Business Ethics

and

Code of Conduct Manual

Silicon Craft Technology Public Company Limited

Announcement

SIC-BC-PLC-023

Subject: Business Ethics and Code of Conduct Manual

Company: Silicon Craft Technology Public Company Limited

To ensure that the directors, executives, and employees of Silicon Craft Technology Public Company Limited (the "Company") perform their duties with professionalism, quality, and integrity, the Company has revised **this Business Ethics and Code of Conduct Manual** to serve as a practical guideline for day-to-day operations and to foster the preservation of the Company's good reputation and employees' pride, thereby supporting the Company's commitment to good corporate governance.

The Company sincerely expects all directors, executives, and employees to consistently adhere to the principles set forth in this Manual in every circumstance until they become an integral part of their daily conduct and professional values.

This Business Ethics and Code of Conduct Manual was most recently reviewed and approved by the Board of Directors at Meeting No. 4/2026, held on 25 June 2026.

Announcement on 25 June 2026.

(Mr. Bodin Kasemset)

Chief Executive Officer

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1. Definitions

Definitions	Meanings
Company	Silicon Craft Technology Public Company Limited
Directors	Persons appointed by the shareholders to represent their interests and responsible for making decisions on the Company's key policies and strategic directions.
Executives	An executive at the department head level or equivalent and above.
Employees	Employees at the supervisory level or equivalent and below.
Business Ethics	A set of good business practices and standards of conduct for the Company, its directors, executives, and employees, intended to promote good corporate governance.
Assets	Movable property, immovable property, technology, copyrights, title documents, patents, and other intellectual property owned by the Company.
Proprietary Information	Information owned or controlled by the Company that has economic value, both at present and in the future, is known only within a limited group, and must not be disclosed to external parties without prior authorization from an authorized person. Such information includes customer and employee information, sales and marketing information, product and service information, accounting information, business plans, marketing plans, financial plans, project plans, and other similar information.
Stakeholders	Individuals and/or legal entities involved in or affected by the Company's business operations, including shareholders, directors, executives, employees, customers, business partners, creditors, competitors, and society at large.
Rule of Law	Conducting business operations and making decisions in accordance with applicable laws and relevant regulations.
Fairness and Morality	Performing duties with honesty, impartiality, and fairness, without discrimination, based on the principles of fairness and morality.
Transparency	Conducting business and making decisions in a transparent manner that can be disclosed to the public and is subject to verification, within the framework of applicable laws and regulations.

Definitions	Meanings
Integrity	Performing duties honestly and faithfully in compliance with the Company's rules, regulations, customs, and moral principles.
Responsibility	Recognizing and performing one's duties to the best of one's abilities with efficiency.
Accountability	Accepting responsibility for the outcomes of one's duties, whether positive or negative.
Vision	The ability to think creatively with a long-term perspective to create added value for the Company and strive for operational excellence.

2. Business Ethics

Silicon Craft Technology Public Company Limited (the "Company") is committed to conducting its business with integrity. The following principles shall serve as the business ethics that all directors, executives, and employees shall adhere to in performing their duties as representatives of the Company.

2.1 Rule of Law

Silicon Craft Technology Public Company Limited is committed to conducting its business in accordance with the rule of law. Directors, executives, and employees are responsible for understanding and complying with the Company's rules and regulations, applicable laws, and future legislation that may affect the administration of the Company and the performance of their duties.

Guidelines for Practice

2.1.1 Directors, executives, and employees shall study and understand the laws and regulations governing their duties, including those currently in force and those expected to become effective in the near future.

2.1.2 Directors, executives, and employees shall not seek to obtain competitors' trade secrets or proprietary information through unlawful means, such as theft, espionage, or breach of confidentiality obligations, regardless of whether such information is obtained from customers or other parties.

2.1.3 Directors, executives, and employees shall comply with labour laws and labour-related regulations fairly and shall not engage in or support forced labour, trafficked labour, or unlawful child labour.

2.1.4 Directors, executives, and employees shall comply with applicable fair trade laws and regulations.

2.1.5 Directors, executives, and employees shall comply with laws and regulations relating to environmental protection, occupational health, and safety.

