability to pay debts.
- 10.4) Report and provide accurate and complete company information to creditors.

#### 11. Responsibility to employees

The Company recognizes the value of human resources and wants its employees to be proud of the organization with a participatory work atmosphere and equal opportunities for career advancement. Personnel will be developed and empowered to have knowledge and abilities thoroughly and continuously. In order to create value and maintain excellence in the business, the Company has a remuneration and welfare policy. Policy on Knowledge Development and Employee Potential Safety and hygiene policies and other policies are as follows:

- 11.1) Select individuals to be hired to hold various positions fairly, taking into account the qualifications of each position. Educational qualifications, experience, and other requirements required for the job, without barriers based on gender, age, race, religion.
- 11.2) Determine remuneration and benefits for employees fairly. It is suitable for the knowledge, ability, condition and nature of the job. This is in line with the Company's short-term and long-term performance. Management and performance evaluation throughout the organization
- 11.3) Encourage employees to receive training, develop knowledge, abilities, and develop higher work potential to increase work efficiency and provide opportunities for employees to advance in their careers.
- 11.4) Encourage employees to always receive relevant news at the right time and as much as possible. To increase efficiency and good working relationships.
- 11.5) Establish a human resource management system. In terms of appointment, transfer, and clear reward and punishment of employees. By acting with honesty, fairness, and fairness. It is based on the knowledge, competence and suitability of employees.
- 11.6) Give employees the opportunity to make suggestions. Complaints In matters related to work, it is not considered a disciplinary offense. Grievances are protected and considered confidential. Any complaints will be seriously considered and solutions will be found as soon as possible.



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## 12. Safety and hygiene

The Company believes that safety and hygiene are the Company's fundamental responsibilities and are important factors for the sustainable growth of the organization.

- 12.1) Try to prevent accidents. Injuries and illnesses Due to the serious cooperation of all employees, as well as finding ways to limit and control the risk of unsafe operations.
- 12.2) Cooperation with other government agencies and organizations. In dealing with emergencies or accidents caused by work operations with speed. Efficient and cautious.
- 12.3) Comply with laws and regulations. In terms of safety, reliable safety management standards will be applied in cases where there are no laws and regulations requiring it.
- 12.4) Provide for the design of tools and equipment, preparation of procedures, planning and operation, and training of employees to have sufficient knowledge and information. In terms of work safety, to prevent dangers that may be caused by machines. How to work or diseases.
- 12.5) Employees who report to work with illegal drugs in their body or have the effect of alcohol or other narcotic substances at a level that can damage their work. They must be disciplined according to the company's regulations.

## 13. Responsibility to the community and society

In order to maintain a healthy community and society, the Company has established guidelines. As follows:

- 13.1 Strictly comply with their rights as good citizens in accordance with the laws and/or regulations issued by regulatory agencies and regularly cooperate with the government.
- 13.2 Encourage employees and related parties to recognize and understand operational practices to participate in community and social development.
- 13.3 Continuously carry out projects or social activities to create love, harmony, and unity with the community and society.
- 13.4 To prevent the Company's operations from causing damage to the quality of life of the community and society.
- 13.5 Creating a sense of responsibility to the community and society. Among employees of all levels, constantly and seriously.
- 13.6 Jointly promote and create communities and society. Support activities related to community development, including improving the quality of life. Exchange experiences from operations with the community and society. This is to improve the work regularly.



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#### 14. Environment and Natural Resources

The Company is committed to conducting business responsibly, environmentally friendly and natural resources in accordance with the principles. As follows:

- 14.1) It is managed with the goal of preventing impacts on the environment and natural resources, and exceeding legal requirements.
- 14.2) Aim to develop operational processes in accordance with international standards, as well as regularly review and evaluate the performance of the company.
- 14.3) Cultivate and encourage employees and related parties to be responsible. to the environment and natural resources.
- 14.4) Be aware of preserving the environment and natural resources to be livable and a source of watershed and streams. Provide a process to educate employees through training so that all employees are aware of the importance of Cherishing the preservation and use of natural resources in the most cost-effective way.
- 14.5) Maintain the environment and biodiversity in the area where the business operates to achieve a sustainable ecological balance.
- 14.6) Contribute to reducing greenhouse gas emissions that will affect climate change.
- 14.7) Seek Exchange Opportunities Learn and share experiences from operations with other departments. To continuously improve operations.

#### 15. Human Rights

The Company has a business policy based on the principle of respect for human rights principles in accordance with international principles. As follows:

- 15.1) Treat all employees with respect and dignity.
- 15.2) Encourage employees to exercise their legitimate rights as citizens in accordance with the provisions of the Constitution and the law.
- 15.3) Maintain employees' personal information, such as biographies, health records, work history, etc. The disclosure or transfer of an employee's personal information to the public may only be done with the consent of the employee.
- 15.4) Do not violate and do not support businesses that violate international human rights.
- 15.5) All employees must not commit any act of abuse or harassment, whether verbal or otherwise, against others on the basis of race, sex, religion, age, physical disability.



