



Code of Conduct

of

Inter Pharma Public Company Limited

subsidiaries and associated companies

(3st Revision, Effective from February 25, 2025)

Table of Contents

	Page
Message from Chairman	1
Part 1 Vision, Mission, and Business Goal	2
Part 2 Best Practices	3
Good Corporate Governance Policy	3
Conduct for Executives and Employees	4
Compliance with Laws, Regulations, and Articles of Association	5
Anti-Corruption and Giving or Receiving Bribes	5
Prevention of Conflicts of Interest	6
Securities Trading and Inside Information Utilization	6
Confidentiality and Protection of Personal Data	7
Protection of Intellectual Property	7
The Company's Asset Maintaining and Utilization	7
Computer and Information Technology Utilization	8
Responsibilities to the Environment	8
Practices and Responsibilities to Stakeholders	9
1. Practices and Responsibilities to Shareholders	9
2. Practices and Responsibilities to Employees	9
3. Practices and Responsibilities to Customers	10
4. Practices and Responsibilities to Business Partners and/or Creditors	10
5. Practices and Responsibilities to Business Competitors	11
6. Practices to Society, Community, and the Environment	11
7. Practices and Responsibilities to the Public Sector	11
Part 3 Following Up of Compliance	12
Compliance with Code of Business Conduct	12
Receipt of Complaints about Code of Conduct for Business	12
Penalties	13

Message from the Chairman of Board of Directors

Inter Pharma Public Company Limited, subsidiaries and associated companies which hereinafter will be collectively referred to as the "Company" adheres to and complies with the good corporate governance principles on a basis of the sufficiency as well as the good governance principles to be a transparent and verifiable organization . It operates the business in a way of caring for society, community, and the environment by placing importance on promoting its personnel to be good and virtuous in order to become a sustainable organization.

The Company has established this guideline for conducting business with ethics by developing a handbook of "Code of Business Conduct" as a guideline for the performance of directors, executives, and employees of the Company and its subsidiaries, as well as to provide this guideline for performing their duties correctly and in accordance with laws and regulations in the same direction.

The Company requires that it is the duties and responsibilities of the Board of Directors , executives, and all employees of the Company and its subsidiaries to acknowledge, understand, and comply strictly with the policies and practices directed in this Code of Business Conduct handbook with honesty, integrity, and fairness to achieve business goals along with maintaining ethical standards for the benefit of the Company and all groups of stakeholders, which shall lead to an organization to grow continuously and sustainably.



Clinical Professor Emeritus Udom Kachintorn, MD.

Chairman of the Board

Inter Pharma Public Company Limited

Part 1 Vision, Mission, and Business Goal

Vision

“Be a leader in inventing and presenting our various range of health products with efficiency and safety for prevention and treatment of diseases, longer life, and anti-aging.”

Mission

In order to achieve the Company's vision, the Company's mission has been defined as 6 items as follows:

1. Outstanding and diverse range of services and products
2. Continuous research and development on products
3. International level of access to products and services
4. Highly qualified and efficient personnel
5. Responsibilities to the Environment and Society
6. Organization of good governance

Business Operational Goals

The Company operates the business in the development, invention, and distribution of health and innovative beauty products for people and health products for pets and livestock consisting of pharmaceuticals, nutraceuticals, cosmeceuticals, healthy foods, and medical devices, for both human health and animal health under the concept of "VALUE YOUR LIFE" with the belief that the value of life is the good health and longevity with quality. This concept has been reflected in the Company's products to provide consumers with a healthy body and a balance in the body's system. The Company pays attention to every detail in the selection process to ensure that the Company's products are of excellent quality. The invention and presentation of biotechnology-based health products are for prevention of the diseases to have a longer life and for anti-aging.

Under the trademark "INTERPHARMA," the Company has set a goal within 5 years to grow into a leading Company in offering health products and shall expand distribution channels and market in the country and overseas to allow the target customers easily access to the products, be able to recognize the Company's trademark, and to provide consumers with good health. In addition, the Company shall improve its internal system to increase efficiency and speed of work. It shall maintain good relationship with partners and take part in helping, developing society, and taking responsibilities to the environment for long-term sustainability.

