Translation
Seventh Revision

Regulations on Compliance with the Anti-Corruption Policy
Thai Wacoal Public Company Limited
Announced on August 1, 2026

Thai Wacoal Public Company Limited is committed to conducting its business with integrity and transparency, in accordance with the principles of good corporate governance, and places great importance on anti-corruption.

Accordingly, the Company has established written Regulations on Compliance with the Anti-Corruption Policy to serve as guidelines for all directors, executives and employees of the Company to consistently adhere to and comply with.

SECTION 1
Definitions

Corruption means undertaking or neglecting to undertake any actions in accordance with the assigned responsibilities of the position, or the improper use or abuse of the assigned authority. This also includes the giving and receiving of any bribes or making and offering of any promises to; or requesting or proposing to receive any assets or other benefits from any officials working in a government agency or a private sector organization or any other involved persons - whether directly or indirectly - so as to gain any business related benefits in an improper manner, with the exception of those occasions where the laws, announced regulations and customary and traditional behaviors accept and allow.

Company Personnel means all the directors, executives, and employees of the Company.

Government employee or state officials means a person holding a political position, Government official or local official assuming a position or having permanent salaries, official or person performing duties in a State enterprise or a State agency, local administrator and member of a local assembly who is not a person holding a political position, official under the law on local administration and shall include a member of a Board, Commission, Committee or of a sub-committee, employee of a Government agency, State enterprise or State agency and person or group of persons exercising or entrusted to exercise the State's administrative power in the performance of a particular act under the law, whether established under the governmental bureaucratic channel or by a State enterprise or other State undertaking.

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SECTION 2

Duties and Responsibilities

1. **The Board of Directors** is responsible for establishing the Anti-Corruption Policy and overseeing the implementation of an effective anti-corruption support system to ensure that the management recognizes the importance of anti-corruption and fosters it as an integral part of the Company's corporate culture.

2. **The Audit Committee** is responsible for reviewing the Company's operations to ensure that the operations of the various departments are carried out effectively and in accordance with the Anti-Corruption Policy.

3. **The Risk Management Committee** is responsible for overseeing and supporting the implementation of corruption risk management.

4. **The Corporate Governance and Sustainable Development Committee** is responsible for proposing and reviewing the Anti-Corruption Policy and related regulations for submission to the Board of Directors, as well as overseeing and supporting compliance with such Policy and regulations.

5. **The Executive Committee,** in its capacity as the Management, is responsible for overseeing the implementation of the Anti-Corruption Policy to ensure that the Company implements such Policy. It shall also promote and support executives, employees, and all relevant parties in gaining knowledge and understanding of the Anti-Corruption Policy and the related regulations, as well as review the appropriateness of the related systems and measures.

6. **Internal Audit Office** is responsible for auditing and reviewing operations activities to ensure that the internal controls system is appropriate and adequate to effectively handle the risks of corruption.

7. **The Anti-Corruption Working Group** is responsible for preparing the Anti-Corruption Policy and related regulations; promoting, supporting, supervising, and monitoring compliance with the Policy; receiving reports of concerns or complaints; appointing a fact-finding investigation committee in the event that corruption is detected; and reporting the Working Group’s performance to the Corporate Governance and Sustainable Development Committee.

8. **Supervisors and Superior Officers at all levels** are responsible for overseeing the operations under their respective areas of responsibility to ensure compliance with the Anti-Corruption Policy and the relevant regulations. They shall also communicate and promote the Policy and the relevant regulations to their subordinates, as well as serve as role models for employees.

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บริษัท ไทยวาโก้ จำกัด (มหาชน) 132 ซอยเจริญราษฎร์ 7 แขวงบางโคล่ เขตบางคอแหลม กรุงเทพมหานคร 10120 โทร. 0 2289 3100 โทรสาร. 0 2291 1788
THAI WACOAL PUBLIC COMPANY LIMITED 132 Soi Charoenrat 7, Bangklo, Bangkholaem, Bangkok, Thailand 10120 Tel. 0 2289 3100 Fax. 0 2291 1788
Web: www.wacoal.co.th Register No. 0107537001455

9. Employees are responsible for fully complying with the Anti-Corruption Policy and related regulations, as well as reporting or submitting any relevant information regarding any acts of corruption.

