



Third Revision

Anti-Corruption Policy

Thai Wacoal Public Company Limited

Thai Wacoal Public Company Limited is fully committed to conducting its businesses in an honest, open, transparent, and accountable manner within the principles of good corporate governance, together with placing emphasis on an anti-corruption by promoting awareness and conscience among company employees at all levels to fight all forms of corruption, which is consistent with being a member of Thai Private Sector Collective Action Against Corruption (CAC).

The company hereby set forth practical guidelines in implementing its anti-corruption policy as follows:

The Anti-Corruption Policy

The company is firmly committed to uphold such practice stipulated by laws relating to anti-corruption in Thailand, by strictly instructing all company directors, management members, and company employees, not to engage in, condone, or encourage, any act alleged as corruption practices, in any form, whether directly or indirectly, enforceable upon all business categories and all departments concerned.

In that regard, the company hereby set relevant practical guidelines as follows:

1. The company shall not engage in and encourage any act in accepting bribes and payment of facilitation in any form
2. In the event that the company offering charitable donation or accepting donation, being a supporter or a recipient, giving political support, hiring government employees or state officials, including giving or receiving gifts, entertainment and hospitality, the company will proceed according to the prescribed regulations and operating guidelines.
3. Supporting enhancement of awareness and value for anti-corruption among the company directors, management members, and company employees to perform duties in accordance with relevant laws, notifications and regulations by preparing such manual for practical guidelines.

.../2



- 2 -

4. The company directors, management members, and company employees must not act as an intermediary in demanding and accepting or offering any financial favours or other forms of benefits from government sectors or private sector, which induces to violate the laws. Moreover, it is illegal to use positions and/or duties to use the company's data to seek benefits for oneself or others.
5. Setting the system to report financial status transparently and accurately, providing an efficient and effective internal control system, and controlling check-and-balance system to be appropriate in order to prevent conducting any fraud or taking part in any fraud and corruption.
6. Monitoring and reviewing the anti-corruption policy, guidelines and regulations consistently for operation in order to adjust with business changes, laws and regulations.
7. Establishing adequate communication channel allowing the whistleblower to provide any confidential information or justifiable allegation related to fraud attempts, while ensuring that said whistleblower obtain protection.

This anti-corruption policy has been approved by The Board of Directors' meeting no.5/2021 dated July 22, 2021, and shall take effect from August 1, 2021 onwards.

A handwritten signature in blue ink, reading 'Manu Leelanuwatana'.

(Mr. Manu Leelanuwatana)

Chairman