Part 2 Best Practices

Good Corporate Governance Policy

The Board of Directors has realized the importance of compliance with the good corporate governance code. Therefore, it has established the Good Corporate Governance Policy in accordance with the good corporate governance code for the companies listed in 2017 to monitor the Company's operations to comply with the specified objectives, strategies, policies, plans, and budgets. The business performance has been followed-up, evaluated, and properly reported under ethical business practices. This transparency can be verified, including respecting the rights and responsibility for shareholders, investors, and all stakeholders. Therefore, the Board of Directors has established the good corporate governance policy to be a guideline for all directors, executives, and employees of the Company to adhere to. There are 8 practical principles as follows:

- Principle 1 Recognize the roles and responsibilities of the Board of Directors as a leader of the organization to create value for the business.
- Principle 2 Define the main objectives and goals of the business for sustainability.
- Principle 3 Strengthen the effective committees.
- Principle 4 Nominate and develop top executives and personnel management.
- Principle 5 Promote innovation and operate business responsibly.
- Principle 6 Supervise to create suitable risk management system and internal control.
- Principle 7 Maintain reliable finance and information disclosure.
- Principle 8 Encourage shareholders' engagement and communications.

Code of Conduct for Executives and Employees

1. All executives and employees shall perform their duties with responsibility, honesty, transparency, and fairness. They shall avoid using their authority or allowing others to use their authority either directly or indirectly for the benefit of themselves or others.
2. All executives and employees shall perform their duties in strict accordance with the Company's regulations and policies, including good traditions, whether stated in written or not by taking the best interest of the Company as a priority. They also shall fully dedicate their physical and mental capability to the work of the Company and to the utmost of their ability. They shall avoid working for other people with benefits in returns. In addition, they shall work by applying their knowledge and experiences for the greatest benefit of the Company to let the Company grow on a par with leading organizations.
3. All executives and employees shall have a good attitude towards the Company, maintain the reputation and image of the Company, not defame or give information that may damage the reputation and image of the Company, and avoid commenting to external personnel on matters that may affect the Company's reputation and business operations.
4. All executives and employees shall pay attention seriously to all activities that shall enhance the quality and develop the Company towards its excellence.
5. All executives and employees shall have unity within the Company as well as foster love and unity between individuals and between groups by cooperating and helping each other.
6. All executives and employees shall not bring personal information or information of their colleagues, supervisor, and subordinates to criticize in a derogatory way.
7. All executives and employees shall listen to the opinions and suggestions of colleagues, supervisor, and subordinates and consider using it in a way that benefit to the Company without prejudice.
8. All executives and employees shall refrain from giving gifts or other benefits to superiors or subordinates, or refrain from accepting gifts or other benefits from superiors or subordinates.
9. Executives shall be a good role model for their subordinates, especially about working hard for the Company and adhering to the code of conduct and ethics.
10. Executives shall educate and pass on their work experience to subordinates, including giving advice, suggestions, promoting, and developing their subordinates to have the knowledge and ability to advance in their career.

11. Executives shall apply ethical principles in personnel management, such as recruiting, evaluating performance and potential of working, rewarding in any cases, punishment, etc.
12. Executives shall behave as a good role model and be respected by employees, be fair, and not discriminate.
13. Executives shall promote higher efficiency of work, closely supervise the works of subordinates, and constantly recommend improvement in works, including emphasizing on the use of the Company's limited resources in the efficient way.
14. All employees shall respect their supervisors and comply with the lawful orders of the supervisors. In addition, they shall work according to their line management, including respecting the rights of other employees.
15. All employees shall not report false information or offer dishonest opinions to supervisors. In addition, they shall not allege other executives and employees without fact.
16. All employees shall not work beyond their supervisors unless it is urgent. If such cases occur, they shall be reported to their superiors as soon as possible.
17. All employees shall work with mutual respect, listen to other people's opinions as appropriated, not claim other people's work as their own, and respect the rights of other employees within the same organization.

