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CODE OF CONDUCT

PORN PROM METAL PUBLIC COMPANY LIMITED

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Message from the Board of Directors

Porn Prom Metal Public Company Limited (“the Company”) aspires to be a leading distributor and central hub of high-quality metal products recognized for excellence. The Company offers a comprehensive range of products and services designed to deliver the highest level of customer satisfaction. With a diverse product portfolio that meets the needs of every customer segment, the Company is dedicated to ensuring timely and efficient delivery. In addition, the Company continuously seeks and introduces new products to meet the evolving demands of the market.

The Company is firmly committed to conducting its business with transparency, integrity, ethics, and a strong sense of responsibility toward society and the environment. Throughout the years, our operations have been guided by the Code of Conduct and Corporate Governance Principles, which serve as the foundation of our sustainable business practices.

Furthermore, the Company regularly reviews and updates these principles to ensure their accuracy, relevance, and alignment with both domestic and international best practices. As a role model in good corporate governance, the Company upholds the highest standards of ethical conduct and integrity across all areas of operation, ensuring consistency and accountability throughout the organization.

The Board of Directors

Porn Prom Metal Public Company Limited



Code of Conduct and Business Ethics

This Code of Conduct applies to all directors, executives, and employees of Porn Prom Metal Public Company Limited (“the Company”) and its subsidiaries. All personnel must comply with this Code with understanding, acceptance, integrity, and due care, and must avoid any unethical behavior.

1. Conformance to Code of Conduct Ethics

1.1 Compliance with Laws and Company Regulations

- 1) Employees must strictly comply with all applicable laws, as well as the Company’s rules, regulations, and policies.
- 2) Employees must perform their duties with honesty, integrity, and fairness, always prioritizing the Company’s best interests, even in cases where there may be gaps in the Company’s rules or policies.
- 3) Any violation of laws, or the Company’s policies, regulations, and procedures — whether by shareholders, directors, or employees — cannot be justified as being for the Company’s benefit.
- 4) Employees must immediately report to management any suspicious or improper behavior that may constitute a violation of Company policies and must fully cooperate in any related investigation.
- 5) Employees must demonstrate leadership, responsibility, and commitment in complying with all relevant Company policies, rules, and regulations.

1.2 Treatment of the Company’s Assets and Interests

- 1) Employees have a duty and responsibility to properly maintain the Company’s assets in good condition, protect them from damage or loss, and use them efficiently to enhance work performance and maximize the Company’s benefits.
- 2) Employees shall not use the Company’s assets for personal or others’ benefit without prior authorization.

- 3) Upon termination of employment, all employees must return all Company assets used in the course of their work, in any form, and shall not record, copy, or distribute any related information without the Company's permission.

1.3 Management of Conflicts of Interest

- 1) Employees must not engage, either directly or indirectly, in any business that competes with the Company or has a conflict of interest with the Company.
- 2) Employees shall not engage in or arrange any transactions that may cause a conflict of interest with the Company and/or its customers, or create obligations that could affect the Company and/or its customers, whether directly or indirectly.
- 3) In cases where transactions with potential conflicts of interest are necessary, the Board of Directors shall ensure that such transactions are conducted transparently and fairly, under conditions comparable to those of third parties, and in the best interests of the Company.
- 4) If a transaction does not comply with the normal commercial conditions approved by the Board of Directors, or exceeds the authority of the Board, such transaction must be reviewed and approved by the Audit Committee before submission to the Board of Directors or shareholders for final approval.

Accordingly, the Company has established policies governing such transactions as detailed below.

➤ Measures and Procedures for the Approval of Transactions

The Company has established measures to control transactions between the Company, its subsidiaries, and any parties that may have potential conflicts of interest, in accordance with the notifications of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). The Audit Committee shall review and provide recommendations on the necessity and reasonableness of such transactions, taking into account the normal

course of business and comparing the pricing and terms with those applied to third parties.

In cases where the Audit Committee lacks sufficient expertise to evaluate a particular transaction, the Company shall engage an independent financial advisor or auditor to provide an opinion for consideration by the Board of Directors and/or shareholders, as appropriate.

Any party who has a conflict of interest or vested interest in a transaction shall abstain from voting on the matter. The Company shall disclose all relevant information in accordance with the rules prescribed by the SEC and SET regarding related-party transactions and the acquisition or disposal of assets, as well as accounting standards set by the Federation of Accounting Professions.

