



# **Business Code of Conduct**

Effective from 14 November 2025

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## **Message from the Chairman of the Board**

To: All Directors, Executives, and Employees

For our business to achieve success and sustainable growth, our organization must adhere to good corporate governance, comply with all applicable laws and regulations, consider our responsibilities to society, communities, and the environment, and pay attention to building good relationships with all stakeholders. To ensure that everyone in the organization has clear guidance, the Company has prepared this Business Code of Conduct Handbook as an ethical standard covering practical guidelines necessary for work. It provides a framework for sound decision-making, enabling all of us to perform our duties correctly, transparently, and fairly. This is the path that allows the organization to maintain the trust placed in us by all stakeholders.

As Chairman of the Board of Precise Corporation Public Company Limited, I would like all directors, executives, and employees of the Precise Group to use this Handbook as a guiding principle in performing their duties and making decisions in all situations, so that our actions are consistent with the Company's values and preserve our good reputation in conducting business.

Thank you all for your dedication and commitment to your work, and I hope we will continue to work together to create stable and sustainable growth for our organization.

Mr. Achitsak Bunchongphoklang  
Chairman of the Board  
Precise Corporation Public Company Limited

## Introduction

### Importance of the “Business Code of Conduct Handbook”

The “Business Code of Conduct Handbook” or the “Code of Conduct” is a set of guidelines or standards of good behavior that the Company has established as a standard for conducting business. It explains each key policy area separately to make it easy to understand and to communicate to directors, executives, and employees at all levels throughout the organization. Everyone is to follow this Code as a common guideline so that it becomes part of the corporate culture.

### Duties and Responsibilities regarding the Code of Conduct

The Precise Group places great importance on the continuous development of its people in terms of skills, knowledge, and capability, including promoting virtue and ethics and instilling honesty, integrity, and respect for the Company’s rules and policies. The Company also requires strict adherence to this Code of Conduct as a foundation for driving the organization towards sustainable success and strengthening the confidence and credibility of all stakeholders.

1. Company personnel (directors, executives, and employees at all levels) are responsible for understanding and periodically reviewing the contents of the Business Code of Conduct, complying with it, exercising due care, and avoiding any conduct that would breach the Code.
2. Executives at all levels have the following duties:
  - Act as role models.
  - Provide training and communication on relevant policies, rules, and work procedures and ensure that subordinates correctly comply with the Code of Conduct.
  - Foster a good working environment and be open to receiving opinions regarding compliance with the Code of Conduct.
3. The Human Resources unit is responsible for explaining to employees their duties regarding compliance with the Code of Conduct.
4. The Internal Audit unit is responsible for investigating cases where there are grounds to believe that there may be non-compliance with the Code of Conduct and for assessing compliance as appropriate.
5. The Audit Committee is responsible for reviewing the results of investigations in cases of violation of the Code of Conduct, including assessing compliance with the Code by personnel in the organization.

## Guidelines for the Precise Group's Code of Conduct

### Treatment of Stakeholders

In conducting business, the Company inevitably interacts with many stakeholder groups. The Precise Group attaches importance to fair treatment of all stakeholders, including shareholders, employees, customers, business partners/creditors, government agencies, communities/society and the environment, as well as competitors. The Precise Group shall treat these stakeholders equally in accordance with their legal rights or contractual agreements with the Company. Personnel must treat stakeholders honestly, equally, and fairly, and in accordance with contracts and agreements.

- **Treatment of Shareholders**

Shareholders are the owners of the business and key financial supporters of the Company. Personnel in the Precise Group must:

- 1) Perform their duties in the Company with honesty, integrity, due care, and prudence for the maximum benefit of the Company and all shareholders and create value and appropriate returns.
- 2) Regularly, shareholders with complete and information on the Company's status, operating results, and other useful reports.
- 3) You should not use inside information about the Company that has not been disclosed to the public for personal gain or for the benefit of others in a way that may create a conflict of interest.
- 4) Respect shareholders' rights equally and take actions to encourage shareholders to exercise their basic rights at shareholders' meetings.
- 5) Provide opportunities for minority shareholders, who collectively hold shares as specified by the Company, to propose matters for inclusion in the agenda of shareholders' meetings or to nominate people in advance for consideration as directors before the shareholders' meeting.