Compliance with Laws, Regulations, and Articles of Association

All directors, executives, and employees of the Company and its subsidiaries shall strictly comply with the rules, regulations, policies of the Company. In addition, in the operations, all directors, executives, and employees of the Company and its subsidiaries shall strictly comply with the applicable laws, rules, and regulations that are applicable to the operations of the Company.

All directors, executives, and employees of the Company and its subsidiaries shall have knowledge and understanding, acknowledge in all applicable laws, rules, and regulations to the operations of the Company, and continuously follow up on changes in laws, rules, and regulations that are applicable to the operations of the Company.

Anti-Corruption and Giving or Accepting Bribes

Directors, executives, and employees of the Company and its subsidiaries are committed to opposing corruption both directly and indirectly, such as giving or accepting bribes or any incentives or entrusting others to give or

accept bribes or incentives on behalf of themselves. Then, it requires all directors, executives, and employees to strictly oppose corruption, including giving or accepting bribery.

In this regard, the Company has prepared a written anti-corruption policy as a guideline for operating business and developing the organization towards sustainability. The Company requires that the anti-corruption policy as well as guidelines and operational requirements must be regularly reviewed to be in line with changes in business, rules, regulations, and applicable laws.

Directors, executives, and employees of the Company and its subsidiaries shall not demand, receive, or agree to accept money, apparatus, or any other benefits from person who involved in the Company business. However, directors, executives, and/or employees may receive or give gifts according to customs. The acceptance of the gift must not affect the recipient's business decisions. The gift received should be of modest value and should not be a cash or equivalent to a cash.

Prevention of Conflicts of Interest

1. Directors, executives, and employees of the Company and its subsidiaries shall perform duties for the best interest of the Company, avoid any action in a manner that may cause a conflict of interest whether from contacting with people involved in the business such as business partners, customers, competitors, or from using opportunities or information obtained from being a director, executive or employee for personal benefits, and avoid doing business that competes with the Company or work other than the work of the Company which affects work on duties, including not using customer information for personal benefits.
2. Executives and employees of the Company and its subsidiaries shall refrain from holding shares in competitors which make the employees act or omit actions that should be performed according to duties or have an impact on the work in the duties. In the case that the employees have acquired such shares before being an employee or before the Company enters into that business. or acquire through inheritance, employees shall report to their superiors in hierarchical order.

Securities Trading and Inside Information Utilization

1. Directors, executives, executive positions in accounting or finance or equivalent, and employees in departments related to inside information which affects the change in the price of the Company's securities shall not use the inside information before disclosure to the public. Such persons are prohibited from trading in the Company's securities by themselves, their spouses, and minor children, either directly or

indirectly, within one month prior to the disclosure of the quarterly and annual financial statements. They shall be able to trade the Company's securities after the disclosure of such information at least 24 hours.

2. Directors, executives, and employees in departments that receive inside information that has not yet been disclosed to the public which may affect the change in the price of the Company's securities or other listed companies related to inside information shall not trade the securities of such companies by themselves, their spouses, minor children, either directly or indirectly until the 24-hour period has elapsed after disclosing the information to the public.
3. Directors and executives who shall change their holding of securities issued by the Company are required to notify the company secretary at least 1 day in advance.
4. Directors and executives are required to report their holding of securities issued by the Company, which are for themselves, their spouses, and their minor children, to the Securities and Exchange Commission according to relevant requirements, including informing the changes in the holding of such securities to the Board of Directors regularly.
5. Directors and executives shall disclose information about their interests and related persons for the Board of Directors to consider the Company's transactions that may have conflicts of interest and make decisions for the benefit of the Company as a whole. Directors and executives who have stakes in the transactions with the Company shall not participate in decision-making on such transactions. However, this shall be in accordance with the related party transaction approval procedures or measures of the Company.

