[Translation]

Announcement

No. HR.011/04/2026

Charter of the Anti-Corruption Committee

Thai Group Holdings Public Company Limited and Subsidiaries

1. Objectives

The Anti-Corruption Committee is a subcommittee appointed by the Board of Directors to operate independently and to assist the Board in overseeing the prevention and combating of all forms of corruption that may arise from business operations and interactions with stakeholders. Such acts may affect decision-making and business operations within Thai Group Holdings and its subsidiaries.

The Committee is also responsible for promoting an organizational culture that recognizes the harmful effects of corruption, fostering ethical values, and strengthening the confidence of all stakeholders, particularly regarding anti-corruption practices throughout the Company and its subsidiaries.

This Charter establishes the Committee's responsibilities to ensure compliance with all existing and future anti-corruption policies, regulations, rules, announcements, orders, and operating procedures of the Company. It also provides guidance for corruption prevention, corrective actions, fact-finding investigations, and related activities to ensure effective Committee operations and achievement of its objectives.

This Charter was approved by the Board of Directors of Thai Group Holdings Public Company Limited at Meeting No. 4/2026 on 14 August 2026.

2. Definitions

1. **"Anti-Corruption Committee Charter"** refers to the Charter of the Anti-Corruption Committee of Thai Group Holdings Public Company Limited and its subsidiaries.
2. Unless otherwise specifically defined, the following terms shall have the meanings set forth below:

    "Company" means Thai Group Holdings Public Company Limited.

    "Subsidiaries" means companies within the Thai Group Holdings Public Company Limited group.

    "Board of Directors" means the Board of Directors of Thai Group Holdings Public Company Limited.

    "Committee" means the Anti-Corruption Committee.

    "Chaiman" means Chairman of the Anti-Corruption Committee

    "Committee Member" means member of the Anti-Corruption Committee.

    "Secretary" means the Secretary of the Anti-Corruption Committee.

    "Working Group" means a group of persons appointed or assigned by the Anti-Corruption Committee.

    "Unit" means any unit of Thai Group Holdings Public Company Limited and its subsidiaries.

    "Employee" means employees of Thai Group Holdings Public Company Limited and its subsidiaries.

"Personnel of the Company and Subsidiaries" means the Board of Directors, executives, permanent employees, temporary employees, and contract employees of the Company and its subsidiaries.

"Corruption" means the misuse of authority or assets for personal or others' benefit, or to cause harm to the interests of others. This includes, but is not limited to, bribery, offering gifts, money, or other benefits, fraud, money laundering, embezzlement, concealment of facts, obstruction of justice, abuse of authority to intimidate or demand benefits, or influencing business decisions of others. It covers both relationships between private entities and government agencies, as well as relationships among private entities themselves.

"Conflict of Interest" means any relationship, whether undertaken in a personal capacity, family capacity, or on behalf of any legal entity, that prevents the Company from receiving the maximum benefit it is entitled to. Such conflicts may cause bias in the performance of duties, hinder impartiality, and potentially lead to corruption.

3. Composition, Appointment, and Tenure of the Anti-Corruption Committee

1. The Committee is a sub-committee of the Company, appointed by the Board of Directors, to assist the Board in overseeing the prevention and suppression of all forms of corruption that may arise from operations and interactions with stakeholders. Such corruption could affect the Company's and Thai Group's business decisions and activities. The Committee also promotes an organizational culture that raises awareness of the dangers of corruption, instills proper values, and strengthens stakeholder confidence.
2. Committee members serve for the duration of their term as directors of the Company. Appointees must possess the required qualifications and must not have any prohibited characteristics under the Public Limited Companies Act, the Securities and Exchange Act, or other applicable laws governing the Company's operations.
3. The Committee must consist of no fewer than three independent directors to ensure effective and efficient performance of duties and achievement of objectives. Members must be genuinely independent from management and free from any business or other relationships that could influence their independent judgment. A Committee Secretary shall be appointed to assist in its operations.
4. The Committee shall appoint personnel from the Company's Special Investigation Office to serve as Committee Secretary, responsible for supporting operations, arranging meetings, recording minutes, and performing other tasks as assigned by the Committee.
5. Committee membership shall cease upon:
    1. Death
    2. Resignation
    3. Loss of qualifications or disqualification under applicable laws
    4. Removal by Board resolution
    5. Court order

6. If a vacancy occurs with at least three months remaining in the term, the Board shall appoint a qualified replacement within three months. The replacement shall serve only the remaining term of the predecessor.

4. Meetings, Quorum, and Voting

1. The Committee shall meet at least once every quarter and may convene special meetings as necessary. Meeting notices and supporting documents shall normally be provided at least seven days in advance, except in urgent circumstances.
2. A quorum requires at least one-half of the total Committee members.
3. If no Chairman has been appointed, Committee members shall elect one among themselves.
4. The Chairman shall preside over meetings. In the Chairman's absence, the Vice Chairman or another elected member shall preside.
5. Resolutions shall be passed by majority vote. Each member has one vote. Members with conflicts of interest in any agenda item shall not participate in discussion or voting on that matter. In the event of a tie, the Chairman shall have a casting vote.
6. The Committee should meet jointly with the Audit Committee at least once per year.
7. The Secretary shall prepare and maintain meeting minutes and related documentation.