SECTION 3
Operating Guidelines

1. All directors, executives and employees are to be informed, acknowledge and act in compliance with the Anti-Corruption Policy and related regulations.

2. All directors, executives and employees shall not ignore or disregard any suspected acts of corruption involving the Company. Upon becoming aware of such acts, they shall report any information or clues through the channels designated by the Company and cooperate in any fact-finding investigation.

3. If any employee has any doubt or is uncertain whether an act may constitute corruption, the employee shall seek advice and guidance from the direct supervisor, a higher-level supervisor, the Chairman of the Anti-Corruption Working Group, or a member of the Corporate Governance and Sustainable Development Committee.

4. The Company has established a system for the procurement/ purchasing goods and services that is equitable and transparent, and maintains accepted standards of operations together with

5. The Company has established a human resources management system that is fully transparent and equitable, and that fully reflects the Company's commitment to being against corruption - namely: from the recruitment and hiring process, training activities, job performance evaluation, consideration process for associated remuneration and compensation, as well as to the implementation employee promotions and undertaking any employee disciplinary actions.

6. The Company has established an accounting system to record all transactions, which are ready to be audited to confirm their full correctness and appropriateness as financial reports, together with relevant supporting documents that adequately and comprehensively record each specific working process and steps in accordance with general accepted accounting standards and principles as well as involved applicable laws.

7. The Company has established an audit system and an internal controls system, together with risk management measures, in order to ensure that the working procedures of the Company are comprehensive, concise and adequate, as well as can prevent against any acts of corruption.

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8. The Company shall provide fairness and protection to the Company Personnel who deny corruption or report clues or complaints in good faith in relation to corruption involving the Company.

9. Any director, executive and employee, who violates or fails to comply with the Anti-Corruption Policy, shall be subject to disciplinary action in accordance with the Company's disciplinary measures and, where the relevant laws have been violated, may also be subject to civil and criminal liability.

10. The Company has committed to creating and maintaining corporate culture that adheres to conducting business on the basis of morality and ethics and rejects all forms of corruption.

11. The Company has communicated all relevant information, so as to create full understanding together with holding various training courses on the established the Anti-Corruption Policy and related regulations for all Directors, executives and employees.

12. The Company has arranged to communicate the established the Anti-Corruption Policy to all its subsidiary companies, associate companies, and other companies within the control of the Company, as well as encourage and support them to adopt and act in full compliance with the Anti-Corruption Policy accordingly.

13. The Company has arranged to disseminate, inform and educate those who are involved in undertaking business activities together with the Company or who are in a position to possibly have an impact on the Company, so that they can be fully aware of, acknowledge and also act in full compliance with the Anti-Corruption Policy accordingly.

14. The Company has arranged to disclose and communicate the anti-corruption policy and whistleblowing channel to public through the Company's website and the annual registration statement / annual report (Form 56-1 One Report).

15. The Company's anti-corruption policy is to be consistent with anti-corruption laws of Thailand.

16. The Company has reviewed the Anti-Corruption Policy and the related regulations on an annual basis.

SECTION 4

Forms of Corruption

1. **Giving political support** means giving any financial contributions or any other kind of support in order to promote and assist any political activities - such as: giving goods or providing services to as well as advertising, promoting or campaigning for any political party; buying tickets to attend any associated events to collect money or giving any financial contributions to organizations that are closely associated with a political party; together with giving support by allowing employees to participate, in the name of the Company, in any politically related activities so as to gain some business related competitive advantage.

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Operating guidelines

1.1 The Company has a policy to be impartial and unbiased with regard to politics, through not giving any form of support by undertaking any actions in being aligned with or biased towards any one particular political party.

1.2 The Company has communicated and informed its directors, executives, and employees that the Company will not participate in or give support to any political party or political activities; as well as that they should avoid expressing any political opinions within the Company that may lead to any internal conflict or arguments among the employees.

1.3 In the event that the Company should wish to undertake any political activities, it is only to show its support for and promote the overall principles and system of democracy, without any hidden agenda or objective to gain any business related benefits; whereby such actions must be undertaken in accordance with the established rules and regulations of the Company.

1.4 Directors, executives and employees have the personal rights and freedom, under the laws and overall legal framework, to participate in any political activities in a personal capacity; whereby they need to always act in a careful manner since the society may see and misunderstand these personal actions as being an act of giving support in the name of the Company to one or other particular political party.

