

(Translation from Thai text)

Business Code of Conduct and Ethics

Unimit Engineering Public Company Limited is committed to conducting business in the manufacturing of pressure vessels, machine parts, steel structures, chemical containers, as well as the installation of quality and safety machinery and equipment, in accordance with Good Corporate Governance principles, with care for employees, natural resources, environmental issues, pollution prevention, and occupational health and safety of employees and surrounding communities. The Company operates with transparency, impartiality, and social responsibility.

To concretely standardize business operations, the Company believes it is appropriate to establish a written code of conduct and business ethics by compiling rules, regulations, and guidelines from the Securities and Exchange Commission and the Thai Stock Exchange to adapt to the Company's Code of Conduct. This guideline is intended to serve as a working foundation for all stakeholders to ensure that the Company's business operations comply with the code of conduct and the law, and it is the responsibility of all employees to acknowledge and follow the following guidelines:

1. Compliance with applicable Laws and Regulations

The Company values respect for and adherence to business-related laws, rules, and regulations.

Practices

- Comply with business-related laws, regulations, and customs; promote respect for property rights, intellectual property, and local wisdom by refusing to participate in activities that violate such property rights, such as misuse of possession powers, spoofing, and rights violations.
- Comply with the law, fair trade and competition regulations, and cooperate with regulators.
- Comply with the requirements of the Securities and Exchange Commission and the Thai Stock Exchange.
- Strictly follow the Company's rules and regulations.

2. Perform duties responsibly, honestly, diligently, and disciplined.

The Company's directors, executives, and employees must carry out their duties responsibly, honestly, diligently, and disciplinedly, and they must uphold the Company's reputation.

Practices

- Perform responsible duties to the best of your ability, with diligence, determination, and devotion to the Company's work, and strive for success for the benefit of the Company. Pursue all activities that will improve the organization's quality, efficiency, and development toward excellence.

- Perform assignments with knowledge, full ability, and a sense of duty, as well as accountability for the results of duties performed.
- Take the time to complete the tasks efficiently and effectively, which includes not acting or inducing others to work on activities that are unrelated to the Company's interests.
- Develop your virtues, ethics, and practice. Learn more to broaden your knowledge and competence and thus contribute to the success of the Company's operations.
- Employees who are supervisors must treat their associates and subordinates with politeness, kindness, and good human relations. Be a leader and a role model. Caring for subordinates in terms of performance, morale, and accepting subordinates' opinions, as well as governing subordinates with principles and the right reasons in accordance with Good Governance Principles.
- Subordinate employees must not be aggressive, rebellious, or act hardening or antagonistically toward superiors, but rather with respect and propriety. Do not be disrespectful to your superiors.
- Let us work together to strengthen, protect, and preserve the Company's reputation by maintaining a positive attitude and being a good employee, expressing admiration and pride, and improving the Company's public image.

3. Conflict of Interest

The Company has a policy to maintain the legitimate interests of the Company to prevent conflicts of interest.

Practices

- Not to act in ways that are contrary to the Company's legitimate interests, such as causing the Company to lose or receive fewer benefits than it should, or dividing benefits from the Company.
- Comply with the rules, procedures, and disclosure of connected transactions of the Thai Stock Exchange and the Securities and Exchange Commission.
- Do not engage in any activity that competes with the Company's business.
- Do not take advantage of private business opportunities with the Company, such as selling goods or services to the Company.

4. Maintaining the confidentiality of the Company's information

Directors, executives, and employees must not disclose confidential information of the Company to third parties for any benefit that may be detrimental to the Company.

Practices

- Do not use the Company's information to benefit yourself or others; instead, use the information solely for the benefit of the Company.
- Do not disclose any Company information that should not be disclosed unless it has been authorized or has already been made public.
- Do not reveal business information to competitors, even after the Company's directors, executives, and employees have retired.

5. Preservation of Company Assets

Directors, executives, and employees are responsible for making the best use of the Company's resources and assets.

Practices

- Utilize the Company's assets in the most cost-effective and efficient manner possible.
- Maintain the Company's assets in good condition, ensuring that they are not damaged or lost for efficient and long-term use.

6. Anti-corruption, Bribery, and Operational Incentives

The Company has taken steps to address the underlying causes of corruption and misconduct in the performance of duties. which includes the following guidelines:

6.1 Anti-corruption

Practices

- To ensure and monitor employee performance in accordance with applicable laws and regulations, as well as strict adherence to the Company's rules and directives.
- Create a standardized, transparent, and verifiable human resource management system.
- Establish an effective internal control system to prevent and monitor in a timely manner, such as the presence of quality systems and management.
- Strict discipline and/or criminal proceedings against the perpetrator.

6.2 Bribery and Operational Incentives

The following guidelines are in place to ensure that the procurement process is efficient and appropriate.

Practices

- Refrain from accepting gifts and/or presents with monetary values that exceed the norm from those involved in business with the Company or from others who may benefit from the performance of the Company's employees.
- Refrain from accepting receptions from those involved in business with the Company or from others who may benefit from the Company's employees' performance.
- Educate, raise awareness, or train employees, business partners, corporate representatives, contractors, and suppliers about corruption, the Anti-Corruption Method, bribery elimination, and operational incentives. In addition to encouraging employees, business partners, corporate representatives, contractors, and suppliers to implement anti-corruption practices, and preparing a report on the organization's anti-corruption practices.

7. Exercising social and political rights

Directors, executives, and employees have the right and freedom to participate in social activities while avoiding any wrongdoing that would unsettle society and preserving

honor and dignity in order to be appropriately accepted according to the Company's status in the society and community in which it is located.