5. Scope, Authority, Duties, and Responsibilities

5.1 Complaints, Reporting, and Timeframes

1. The Committee may establish accessible complaint channels regarding corruption and apply the Company's whistleblowing procedures as appropriate.
2. All business units receiving reports or suspicions of corruption must follow their procedures and immediately report such matters to the Committee, including progress updates.
3. Complaints submitted directly to Committee members shall be forwarded by the Secretary to the Chairman or a designated member for appropriate action.
4. The Secretary shall collect information and monitor complaint handling and report to the Committee, which shall provide quarterly reports to the Board.
5. The unit responsible for handling corruption cases, or the fact-finding committee appointed by the Board of Directors, must complete the investigation within 30 days from the date the case is received. If the investigation cannot be completed within this period, the committee may request an extension from the

appointing authority up to two times, each not exceeding 15 days, with clear justification for the delay. If, after the permitted extensions, the investigation remains incomplete, the committee must report the matter to the Board of Directors. The Board shall then determine appropriate measures and may authorize further extensions until the investigation is fully concluded.

5.2 Duties and Authorities of the Anti-Corruption Committee

1. In carrying out its responsibilities under this Charter, the Committee and its authorized representatives have the authority to access information of the Company and Thai Group companies at all levels, whether in paper form, electronic media, or other formats. All companies within the Thai Group must cooperate and provide such information without delay.
2. The Committee and its authorized representatives have the authority to request documentary evidence from the Company and Thai Group companies, including paper records, work plans/procedures, project approvals, meeting minutes, and electronic data. All relevant companies and departments must provide the requested documents within the specified timeframe.
3. The Committee and its authorized representatives have the authority to summon personnel of the Company and Thai Group companies including executives, permanent employees, temporary staff, and contract workers to provide statements and factual information. In the case of external parties or business partners, cooperation may be requested to provide necessary information and relevant evidence to support fact-finding.
4. The Committee and its authorized representatives may conduct preliminary fact-finding before the formal appointment of a fact-finding committee.

5.3 Preventive Scope

1. The Committee shall recommend anti-corruption prevention measures consistent with the Company's policies, regulations, rules, announcements, orders, and practices (including operational procedures), both current and future, to raise awareness among Company and subsidiary personnel to collectively resist all forms of corruption. The scope of work includes:
   - 1.1 Risk Assessment and Review Conduct regular or periodic assessments and reviews of corruption risks across all departments, and establish stringent and appropriate preventive measures aligned with the Company's business operations.
   - 1.2 Training and Development Provide training for executives and employees at all levels to enhance knowledge and understanding of anti-corruption practices, using past corruption cases as study examples, and communicate these lessons organization-wide.
   - 1.3 CAC Certification Support the Company and its subsidiaries in obtaining certification as members of the Thai Private Sector Collective Action Against Corruption (CAC), and conduct self-assessments and preparations for continuous renewal of CAC membership certification.
   - 1.4 Policy and Plan Review Periodically review anti-corruption plans, policies, risk assessments, and measures to ensure effective oversight, monitoring, and transparency, with practices that are auditable at all times.

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2. Ensure communication and public relations are carried out across all channels for the company and Thai Group affiliates, and monitor the operations of all departments to ensure compliance with the company's anti-corruption policy.

3. Perform any other duties as assigned by the Company's Board of Directors.

5.4 Penalties and Corrective Measures

1. To reflect the Company's commitment and diligence in addressing corruption issues, and to demonstrate a clear stance against corruption to internal personnel, subsidiaries, and stakeholders, the Company has established strict disciplinary measures. The Committee shall also provide recommendations and propose preventive and corrective measures against corruption. These matters are considered critical and must be executed effectively and promptly. In cases requiring criminal, civil, or disciplinary proceedings, the Committee shall notify the Managing Director and the relevant department of the offender to proceed in accordance with the Company's regulations and policies.

2. Corrective Measures Management shall prepare an investigation report and submit it to the executives of the relevant department for consideration of appropriate corrective measures arising from corruption incidents. These measures may include revising or supplementing Company policies, strengthening internal controls, or improving operational procedures for greater effectiveness. Corrective measures must be clearly defined for each case, accompanied by an Action Plan specifying implementation timeline, and submitted to the Chief Executive Officer for review and approval prior to execution.

6. Reporting of the Anti-Corruption Committee

1. The Anti-Corruption Committee shall report its performance and recommendations to the Board of Directors at least once per quarter.

2. In urgent cases, such as corruption-related matters, the Secretary of the Anti-Corruption Committee shall report to the Committee concurrently with reporting to the Chief Executive Officer.

7. Review and Amendment of the Charter

This Charter shall be reviewed at least annually, or whenever significant changes occur.

8. Enforcement

This Charter of the Anti-Corruption Committee shall take effect from 17 August 2026 onwards.

(Mr. Chotiphat Bijananda)

Chairman of the Executive Board
Thai Group Holdings Public Company Limited