ASTRA

Anti-Corruption Policy and Guidelines

(นโยบายและแนวปฏิบัติการต่อต้านการทุจริตคอร์รัปชัน)

ASTRA

Anti-Corruption Policy and Guidelines

The Company is managed by adhering to the principles of good corporate governance and has established an anti-corruption policy against all forms of corruption that may arise from operations and interactions with stakeholders. The Company requires all directors, executives, and employees to strictly adhere to this policy.

Definition of Corruption

Corruption refers to the seeking of undue benefits for oneself or others by using one's position, power, and influence. This includes engaging in transactions with conflicts of interest, and bribery in any form by offering, promising, pledging, demanding, or receiving money, assets, or any other inappropriate benefits to or from government officials, private entities, or individuals with duties, whether directly or indirectly. This is done to induce such persons to act or refrain from acting in their duties to obtain or retain business benefits, recommend business specifically to the Company, or to acquire or maintain any other inappropriate business benefits. Exceptions apply where laws, regulations, notifications, rules, local customs, or trade traditions allow such actions.

Anti-Corruption Policy and Guidelines

Directors, executives, and employees of the Company are prohibited from engaging in or accepting corruption in any form, both directly and indirectly. This covers all businesses in every country and all related departments. The compliance with this anti-corruption policy shall be reviewed regularly, along with a review of guidelines and implementation requirements to align with changes in the economic, political, and social environment in business operations, as well as rules, regulations, and legal requirements.

Duties and Responsibilities

- **The Board of Directors:** Has the duty and responsibility to determine the policy and oversee the implementation of an effective system supporting anti-corruption, ensuring that the management realizes and gives importance to anti-corruption and instills it as an organizational culture.
- **The Audit Committee:** Has the duty and responsibility to review the financial and accounting reporting systems, internal control systems, internal audit systems, and other processes related to anti-corruption measures to ensure they meet standards and are effective.

ASTRA

- **Executives:** Have the duty and responsibility to establish a system that promotes and supports the anti-corruption policy, assess corruption risks, and define risk management guidelines within their departments to communicate to personnel and all related parties.
- **The Human Resources Department:** Has the duty and responsibility to arrange employee training to provide knowledge regarding the anti-corruption policy and guidelines.
- **The Compliance Department:** Has the duty and responsibility to monitor and evaluate compliance with the Company's anti-corruption policy and guidelines.
- **The Internal Audit Department:** Has the duty and responsibility to review corruption risk assessments and verify whether operations are carried out correctly, in accordance with policies and guidelines.

Anti-Corruption Implementation

1. Company directors, executives, and employees at all levels must comply with the anti-corruption policy and business ethics manual.
2. Personnel must not neglect or ignore any acts that could be construed as corruption related to the Company.
3. The Company will provide fairness and protect personnel who refuse corruption or report corruption-related matters involving the Company.
4. Those who commit corruption are violating the Company's ethics and will be subject to disciplinary action.

Implementation Requirements

1. This policy covers the human resource management process, including recruitment, promotion, training, and performance evaluation.
2. Company personnel must act with caution in high-risk areas:
    - **Gifts, hospitality, and expenses:** Must comply with the Company's operating procedures.
    - **Charitable donations or sponsorships:** Must be transparent and legal.
    - **Business relationships and government procurement:** Bribery is strictly prohibited.

This policy shall be effective from February 26, 2026, onwards.

Mr. Chatchaval Jiaravanon

Chairman of ASTRA Enterprise

Public Company Limited