

## Compliance Policy

The Board of Directors of Nirvana Development Public Company Limited places importance on the supervision of operations in accordance with laws, rules and regulations related to the Company's business operations with the intention of promoting the Company and the Company group as an organization without conducting business inconsistent with laws, rules and regulations.

Therefore, the Board of Directors has established this Compliance Policy as a guideline for directors, executives and employees to adhere and prevent risks that may affect the Company as well as the confidence of stakeholders. Thus, it is the responsibility of all directors, executives and employees to comply with the Compliance Policy as follows:

### Definitions

"the Company"	refers to Nirvana Development Public Company Limited
"the Board of Directors"	refer to the Board of Director of Nirvana Development Public Company Limited
"the directors"	refer to the directors of Nirvana Development Public Company Limited
"the executives"	refer to Chief Executive Officer, and the first four executive positions after the Chief Executive Officer including those holding executive positions in Accounting or Finance of Nirvana Development Public Company Limited
"the regulations"	refer to laws, rules, regulations, measures and guidelines applicable to the Company and its subsidiaries
"the regulatory compliance"	refer to the performance of directors, executives and employees are in accordance with the laws, rules, regulations, measures and guidelines applicable to the Company and its subsidiaries, including following the traditions, observing professional standards, ethics and regulations of the Company and its subsidiaries.
"the operational governance"	refer to ensure that the Company and its subsidiaries, including directors, executives and all employees have complied with the regulations to prevent unlawful operations and to reduce the potential impact of non-compliance through various processes that promote, support, control, audit and report compliance.

### **Scope of Compliance Policy**

1. As directors, executives, and employees, study and abide by the regulatory compliance covering laws, rules, code of conduct standards governing the Company's business. Always verify whether these regulations are current. Any inquiries shall contact the related parties.
2. Executives must be good role models by communicating, supporting, and encouraging their subordinates to understand by establishing guidelines with operational governance properly, including raising awareness of operating according to the regulatory compliance.
3. Respecting and complying with the laws related to the Company's business operations.
4. Compliance with the Company's significant policies, such as Corporate Governance Policy, Anti-corruption Policy, Conflicts of Interest Policy and Guidelines, etc.
5. Compliance with the rules, requirements, procedures or standards related to the operations within the Company, such as Procurement Regulations, and Regulations for Approval and Operation, etc.
6. Study and abide by the regulations on delegation, rules for delegation of authority and scope of authority as assigned, not performing or agreeing to a contract or making a commitment to other people without authority.

### **Policy Implementation**

As directors, executives, and employees shall study and abide by the regulatory compliance related to the operations, avoid unlawful involvement activities or contrary to public order, or the good morals of the people. If any work is found to violate the policy and regulations referred to, report to their supervisors and relevant departments. In this regard, the report or whistleblowing of such violating or illegal activities will be protected with utmost confidentiality.

### **Duties and Responsibilities**

The Board of Directors has the influence to support the Company's operations and comply with laws, regulations, measures, and guidelines applicable to the Company and its subsidiaries, also approve the policy on supervision of operations.

### **Compliance Unit**

1. Support the policies and objectives of the organization and executives in ensuring adequate oversight.
2. Advise the management for the operational governance according to the laws and regulations, including

facilitating training for staff and employees in acknowledgment of the law, relevant rules, and regulations of the Company.

3. Educate personnel on compliance issues.
4. Gather compliance issues, especially customer complaints, regulatory comments, to develop additional regulatory measures.

#### **Review of Compliance Policy**

The Company required the revision of the Compliance Policy to be current and consistent with changes in laws and rules applicable to the Company's operations when such changes affect the Company's business operations significantly. The Corporate Governance Unit is responsible to present the Corporate Governance and Sustainable Development Committee for approval before proposing to the Board of Directors for approval, respectively.

This Compliance Policy was approved by the resolution of the Board of Directors Meeting No. 9/2024 held on November 7, 2024.



(Mr. Vichien Jearkjirm)

Chairman of the Board of Directors

Nirvana Development Public Company Limited