THAICOM

Anti-Corruption and Bribery Risk 2025

The Company recognizes the significance of conducting operations with integrity within the framework of good corporate governance, which encompasses ethical principles, good governance practices, and a sense of social responsibility towards the environment and all stakeholders. As such, the Company is dedicated to transparent and equitable business practices that are subject to scrutiny.

The Company opposes all forms of corruption and complies with all anti-corruption laws in Thailand as well as in any other countries or territories where the Company may have business interests or operations. The Company has an Anti-Corruption and Bribery Policy and put in place an internal compliance and control program to prevent and monitor corruption and bribery risk which all directors, executives, and employees must acknowledge and adhere to strictly. These are also disclosed in the Company's Intranet, which can be accessed by employees and executives, as well as through specific portal which can be accessed by the directors and executives. In addition, the Company conducts regular quarterly assessments and monitoring of corruption and bribery risks. The Company's anti-corruption risk prevention and management measures consist of;

1. Operating Control: These are operational controls related to work processes, work procedures, document preparation for work, and mechanisms to control work to ensure that it is carried out correctly in accordance with regulations to reduce the risk of work errors or inadequate preparation.

2. Control Environment: These are environmental controls that the Company uses to reduce the risk of activities, such as employee training and having relevant policies and measures in place including of Anti-Corruption and Bribery policy, Whistle-Blowing Policy, Penalties and Protections, Communication, and Whistleblowing Channel.

3. Financial Control: These are financial controls, such as control over disbursements, approval procedures, and documentation of disbursements.

4. Monitoring Control: These are internal audits, follow-ups, and/or random sampling audits.

As a result of the above preventive measures and risk management processes, in 2025, there were no high-risk level under the corruption and bribery risks.

Aside to that, the Company has also outlined activities that encourage and promote all staff to follow the Anti-Corruption and Bribery Policy.