Confidentiality and Protection of Personal Data

1. Directors, executives, and employees of the Company and its subsidiaries shall maintain information or the Company's news that has not been disclosed to the public confidentially. Such information must not be used for wrongful acquires. In addition, all directors, executives, and employees shall strictly avoid disclosure or taking advantage of the Company's confidential information.
2. Directors, executives, and all employees shall keep the Company's confidentiality by taking care and caution to prevent the leakage of confidential documents or information of the Company, or fall to other people who may cause damage to the Company. This includes not giving documents or the Company's news that must not be disclosed to external unless authorized by supervisors.
3. The Company shall take care and protect personal information obtained by the Company and take the utmost care in handling such information to maintain the privacy of the personal data. The Company shall

only use personal data for the business purposes in which the Company notified personal whose belong to those data at the time of collection.

Protection of Intellectual Property

1. Intellectual property is an important asset and tool that helps promote business operations and increase efficiency. Therefore, it is the responsibility of all directors, executives, and employees to respect the rights of intellectual property owners. They must not take any action in a manner that may infringe the intellectual property of other persons.
2. All directors, executives, and employees shall take care of and protect the intellectual property of the Company from infringement of intellectual property by third parties.

The Company's Asset Maintaining and Utilization

Every employee has their duties and responsibilities to maintain the Company's assets to prevent damage and loss, to use assets efficiently for the utmost benefit of the Company, and to not use the Company's assets for the benefit of themselves or others. All employees shall strictly avoid disclosure or taking advantage from confidential information.

Such assets refer to both tangible and intangible assets such as movable property, real estate, technology, technical know-how, exclusive rights, patents, copyrights, as well as confidential information that is not disclosed to the public such as business plans, financial projections, human resource information, etc.

Computer and Information Technology Utilization

1. Computer and information technology used in operations are the property of the Company . All executives and employees should not use computers and information technology for personal purposes.
2. Executives and employees are prohibited from disclosing the password used in the Company's information system access to others.
3. Executives and employees are prohibited from disclosing information contained in the Company's information system or information purchased by the Company without permission.
4. Executives and employees are prohibited from changing, duplicating, deleting, or destroying the Company's information without permission.

5. Executives and employees are prohibited from using illegal software and shall not copy copyrighted software for any reason without permission from the software manufacturer.
6. Executives and employees are prohibited from modifying hardware devices or install any equipment other than the standard equipment installed by the Company.
7. Executives and employees are prohibited from using the Company's email address or social media channels or URL or other channels in forwarding defamatory messages or messages that are vulgar , obscene, threatening, harassing, or annoying to others.
8. Executives and employees should use the internet to seek information and knowledge that are beneficial to their operations, avoid websites that are illegal or violate good morals, and avoid opening files of unknown sources and using storage devices used on other computers that are suspected to contain computer viruses or other malicious software.
9. Executives and employees should use other communication devices provided by the Company such as telephone, fax, mobile phone conscientiously and responsibly by taking into account the best interests of the Company as an important.

Responsibilities to the Environment

The Company has recognized of the importance of taking care of the environment. The Company, therefore, has measures to preserve the environment and conserve natural resources by using resources wisely, reducing the use of raw materials, power consumption (for production transport or in the office), water use, and renewable resource use, maintaining and restoring biodiversity affected by business operations, discharging and managing waste arising from business operations, greenhouse gas emissions, promoting product development with regard to environmental friendliness, etc., as well as encouraging employees and all stakeholders to participate in environmental conservation.

Safety, occupational health and working environment

The Company promotes and places importance on safety for employees and related stakeholders to prevent accidents, injuries, and occupational illnesses and makes efforts to eliminate or control unsafe practices related to the Company's business operations, the Company has established the following safety, occupational health and working environment policies:

1. The Company considers that work safety is the duty of all employees who must cooperate in practicing in order to ensure the safety of themselves and others, as well as the company's property, at all times while working.
2. The Company will promote and support the improvement of the working environment and working methods that are safe and hygienic so that employees are safe and healthy.
3. The Company will promote and support various safety activities that will help stimulate employee awareness.
4. Supervisors at all levels must act as good examples, lead, train, coach and supervise employees to perform their duties safely and strictly comply with safety regulations.
5. All employees must cooperate in the company's occupational health and safety program and have the right to provide opinions on improving working conditions and methods to make them safer.
6. The Company will strictly comply with relevant laws and regulations.