- **Treatment of Employees**

Employees are an important resource of the Company and are the driving force that enables operations to achieve their goals, leading to success and sustainable growth. Personnel in the Precise Group must:

- 1) Conduct recruitment and selection (employment) based on equality, transparency, and verifiability, and provide equal opportunities to qualified individuals with appropriate knowledge, abilities, and qualifications for the job.

- 2) Provide fair and appropriate compensation in line with each employee's knowledge, abilities, responsibilities, and performance evaluation results, using clear, transparent, and fair processes, and managing employees fairly, avoiding any unfair acts that may affect job security or career progression.
- 3) Make appointments, transfers, rewards, and disciplinary actions based on equality and in accordance with appropriate procedures.
- 4) Focus on developing employees' potential to create a learning organization, promote self-development, improve quality of life, safety, and working environment, and build participation by listening to opinions or collective bargaining regarding benefits for employees at equal levels, as every employee is an important and highly valued factor for the organization.
- 5) Treat employees in accordance with applicable laws, rules, and regulations, and refrain from discrimination based on gender, age, religion, social status, ancestry, educational institution, or any other status. Actions must be based on respect for human rights according to international standards and the dignity of all individuals.

- **Treatment of Customers**

Customers are the heart of the business; they generate revenue and drive growth. The Precise Group is committed to creating customer satisfaction and confidence. Personnel in the Precise Group must:

- 1) Strive to develop and deliver products that are high-quality, safe, and meet standards, to continuously meet customer needs under fair trading conditions.
- 2) Provide accurate and sufficient product information so that customers have enough information, without distorting facts or exaggerating in a way that misleads customers about the nature, quantity, or conditions of products.
- 3) Specify appropriate product warranty periods.
- 4) Maintain good relationships by providing channels and opportunities for customers to communicate with the Company, submit complaints, or express opinions regarding the Precise Group's products so that the Company can respond to customer needs as effectively as possible.
- 5) Properly safeguard customer information and not use customer data improperly for the benefit of themselves and/or others in a way that may cause damage or distress to customers and comply with the Personal Data Protection Act and other relevant laws to protect and secure customer data.

- **Treatment of Business Partners/Creditors**

Business partners are allies that support and strengthen the Company's business capabilities and enable the Company to create quality products, enhance competitiveness, and grow sustainably. Personnel in the Precise Group must:

- 1) Conduct business with partners honestly and fairly, without abusing authority for personal gain, such as demanding or accepting gifts, assets, or other benefits from partners, whether directly or indirectly.
- 2) Provide equal, fair, and clear information to partners to encourage fair competition, and establish criteria for selecting and evaluating partners that are appropriate, transparent, and verifiable.
- 3) Strive to develop and maintain good relationships with partners by entering into contracts with clear commercial conditions regarding product quality, pricing, delivery, etc., and strictly comply with contractual terms, or notify partners in advance if the Company cannot comply so that solutions can be jointly agreed upon.
- 4) Give importance to listening to partners' opinions, complaints, or suggestions to improve operations.
- 5) Not disclose trade secrets or confidential documents to unrelated persons and not use partner data improperly and comply with the Personal Data Protection Act and other relevant laws to protect and secure partner data.

- **Treatment of Government Agencies**

Government agencies are a key stakeholder group that set rules and practices related to the business environment. Government regulations and practices of public officials may differ in each country where the Company invests. Personnel in the Precise Group must:

- 1) Study and correctly follow the procedures of government agencies in an honest and straightforward manner, always bearing in mind that each locality or country may have different rules, regulations, procedures, and customs, particularly regarding rewards, donations, and hospitality.
- 2) Not give bribes, gifts, or gratuities to government agencies or public officials to obtain improper business advantages or convenience.
- 3) Not enable or support public officials in acts that may be considered corrupt.
- 4) Avoid conducting transactions with public officials or their family members when those officials have influence over the Company's contracting decisions.