➤ **Trends of Future Transactions**

The Company, its subsidiaries and affiliates may have entered into transactions with who may have conflict of interest in future. The general business transaction may have general terms of trade to person who may have conflict of interest. In particular, the company groups of Porn Prom Metal Co., Ltd. (PLC), Company has established a policy for mutual transactions with general trade's term and conditions in according to the market prices which can be compared with the price among third party under the principle approved by Company Board of Directors required by the Securities and Exchange Act and seriously comply with the agreement of both parties. Price and conditions must be defined clearly with fairness and not cause the exploitation among them.

In the event of changes to transaction terms or pricing and condition, the Internal Auditors shall review and report the details to the Audit Committee for consideration and approval, with emphasis on the appropriateness and fairness of each transaction on a quarterly basis.

In case of normal business transactions and supporting transactions without any trade conditions, the Company shall implement the measurement and procedures of mutual transaction as mentioned above prior to execution.

1.4 Trading of Company Securities and Shares

- 1) The Company shall provide knowledge and understanding to directors and executives (as defined by the SEC and SET), including their spouses and minor children, regarding the reporting of shareholdings and any changes thereof to the Office of the Securities and Exchange Commission (SEC) in accordance with Section 59 of the Securities and Exchange Act B.E. 2535 (and its amendments). All such changes must be reported to the Company Secretary for further notification to relevant parties. The Company shall also inform them of applicable penalties for non-compliance.
- 2) Directors and management, including their spouses and minor children, shall report their initial shareholdings upon appointment and any subsequent changes to the SEC Office.
- 3) Directors, management, and employees shall not disclose material non-public information that may affect the Company's securities price, nor use such information for personal or others' benefit. They must refrain from trading the Company's securities during the one-month period prior to the public disclosure of financial statements.
- 4) Directors and Managements must inform the Board of Directors through the Company Secretary at least one day before trading the Company's securities. The Secretary shall report any changes in shareholdings to the Board and disclose them in the annual report.

1.5 Confidentiality and Use of Insider Information

- 1) Disclosure of insider information must be authorized by Company management or relevant personnel. The Company shall avoid disclosing any forecasts or business comments covering a period of

less than six months to the public. Long-term business reviews may be disclosed in accordance with SET regulations.

- 2) During operation period and after the expiration of operation period, employees must keep business insight as well as any data confidential of company and its stakeholders strictly. Employee shall not disclose insight to third parties or publicity to seek benefits for themselves and other.
- 3) The rumors or news affected to the securities trading or investment decisions; company shall clarify the fact immediately.
- 4) Set up any signing of confidentiality agreement between the company and third parties to ensure such confidential will not be published to public.

1.6 Security and Hygiene in Workplace

- 1) Provide employees with proper tools, equipment, and a safe working environment.
- 2) Establish rules, regulations, training programs, and work controls to ensure the safety of employees' lives and property.
- 3) Implement strict measures to prevent and control workplace accidents, injuries, and health hazards through the cooperation of all parties.
- 4) Comply fully with government laws and regulations related to occupational safety standards.
- 5) Cooperate with government authorities and relevant agencies to respond to workplace emergencies or accidents promptly, effectively, and with care.
- 6) Prohibit employees from possessing, trading, transporting, or using alcohol, drugs, or controlled substances (except medication prescribed by a doctor) while on duty or conducting Company business, unless authorized by top management on specific occasions such as Company events.
- 7) Prohibit all forms of gambling during working hours or within Company premises.

1.7 Compensation and Employee Benefits

The company has a policy driven by performance which effect to employee wages and compensation. Therefore, company can ensure that employees receive compensation that suits with their performance and Company income. Moreover, company also focus on paying compensation at the similar rate with other company, as well. Therefore, the compensation is fair and competitive with other organization.