2.2 Transparency

Silicon Craft Technology Public Company Limited (the "Company")'s decisions and business operations shall be conducted transparently and in a manner that allows information to be disclosed to all stakeholder groups and verified, while complying with applicable laws, regulations, Company rules, and procedures concerning the protection of confidential business information from improper disclosure to competitors.

Guidelines for Practice

2.2.1 Directors, executives, and employees shall prepare accounting records, financial reports, business reports, and operating results that fairly present the Company's financial position and operating performance in accordance with applicable accounting standards. Such reports shall be reliable, complete, accurate, and subject to verification as required by the Audit Committee.

2.2.2 Directors, executives, and employees shall strictly comply with the Company's procurement procedures and policies to ensure transparency and fairness to all parties.

Where a supplier's executives, sales personnel, or shareholders are relatives of, or reside in the same household as, a director, executive, or employee of the Company, such director, executive, or employee shall immediately notify his or her supervisor in writing and refrain from participating in the relevant procurement transaction.

2.2.3 Directors, executives, and employees shall strictly comply with the Company's Delegation of Authority Manual.

2.2.4 Directors, executives, employees involved in procurement activities, as well as their relatives and persons residing in the same household, should avoid participating in social events, dining, or sporting activities with suppliers. Where such participation is unavoidable, more than one Company representative should attend, and prior written notification shall be made to the supervisor.

2.3 Fairness and Morality

Silicon Craft Technology Public Company Limited (the "Company") is committed to fairness and morality in dealing with stakeholders in order to maintain long-term business relationships. The Company shall not discriminate unfairly against any individual based on personal judgment or relationships and shall provide equal opportunities regardless of race, nationality, religion, or gender.

Guidelines for Practice

2.3.1 Directors, executives, and employees shall treat all stakeholders fairly and without discrimination in the course of business. Any benefits provided to customers shall be granted in accordance with the Company's policies.

2.3.2 Directors, executives, and employees shall exercise prudence in the management of the Company to maintain shareholders' confidence that all decisions are made fairly and in the best interests of all shareholders.

2.3.3 Directors, executives, and employees shall ensure fairness and non-discrimination in all employment practices, including recruitment, compensation and employment benefits, promotion, transfer, performance evaluation, training, compliance with Company regulations, termination of employment, dismissal and re-employment, as well as participation in social and recreational activities.

2.3.4 Directors, executives, and employees shall strive to provide services that exceed customer expectations and shall serve customers honestly, fairly, and without taking unfair advantage of or deceiving them.

2.3.5 Directors, executives, and employees shall honour all commercial commitments made to business partners and creditors honestly and fairly. Where compliance with such commitments is not possible, the relevant business partner or creditor shall be informed promptly so that an appropriate solution may be mutually agreed upon.

2.4 Customer Focus

Executives and employees of Silicon Craft Technology Public Company Limited (the "Company") shall place importance on and pay close attention to customers by ensuring the quality of the Company's products and services, thereby achieving customer satisfaction.

Guidelines for Practice

2.4.1 Executives and employees shall have a thorough understanding of the Company's products and services and provide customers with accurate and complete information.

2.4.2 Executives and employees shall carefully study and understand customers' needs before offering products or services in order to meet those needs appropriately. They shall also continuously pursue knowledge and develop their professional experience to enhance work efficiency and improve customer satisfaction.

2.4.3 Executives and employees shall treat customers with courtesy, show respect, and communicate politely at all times.

2.4.4 Executives and employees shall respect customers' decisions and opinions and shall not violate customers' privacy rights.

2.5 Social Responsibility

Silicon Craft Technology Public Company Limited (the "Company") recognizes its responsibility toward society and communities as one of its principal missions by creating projects and activities that contribute to social and community development.

Guidelines for Practice

2.5.1 Directors, executives, and employees should participate in, or organize, activities that benefit society and support community development, such as educational and environmental initiatives.

2.5.2 Directors, executives, and employees shall recognize the importance of conserving natural resources and the environment and shall endeavor to ensure that the Company avoids activities that may cause harm or pollution to natural resources, the environment, and related ecosystems.

2.6 Political Neutrality

Silicon Craft Technology Public Company Limited (the "Company") respects and supports stakeholders in exercising their constitutional rights and freedoms. Nevertheless, the Company shall remain politically neutral.

