

Code of Conduct

Meb Corporation Public Company Limited

Code of Conduct

Meb Corporation Public Company Limited (the “Company”) has established a Code of Conduct that must be strictly followed by all directors, executives, and employees as a guideline for their operations as representatives of the Company.

1.Shareholders	:	<p>The Company and its personnel will conduct business with transparency, caution, integrity, fairness, and efficiency to create value for the business. The company is committed to achieving good performance and sustainable growth to provide long-term benefits to shareholders. It will also disclose accurate and complete information in a timely manner as required by law or relevant regulations, ensuring transparency and reliability for shareholders. The company will not engage in any actions that are illegal, violate shareholders' rights, or undermine shareholder rights, and will treat all shareholders fairly and equally.</p> <p>Employees of the company must not seek personal gain from undisclosed inside information they have gained due to their position and responsibilities, as this would exploit shareholders.</p>
2.Government	:	<p>The company and its personnel must strictly comply with relevant laws and regulations and support and cooperate in government activities. They must also listen to the opinions or suggestions from the government.</p>
3.Employees	:	<p>The company will have a recruitment and selection process that considers knowledge, capability, suitability for the position, and fit for the organization, without bias, and with fairness and equality.</p> <p>The company will evaluate employee performance and determine remuneration and benefits for all employees equally and fairly, based on their knowledge, ability, and performance. The company will also ensure a working environment that considers quality of life and safety, strictly adhering to labor laws. Additionally, the company values employee skill development, knowledge, ability, and potential, offering regular training and seminars, and providing equal opportunities for all employees. This will motivate high-performing employees to remain with the company and contribute to the organization's growth.</p> <p>The company will establish channels for employees to file complaints if they feel they have not been treated fairly, following the processes set by the company, and will protect employees from bullying or retaliation for making good faith complaints.</p>
4.Partners	:	<p>The company has a process for selecting partners by ensuring equal information and competition, selecting partners fairly according to the company's transparent criteria for partner evaluation and selection. In addition, the company has established appropriate, legally compliant contracts that are fair to all parties involved and has a monitoring system to ensure that contract terms are fully adhered to, preventing fraud and misconduct throughout the procurement process.</p> <p>The company buys products from partners according to trade terms and strictly adheres to contracts with partners, without demanding or accepting assets from them.</p> <p>The company will not engage in business with individuals or entities involved in illegal activities, corruption, or violations of human rights.</p>
5.Customers	:	<p>The company is responsible for customers by maintaining the quality and standards of products and services and setting reasonable prices. It also focuses on developing and maintaining long-term</p>

		relationships with customers by fully meeting their needs. The company aims to create long-term customer satisfaction. Furthermore, the company provides accurate and complete information about its products and services and encourages the use of innovation and research to develop products and services that are of high quality, environmentally friendly, resource-efficient, energy-saving, recyclable, and durable. To address customer satisfaction, the company provides channels for customers to report issues with products and services, ensuring swift resolution. The company also ensures customer confidentiality, not using it for personal or inappropriate gain, and refrains from accepting or offering any bribes or corrupt practices.
6.Creditors	:	The company will adhere to all terms in its contracts and financial obligations with creditors, including repayment of principal, interest, and securing any collateral as outlined in the relevant agreements. The company will also consider fairness in its dealings with creditors.
7.Competitors	:	The company operates within the framework of fair competition, adhering to ethical standards and legal boundaries. It supports free and fair competition policies and does not infringe on the intellectual property, trade secrets, or confidential information of its competitors through fraudulent means.
8.Society and the Public	:	The company is committed to social responsibility, environmental safety, and the quality of life for those impacted by its operations. It encourages employees to be conscious of their environmental and social responsibilities and complies strictly with all relevant laws and regulations. The company participates in activities that promote environmental and social welfare and fosters local cultural development where it operates. Furthermore, the company will adapt its operations to reduce environmental, community, and societal impacts as conditions change.
9. Anti-Corruption	:	The company recognizes the importance of combating corruption and is committed to conducting business with integrity, following good governance principles. The company strives to operate ethically, responsibly, and transparently, ensuring compliance with regulations and laws. The company has established an “anti-corruption policy” to guide its operations and contribute to building a sustainable organization.
10.The Company		
10.1 Responsibility for Assets	:	Directors, executives, and employees must handle company assets with care, using them efficiently and responsibly for business purposes to maximize benefits for the company.
10.2 Intellectual Property and Information Technology	:	<p>The company values its intellectual property, including its name, logo, copyrights, patents, trademarks, trade secrets, innovations, and technological information. The directors, executives, and employees must</p> <ul style="list-style-type: none"> - Comply with intellectual property laws in all countries where the company operates, including relevant regulations set by the company. - Protect and preserve the company's intellectual property, trade secrets, and information from damage or loss, ensuring their optimal use for the company's benefit. - Use the company-provided information technology solely to enhance business and competitiveness. - Do not share system access passwords with unauthorized individuals.

		<ul style="list-style-type: none"> - Do not distribute, copy, or use illegal software within the company. - Do not use the company's email or computer systems to send inappropriate, offensive, threatening, or harmful messages, and avoid accessing illegal websites. - Respect the intellectual property rights of others, avoiding infringement of copyrights, trademarks, or the unauthorized use of others' work for personal or company gain, which could harm the company.
11.Conflicts of Interest	:	<p>Employees of the company must avoid and prevent any personal, family, or relative interests from conflicting with the interests of the company or its subsidiaries. If such conflicts are unavoidable, employees must inform the relevant parties within the company, ensuring that they are not involved in any decision-making processes or approvals related to the matter. The giving of gifts, hosting of entertainment, providing discounts, or offering business terms to individuals connected as customers, business partners, or any other business relations with the company must be conducted in accordance with standard business practices. Employees must adhere to the following guidelines</p> <ul style="list-style-type: none"> - It must not violate the company's existing policies or any future policies. - It must comply with applicable laws. <p>It must be reported to the relevant authority within the company for approval prior to any such action.</p>
12.Compliance and Monitoring		<p>Employees must be aware of, understand, and strictly follow the code of ethics in business operations.</p> <p>Employees are responsible for promoting and adhering to the business ethics standards. Any employee who violates or breaches the code of ethics will face disciplinary actions as per the company's regulations. Additionally, they may face legal penalties if the violation constitutes illegal conduct.</p> <p>The company should provide channels for complaints, whistleblowing, and reports in cases of suspected violations of the business ethics code, including avenues for stakeholders to provide feedback, comments, or suggestions.</p> <p>The company has designated the Audit Committee or the Chief Executive Officer (depending on the case) to be responsible for receiving complaints and investigating any suspected breaches of Code of Conduct.</p> <p>The company will regularly review the business ethics code to ensure it is relevant, up-to-date, and aligned with any changes in the business environment.</p>

A violation of the Code of Conduct is considered a misconduct and may result in disciplinary actions, including termination of employment, depending on the facts of each case.

This Business Code of Conduct shall be effective from 18 April 2022, onward.