



บริษัท ไทยสแตนเลย์การไฟฟ้า จำกัด (มหาชน)
THAI STANLEY ELECTRIC PUBLIC COMPANY LIMITED

29/3 หมู่ 1 ถนนบางพูน-รังสิต ตำบลบ้านกลาง อำเภอเมือง จังหวัดปทุมธานี 12000 ประเทศไทย TEL : 0-2581-5462, 0-2977-9555 ทะเบียนเลขที่
29/3 MOO 1 BANGPOON-RANGSIT ROAD, BANKLANG, MUANG, PATHUMTHANI 12000 THAILAND FAX : 0-2581-5397 0107536000765

Code of conduct for directors and employees

The Company's code of conduct for directors and employees (the **Code of Conduct**) has been put in place as guidelines for best practice and appropriate performance. The Company expects that by following the guidelines in the Code of conduct, the directors and employees can maintain the Company's reputation and the value of its products and avoid the loss or damage which may arise from misconduct.

1. Honesty, loyalty and morals

To do right and perform their duties with honesty and loyalty toward themselves, others and society under all applicable laws, rules, regulations, and orders and on a sound moral basis. According to the company's rules and guidelines or notifications of the company

2. Dedication

To exercise their professional skills, competence, knowledge, expertise and responsibility with a view to improving and enhancing the ultimate efficiency of the Company's operations and working procedures so that it may achieve its goals.

3. Compliance with laws, rules and Code of conduct

4. **Good relationship with Stakeholder** such as customers, suppliers, shareholders, colleagues, government officials, local communities and Global Community. To treat these people within the country and abroad with equitably and respectfully for social rights, human rights and mutual.

5. Asset safekeeping

Asset safekeeping Policy - To keep all the Company's assets for the best common use. Using the Company's assets for one's own or another's benefit is prohibited.

(Assets include personal property, real property, technology, technical knowledge, information, title deeds, copyright, patents, inventions and secrets held or owned by the Company.)



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6. Customer Confidentiality

Customer Confidentiality Policy - To maintain customers' confidence in the Company.

A customer's commercial secrets and information must be kept confidential.

7. Insider trading

The Insider trading policy - Not to use inside information for one's own or another's benefit.

An employee privy to inside information, and all directors, must not sell or purchase securities issued by the Company for one month before the Company's financial statements or other sensitive information is disclosed to the public and within 24 hours after such disclosure.

8. Conflict of interests

Conflict of interest policy - Not to seek personal advantage in a conflict of interests with the Company.

If an employee takes part in any external activities or holds a position in any legal entity, that employee must ensure that those activities would not bring about a conflict of interests with the Company or the Company's customers and would not damage the Company's business. If a transaction is likely to result in a conflict of interests, the Board's prior approval is required.

9. All forms of corruption are strictly forbidden

To forbid whether directors, executive, employees and the person relevant to company operation acts of corruption in all forms, whether by Offering, Promising, Soliciting, Demanding, Giving or Accepting Bribes and other form of incentives including designation for other person to give or receive bribes or incentives on behalf of oneself relevant to company operation.



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10. Political neutrality

It is the Company's policy to maintain political neutrality and not to support any particular party or faction.

11. Gifts and interests Management

Gift and interest Management Policy - Not to solicit or raise any gifts, funding, services or rewards from the Company's business counterparties or any subordinates.

Gifts providing or receiving on conventional occasions must have the average value expected of an ordinary gift. If the value of a gift is considerable, the recipient must report the gift to the supervisor.

For providing or receiving other kinds of interests, such as entertainment services, the services must not constitute a significant expense or be offered or gave too often.

12. Commercial Competition

Commercial competition policy – to conduction business with honesty , to practice under the rules of the competition . Not take any action as a monopoly or reduce competition or limited competition . The Company will comply with the legal framework to ensure fair competition and transparency.

13. Consideration to the Natural Environment

To push for the implementation of activities. Environmental Conservation Prevention of pollution The environmental impact is minimal.

14. Promote occupational health and safety hazards in the work environment.

The company will support and promote environmental improvements. And how safe working continuously. As well as the use of proper protective equipment. The good health of all employees Consideration to the Natural Environment

(Recent review as of January 2026 by the board of directors)