

9. Operations Supervision Under Laws, Rules, and Regulations Policy

The Company gives great importance for the management of the organization to be under the law, rules, or regulations, which will result in the Company achieving its goals and gain reliability and credibility by the shareholders and stakeholders.

9.1 Objectives

For the Company to be aware of the non-compliance risk with laws, rules, or regulations that may occur and incur damage to the Company and to encourage employees at all levels to adhere to the law, rules, and regulations as a principle in performing duties and being able to make appropriate operational decisions under the good corporate governance policy by adhering to good governance to lead to a sustainable organization, resulting in credibility and gaining acceptance from society and the general public and to prevent any impact on the Company, executives, employees, and stakeholders. The Company, therefore, has set a policy to oversee the operations under the law, rules, and regulations as follows:

9.2 Operational Requirements and Guidelines in Accordance with the Law, Rules, and Regulations.

9.2.1 All executives and employees are required to adhere to and abide by the rules, which include laws, rules, company regulations, important commitments, business ethics, policies, and operational guidelines.

9.2.2 All executives and employees must be aware of and understand that their work involves or is required to comply with any applicable laws, regulations, and operational guidelines, and understand the impact and damage of non-compliance or action inconsistent with such rules.

9.2.3 All executives and employees must respect and abide by both domestic and international laws and regulations. Illegal business operations are unacceptable.

9.2.4 All executives and employees must raise awareness by communicating, promoting and supporting knowledge and understanding, and building a culture of honesty and strictly and objectively complying with the Company's rules and regulations.

9.2.5 The Company has a risk management committee to efficiently and effectively oversee operation along with continual improvement of the process to comply with internal and external business operations, as well as to respond to changes that may occur.

9.2.6 Employees who provide information or report on actions that are or may be violations of laws or regulations will be protected and treated fairly according to the Company's complaint handling policy.