- 1) The Company managed compensation, salaries and wages to be fair by considering various factors such as qualifications, experience, positions, responsibility and operations compared with other companies, domestic employment rate, situation and etc. which reflect the results of operations of the Company.
- 2) The Company determined the structure of organization and division with clearly authorities and responsibilities and appropriated to the type or nature of the operation which has been reviewed periodically in order to suit the situation.
- 3) Employment and staffing have been made by the necessity and appropriate for job. All employees must have appropriate qualifications, experience and ability to work in according to company regulations.
- 4) The Company has policy that promote employees' health and good environment therefore they can work effectively as well as set up some funds included provident fund, staff uniform, service bus and welfare in some aspects. Employee shall receive welfare which requires by laws. Moreover, welfare will be considered by Company's welfare committee every month

1.8 Staff Development

The Company has established a continuous staff development policy, recognizing that employees are a valuable organizational resource. The Company aims to enhance employees' capabilities to improve performance and grow together with the organization.

- 1) The Company promotes the development of all employees to reach their full potential through Individual Development Plans (IDP).
- 2) The Company provides both in-house and external training programs, for individuals and groups, to enhance employees' competencies.
- 3) Employees are given opportunities to develop management skills, teamwork, professional expertise, and knowledge of new technologies.
- 4) The Company encourages creativity through various activities to help employees reach their full potential and achieve career success.
- 5) The Company emphasizes the development of employees to be both competent professionals and persons of good character.
- 6) The Company regularly organizes activities to promote unity and teamwork among employees.
- 7) The Company allocates sufficient budgets for staff development programs at all levels.

1.9 Give and Receiving Gifts

Employees must not solicit or accept gifts, bribes, loans, or any special treatment that may influence their business decisions on behalf of the Company. Gifts or exchanges may be made in accordance with customary business practices to maintain good relationships. However, employees should not accept gifts of high value or with excessive frequency that may be perceived as improper or as creating an obligation. In cases of doubt regarding the appropriateness of receiving any gifts, benefits, or services, employees should seek advice from their supervisor.

1.10 Anti-Corruption

The Company strictly prohibits directors, executives, and employees from offering, requesting, giving, or accepting bribes in any form, or from using information obtained through their duties for improper personal or others' benefit. This includes offering, contracting, granting, or receiving money, property, or any other advantage from government officials, state

enterprises, or private entities, whether directly or indirectly, in order to obtain inappropriate business benefits.

All employees must not engage in any conduct contrary to the Company's Code of Conduct, unless such actions are expressly permitted by laws, regulations, customs, or accepted trade practices. The Company shall provide anti-corruption training and ensure that all employees strictly comply with its Anti-Corruption Policy.

1.11 Intellectual Property Protection

- 1) Employees must behave in accordance with laws, regulations and contractual obligations related to intellectual property rights, patents, copyrights, trade secrets and proprietary data. They shall not use other's intellectual property rights to use in wrong way.
- 2) Employees who use other's intellectual property rights or information of third parties that adopted or used for company business therefore the company must check such materials to ensure that shall not infringe the intellectual property of others.
- 3) Employees who used company's computer must use licensed software and permitted by company only to prevent the infringe of intellectual property.
- 4) Upon termination of employment, employees shall return all intellectual property included their works back to Company in any formats.

1.12 Respect of Human Rights

- 1) Respect for human rights without discrimination upon any reasons or due to the similarities or difference in terms of race, sex, color, religion, education or any other status.
- 2) Respect in personal dignity, privacy and rights of individual rights and do not do or promote any actions to violate or abuse human rights in any kind.
- 3) Maintain the personal data of all employees such as biographies, health checkup, work profile and other privacy data, the disclosure

or transfer of personal data of employees can be made unless such data has been allowed by owner.

1.13 Action to Stakeholder

1) Action to Shareholders

The company is committed to run business with the full capacity based on transparency, accountability and fairness to all shareholders for maximum benefit of shareholders. Moreover, the disclosure of IT data has been made regularly and truthfully.

2) Action to Employees

All employees are valued resource and also vital to the company growth, capabilities, profitability of the Company and its subsidiaries. The company will treat all employees with respect in their dignities and honor, company shall not do any disadvantage actions which contrary to principles of human rights. Company shall set up remuneration and benefits with fairness, provide good environment for their health, hygiene and safety to their life and property. Company shall encourage all employees to gain training and development their capability continuously as well as open to hear all suggestions from employees as guidelines to ensure the benefit of all parties and build good relationships for working together.

3) Action to Customers

The company is committed to supply high quality products to customers with reasonable price, provide work team to advise and help clients in various matters. Moreover, company has always listened all suggestions and feedback from customers in order to improve and develop products and services to increase efficiency and complied with agreement with customer strictly.