- 5) Build good relationships with government agencies or public officials within appropriate limits, such as meeting in public places, or offering greetings on traditional or important occasions in line with social norms.
- **Treatment of Communities, Society, and the Environment**

Communities, society, and the environment are another important stakeholder group that the Precise Group is committed to caring for. The Company recognizes the importance of building good relationships and supporting quality of life in local and national communities and continuously strives to reduce environmental impacts. Personnel in the Precise Group must:

  - 1) Conduct business with awareness and responsibility toward communities, society, and the environment and respect local customs, traditions, and cultures in every country where the Precise Group operates.
  - 2) Emphasize constructive activities that benefit communities, society, and the environment so that people living around the Company's premises have a genuinely improved quality of life. Such activities must not be immoral, must not promote vice, and should help conserve natural resources.
  - 3) Continuously install a sense of responsibility toward communities, society, and the environment in personnel throughout the Precise Group and demonstrate a commitment to reducing environmental impact and using resources efficiently, including promoting energy conservation for the benefit of future generations.
  - 4) Control and monitor emissions and waste in all forms so that their impact on communities, society, and the environment is minimized and does not exceed legal limits.
  - 5) Provide communication channels for communities around the Company's premises to lodge complaints or express opinions about the Company's operations that may affect the community so that the Company can promptly and effectively remedy or prevent the impact.
- **Treatment of Competitors**

Competitors are stakeholders who help stimulate the Company to improve its products, adapt, and create innovation to maintain competitiveness and better meet customer needs. Personnel in the Precise Group must:

  - 1) Conduct themselves within the framework of fair competition rules.
  - 2) Not seek confidential information of competitors by inappropriate or dishonest means.

- 3) Not engage in actions that attack, slander, or seek to destroy a competitor's reputation without factual basis.
- 4) Not enter into any agreement with competitors or other parties that would violate competition law, such as agreements that create monopolies or reduce competition in the market.
- 5) Exercise caution when contacting or exchanging information with competitors.

## Use and Maintenance of Company Assets

- **Intellectual Property**

Intellectual property is an asset in conducting business and has a significant impact on competitiveness. The Precise Group recognizes the importance of intellectual property and respects the intellectual property rights of others.

Intellectual property can be classified into:

- Copyright: The exclusive right of the copyright owner to reproduce, adapt, or distribute their creative work, created using their intellect, knowledge, skill, and diligence without copying others' works. Examples include books, articles, poems, music, lyrics, songs, paintings or other artistic works, and computer programs, etc.
- Patent/Petty Patent/Design Patent: An official document issued by the state to protect a product, its components, structure, mechanism, and production methods.
- Trademark: A distinctive sign or symbol used with products or services.
- Trade Secret: Business information that is not generally known and has commercial value because it is secret, such as formulas for raw material calculation, manufacturing processes, recipes for food or beverages, sources of raw materials, customer lists, business plans, etc.

### Guidelines

1. Business operations of the Precise Group must not infringe on the intellectual property rights of others.
2. Personnel must safeguard the intellectual property of the Precise Group from being infringed, copied, adapted, or disclosed without approval from the Company's authorized persons.
3. When entering contracts or legal arrangements involving intellectual property rights, personnel must consult the Legal, Risk Management, and Corporate Governance unit to clarify ownership and rights.

4. Everyone has a duty to monitor and protect the Precise Group's intellectual property from unauthorized access, transfer, or misuse.
5. Use of the Company's trademarks or brand marks must be considered carefully and used with caution for the benefit of the Company and the Precise Group only.
6. The Precise Group encourages employees to create works, inventions, research, and developments without infringing others' intellectual property. However, if any work is assigned by the Company, falls within employees' job responsibilities, uses Company information, or is created using the Company's tools, equipment, or capital, the Company shall own the rights to such work, including any resulting benefits.

- **Personal Data**

The Precise Group respects the privacy rights of all stakeholders. Any activities involving personal data collection, storage, use, or disclosure must comply with the law, the Personal Data Protection Act, and the Company's Personal Data Protection Policy.

Personal data means any information that can be used to identify a person, directly or indirectly, such as name, ID card number, address, phone number, email, vehicle registration number, date of birth, religion, criminal history, health information, disabilities, fingerprints, iris scans, facial photographs, etc.

### **Guidelines**

1. Collect only personal data that is necessary and lawful, consistent with the Company's business purposes, and with regard to the rights of data subjects. For example, collecting a customer's address only when needed for delivering products; or collecting data only after obtaining consent.
2. Use and disclose personal data to third parties within the scope of the purposes that have been notified to the data subject, where permitted by law, or where the data subject has consented.
3. Implement security measures to protect personal data against loss, unauthorized access, use, alteration, or disclosure.
4. Delete, destroy, or anonymize personal data when it is no longer necessary or when the retention period notified to the data subject has expired.
5. Respond appropriately and within legal timeframes to data subjects' requests to exercise their rights.