2. Giving charitable donations or accepting donations means giving or receiving assistance in the form of money or in any other manner, that is part of the overall corporate public relations and promotional activities aimed at enhancing the corporate image of the Company, together with being a means of giving back to society as a whole without the intent to gain any business related compensation or benefits.

Operating guidelines

2.1 Giving charitable donations must be done in the name of the Company, through donating to a charitable foundation or public charity organization, educational institution, hospital or medical institution, or an organization providing social assistance that is credible, traceable and no social criticism.

2.2 Giving charitable donations or accepting donations in a transparent manner and in accordance with the rules and regulations of the Company.

2.3 Giving charitable donations in a personal capacity should be done in a careful manner, since such actions may be seen and misunderstood as being undertaken in the name of the Company.

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2.4 The Company has a policy not to accept donations for any benefit of the Company, except as a representative for receiving donations to help those affected by floods, storms, fires, or other natural disasters, or for charity.

3. Being a supporter or a recipient means giving or receiving support or assistance - in the form of money or in any other manner - with the intent of being an act of public relations to promote a business, brand or product as well as with the core objective of promoting a positive corporate image - such as: activities for supporting education, or promoting the arts and culture, sport events.

Operating guidelines

3.1 Giving or receiving charitable donations must be done in the name of the Company.

3.2 In being a supporter, the giving party must be sure that the requesting/ recipient party will undertake the proposed activities in a genuine manner, so as to create actual and genuine benefits for society; or that it corresponds to the established Corporate Social Responsibility related activities of the Company.

3.3 In being a supporter or a recipient, must act in a transparent manner as well as in accordance with the rules and regulations of the Company.

4. Expenses relating to gifts, entertainment and hospitality means the giving or receiving of any gifts or benefit or any acts of entertainment and hospitality that aim to establish and enhance positive business relationships.

Operating guidelines

4.1 Directors, executives and employees must not request in an indirect manner, or make specific demands, or ask for any gifts or any form of entertainment or hospitality from clients/ customers, business partners or any involved Stakeholders of the Company's business.

4.2 Directors, executives and employees are allowed to give and receive gifts as well as any form of entertainment or hospitality from or to any persons, whereby such actions follow these operating guidelines:

(1) Such actions are in accordance with the business ethics and customary traditions as well as the applicable rules and regulations of the Company.

(2) Such acts of giving and receiving are undertaken in the name of the Company and not in a personal capacity, as well as done in an open manner.

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(3) The gift is not in the form of cash or cash equivalent - such as, gift checks or gift vouchers. Except in case of expressing condolences, the Company is allowed to give cash by complying with the rules and regulations of the Company.

(4) The value of the gift is appropriate to the occasion, customs or traditions and situation - such as, small gift items given on festive occasions that is considered as a normal customary practice.

(5) It is prohibited to give or receive gifts or acts of entertainment or hospitality during a process of negotiating any important business transactions of a high value - such as, a proposal or bidding or procurement process for a project, or sales/ purchase contract.

4.3 Requests for expenses relating to the gift or act of entertainment or hospitality is in accordance with the rules and regulations of the Company.

4.4 The giving or receiving of the gift or act of entertainment or hospitality does not require or involve an amount of money that exceeds any amount considered to be appropriate, or is undertaken too frequently so as to be considered inappropriate.

4.5 Receiving of a gift or act of entertainment or hospitality is in accordance with customary traditions and cannot be declined to accept; whereby the employee can accept or offer the gift or acts of entertainment or hospitality that is not of a value beyond those that are specified in the rules and regulations of the Company; and the employee reports such acts to the direct Superior. If it is a gift item, then it must be handed over to the specified internal Department for further action as required and specified.

4.6 The Company has arranged to publicize and inform its customers/ clients, business partners, and any involved Stakeholders in the Company's business of the associated policy and operating guidelines of the Company relating to the giving and receiving of gifts and acts entertainment or hospitality on their part.

5. Facilitation payments means an unofficial payments made to government employees or state officials to ensure that government employees or state officials will proceed with the process or encourage quicker action, which the process does not require the discretion of a government employee or a state official and is an act in accordance with the duties of that government employee or that state official, and also including the Company's legal right, such as applying for a license, requesting a certificate and obtaining public services, etc.

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Operating Guidelines

The Company has a policy not to pay facilitation payments to government employees or state officials in any form, both directly and indirectly, including the Company will not accept any action in exchange for facilitating business operations.