4) Action to Partner and Creditor

The Company treats all partners and creditors with equality and fairness, conducts business in compliance with contracts and agreed terms to achieve mutual benefits, and is committed to maintaining good and long-term relationships with them.

5) Action to Competitor

The company will treat all competitors under fair competition without any exploitation or violate to trade secrets with dishonest or inappropriate action. Company shall not violate the competitors' reputation by accuse and infringes intellectual property rights of competitors.

6) Action to Communities, Society and Environment

The company shall operate business under the responsibility to community, society and environment as well as avoid any action that harm to environment, promote and built awareness, social responsibility to employees included direct them to comply strictly by laws and regulations.

2. Ethics and Code of Conduct for the Board of Directors and Management

The company expected board of directors and management perform their duties under good ethics, integrity faith, carefulness to maximize the interests of the company and its stakeholders. They will be role models to all employees. The company defined ethics and code of conduct as follows:

- 1) Perform their duties with good ethic, integrity faith, carefulness to maximize the interests of the company and its stakeholders.
- 2) Perform their duties in according to the laws, regulations, corporate governance as well as related policies.
- 3) Perform as the role models for employees in compliance of code of conduct and corporate governance policies.
- 4) Support and supervise the company operates with transparency and anti-corruption
- 5) Devote time to the duties with full power and capability.
- 6) Avoid to conduct any actions may conflicts of company interest whether directly or indirectly.
- 7) Do not engage to receive or give the property or benefits with dishonesty to company stakeholders.
- 8) Do not use their authority for exploitation
- 9) Maintain their honor and dignity to be accepted in society as well as perform appropriated role, duty on right circumstance.
- 10) Treat other with hospitality, respect for human rights of others.
- 11) Keep the confidential information of the Company and its stakeholders even after the termination of employment unless must follow by legal or binding with term and conditions.
- 12) Do not purchase, sale, transfer the company securities by taking advantage from undisclosed information for their own or other benefits.

3. Ethics and Code of conduct for Employees

To strengthen the good work with effectiveness, the company has established a code of conduct and best practices for employee as follow

- 1) Perform their duties in according to the laws, regulations, corporate governance as well as related policies.
- 2) Perform their duties with good ethic, integrity faith, carefulness to maximize the interests of the company and its stakeholders.
- 3) Perform their duties with transparency and anti-corruption.
- 4) Responsible, thoughtful, dedicated to maximize the company interests.
- 5) Seek ways to improve responsible work efficiency.
- 6) Maintain their honor and dignity to be accepted in society as well as perform appropriated role, duty on right circumstance.
- 7) Treat other with hospitality, respect for human rights of others.
- 8) Listen others' opinions with good reasons and without bias.
- 9) Build up unity, mutual assistance to benefit for society and country.
- 10) Keep the confidential information of the Company and its stakeholders even after the termination of employment unless must follow by legal or binding with term and conditions.
- 11) Do not use information received from duty for exploitation.
- 12) Avoid any actions or give opinion about third party, mass media, social media or social networks in any formats that may ruin image and reputation of organization or made other understand that company related to such action or opinions.
- 13) Do not bring work of the other, either inside or outside company to claim as their work.

4. Ethics and Code of conduct for Investor

The company has prepared a code of conduct for investor based on basic principles of accuracy, sufficient timely, fairness, honestly in accordance with policy and corporate governance of the company. Investors shall conduct as follow:

1. Disclosure of important information to investment decisions with accuracy, sufficient and timely

- 1) Disclosure of information with accuracy, adequate and timely which comply with the requirements of government agencies such as SEC or SET
- 2) Give information carefully and thoughtful while refuse to provide the information considered as secret trade secrets or information that made company lose the competitive ability.
- 3) In case company has other information, which effect to investment decisions in securities, company can disclose information to the public defined by SET. Such information must be clear and sufficient details to understand for example the explanations or reasons why the company performance has been changed for over 20 percent and / or the description and analysis of MD & A with clear explanations.
- 4) If case of rumors occurred, investors shall declare fact to public immediately in accordance with SET requirements in term of the Disclosure of Information of Registered Companies to build correct understanding.
- 5) Do not disclose wrong information with intention to push Company securities trading.
- 6) Disclose information or its resource to users through various channels as follows
 - SET system
 - Company Website