- **Use and Security of Information Systems**

This refers to compliance with measures to protect data in computer systems from unauthorized access, use, or disclosure and to prevent damage, loss, or destruction of data. This is particularly important today because data is extremely valuable and plays a crucial role in business growth.

#### **Guidelines**

1. Use Company computers and devices only for work-related purposes. Personnel must not use them for personal purposes to access, transmit, or engage in any activities that violate the law, infringe others' rights or intellectual property, offend public morals, or affect national security.
2. The Company reserves the right to review the use of computers or any electronic devices that are Company property and provided to personnel for business purposes without prior permission, for the Company's best interests.
3. Carefully use and maintain Company computers and devices in accordance with intended purposes and store them securely to prevent damage, loss, or destruction.
4. Personnel must be disciplined in using the Company's computer and information systems. Any device connected to the Company's network must be used with caution and in strict compliance with the Company's information security policies. For example:
  - Keep passwords confidential and do not share them with others.
  - Avoid installing software on Company computers or devices by oneself.
  - Avoid changing system settings that may affect data security.
  - Avoid opening files or links from unknown sources or suspected of containing malware.
  - Exercise caution when using email to send confidential Company information to external parties or internal personnel who are not involved with such information.
  - Immediately notify the Information Technology unit if you detect email fraud, phishing using Company email addresses, or fake Company websites.

- **Securities Trading and Use of Inside Information**

Inside information means material information that may affect the price of the Company's securities and has not yet been publicly disclosed. Examples include dividend announcements, joint ventures, acquisition or loss of significant commercial contracts, changes in directors or key executives, business plans, investment plans, financial forecasts, or financial statements.



The Precise Group recognizes the importance of how personnel use inside information. Personnel may receive such information before it is disclosed publicly, and the Company must manage this appropriately to protect stakeholders and comply with laws.

### **Guidelines**

1. Do not use inside information (that affects securities prices and has not yet been disclosed to the public) to trade the Company's securities in a way that exploits outsiders.
2. Do not disclose inside information to others directly or indirectly, regardless of whether you know the recipient will use it to trade the Company's securities.
3. Do not provide advice or opinions on trading the Company's securities unless doing so as part of one's assigned duties.
4. Personnel who know or possess inside information, including their spouses/partners and minor children, must follow these rules when trading the Company's securities:
  - Notify their intention to trade at least one day in advance.
  - Do not trade during blackout periods, such as 30 days before and 24 hours after the public disclosure of financial statements or before the public disclosure of major news, etc.
  - Immediately report any changes in holdings of the Company's securities to the Company after trading.

### **Anti-Corruption**

The Precise Group is committed to conducting business transparently, fairly, and lawfully. The Company has a firm policy of opposing and not accepting all forms of corruption.

### **Guidelines**

- 1) Do not engage in any act related to corruption in any form, whether directly or indirectly.
- 2) Do not give bribes, gifts, or gratuities to public officials, politicians, customers, or external parties related to the Company's business to induce them to perform their duties improperly.
- 3) Provide education and ensure understanding among personnel who must comply with the Company's anti-corruption measures.

- 4) In high-risk activities, strictly comply with Company procedures, such as those related to gifts and hospitality, sponsorship and donations, facilitation payments, hiring of public officials, building business relationships with government agencies, or bidding for government procurement projects.
- 5) Do not ignore suspected corrupt behaviours. All personnel may report such behaviours to their supervisors or through whistleblowing and complaint channels specified by the Company.

## Political Activities

The Precise Group has a policy of political neutrality and does not support any political party at local, regional, or national level.

### Guidelines

1. personnel have the right, freedom, and independence to express political opinions and may exercise personal political rights in their own name as citizens under Thai law and the democratic system with the King as Head of State.
2. In exercising political rights, personnel must:
  - Not use their position or authority within the Company to persuade others to support any politician or political party.
  - Not use Company resources or display the Company name or symbols in any way that would compromise the Company's neutrality or cause damage by being associated with political activities or support.
  - Avoid expressing political opinions at the workplace or during working hours in ways that may cause conflict at work.
  - Ensure that joining any political party or group does not affect working hours, violate Company rules, or breach employment contracts.

