

Policy for Compliance with Laws or Sets of Regulations Related to Business Operations

Nova Empire Public Company Limited

Nova Empire Public Company Limited (the "Company") and its subsidiaries adhere to properly perform under the related agreements, requirements, sets of regulations, regulations, laws, commitments, or any obligations under the practical guidelines that adhere to the Corporate Governance Code under the belief that it is the code that carries the organization for the sustainable growth, resulting in reliability and acceptance from the society and public, and to prevent the impact on the Company, executives, employees, and stakeholders. Therefore, the Company has established the following policy.

1. All executives and employees shall adhere to and comply with the set of regulations including laws, rules, Articles of Association, important commitments, business ethics, policies, and work guidelines.

2. All executives and employees have the duty to realize and endeavor to grasp their tasks that they are related to or must comply with any laws, rules, and work guidelines, and understand the impacts and damages from non-compliance or compliance not conforming to the said sets of regulations.

3. All executives and employees shall respect and comply with the laws and sets of regulations both inside the country and in foreign countries. The illegal business operation shall be unacceptable thing.

4. All executives and employees shall create awareness by communicating, promoting, and supporting to bring about knowledge, understanding, and create a culture in matters of integrity, and strictly and concretely comply with the Company's sets of regulations.

5. The Company entrusts the Audit Committee to be responsible for risk management to efficiently and effectively supervise the work performance, continuously improve the processes to be consistent with both internal and external business operations, and respond to contingent changes.

6. The employee who provides the data or reports about the act that is or may be a breach of laws and rules shall be protected with fairness according to the Company's Complaints and Whistleblowing of Offence and Fraud Policy.

The Policy for Compliance with Laws or Sets of Regulations Related to Business Operation is effective from 9 November 2020 onwards.

NOVA EMPIRE

NOVA EMPIRE PUBLIC COMPANY LIMITED



(Paleerat Panboonhom)

Chairman of the Board of Directors

Nova Empire Public Company Limited