- Printed media such as annual registration statement (Form 56-1, annual report, business report.
- Participate in "Registered Companies meet Investors" (Opportunity Day).
- The Event titled "Company Visit"
- Meeting with analysts and investors

2. To maintain and keep the inside information

- 1) Do not disclose inside information to other unless it has been publicity under other rules and regulation.
- 2) Maintain and disclose inside information within the rules and regulations prior disclose to one specific investor. In accordance to Company regulation which prohibited staff from disclosing confidential information to third parties or seek benefits for themselves or for other people, if employees breach the regulations shall account as serious disciplinary offense.
- 3) Avoid to trade company securities within one month prior to publicity of company financial statements included securities trading report to Secretary or entities designated by the Board of Directors each time.
- 4) Do not make appointment or answer future financial statement to analysts and investors before disclosure periods of financial statements for at least two weeks (Quiet Period).
- 5) In case the setup of financial analyst meeting (Earning Preview) which should proceed before the Quiet Period and should be cautious in providing information such as the forecast figures of return and profit on financial period.

3. Disclosure of information with fairness

- 1) Give stakeholders with the opportunity to access information equally.
- 2) Give opportunity for stakeholders to interact and ask questions as appropriate without discrimination to contact on particular group.

- 3) Disclosure information presented in meeting to public as soon as possible, such information included Opportunity Presentation, Road show Presentation and Analyst Presentation posed on company's web site after the completion of the meeting.
- 4) Pose information on Social Network carefully and thoughtfully, if found any un-cleared information, it needs to clarify via the SET system to prevent the bias of information disclosure

The Company's practices toward each group of stakeholders are as follows:

3.1 Treatment of Investors

- Treat to all investors with fairness whether small or huge investors.
- Provide an opportunity for individual investors to access to information with equality both analysts and investors.
- Do not act with discrimination in the One-on-One Meeting with institutional investors or investor groups. If cannot set up meeting with everyone therefore the criteria of appointment should be fair to everyone.
- Some events set up for investors such as Business Visit and Investor meeting should perform by concerning of interests of the company and the value of the resources shall be used.

3.2 Treatment of Analysts

- Coordinate the management to meet with various stakeholders occasionally.
- Do not give money or gifts for analysts in order to induce or persuade them to analyze only positive review to Company.
- Respect for the contributions and opinions of the analysts while can clarify facts properly if you found misguided information.

3.3 Treatment of Mass Media

- Provide information and opportunities to mass media have been informed accordingly.
- Do not use condition of doing business with mass media such as buying advertisement in order to write only positive reviews for the company.

- Do not give incentive or gifts to mass media to write only positive reviews for the company.

3.4 Treatment of the Authorities.

- To cooperate in providing information to authorities as requested.
- Do not give gifts to the officials to provide any special assistance

3.5 Treatment of Individual in Organization.

- Coordinate the management to meet with various stakeholders occasionally.
- Report to the Board of Directors and management about value added to company such as performance from investor relations activities, comments from analysts and investor as well as Information of Movement in securities market and etc.
- Be a medium of company to communicate investor code of conduct therefore employees can participate in practices such as treatment of inside information and etc.
- The treatment to stakeholders as mentioned above, Investors should provide information to other stakeholders at the same level unless some complicated information need to proceed with caution ask receiver to sign in confidentiality agreements with them.

4. Action with moral and integrity

- 1) Avoid any action that may conflict to company interests such as the use of company property or information for self-benefit.
- 2) Do not get benefit from personal relationships and information gained from being investors for the company.
- 3) Do not concern self-interest for doing activities with outside agencies such as participating in Roadshow with only securities company that provide special incentive.
- 4) Follow policies and Code of Conduct that the Company has defined.

Whistleblowing and Complaints

The Company has established whistleblowing procedures to uphold high ethical standards and ensure compliance with laws, regulations, and corporate policies, while protecting the legitimate interests of employees and the Company. Designated channels are provided for employees and stakeholders to report concerns, misconduct, or violations for appropriate investigation and corrective action.