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## 16. Anti-Corruption

The company has the ideology of conducting business with integrity. Comply with the law, be transparent, adhere to social responsibility and all groups of stakeholders in accordance with the principles of corporate governance and business ethics. Therefore, in 2013, the Company joined the Thai Private Sector Coalition against Corruption and Corruption and set guidelines. As follows:

- 16.1) Definition: Corruption refers to the misuse of a position, authority, or the misuse of existing assets. Bribery in any form by offering, promising, giving, committing, demanding, or receiving money, property, or any other unearned benefit for one's own benefit. Family, friends, acquaintances with government agencies, private agencies or related persons. Whether directly or indirectly, to cause the agency or person to act or refrain from performing its duties in accordance with the prescribed codes of practice in order to obtain or maintain any other benefits that are not suitable for business, except in cases where laws, regulations, announcements, regulations, customs, etc. local traditions or commercial customs.
- 16.2) Formulate anti-corruption policies In other words, the directors are prohibited. The Company's executives and employees commit any act related to all forms of corruption and corruption, both for their own benefit. Family, friends, and acquaintances, whether directly or indirectly, whether they are in the position of recipients, givers, or offerors, whether monetary or non-monetary, to government agencies or private agencies with whom the Company operates or deals with them, must strictly comply with the policy. If they do not comply, they will be considered for disciplinary action according to the regulations set by the Company and may be punished according to the law. If the act is illegal.
- 16.3) Focus on human resource management so that the anti-corruption policy can be implemented concretely. Communicate, educate and train employees on the prevention of abuse of benefits in their duties and guidelines to encourage employees to understand and practice as a corporate culture.
- 16.4) Provide fairness and protection to employees who deny corruption or employees who report fraud and corruption related to the Company by taking measures to protect complainants or those who cooperate in whistleblowing and reporting fraud and corruption. As stipulated by the Company in the Protection and Confidentiality Measures for employees who deny fraud and corruption. The Company has a policy not to demote, punish or negatively affect such employees, even if the rejection of fraud and corruption will cause the Company to lose business opportunities.
- 16.5) There is an internal audit department that is independent and impartial. The Company reports directly to the Audit Committee to assess corruption risks, assess the possibility of corruption, and consider prevention and control measures to be the most effective to ensure that the Company can effectively prevent and control fraud and corruption.



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- 16.6) The Audit Committee is required to supervise the compliance with the Anti-Corruption Policy at least once a year, as well as to review the guidelines and requirements for implementation in accordance with business changes. Regulations, regulations, and legal requirements
- 16.7) Do not commit any act related to politics and do not use any of the Company's resources to do so. The Company is an organization that adheres to political neutrality, supports the observance of the law and democratic governance, and does not provide political assistance to any politician or political party. either directly or indirectly.

#### 17. Definition of Political Assistance

Political Contributions refers to the provision of financial support. As well as encouraging employees to participate in political activities on behalf of the Company in order to gain business advantages. This does not include employees participating in activities based on their right to personal freedom, but they must not impersonate employees or use any of the Company's assets, equipment, and tools for political purposes.

- 17.1) The use of the Company's money or assets for charitable donations must be done only on behalf of the Company. By making a charitable donation, the recipient must be a foundation. Public charitable organizations, temples, hospitals. Educational institutions or organizations for the benefit of society that are certified or reliable and can be verified by going through the procedures according to the company's regulations and approved by the authorized person.
- 17.2) Charitable donations in the personal name should be made. However, it must not be related or cause suspicion that it is a fraudulent act. In the hope of any benefit.
- 17.3) The provision of money or assets of the Company to support the project must be named in the name of the Company only. The subsidy paid The disbursement must clearly state the purpose and have verifiable evidence and go through procedures in accordance with the company's regulations.
- 17.4) Do not accept gifts, souvenirs in cash, cheques, bonds, stocks, gold, gems, real estate or similar items with related parties with whom they have contacted and coordinated, both government agencies and private agencies, which are beneficial to the person or to themselves or cause damage to the Company.
- 17.5) Do not accept property, goods, gifts, gifts, or any other benefits that induce them to neglect to perform their duties.
- 17.6) Do not give property, goods, gifts, or any gifts or any other benefits to motivate decisions or affect the recipient. Not following the same trade practices as other suppliers.
- 17.7) It is not an intermediary to offer money, property, goods or any other benefits to persons related to the business. government agencies or private agencies in exchange for privileges that should not be obtained, or make government officials or private officials Ignoring the rules Regulations, regulations, and legal practices as prescribed.



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- 17.8) The Board of Directors and senior executives recognize the anti-corruption measures and have the authority, duties and responsibilities to formulate policies. The Board of Directors and senior executives will support the implementation of various measures to ensure that the Board of Directors and senior executives The Company has truly recognized and attached importance to such measures and instilled them into practice as the culture of the organization.
- 17.9) Director Executives and Employees The anti-corruption policy must be strictly followed. Failure to comply will be considered a disciplinary offense and punishable according to the regulations set by the Company and may be punished according to the law. If the act is illegal.
- 17.10) The Company will disseminate the Anti-Fraud and Corruption Policy through the Company's communication channels such as the Company's website, email, fax, annual disclosure report (Form 56-1 One Report), circulars, etc. Social Responsibility Report Orientation, Training, Seminar

The company has incorporated business ethics knowledge into its curriculum for all employees through self-learning resources. All directors, executives, and employees are responsible for understanding, strictly adhering to, and signing an acknowledgment of the business ethics code. For any questions or concerns, please consult your supervisor or the Human Resources department. Or a person assigned by the company to be responsible for monitoring compliance with business ethics through designated channels, including notifying supervisors or responsible persons when violations or non-compliance with business ethics are observed, and cooperating in fact-finding investigations

Monitoring compliance with business ethics is the responsibility of all supervisors at every level and is considered part of employee discipline. The Audit Committee oversees compliance at the subcommittee level.

The Business Ethics Act was approved at the Board of Directors meeting No. 1/2004 on March 25, 2004, and revised at the Board meeting No. 1/2026 on February 26, 2026.

Your Faithfully,

(Mr. Prayoon Pholpipattanaphong)

Chairman

The document information is translated from the Thai version

If there are any unclear issues, the Thai version of the document shall be preferred.