## Prevention of Conflicts of Interest

A conflict of interest arises when a Company person (director, executive, or employee) must perform duties or make decisions for the Company but also has another role or interest that conflicts with the Company's interests, such as personal benefit. This may prevent that person from acting independently and impartially. The Precise Group's policy is that in performing duties, holding positions, or conducting any transaction on behalf of the Precise Group, personnel must prioritize the best interests of the Company, act honestly and reasonably, and ensure transparency and accountability.

## Guidelines

1. Do not establish or participate in any business that is the same as the Company's business and competes with the Company or other companies in the Precise Group.
2. Before conducting any transaction for the Company, check whether the counterparty is a person or entity that may present a conflict of interest every time.
3. Avoid involvement in any process of proposing, endorsing, or approving Company transactions with a counterparty that is related to oneself, such as family members, relatives, or businesses owned or partly owned by oneself or relatives.
4. In meetings or approvals where a participant has a vested interest in the matter, that person must temporarily leave the meeting to allow others to consider and discuss the matter freely, without influence from the interested person.
5. Do not use information or matters learned from performing Company duties for personal benefit in ways that may cause harm to the Company.
6. Directors and executives must submit reports of their own interests to the Company within seven days of appointment and/or whenever there is any change in such information.

## Respect for Human Rights

The Precise Group conducts business in line with international human rights principles, respecting human dignity, rights, and freedoms, and does not support any violation of others' human rights.

## Guidelines

1. Relevant units and supervisors at all levels must regularly monitor operations to ensure that the Company is not involved in human rights violations affecting any stakeholder group.
2. Treat all personnel equally and fairly, without discrimination or harassment based on origin, gender, age, skin colour, race, religion, social status, family background, education, or any other status irrelevant to job performance.
3. Do not accept illegal migrant labour, child labour, human trafficking, violation of data privacy, or any other act that violates human rights.
4. Relevant units must provide continuous training and education on international human rights principles so that personnel in the Precise Group can correctly apply them in practice.

## Occupational Health, Safety and Working Environment

The Precise Group attaches great importance to managing safety, occupational health, and the working environment to recognized standards and is committed to continually improving employees' quality of life.

### Guidelines

1. Allocate adequate and appropriate resources and take every measure to control, supervise, and prevent losses from accidents, fires, injuries, or occupational illnesses.
2. Establish emergency control and prevention plans for all Company workplaces, such as fire, hazardous substance leakage, etc., and regularly conduct tests and drills for emergency response procedures.
3. Communicate and educate personnel at all levels so they understand and correctly follow safety, occupational health, and environmental procedures specified by the Company.
4. Personnel must strictly comply with all safety standards and requirements.

## Responsibility to Society, Community, and Environment

The Precise Group is committed to responsible business operations, recognizes the importance of contributing to the development of society, communities, and the environment, and aims for genuinely sustainable growth. The Company conducts its business in compliance with all relevant laws, rules, and regulations and has aligned its strategies with the United Nations Sustainable Development Goals (SDGs).

### Guidelines

1. Support educational scholarships for children and youth in neighbouring areas so they gain knowledge and skills aligned with labour market demands and promote local employment to provide adequate income and reduce the need to migrate to major cities.
2. Encourage employees to develop their knowledge and skills to improve Company systems and become a High-Performance Organization (HPO), giving them opportunities to learn modern technology and management and to take on new roles suited to their abilities.

3. Provide opportunities and promote participation of communities and all stakeholders by listening to their opinions, needs, and complaints to better meet reasonable expectations.
4. Promote efficient energy use, adopt environmentally friendly technologies and innovations, and increase the proportion of clean energy to reduce greenhouse gas emissions and minimize impacts on society, communities, and the environment.

## **Risk Management, Internal Control and Internal Audit**

The Precise Group is committed to creating added value for the business and therefore has established mechanisms for risk management, internal control, and internal audit in line with international standards. These are tools that support sustainable achievement of business objectives, consistent with good corporate governance and building confidence among all stakeholders.

### **Guidelines**

1. Give importance to managing risks that may occur and impact the achievement of organizational goals.
2. Strictly follow internal control systems (work procedures) specified by the Company and regularly review and improve such procedures to appropriately respond to risks that may arise as working conditions change.
3. Support internal auditors and external auditors by providing truthful and accurate information.
4. Supervisors must educate their subordinates about the importance of internal controls and ensure proper compliance.

## **Anti-Money Laundering**

The Precise Group complies with anti-money laundering laws and is committed to protecting itself from being used as a channel or tool for money laundering.