6. Conflict of interests means any situations or actions that lead to a conflict between the personal interests and those of the Company, whether directly or indirectly.

Operating Guidelines

6.1 The Company has dealt with conflict of interests prudently, fairly and reasonably, and has a transparent process for approval to enter into the transaction, including no give special benefits or special privileges to any person.

6.2 Directors, executives and employees should attach more importance to the overall interests of the Company over their own personal interests; and should discharge their duties and responsibilities for the overall benefit of the Company, within the framework of the applicable laws and good moral ethics, as well as not to give any special benefits or privileges to any parties.

6.3 Directors, executives and employees are prohibited from making any decisions or being involved in deciding on any matters/ transactions in which they have a personal vested interest.

6.4 Directors, executives and employees are prohibited from seeking benefits from information or anything they know from their position, duties and responsibilities for themselves or others.

7. Relationships between the Public Sector or the Private Sector means the ongoing business related contacts between the Public/ Government Sector or the Private Sector including contacting government officials or private sector officials in order to obtain a business advantage.

Operating Guidelines

Directors, executives and employees must undertake any associated activities in this regards with full transparency, honesty and integrity as well as in full accordance with the rules and regulations of the Company together with the involved and applicable laws.

8. Hiring government employee or state officials means the Company hire someone from the government sector or a former government employee or a former government official to become a consultant, directors, executives or employees of the Company or the Company Personnel who also involved in issuing the government policy. This may create a risk of corruption in respect of the conflict of

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interests of the person who has a role in both organizations, which may act unfairly or trying to push the government policy to benefit the Company.

Operating Guidelines

8.1 In the event that government employee or government officials work for the Company

8.1.1 The Company has a process to check on background of the person that will be nominated for a position as a consultant, director, executives and employees of the Company in order to investigate conflicts of interests prior to any appointment or employment.

8.1.2 Employment approval and compensation for hiring government employee or state officials to hold a position in the Company must to comply with the Company's regulations by carefully considering the reasons for necessity.

8.1.3 The information of the employment of government employee or state officials has been disclosed in the Company's annual registration statement / annual report (Form 56-1 One Report) for transparency.

8.2 In the event that the Company Personnel works for government agencies

8.2.1 The Company Personnel is able to perform duties to help with policy for government agencies by notifying the Company.

8.2.2 In the event that the directors, executives or employees of the Company act involved in government policy, they must perform their duties with caution and prudence under the law and morality to prevent abuse of power or conflicts of interest.

8.2.3 The information of company person that work for government agencies has been disclosing in the Company's annual registration statement / annual report (Form 56-1 One Report) for transparency.

SECTION 5

Whistleblowing or Complaints

The Company has established measures for whistleblowing regarding any suspected acts of corruption by Company directors, executives and employees, or any acts to be considered violating policy and regulations related to anti-corruption. Additionally, procedures have been put in place to protect and treat such whistleblowers or complainants in a fully equitable manner.

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1. **Scope of Whistleblowing or Complaints**

1.1 Any conduct that may indicate corruption.

1.2 Any act reasonably believed to violate the Anti-Corruption Policy or the Regulations on Compliance with the Anti-Corruption Policy.

2. **Whistleblowing or Complaint Channel**

Any person who has witnessed, possesses evidence of, or has reasonable grounds to believe in good faith that a director, an executive, or an employee of the Company has engaged in or participated in corruption, whether directly or indirectly, or has violated the Anti-Corruption Policy or the related regulations, may report such information or submit a complaint through the following channels:

2.1 Report concerns or complaints verbally or in writing to the direct supervisor. If no action is taken, the matter may be reported to the next higher-level supervisor or the Director of Human Resources Division.

2.2 Report concerns or complaints by registered mail to the Audit Committee, the Director of Human Resources Division, the Director of Internal Audit Office, the Chairman of Anti-Corruption Working Group, or the Company Secretary at the following mailing address:

Thai Wacoal Public Company Limited
132 Soi Charoenrat 7, Bangkhlo, Bangkholaem, Bangkok 10120

2.3 Report concerns or complaints by email or telephone. The contact details are as follows:

Agencies	Telephone Number	E-mail Address
The Audit Committee	-	auditcommittee@wacoal.co.th
Human Resources Division	0-2289-3100-9, Ext. 490	hr@wacoal.co.th
Internal Audit Office	0-2289-3100-9, Ext. 207 0-2291-0540	audit@wacoal.co.th
The Anti-Corruption Working Group	0-2289-3100-9, Ext. 385	cac@wacoal.co.th
Company Secretary	0-2289-3100-9, Ext. 331	secretariat@wacoal.co.th

2.4 In the event that a director or executive director is involved in any suspected illegal or improper activities or has played of part in any acts of corruption, the whistleblower should be submitted directly to the Audit Committee.

