

## Announcement of the Board of Directors

No. 1/2563

### Subject Code of Conduct and Business Ethics

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In order to comply with the resolution of the Board of Directors at the meeting No. 3/2020 dated May 15, 2020, the Company therefore issued an announcement regarding Code of Conduct and Business Ethics to be regarded as principles and guidelines as follows.

#### 1. Introduction

Civil Engineering Public Company Limited and its group companies (“the Company”) believe that compliance with the Code of Conduct and Business Ethics is an essential basis for strengthening and enhancing good corporate governance. It is the cornerstone of stable and sustainable growth and helps the Company to achieve its strategies and objectives. Therefore, the Company encourages the conduct of business and the performance of duties of those involved in compliance with the Code of Conduct and Business Ethics of the Company.

#### 2. Persons responsible for compliance

Persons responsible for compliance with this Code of Conduct and Business Ethics are the Company, which includes its directors, executives, employees, staff, consultants, contractual parties, as well as persons acting on behalf of or assigned to act on behalf of the Company or on behalf of the persons mentioned above.

#### 3. Basic principles

The basic principles of the Code of Conduct and Business Ethics are:

- 3.1 To perform duties with honesty, integrity, and responsibility.
- 3.2 Maintain confidentiality and refrain from using inside information or confidential information to seek personal gains or to benefit others wrongfully.
- 3.3 Prevent or avoid any actions that may lead to conflicts of interest.
- 3.4 Behave like a professional with knowledge, expertise, and caution.

#### 4. Code of Conduct and Business Ethics

The Company (which includes persons responsible for compliance specified in Article 2) will adhere to the Code of Conduct and Business Ethics as follows:

##### 4.1 Honesty

The Company shall uphold and maintain honesty as the principle of business operation.

##### 4.2 Compliance with Laws and Requirements

The Company will operate in accordance with the laws and requirements of the relevant authorities and will not assist, encourage, or support any unlawful activities and transactions.

##### 4.3 Exercising knowledge, competence, expertise, care and attention.

The Company exercises knowledge, competence, expertise, care and attention to provide quality services to employers as professionals.

##### 4.4 Good management and effective and concise internal control

The Company will establish a good management and risk management systems, as well as an efficient and concise internal control system that is sufficient for the Company's business operations.

##### 4.5 Standards set for the operation

The Company will comply with generally accepted standards related to the Company's business operations.

##### 4.6 Treatment of different groups of stakeholders

The Company attaches great importance on providing good treatment to stakeholders on the basis of cooperation and mutual benefit appropriately, namely:

- (1) The Company should treat the employer, business partners or competitors with good understanding and cooperation between one another.
- (2) The Company should offer quality services to the employer with friendliness and generosity.
- (3) The Company should take care and maintain the interests of shareholders.

- (4) The Company will encourage and support employees to use their potential, knowledge, and ability to perform their duties as well as supporting the development of personnel's potential, knowledge, and abilities appropriately.
- (5) The Company will support social missions where appropriate as well as participate in activities for the benefit of the public, education, and advancement of the nation.

#### **4.7 Supervision of conflicts of interest**

The Company will properly supervise or prevent any conflicts of interest arising or may arise in connection with the Company's business operations and will not seek any benefit that is unlawful or contrary to the requirements of the relevant authorities.

#### **4.8 Maintaining employer's confidentiality**

The Company will store, maintain and take care of the employer's confidential information in a strict manner and will not disclose such confidential information to any other person unless with the consent of the employer or for legal action.

#### **4.9 Communicating information about services with employers**

The Company will communicate information about the Company's services to the employer to ensure a correct understanding.

#### **4.10 Maintaining good relationship with relevant agencies**

The Company will promote the building and maintaining of good relationships with relevant agencies on a regular basis, such as cooperating with relevant agencies as appropriate and adhering to the recommendations of relevant agencies, etc.

#### **4.11 Service and Operations**

The Company must monitor developments and changes, and initiate innovations to satisfy employers, as well as devote its ability in performing the work.

#### **4.12 Maintaining a good reputation**

The Company will maintain a good reputation and shall refrain from taking actions that will bring disgrace to the Company.

#### 4.13 Individual rights and external activities

The Company respects the rights of individuals as required by law and shall encourage and support their participation in external activities where such activities must:

- (1) Not affect the reputation and good image of the Company.
- (2) Not be a hindrance or a major obstacle to the dedication of time or the dedication of the ability to perform work duties.
- (3) Not be contrary to the Code of Conduct and Ethics of the Company.
- (4) Not cause conflicts of interest.
- (5) Not be contrary to the law and good morals.

This Code of Conduct and Business Ethics requires a regular review at least once a year or when there is a change in situations.

From the date of May 15, 2020, onwards.

Announced on May 15, 2020.

(Signed)

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( Mr. Chaiwat Utaiwan )

Chairman of the Board