

(II) DIRECTOR ORIENTATION AND DEVELOPMENT

The President & Chief Executive Officer normally gives orientation meetings for new Board members. In these meetings, briefings on TTA's policies and key business operations are given, along with the Articles of Association, recent presentations, and the latest annual report, in a Director's Handbook.

In addition, TTA encourages Directors to attend courses or join activities aimed at improving their performance on the Board and Board committees. Six directors have participated in the Thai Institute of Directors' ("IOD") director training programmes, including the Director Certification Program ("DCP"), the Director Accreditation Program ("DAP"), the Finance for Non-Finance Director Program ("FN"), and the Role of Chairman Program ("RCP").

TTA encourages Directors who have not participated in the above training programmes to participate at the Company's expense.

6. TTA'S BUSINESS ETHICS AND CODE OF CONDUCT

(A) TTA'S ETHICAL AND OPERATIONAL GUIDELINES

TTA has the following ethical and operational guidelines:

(i) Fairness

We believe in being fair to all parties having a business relationship with us and conscientiously avoid favouritism or a conflict of interest situation.

(ii) Professionalism

We carry out our responsibilities in a professional manner and are determined to achieve excellence by continuously increasing performance levels through new methods and technologies.

(iii) Proactiveness

We are responsive to client needs and social, technical, and economic changes and adapt to the circumstances.

(iv) Discipline and Compliance

We pursue business affairs with discipline and ethical principles and ensure that our undertakings comply with laws, rules, and regulations.

(B) CODE OF CONDUCT

The Board has approved a VMV framework to guide our business operations. A Code of Business Conduct is being finalised to implement the VMV framework, emphasising our four Core Values.

Our four Core Values are:

- (i) **Integrity:** We are open, honest, and ethical, deliver on our promises, and build and nurture trust in our relationships.

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- (ii) **Excellence:** We set high standards of quality, safety, environment, security, and service, are always prepared for challenges, and conduct our business professionally.
 - (iii) **Team Spirit:** We care for our clients, employees, and suppliers and behave in ways that build a spirit of teamwork and collaboration and show deep respect for one another.
 - (iv) **Commitment:** We are passionate about the future of this Company and feel accountable for business results and success.

The Board's policy is that Directors will pursue the highest standards of ethical conduct in the interests of all stakeholders. The Board allows executive Director(s) to take up external board appointments, subject to the agreement and approval of the Board. Executive Director(s) retain(s) any fees received in respect of such external appointments. Generally, outside appointments are limited to two (2) outside company boards only. At present, the President & Chief Executive Officer does not serve on any outside boards. Non-executive Directors may serve on a number of outside boards, however, provided that they continue to demonstrate the requisite commitment to discharge effectively their duties to TTA.