Practices and Responsibilities to Stakeholders

1. Practices and Responsibilities to Shareholders

1.1 The Company shall treat every shareholder honestly and equally and perform any actions with fairness to all shareholders.

1.2 Executives and employees shall perform their duties with honesty, transparency, and fairness in order to ensure that any decisions and actions are in the interests of the shareholders and the Company.

1.3 The Company's information is disclosed accurately, completely, transparently, and in a timely manner so that shareholders and all related parties are informed on a regular basis and completely according to facts through channels that shareholders and related parties can access information equally and fairly, such as disseminating through the system of the Stock Exchange of Thailand, on the Company's website, etc.

1.4 Any action that may cause a conflict of interest of the Company and violates or deprives the rights of shareholders shall not be conducted.

2. Practices and Responsibilities to Employees

2.1 The Company shall take care and treat employees fairly and equally, respect human rights as well as give compensation to employees fairly and comparably to other industries at the same level, and provide appropriate welfare.

2.2 The Company places importance on the development of knowledge, abilities, and skills of employees by encouraging employees to receive training to sharpen their skills and knowledge thoroughly and regularly.

2.3 The Company shall avoid taking any unfair action that may threaten and put pressure on the mental status of employees or may affect job security of employees.

2.4 The Company shall maintain the working environment to be safe for the life and assets of employees by providing an environment, occupational health, and safety in the workplace.

2.5 Appointment and transfer of employees, including rewards and punishments, shall be conducted with good faith and based on their knowledge, ability, and suitability.

2.6 The Company shall arrange to listen to opinions and suggestions, including providing channels for employees to file complaints in case of unfair treatment or giving clues about possible illegal acts. It shall have a corrective process as well as measures, to protect such employees.

2.7 Employees shall strict comply with applicable rules, regulations, and laws.

3 Practices and Responsibilities to Customers

The Company is committed to continually improving the quality of products and services for customers to create higher customer satisfaction than expected. In this regard, the Company shall understand the customers' needs for the Company to be able to offer services and meet the needs of customers appropriately as follows:

3.1 The Company shall deliver quality and standard products and services to customers within the specified timeframe and under fair conditions.

3.2 The Company shall provide complete, accurate, sufficient, and up-to-date information about the products and services of the Company to customers so that customers have enough information to make a decision without exaggerating both in advertising or in other communication channels which causes customers to misunderstand about the quality, quantity, or any conditions of the products or services.

3.3 The Company shall have customer confidentiality measures and not use the information for its own benefit or for those involved in a wrongful way.

3.4 The Company shall provide an efficient system and channels for customers to complain about the quality of products and services.

3.5 The Company shall strictly comply with various conditions towards customers . In the event that the conditions cannot be met, the action shall be notified to the customer in advance to consider finding solutions together.

3.6 Customer satisfaction is followed up and assessed in order to develop and improve products and services.

4 Practices and Responsibilities to Business Partners and/or Creditors

4.1 The Company shall treat partners and/or creditors with equality and fairness and based on fair returns to both parties. It shall strictly comply with the contracts or conditions that have been agreed upon. In the event that one of the conditions cannot be met, it shall notify business partners and/or creditors in advance to consider finding solutions together.

4.2 In business negotiations, executives and all employees should refrain from demanding, accepting, or paying any benefits that are dishonest in trading with business partners and/or creditors. If there is information that is any request, acceptance, or payment of any dishonest benefits, the Company shall disclose details to business partners and/or creditors and solve problems fairly and rapidly together.

4.3 The Company shall regularly report an accurate and complete financial information to creditors in a timely manner.

5 Practices and Responsibilities to Business Competitors

5.1 Behave under the framework of good competition rules by adhering to the rules of fair competition , transparency, and not taking advantages.

5.2 Do not seek competitors' confidential information through a dishonest or inappropriate method.

5.3 Do not damage the reputation and accuse competitors with malicious accusations, fake news, or attacking competitors.

5.4 Do not agree with competitors or any person in a manner that reduces or limits the trade competition.

5.5 In dealing with commercial competitors, the Company's employees shall not disclose or neglect the Company's secrets to fall into the hands of competitors.

