

Confidentiality and the Use of Inside Information Policy

S&J International Enterprises Public Company Limited

Confidential information refers to non-public information that, if revealed to the public or competitors, would significantly impact the company. This includes information about business partners and customers that has been given to the company with trust. The company must keep such information confidential and limit access to only those who need to know. It is the duty of individuals handling or with access to this information to ensure its strict confidentiality.

Guidelines for practice

1. The Company has established levels of confidentiality for information and communicated them to all employees to ensure that they understand the confidentiality level and that the confidential information is not leaked to other people.
2. Company personnel, even after retirement, resignation, or the end of their work with the company, should maintain confidentiality and not reveal the company's confidential information.
3. The Company and its personnel must conceal and keep the customer information and commercial information confidential. Company personnel must not disclose customer confidential information to other company personnel and unrelated third parties except as stipulated by the law to disclose or disclose for litigation purposes.
4. Inside information is information on business operations and management, which is the Company's confidential and has not yet been disclosed to the public. If disclosed, this information can impact the company or its affiliated companies and potentially affect the value of shares traded on the Stock Exchange. Company personnel, therefore, are required to keep such inside information confidential and refrain from telling it to others or using it for personal gain or causing the detriment of the company.
5. Company personnel will be notified through the company's communication channels about the prohibition on using inside information, particularly during significant events such as the issuance of additional shares or bonds. It is imperative that all personnel strictly follow the Company's business ethics regarding conflicts of interest.

6. When hiring an individual who has previously worked for a competitor or the government, the Company must investigate and study any confidentiality agreements that the person may have made with such entities. The Company must not do anything to cause the person to violate any agreements they may have made with competitors or the government that can lead to legal actions being taken against the company.
7. Disclosure of information must be carried out by authorized company personnel with assigned duties. Other personnel are not obligated to disclose information. In case personnel are asked to reveal information that they are under no obligation to disclose, they shall advise the questioner to ask the person who is authorized to disclose that information. This ensures that the information provided is accurate and in the same direction.
8. Company personnel have a duty to retain company information for the duration specified by law.
9. The Company's departments have a duty to review and update their department information in the data classification form annually.

The confidentiality and the use of inside information policy has been approved by the resolution of the Board of Directors' Meeting No.5/2022 on 22 December 2022 and is effective from 22 December 2022 onwards.

Mr. Boonkiet Chokwatana

(Mr. Boonkiet Chokwatana)

Chairman

S&J International Enterprises Public Company Limited