Practices

- Adhere to Democracy and promote the exercise of Constitutional and other legal rights.
- Taking no action that would imply that the Company is involved with or supports a specific political party.
- Transparency in political participation activities, including local and national political support.
- Avoid political aid, which covers politicians or political policymakers who have been improperly influenced.
- Do not engage in political activities that involve deception, intimidation, or coercion.

8. Treating stakeholders fairly

8.1 Shareholders and Investors

The Company has a policy of conducting business in an honest, moral, and ethical manner by attempting to develop the business to thrive and prosper in order to generate reasonable returns for shareholders' and investors' investments on a continuous and sustainable basis based on the following principles of equitable treatment of shareholders:

Practices

- Perform duties with integrity and make decisions with transparency, caution, prudence, and fairness to all shareholders equally in the best interests of the shareholders as a whole.
- Present reports based on the Company's status, operating results, financial status, accounting, and other reports in a consistent and completely truthful manner.
- Inform all shareholders about the organization's future prospects, both positive and negative. which is based on feasibility support and adequate rational information.
- Do not seek benefits for yourself or others by using Company information that has not been made public, or take any action that may result in a conflict of interest with the organization.
- Support antitrust and anti-dumping legislation, as well as fair trade competition.
- Establish additional safeguarding protocols and guidelines to prevent inducement or participation in anti-competitive trade.
- Encourage employees to understand the importance of adhering to competition laws and fair competition.

8.2 Customer

The Company takes good care of its customers and is responsible for providing and delivering high-quality, safe products and services in accordance with international standards that meet the needs of the customer. Customer confidentiality is maintained, and a contact agency is available to listen to customer suggestions and opinions.

Practices

- Contact customers politely and earn their credibility and trust.
- Provide customers with accurate, adequate, and up-to-date product and service information.
- Deliver high-quality products and services on time and in accordance with customer specifications at a reasonable price.
- Comply strictly with the terms agreed upon with the customer. In the event of noncompliance, the customer must be notified immediately and solutions must be provided.
- Provide a system for receiving customer complaints about the quality of products and services, including the speed of execution or delivery, so that customers can receive a prompt response.
- Maintain customer confidentiality and refrain from exploiting for their own or others' benefit.

8.3 Business partners and/or creditors

The Company has a policy of establishing good business relationships with business partners and/or creditors by conducting business in a way that benefits both parties. Treat business partners and/or creditors fairly, avoid situations that create conflicts of interest, and strictly adhere to covenants to achieve mutual benefit in the best interests of the Company.

Practices

- Engage in no fraudulent trade practices with business partners or creditors. If there is evidence of dishonesty, details must be disclosed to business partners and/or creditors in order to quickly and fairly resolve the issue.
- Respect with the terms and conditions agreed upon with business partners and/or creditors. In the event of noncompliance, business partners and creditors must be notified in order to resolve the situation.

8.4 Competitors

The Company has a policy of treating its competitors fairly and according to the rules, rather than seeking confidential information from competitors in an unethical or inappropriate manner.

Practices

- Do not break any trade laws or regulations. There must be fair competition, including support agencies in charge of auditing and supervising.
- Do not try to discredit competitors by making false accusations.
- Do not violate competitors' secrets or gain deceptive access to their trade secrets.
- Do not use social issues, such as poverty, to gain a competitive advantage in trade.

8.5 Employee

Employees are valued by the Company as an important resource who will help promote and drive the organization to achieve its business goals. Therefore, the Company has implemented policies to ensure that employees have a good quality of life, fair working

conditions, and adequate benefits. There are opportunities to advance, grow, and work in a safe and sanitary environment. The guidelines are as follows:

Practices

- Comply strictly with all employee-related laws and regulations.
- Provide a sanitary working environment that is safe for employees' lives and property.
- Treat employees politely, and respect for individuality and human dignity.
- Provide fair compensation to employees.
- Employee knowledge, competence, and suitability are used as criteria for appointment and migration, as well as rewards and punishments.
- Focus on developing employees' potential by providing consistent and thorough opportunities.
- Avoid any unjust actions that may jeopardize the employee's job security or put a strain on the employee's mental health.
- Employees have the right to file a claim if they believe they have been treated unfairly in accordance with the system and procedures in place.
- Listen to employee feedback and suggestions at all levels on an equal and equitable basis.

8.6 Government

The Company conducts business to strengthen and develop the country's prosperity, while adhering to and complying with applicable laws and regulations and general business operations traditions.

8.7 Community and Society

The Company conducts business by engaging in community and societal responsibility, with a focus on compliance with safety, security, health, and environmental standards, while properly accounting for the impact on natural resources and the environment.

Practices

- Continuously raising employee awareness of social and environmental responsibility at all levels.
- Regularly return a portion of profits to activities that benefit society and the environment.
- Conduct business with the least possible impact on society, the environment, and people's quality of life.
- To act, cooperate, or regulate strictly in accordance with the intent of regulator-issued laws and regulations.
- Emphasize community and social activities that promote social development, community, environment, creativity, and natural resource conservation, as well as youth education and public benefit activities to assist underprivileged communities in becoming strong and self-sufficient.

8.8 Whistleblower protection standards and mechanisms

To treat all stakeholders equally and fairly, the Company has provided whistleblowing channels or complaints or comments or suggestions that show that stakeholders are affected

or at risk of being affected by the Company's business operations or the conduct of its employees regarding illegal activity or code of conduct, which will cause damage to all stakeholders, including behavior that may constitute corruption, unequal treatment, or discrete and careless conduct by direct whistleblowing or sending a letter to the Chief Executive Officer. The Company will conduct a procedural review and record the investigation in writing without disclosing the whistleblower's name, as well as store confidential information from complaints to protect such whistleblowers from potential repercussions.