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## Anti-Corruption Policy

Nova Organic Public Company Limited will operate business with an emphasis on anti-fraud or anti-corruption and adhere to morals, ethics, and operate with transparency and responsible to all stakeholders. In this regard, the Company has established guidelines for proper conduct of the Board of Directors, management, and employees in both business and employee ethics, which are part of “Corporate Governance” of the Company. Fraud or corruption are defined as “the practice or ignoring to practice in their position or abuse of power in position, violation of the law, ethics, rules or policies of the Company to seek personal benefits in various ways such as calling, receiving, offering, or giving away assets including any other benefits to government officials or any other person doing business with the Company.

In addition, the Company has set a policy on anti-fraud or anti-corruption as a guideline for implementation as follows:

- Directors, executives, and employees will not act or support fraud or corruption in any case and will strictly follow the measures against fraud or corruption.
- Directors, executives, and employees are obliged to comply with the Corporate Governance Policy and anti-corruption policy. The Board of Directors has assigned the management to implement anti-fraud and anti-corruption measures for communication and compliance.
- Create a corporate culture with the honesty and adherence to integrity.
- Provide internal employee training to encourage the honesty in their duties and strictly apply the principles and ethics as stated in the Corporate Governance Policy as guidelines for operating throughout the organization.

- The Company provides human resource management processes that reflect the Company's commitment regarding anti-fraud and anti-corruption intention starting from selection, training, performance evaluation, reward, and promotion.
- The Company shall ensure that the internal control system will support the Company to achieve the goals and also monitors the operations of all departments to ensure compliance with the requirements, rules and regulations, and discover flaws and weaknesses couple with providing advice for an efficient and effective operating system development according to Corporate Governance guidelines.
- Cooperate with the government agency in stipulating all department that are contracting parties with the government agency to disclose the revenue and expenses accounts to the Office of the National Anti-Corruption Commission (NACC).
- Assign the Company Secretary and the Internal Audit Manager as the person who responsible for corporate governance supervision.
- Require the executives to report to the Board of Directors as soon as the incident has occurred or suspected serious fraud or violation of the law that potentially affects the reputation and financial position of the Company to consider and resolve promptly.

### Effective date

This Anti-Corruption Policy has been approved by the Board of Directors Meeting No.1/2021, effective from 12 July 2021 onwards.

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(Ms. Haruethai Sirisinviboon)  
Company Secretary

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(Mr. Prakrit Tangtisanon)  
Chairman of the Board