1. Whistleblowing and Complaints

In order to encourage stakeholders, both in and outside the Company, to participate in the corporate governance principles, should employees or stakeholders suspect any unlawful activities or those in violation of the law, rules, regulations, code of business conduct, or corporate governance principles, they can ask, undertake whistle-blowing or file complaints with detailed evidence to the Company or relevant agencies via the following channels:

Email	:	auditcommittee@ppm.co.th
Telephone	:	02-628-6100 Ext. 707
Facsimile	:	02-628-8591
Mail	:	Audit Committee Porn Prom Metal Public Company Limited 205/1 Nakhonratchasima Road Dusit, Dusit, Bangkok 10300
Website	:	www.ppm.co.th

All whistleblowing information shall be kept confidential and disclosed only as required by law. The Audit Committee will review, investigate, and report findings to the Board. Anonymous reports will be considered based on their relevance and benefit to the Company.

2. Conditions of Whistleblowing and Complaints

- 1) The details of whistleblowing or complaints must be factual, clear, or sufficient to lead to investigation.
- 2) The time required to process each complaint depends on the complexity of the case, document sufficiency, proofs received from the complainant, as well as documents, proofs, and explanations of the person complained against.
- 3) The person who receives the complaint and the person involved in the investigation must keep the filed information confidential. If necessary, they may disclose it taking into account the safety of and the damage to the complainant or any person who cooperates in the investigation, the information sources, or relevant persons.
- 4) The responsible officer shall review and investigate all received reports or complaints to determine the facts.
- 5) Any affected person shall be fairly and appropriately remedied through proper procedures.
- 6) Providers of false leads or complaints made to defame others are subject to disciplinary measures or punishment under applicable laws.

In significant cases, the responsible officer shall report the findings to the Audit Committee and/or the Board of Directors, such as matters affecting the Company's reputation, financial status, business policies, or involving senior management.

3. Whistleblower Protection

- 1) Whistleblowers or complainants may choose to remain anonymous if disclosure could cause risk or harm. However, providing contact information may facilitate updates, clarification, or timely resolution.
- 2) All information will be kept strictly confidential, and the identity of whistleblowers will not be disclosed without consent. Both employees and external parties are entitled to protection against retaliation or unfair treatment.

- 3) If a whistleblower or cooperating person believes they may face harm or danger, they may request appropriate protective measures. The Company may also provide such protection proactively if deemed necessary.

4. Protection of rights of employees, temporary employees, and outsourced persons

The company will not unfairly treat any director, executive, employees, temporary employee, or outsourced persons, whether through changes in position, nature of work, or locations of work, suspension, threats, obstruction of work, termination of work, or any unfair act to these people because they:

- 1) File complaints when coming across incidents or items suspected of wrongdoing, fraud, violations, or non-compliance with the law, regulations, the Company's code of conduct, or its Corporate Governance Principles.
- 2) Provide whatever leads, information, cooperation, or assistance to the Board, management, public agencies, or regulators to ease examination or inspection when violation or non-compliance is suspected against the law, the Company's regulations, code of conduct, or Corporate Governance Principles.
- 3) Reject corrupt practices even when the Company's business opportunities are at stake.

The Company will maintain the confidentiality of provided leads and will keep confidential the names of their providers to prevent an impact on work status throughout all phases of the investigation process except where they have given their consent or where required by laws.

Penalties and Disciplinary Actions

Penalties

In case the management and/or employees acts in a manner that causes a conflict of interest with the Company, the case shall be handled according to the Company's management structure and employment regulations. Each department shall conduct an initial review and escalate it to higher management or relevant functions for final consideration. Severe cases shall be referred to the Human Resources Department or Company Management for disciplinary action.

Disciplinary Actions

- 1) Verbal warning
- 2) Written warning
- 3) Suspension without pay
- 4) Salary reduction or demotion
- 5) Voluntary resignation
- 6) Dismissal
- 7) Legal action

In this regard, the matter shall be referred to the Human Resources Department or Company Management for final consideration and disciplinary determination.



Acknowledgment and Compliance Form

I have read and understood the Company's Corporate Governance Policy and Business Code of Conduct of Porn Prom Metal Public Company Limited. I acknowledge and accept these policies and agree to comply with them strictly, performing my duties with honesty, transparency, and integrity, and refraining from any form of corruption or misconduct.

I understand that failure to comply with the Company's Code of Conduct may result in disciplinary action or legal consequences.

Signed _____
(_____)

Position _____

Date _____