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2.5 In the event that the whistleblower chooses not to disclose his or her identity, sufficient detailed facts or clear documentary evidence must be provided to demonstrate reasonable grounds to believe that corruption has occurred.

The Company shall keep all relevant information confidential and take into consideration the safety of the whistleblower, except where disclosure is required by applicable laws.

3. Definition of Relevant Persons

3.1 Whistleblower or complainants means any person who has witnessed, has evidence of, or has reasonable grounds to believe in good faith that the respondent has engaged in or participated in any act of corruption, whether directly or indirectly, or has violated the Anti-Corruption Policy or the related regulations.

3.2 Complaint recipient means the Audit Committee, the Director of the Human Resources Division, the Director of the Internal Audit Office, the Chairman of the Anti-Corruption Working Group, the Company Secretary, and the whistleblower's direct supervisor or a higher-level supervisor. They are responsible for gathering and conducting a preliminary assessment of the sufficiency of the information and evidence received.

3.3 Respondent means any member of the Company Personnel or any person acting on behalf of the Company who is the subject of a complaint for having engaged in or participated in any act of corruption, whether directly or indirectly, or for violating the Anti-Corruption Policy or the related regulations.

In the event that the Investigation Committee finds that other persons have participated in, supported, or directed such acts relating to the complaint, such persons shall also be considered respondents and subjects of the complaint.

3.4 Informant means any person within or outside the Company who is requested to cooperate with the Investigation Committee by providing information relevant to the complaint.

4. Fact-finding investigation procedures

The Company shall conduct fact-finding investigations with fairness, transparency, and impartiality, while ensuring fair treatment of the respondent.

4.1 The complaint recipient shall forward the matter to the Chairman of the Anti-Corruption Working Group for consideration of appropriate actions to be taken.

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4.2 In general cases, the meeting of the Anti-Corruption Working Group shall appoint an Investigation Committee comprising no more than 5 members, consisting of representatives from the Internal Audit Office, Human Resources Division, Legal Office or the relevant division of the Company.

In urgent cases, cases where the estimated damages or loss of business opportunities may exceed Baht 1 million, or cases that may affect the Company's reputation and image, the Chairman of the Anti-Corruption Working Group shall submit the matter to the Managing Director for appointment of an Investigation Committee comprising no more than 7 members. The Investigation Committee shall consist of representatives from the Executive Committee, Internal Audit Office, Human Resources Division, Accounting and Finance Division, Legal Office, or the relevant division of the Company.

The Investigation Committee may invite any directors, executives, employees, business partners, or other persons involved in the Company's business to provide information or request them to submit any relevant documents.

The members of the Investigation Committee shall not have any conflict of interest in relation to the matter under investigation. The fact-finding investigation shall be completed within 45 days from the date on which the Investigation Committee is informed of the matter by the complaint recipient. If the investigation cannot be completed within the specified period due to necessity, the Investigation Committee shall report the reasons to the Managing Director and may request an extension of the investigation period for no more than 30 additional days.

4.3 The Investigation Committee shall report the results of the investigation to the Anti-Corruption Working Group for submission to the Managing Director. If the complaint is found to be substantiated, the Investigation Committee shall, together with the Anti-Corruption Working Group, propose appropriate disciplinary actions or appropriate measures to mitigate the damage suffered by the affected person(s).

4.4 The Managing Director shall approve the appropriate and fair disciplinary actions or measures to mitigate the damage suffered by the affected person(s), and shall proceed as follows:

- In urgent cases, cases where the estimated damages or loss of business opportunities may exceed Baht 1 million, or cases that may affect the Company's reputation and image, the Managing Director shall immediately report the matter to the Board of Directors.
- In general cases, the Managing Director shall report the matter to the Audit Committee and the Corporate Governance and Sustainable Development Committee for acknowledgement, and shall

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summarize the opinions and recommendations of such committees for submission to the Board of Directors for acknowledgement at its next meeting.

