Anti-corruption policy

Salee Colour Public Company Limited and its subsidiaries have been promoting anti-corruption measures among their personnel, as the company's board of directors recognizes the importance of anti-corruption. General content on this is incorporated into the company's code of business ethics, which has been in place since the company first established it. This anti -corruption policy , as announced, serves to declare the company's intention to prevent all forms of corruption and aims to ensure that everyone in the organization understands how to prevent corruption. Under the same policy, stakeholders are aware of the company's commitment to preventing corruption.

Directors, executives , and employees are prohibited from engaging in any act involving corruption of any kind, for their own direct or indirect benefit. family friend And acquaintances, regardless of whether they are recipients, givers, or offerors of bribes. Whether in monetary or non-monetary form, payments must be made to government agencies or private entities with which the company conducts business or has contact, provided that the company strictly adheres to the anti-corruption policy.

Responsibilities

1. The company's board of directors is responsible for considering and approving policies and supporting anti-corruption efforts within the company, ensuring that everyone understands and is aware of the importance of addressing the problems arising from corruption . This also includes cases where the audit committee reports fraudulent activities that affect the company. The company board of directors is responsible for advising, recommending, considering penalties, and jointly finding solutions to problems for the management team.
2. The audit committee has the following duties and responsibilities:
   2.1 Consider the anti-corruption policies provided by management and ensure they are appropriate for the business model, company environment, and organizational culture. And presented to the company board for approval.
   2.2 Review the appropriateness of the changes to the anti-corruption policy received from management. The company secretary will then present it to the company board of directors for approval.
   2.3 Review the internal control system audit report. And a fraud risk assessment, as proposed by the internal audit department, to ensure that the system is not at risk of creating opportunities for fraud that could affect the financial position. And the company's performance is minimal and appropriate for the company's business model.
   2.4 Receive tips and reports of corrupt practices involving individuals within the organization. And verify the facts as informed. And the matter will be submitted to the company's board of directors for joint consideration of disciplinary action or to resolve the issue.

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3. The Internal Audit Department has the following duties and responsibilities:
   3.1 Perform duties in accordance with the established internal audit plan. And submit a report on the internal control system audit. And the assessment of fraud risks arising from the audit of the internal control system was submitted to the audit committee.
   3.2 Carry out the tasks assigned by the audit committee regarding the investigation of corruption related to the organization. In addition to the established internal audit plan.
4. The management team has the following duties and responsibilities:
   4.1 Establish an anti-corruption policy to be submitted to the audit committee.
   4.2 Communicate the anti-corruption policy to all personnel within the organization and relevant stakeholders.
   4.3 Review the appropriateness of the anti-corruption policy to align with changes in business or legal requirements before submitting it to the audit committee.
   4.4 To assist the audit committee in fact-finding as informed or in carrying out tasks assigned by the audit committee regarding the investigation of corruption. The task can be assigned to the management team who are deemed capable of helping to uncover the facts.

Guidelines for preventing corruption.

Company Director executive And company employees must strictly adhere to the anti-corruption policy and business ethics, regardless of whether they are directly or indirectly involved in corruption.

1. Do not engage in any behavior that indicates acceptance of bribes. Or, it could involve bribing stakeholders in matters for which one is directly responsible. Or, indirectly, to obtain illicit benefits, the following procedures must be followed:
   1.1 Do not accept or give gifts or souvenirs in the form of cash, checks, bonds, stocks, gold, jewelry, real estate, or similar items to those with whom you have contact and coordination, including in government agencies. and private organizations.
   1.2 No acceptance of property. things gift What gift? or any other benefit that induces the neglect of one's duties. Before accepting any souvenir, one should ensure that the process has been conducted in accordance with the law. And company regulations. Gifts or items exchanged in the workplace should be of modest value and appropriate for the occasion.
   1.3 Not to give property. things gift Or any other gift. Or any other benefit intended to incentivize a decision or to cause the recipient to not follow the same trade practices as other trading partners, such as giving gifts on various occasions or events. The value shouldn't be excessively high.
   1.4 We do not act as an intermediary in offering money. property Any items or other benefits given to persons associated with a business, government agency, or any organization. In exchange for

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privileges that they shouldn't have. Or causing government officials to neglect to comply with prescribed rules, regulations, and legal procedures.