Guidelines for Practice

2.6.1 Directors, executives, and employees shall not use their authority or position to persuade, pressure, or compel colleagues or subordinates to support any political activity, political organization, or member of a political organization.

3. Code of Conduct

Silicon Craft Technology Public Company Limited (the "Company") has established the following Code of Conduct for directors, executives, and employees as guidelines for the performance of their duties.

3.1 Leadership

Executives shall uphold ethical standards, demonstrate appropriate leadership, and conduct themselves in a manner that earns the respect of society while contributing to the effective management of the Company.

Guidelines for Practice

3.1.1 Executives shall demonstrate vision in management and perform their duties with a strong sense of responsibility and accountability so as to earn the trust and confidence of society.

3.1.2 Executives shall establish and implement quality management systems to streamline work processes and improve operational efficiency. They shall also actively pursue appropriate innovations and provide employees with training and development aligned with such innovations and quality management systems in order to ensure sustainable business operations and strengthen the Company's position as an industry leader.

3.1.3 Executives shall investigate complaints or grievances submitted by stakeholders or other persons in order to establish the facts and resolve issues promptly and fairly. However, executives may decline to investigate anonymous complaints.

3.1.4 Executives shall promote and encourage leadership among employees and support employees at all levels in contributing to the Company's development.

3.1.5 Executives shall participate in and encourage employees to engage in public benefit activities within communities and society so that the Company remains an active contributor to community development and maintains positive relationships with the community and society as a whole.

3.2 Honesty and Integrity

Directors, executives, and employees shall perform their duties honestly and faithfully while exercising due care in protecting the interests of Silicon Craft Technology Public Company Limited.

Guidelines for Practice

3.2.1 Directors, executives, and employees shall perform their duties with honesty and integrity, free from bias, and shall not abuse their authority or position to obtain personal benefits for themselves or others.

3.2.2 Directors, executives, and employees shall not intentionally prepare false or inaccurate reports or records, nor deliberately conceal or provide false or misleading information to the Company. If any inaccurate or erroneous report or record is identified, it shall be reported to the supervisor immediately.

3.2.3 Directors, executives, and employees shall use working hours efficiently and effectively in accordance with the Company's rules and regulations. They shall neither engage in nor encourage colleagues or subordinates to spend working hours on activities unrelated to the interests of the Company or its shareholders.

3.2.4 Directors, executives, and employees shall perform their assigned duties to the best of their knowledge and abilities and shall carry out their responsibilities with dedication, accountability, and a strong sense of duty.

3.3 Compliance with Laws and Regulations

Directors, executives, and employees shall strictly comply with all laws and regulations applicable to the business operations of Silicon Craft Technology Public Company Limited (the "Company"). They shall also refrain from any conduct that may adversely affect the Company's business reputation.

Guidelines for Practice

3.3.1 Directors, executives, and employees shall not violate, evade, disregard, or fail to comply with the Company's rules, regulations, announcements, or orders, including lawful instructions issued by their supervisors.

3.3.2 Directors, executives, and employees shall not manufacture, possess, or keep illegal substances or items, whether for personal use, distribution, or for any other person.

3.3.3 Directors, executives, and employees shall use communication systems and computer systems responsibly and shall not engage in conduct that causes conflict, harms others, undermines morale, or promotes hostility in the workplace.

3.3.4 Directors, executives, and employees shall not use communication systems, computer systems, the Internet, or similar services for unlawful activities or activities contrary to Company policies, or in any manner that may cause damage, embarrassment, loss of credibility, or reputational harm.

3.3.5 Directors, executives, and employees shall strictly comply with the Company's policy on computer-related offences.

3.3.6 Directors, executives, and employees shall recognize the importance of intellectual property and strictly comply with the Company's General Principles for Intellectual Property Management, as well as other applicable regulations and standard operating procedures relating to patent applications, patent analysis, and the prevention of patent infringement risks.

3.4 Protection of Company Assets

Directors, executives, and employees shall safeguard and use the Company's assets solely for the benefit of the Company's business and shall not use such assets for personal benefit, the benefit of others, or for any improper purpose

Guidelines for Practice

3.4.1 Directors, executives, and employees shall comply with the Company's safety requirements regarding the use of equipment and the working environment.