### **Guidelines**

1. Carefully conduct due diligence on counterparties to business transactions to verify their identity and ensure that sources of funds are legitimate.
2. Not cooperate in any act that conceals or disguises the true nature, source, location, transfer, or ownership of assets involved in offences under anti-money laundering law.

3. Not transfer funds to unknown accounts or accept payments that appear unusual, especially from countries unrelated to the Company's business transactions.
5. Immediately report any unusual transactions to a supervisor.

## **Disclosure of Information and Transparency**

Disclosure of information (both financial and non-financial) must be accurate, complete, timely, transparent, and equitable.

### **Guidelines**

Disclosure of the Company's Business Information to the Public and Responding to Shareholders'/Securities Analysts' Inquiries

1. Must comply with the regulations set by the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), as well as relevant standards and best practices.
2. This must be conducted only by authorized people, including the Chief Executive Officer, the head of the Finance and Accounting division, the head of Investor Relations, or other designated personnel.
3. Must not communicate the Company's business information in the form of opinions, forecasts, or statements that exaggerate the facts.
4. Must not disclose business confidential information or information that, if revealed, could harm the Company's interests or competitive position.

## **Whistleblowing and Complaints**

All company personnel or external stakeholders. Such as employees, shareholders, customers, business partners/contractors, and financial institutions in the communities surrounding any of the Precise Group's establishments.

Who becomes aware of or witness misconduct or inappropriate actions by personnel. Or who suffers harm or damage from products or services, corruption, human rights violations, non-compliance with laws/regulations/company rules, or other wrongful acts committed by personnel of the Company or its subsidiaries within the Precise Group.

May report complaints or whistleblowing such violations with clear supporting evidence. These reports will be submitted to the Company for investigation and consideration through the following 3 channels.

- Website: <https://www.precise.co.th/th/whistleblowing-channel>
- Email: [pcc\\_whistleblowing@precise.co.th](mailto:pcc_whistleblowing@precise.co.th)
- Regular mail addressed to any of the following trusted recipients:
  - Chairman of the Board
  - Chairman of the Audit Committee
  - Chief Executive Officer
  - Head of Internal Audit

#### Address

Precise Corporation Public Company Limited  
1842 Krungthep-Nonthaburi Road, Wong Sawang Sub-district,  
Bang Sue District, Bangkok 10800