6 Practices to Society, Community, and the Environment

6.1 Support activities that are beneficial to society, community, and the environment.

6.2 Regularly return a part of the organization's profits to activities that shall contribute to society.

6.3 Do not take any action that has a detrimental effect on natural resources and the environment.

6.4 Cultivate consciousness in executives and employees of the Company to take social , community, and the environment responsibility to be occurred among employees at all levels continuously and consistently.

6.5 Control to ensure strict compliance with laws and regulations that are related to the environment, including supporting activities that are beneficial to society, community, and the environment on a regular basis.

6.6 Provide measures for saving energy saving and using resources efficiently and cost-effectively.

7 Practices and Responsibilities to the Public Sector

The Company is committed to conducting business with honesty and compliance with laws , operating business with the government transparently and fairly as a normal customer , providing good confidence and cooperation with the public sector in order to solve problems, developing a good environment for society , and providing support to the public sector in various areas to create benefits for society and for the public.

Part 3 Following Up of Compliance

Compliance with Code of Business Conduct

The Company prescribes that it is the duties and responsibilities of the Board of Directors , executives, and all employees of the Company and its subsidiaries to acknowledge, understand, and strictly comply with the policies and procedures set forth in the "Code of Business Conduct." This is not voluntary so they cannot claim that they are not aware of these established guidelines.

The Company has established guidelines for strengthening and supporting compliance with the Code of Business Conduct as follows:

1. The written Code of Business Conduct is prepared and disseminated widely for executives and employees at all levels to read, understand, and sign for acknowledgment of this Code of Business Conduct as well as adhere to as the operational guideline.

2. Executives at all levels in the Company shall take responsibility and place importance to ensure that employees under their line management acknowledge, understand, and seriously comply with this Code of Business Conduct.
3. Values are cultivated, and organizational culture is created to promote ethical values, including:
 - Directors and top executives of the Company shall be a good role model in morality and ethics.
 - Understanding and importance of morals and ethics shall be strengthened through activities in various forms.
4. Guidelines for actions are set for any occurred Code of Business Conduct problems, such as receiving complaints, investigation, protection of whistleblowers, and penalties.
5. The Code of Business Conduct is reviewed at least 1 time a year in order to ensure its suitability for the situation and changing business environment.

Receipt of Complaints about Code of Business Conduct

The Company has required all directors, executives, and employees to jointly monitor the compliance with the Company's Code of Business Conduct. The Company has provided channels for complaints of violations or omissions to comply with the Company's Code of Business Conduct.

The Company shall keep the information received through the complaint channels very well, and treat it as confidential information. The complaint shall be protected from harassment during and after the investigation.

The Company shall deal with all complaints equally, transparently, and attentively, as well as being fair to all parties. The investigative period has been set appropriately and fairly.

Directors, executives, and employees witnessing any acts that violate or omit to comply with the Company's Code of Business Conduct can make complaints to the Company's complaint channels as follows:

<u>By postal mail:</u>	Complaint Receiving Unit, Human Resources Department Inter Pharma Public Company Limited No. 140/9 ITF Tower, 9 th Floor, Silom Road, Suriyawong Sub-District, Bang Rak District, Bangkok 10500
<u>E-mail:</u>	hr@interpharma.co.th
<u>The company website:</u>	www.interpharma.co.th

Penalties

This version of the Code of Business Conduct is a part of the Company's articles of association that all directors, executives, and employees shall strictly adhere to. Any person who violates or omits to comply with this Code of Business Conduct is considered a wrongful disciplinary, which shall be subject to disciplinary action according to the work articles of the Company. If the violation of the Code of Business Conduct is an offense under laws, it is needed to be taken a legal action against those personnel.

Code of Conduct (3st Revision) has been approved by the resolution of the Board of Directors' Meeting of Inter Pharma Public Company Limited No. 1/2025, which was held on 25 February 2025.