3.4.2 Directors, executives, and employees shall not use, sell, give away, borrow, lend, transfer, or otherwise dispose of the Company's assets without authorization, regardless of the value or condition of such assets.

3.4.3 Directors, executives, and employees shall not intentionally damage, sabotage, or destroy the Company's assets.

3.4.4 Directors, executives, and employees shall not use the Company's assets for personal benefit or external business activities unless authorized by their supervisors.

3.4.5 Directors, executives, and employees shall support and make every reasonable effort to obtain patents and copyrights, and to protect the Company's trademarks and other intellectual property rights.

3.5 Conduct Toward Supervisors, Colleagues, and Subordinates

Directors, executives, and employees shall maintain a working environment free from violations of personal rights, demonstrate mutual respect, cooperate with one another, exchange constructive opinions, and work together to resolve workplace issues.

__Guidelines for Practice__

3.5.1 Directors, executives, and employees shall not instigate conflict, defame, ridicule, or engage in conduct that causes division among colleagues, and shall refrain from claiming another person's work as their own.

3.5.2 Directors, executives, and employees shall not commit any act of sexual harassment against colleagues. Any person who becomes aware of or witnesses an incident of sexual harassment in the workplace shall immediately report it to his or her supervisor.

3.5.3 Directors, executives, and employees shall maintain discipline, refrain from any conduct that shows disrespect toward supervisors, and treat colleagues and subordinates with courtesy, kindness, and professionalism.

3.5.4 Directors, executives, and employees shall respect the right of colleagues to join or not join an employee representative organization.

3.6 Good Citizenship

Directors, executives, and employees shall conduct themselves as good citizens who can live harmoniously with others in society with pride.

__Guidelines for Practice__

3.6.1 Directors, executives, and employees shall continuously develop themselves in ethics and morality, as well as pursue additional knowledge to enhance the efficiency and effectiveness of their performance.

3.6.2 Directors, executives, and employees shall not behave in a manner that is offensive to others, engage in sexually inappropriate or offensive remarks, act as bullies, incur excessive personal debt, participate in gambling, use illegal drugs, consume alcoholic beverages while performing their duties, or engage in any conduct that may be considered morally inappropriate.

3.6.3 Directors, executives, and employees shall not bring weapons into the workplace unless authorized by a senior supervisor.

3.7 Acceptance of Gifts and Benefits

Directors, executives, employees, and their closely related persons shall not accept money, benefits, or gifts from persons conducting business with Silicon Craft Technology Public Company Limited if such acceptance may create the impression that the recipient is biased or has a special business relationship with the giver, which may cause damage to the Company.

Guidelines for Practice

3.7.1 Directors, executives, employees, and their relatives or persons residing in the same household shall not solicit or accept invitations to social events, sporting events, entertainment, gifts, presents, gratuities, or any other benefits for themselves or others from persons conducting business with the Company.

3.7.2 Where refusal is unavoidable, directors, executives, and employees may accept promotional items or customary gifts with a value not exceeding THB 3,000. If the value exceeds THB 3,000, they shall notify their supervisor in writing and surrender such gift or benefit to the Company.

3.7.3 Where directors, executives, or employees attend business dinners, training programs, or study visits as representatives of the Company and receive gifts or benefits exceeding THB 3,000, whether through lucky draws, prize drawings, or souvenirs, they shall comply with the requirements set out in Clause 3.7.2.

3.8 Prevention of Conflicts of Interest

Directors, executives, and employees shall avoid any conduct that may give rise to a conflict of interest with Silicon Craft Technology Public Company Limited.

Guidelines for Practice

3.8.1 Directors, executives, employees, their family members, relatives, and persons residing in the same household shall not engage in any business or activity that may reasonably be perceived as creating a conflict of interest with the Company, whether directly or indirectly.

3.8.2 Directors, executives, and employees shall not participate with family members or closely related persons in any business or activity that may create a conflict of interest with the Company, whether directly or indirectly. To avoid any actual or perceived conflict of interest, they shall disclose any relationship with family members or other persons that may give rise to such conflict by reporting it in writing to their supervisor.