4.5 If the respondent is a director or a member of the Executive Committee, the complaint recipient shall report the matter to the Chairman of the Board of Directors or the Chairman of the Audit Committee for the appointment of an Investigation Committee. The Investigation Committee shall report the results of the investigation directly to the Chairman of the Board of Directors or the Chairman of the Audit Committee.

4.6 In the event that the whistleblower or complainant discloses his or her identity, the results of the investigation shall be communicated to such person.

5. Whistleblower and Complainant Protection

The Company shall protect the rights of whistleblowers or complainants acting in good faith in accordance with the whistleblower and complainant protection measures set out in the Code of Conduct for Company Directors, Executives and Employees.

5.1 The whistleblower, complainant or informant may choose not to disclose his or her Identity if he or she believes that such disclosure may cause him or her to feel unsafe or result in any loss or damage. However, if the person chooses to disclose his or her identity, the Company shall provide updates on the progress of the matter, clarify the relevant facts, or take appropriate measures to mitigate any loss or damage more conveniently and promptly.

5.2 The Company shall keep confidential the name, address, and any other information that may identify the whistleblower, complainant, or informant. The complaint recipient and those responsible for conducting the fact-finding investigation shall keep all relevant information strictly confidential, except where disclosure is required by applicable law. Any person who intentionally discloses such confidential information without authorization shall be subject to disciplinary actions and/or legal action in accordance with applicable laws.

5.3 The Company shall prevent any threats or harassment against whistleblowers, complainants, or informants and shall impose disciplinary actions on any person who threatens or harasses them.

5.4 The Company shall provide special protection to whistleblowers, complainants, or informants commensurate with the severity of the circumstances.

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5.5 In the event that an investigation concludes that no misconduct has occurred as reported or complained of, the Company shall not impose any disciplinary action a whistleblower or complainant was made in good faith. Furthermore, any person affected by the matter shall be provided with appropriate and fair remedies.

5.6 The Company shall not demote, impose any disciplinary action on, or take any action that may adversely affect the employment of any employee who reports concerns or submits complaints, cooperates in the fact-finding investigation, or refuses to engage in corruption, even if such actions cause the Company to lose business opportunities.

5.7 In the event that there is clear and sufficient evidence that a whistleblowing report, complaint, or information has been made or provided in bad faith, resulting in damage to the person complained of or the Company, the Company shall conduct an investigation and impose disciplinary actions and/or take legal action in accordance with applicable laws against any whistleblower or complainant who is Company Personnel. In the case of a whistleblower or complainant who is an external party, the Company shall consider taking legal action in accordance with applicable laws.

SECTION 6
Penalties

1. The Company shall impose penalties on directors, executives, and employees who commit misconduct, threaten or harass others, ignore misconduct, or violate or fail to comply with the Anti-Corruption Policy. Penalties shall be determined according to the severity of the violation, ranging from a written warning to dismissal or removal from position, and may include civil and criminal liability in accordance with applicable laws.

2. In the event that a business partner or any person associated with the Company's business fails to comply with the Anti-Corruption Policy or the Regulations on Compliance with the Anti-Corruption Policy, whether by committing misconduct, ignoring misconduct, or providing false information, the Company may consider terminating its contract with such party.

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บริษัท ไทยวาโก้ จำกัด (มหาชน) 132 ซอยเจริญราษฎร์ 7 แขวงบางโคล่ เขตบางคอแหลม กรุงเทพมหานคร 10120 โทร. 0 2289 3100 โทรสาร. 0 2291 1788
THAI WACOAL PUBLIC COMPANY LIMITED 132 Soi Charoenrat 7, Bangklo, Bangkholaem, Bangkok, Thailand 10120 Tel. 0 2289 3100 Fax. 0 2291 1788
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SECTION 7

Others

Lack of knowledge or awareness of the Anti-Corruption Policy, these Regulations, or any applicable laws shall not be considered a justification for non-compliance.

This Regulations on Compliance with the Anti-Corruption Policy has been approved by the Board of Directors' meeting no.6/2026 on July 23, 2026, and shall take effect from August 1, 2026 onwards.

Thamarat Chokwatana

(Mr. Thamarat Chokwatana)

Chairman