2. Procurement processes must be conducted in accordance with company regulations and must be transparent and verifiable.
3. Spending on business entertainment. And other expenses. Things related to fulfilling business contracts can be done, but the expenses must be reasonable and verifiable.
4. When making a charitable donation, you must follow these guidelines:
   4.1 Spending money Or company assets. Charitable donations must be made in the name of a company only, and the donation must be to a certified foundation, charitable organization, temple, hospital, medical facility, or social benefit organization. Or is it reliable? It can be verified and processed through the company's established procedures.
   4.2 Charitable donations made in a personal capacity are permissible, but they must not involve or give rise to any suspicion of fraudulent activity for personal gain.
5. Spending money Or company assets. To support the project, donations must be made in the name of the company only, and funds disbursed must be for business purposes, positive corporate image, and reputation. All disbursements must clearly state the stated purpose. And there is verifiable evidence.
6. Do not engage in any activities related to company politics, and do not use any company resources. In order to carry out this, the company is an organization committed to political neutrality, supporting adherence to the law and democratic governance, and has no intention of providing political assistance to any political party, whether directly or indirectly.
7. If you witness any act that may constitute corruption, please report it. Or it may suggest corruption that directly or indirectly affects the company. Such behavior should not be ignored or disregarded. It should be reported to management or the company secretary. Received immediately. Or report it through the information reporting channels as specified in this policy.
8. Directors and executives must be aware of the importance of disseminating knowledge and providing guidance to subordinates to build understanding regarding anti-corruption measures. This is to ensure that employees comply with this anti-corruption policy and to serve as good role models in terms of honesty, ethics, and professional conduct.

Matters related to tips or complaints about corruption.

1. Fraudulent acts directly related to the organization. Or indirectly, such as witnessing individuals within the organization accepting bribes or corruption from government officials. Or a private organization.
2. Actions that violate company procedures. Or it could affect the company's internal control systems. This raises suspicions that it could be a channel for corruption.

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3. Actions that cause harm to the company's interests damage the company's reputation.
4. Actions that are illegal, immoral, or violate business ethics.

Channels for reporting or complaining about corruption.

The company's board of directors has assigned the audit committee to consider and receive whistleblowers or complaints regarding actions that may raise suspicion of corruption, directly or indirectly, within the company. Whistleblowers must submit their complaints through the channels specified in this policy, and must provide detailed information about the matter they are reporting. Or, for complaints, please include your name, address, and contact telephone number and send it through the following channels:

1. Please notify via email at rapee60@gmail.com
2. Please notify us via email at rach@saleecolour.com
3. Please contact us by phone at 02-3232601-8. Extension 1001 (Chairman of the Board)

However, if the informant... Or the complainant may have a complaint against the management or the company secretary. Please submit your complaint directly to the Chairman of the Audit Committee. Individuals who can provide information. Or complaints about corruption. is All stakeholder groups of the company. These include shareholders, customers, competitors, creditors, the government, the community, society, and management. And the company's employees, including.

Regardless of how you notify us as described above, the company will maintain your confidentiality.

Confidentiality Protection Measures:

1. Whistleblowers or informants who cooperate in fact-finding may choose to remain anonymous if they believe that disclosure would compromise their safety . Or did any damage occur? etc. However, if disclosure of one's identity would allow the company to report progress or clarify facts periodically, or mitigate damages more easily and quickly, then consent can be given.
2. The company will not disclose the name. Or any other information? This will help to determine who provided the information or statement . Unless requested by a legally authorized person or a whistleblower. Or the information provider may give their consent voluntarily.
3. The company will protect whistleblowers. Or to protect informants from intimidation, harassment, or unfair treatment from those who stand to lose or are affected by providing information or tips. etc.
4. In the case of a whistleblower. Alternatively, if the informant believes they may be unsafe or suffer harm, they can request appropriate protection from the company. The company may provide protection without a request if it deems that the matter poses a risk of causing harm. Or a lack of security.
5. The whistleblower is aware of this. And they understand very well that providing information must be done in good faith. There was no intention to harass the organization. Or if the informant provides false

information, or if the informant acts with dishonest or unfair intentions, the company will take appropriate legal action against the informant as applicable.

Investigation procedures and penalties.

1. Upon receiving a tip, the management, company secretary, and audit committee will review and investigate the facts.
2. During the fact-finding investigation, management, the company secretary, and the audit committee may assign a representative (management officer) to periodically inform the whistleblower or complainant of the progress.
3. If the investigation reveals that the information or evidence is... There is reasonable cause to believe that the accused has committed fraud. The company will grant the accused the right to be informed of the allegations and the right to prove their innocence by providing additional information or evidence demonstrating that they were not involved in the alleged fraudulent act.
4. If the accused is found guilty of fraud, such fraud constitutes a violation of the company's anti-corruption policy and business ethics, and will be subject to disciplinary action according to company regulations. And if the fraudulent act is illegal, the perpetrator may face legal punishment.

However, disciplinary action according to company regulations and the decision of management are final in the event of a complaint. The management team, company secretary, or audit committee are responsible for receiving information and verifying the facts as reported, in order to report to the board of directors for joint consideration and determination of appropriate penalties.

Disseminating policies on preventing corruption.

To ensure that everyone in the organization is aware of the anti -corruption policy, the company will take the following actions:

1. The company will post its anti -corruption policy in a prominent location where everyone in the organization can read it.
2. The company will publish its anti-corruption policy through its communication channels, such as the company website and the annual disclosure report (56-1 One Report).
3. The company will provide anti-corruption policy training to new employees.
4. The company reviews its anti-corruption policy regularly every year.

This Anti- Corruption Policy was reviewed at the Board of Directors meeting held on February 23, 2026.

พล.อ. สมทัต อัตตะนันทน์

(General Somdhat Attanand)

Chairman of the Board of Directors

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