3.9 Protection of Proprietary Information

Directors, executives, and employees shall not use the Company's proprietary information for any improper purpose.

Guidelines for Practice

3.9.1 Directors, executives, and employees who are authorized to use proprietary information shall exercise due care to prevent others from overhearing, intercepting, recording, or otherwise gaining access to such information. They should avoid discussing proprietary information in public places, through communication devices, or with family members or closely related persons where such discussions may result in disclosure to unauthorized persons.

3.9.2 Directors, executives, and employees shall properly manage, store, and classify proprietary information in strict compliance with the Company's rules and regulations.

3.9.3 Directors, executives, and employees shall not disclose the Company's proprietary information to unauthorized persons except where disclosure has been approved in writing by the authorized person and the responsible department in accordance with the Company's rules and regulations or applicable business agreements.

3.9.4 Directors, executives, and employees shall not use proprietary information for securities trading or provide such information to others for the purpose of securities trading.

4. Complaints, Suggestions, and Disciplinary Actions

To ensure that the Business Ethics and Code of Conduct are effectively implemented in practice, the Board of Directors of Silicon Craft Technology Public Company Limited ("the Company") provides employees and stakeholders with channels for submitting complaints, expressing opinions, reporting suspected violations of laws, and sets out the procedures for handling complaints and suggestions as follows:estions, as follows:

4.1 Complaint and Suggestion Channels

Complaints and suggestions can be communicated through the following channels:

4.1.1 Immediate Supervisor or Management

4.1.2 Human Resources Department

4.1.3 Other complaint and whistleblowing channels provided by the Company:

- By post
  - Addressed to:

    Chairman of the Board of Directors or the Chairperson of the Audit Committee

    Silicon Craft Technology Public Company Limited

    40 Thetsabanrangsannua Road, Ladyao, Chatuchak, Bangkok 10900

- By email:
  - Audit Committee: ac@sic.co.th
  - Company Secretary Department: comsec@sic.co.th

- Through the Company's website:

  https://investor.sic.co.th/en/corporate-governance/whistleblowing-channel-form

- By telephone: +66 2-589-9991

4.2 Complaint Handling Procedures

4.2.1 The recipient of a complaint shall gather facts relating to any violation of, or non-compliance with, the Business Ethics and Code of Conduct.

4.2.2 The recipient shall report the relevant facts to the Management and/or Independent Directors and/or the Audit Committee, as appropriate, for investigation.

4.2.3 **Corrective Actions:** The Management and/or Independent Directors and/or the Audit Committee shall investigate the complaint or suggestion to establish the relevant facts and determine appropriate corrective actions to promptly, fairly, and effectively address any violation of, or non-compliance with, the Business Ethics and Code of Conduct.

4.2.4 **Reporting of Results:** The Management and/or Independent Directors and/or the Audit Committee shall notify the complainant of the investigation results, provided that the complainant has disclosed his or her identity. In the event of a significant matter, the results shall also be reported to the Chairman of the Board of Directors and/or the Board of Directors.

5. Closing Remarks

All directors, executives, and employees of Silicon Craft Technology Public Company Limited are required to understand and comply with the standards set forth in this Business Ethics and Code of Conduct. They shall perform their duties with integrity, including in circumstances that are not specifically addressed in this Code. Every director, executive, and employee is expected to carry out his or her responsibilities honestly and voluntarily, recognizing such commitment as a personal responsibility.

Any director, executive, or employee who violates any provision of this Business Ethics and Code of Conduct, the Company's related policies and procedures, or any applicable laws and regulations governing the Company's business shall be subject to disciplinary action in accordance with Chapter 6 (Discipline and Disciplinary Actions) of the Company's Work Rules, or such other measures as deemed appropriate.

The Company shall provide directors, executives, and employees with regular opportunities to enhance their understanding of the Company's business ethics on an annual basis. Compliance with this Business Ethics and Code of Conduct shall be monitored through periodic reviews conducted by the Internal Audit function. In addition, the Board of Directors shall review this Business Ethics and Code of Conduct at least annually. Nevertheless, the Code may be reviewed earlier whenever there are significant changes or repeals that may materially affect its contents.