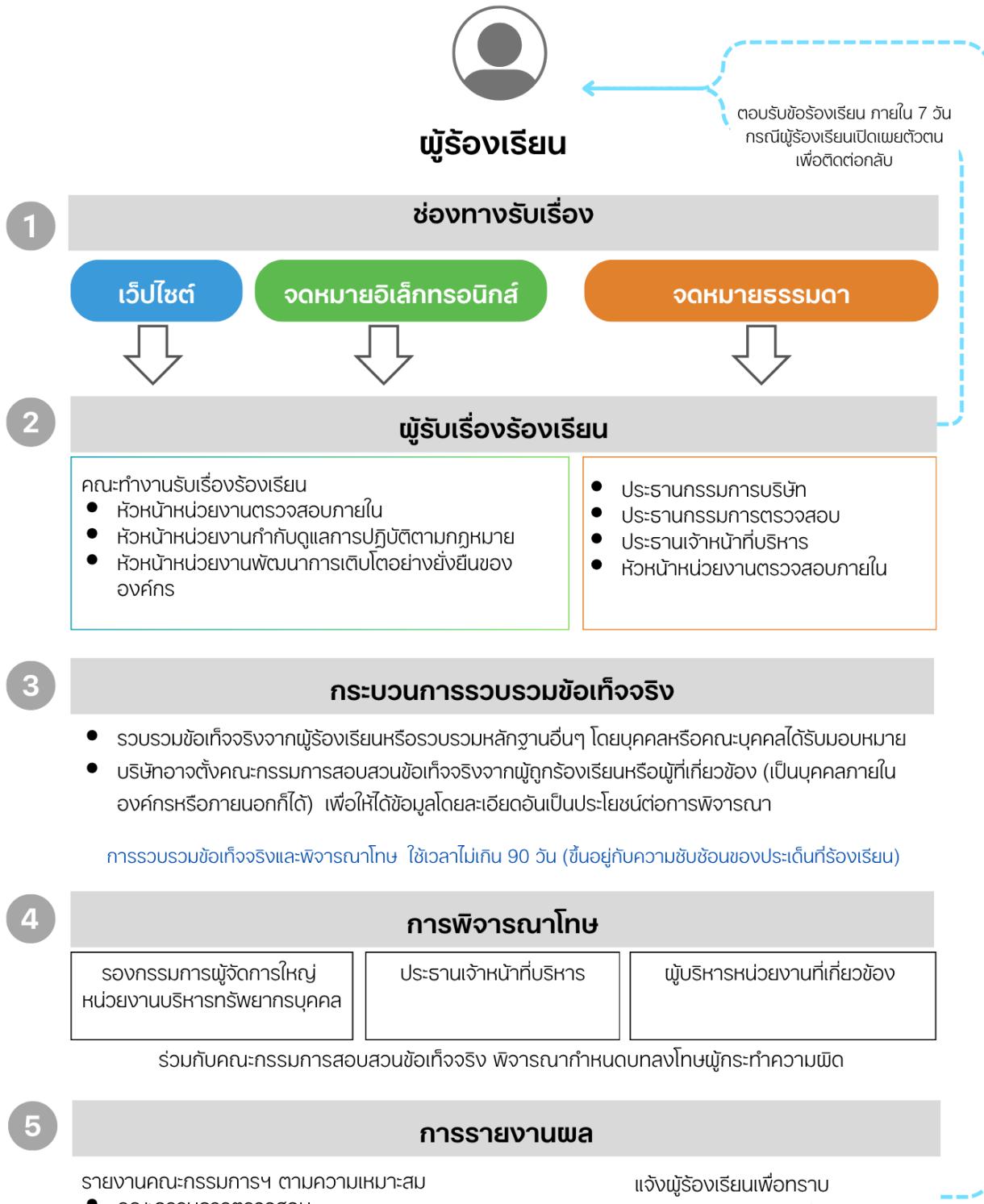
The Company expects that “whistleblowers or complainants” will provide information and not act maliciously or cause unnecessary disruption. Malicious or bad-faithful complaints are considered disciplinary offences under the Company’s work rules.

## **Types of Misconduct under the Code of Conduct**

Personnel will be deemed to have breached the Code of Conduct if they:

1. Do not comply with the Code of Conduct.
2. Encourage, promote, or support others to violate the Code of Conduct.
3. Ignore or fail to act upon known or reasonably knowable violations of the Code, especially those related to their work or subordinates.
4. Do not cooperate, obstruct, or disrupt investigations or fact-finding when there are grounds to believe that a violation of the Code has occurred.
5. Commit unfair acts against people who report Code violations to the Company.

## Procedures upon Receipt of Complaints



Details are provided in the “Whistle Blowing Policy” (Policy on Receiving Complaints and Whistleblowing).

## Whistleblower Protection Measures

- All complaints supported by clear evidence will be handled fairly, transparently, and equitably for all parties. If the whistleblower or complainant reveals their name and contact details, the Company will be able to:
  - Provide updates on progress.
  - Clarify facts; and
  - More easily and promptly alleviate any harm or damage suffered.
- The Company will keep all related information confidential or disclose only as necessary, prioritizing the safety and protection of the whistleblower or complainant, including the source of information and any other persons involved.
- If the whistleblower or complainant believes that they may be unsafe or may suffer harm, they may request appropriate protective measures from the Company. The Company may also implement protective measures without a formal request if it considers that there is a likely risk of harm or danger.

## Disciplinary Actions

The Company prescribes disciplinary actions for personnel who violate the Code of Conduct. The level of penalty depends on the severity, frequency of violation, and damage caused to the Company, as follows:

- **Verbal warning:** For minor offences where the Company has not suffered damage.
- **Written warning:** For repeated offences or more serious violations causing damage to the Company.
- **Suspension without pay:** For offences that significantly affect the Company or other persons within the Company.
- **Termination without severance:** For serious offences that adversely affect the Company's image or reputation.



## Appendix

### **Acknowledgment and Compliance Form for the “Business Code of Conduct Handbook”**

Precise Corporation Public Company Limited and Subsidiaries

1. I, the undersigned, hereby acknowledge that I have received and read the “Business Code of Conduct Handbook”.
2. I understand and agree to strictly comply with the Company’s “Business Code of Conduct” in performing my duties.

Signature

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(\_\_\_\_\_)

Date \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_