

Anti-Corruption

To maintain ethical business practices, the company operates in accordance with a code of business ethics and work guidelines applicable to all levels of personnel, from directors and management to employees, as well as partners/suppliers and contractors. These serve as a framework for acting with integrity, avoiding involvement in corruption, and respecting human rights.

The company is committed to complying with anti-corruption laws under the Constitution-related Anti-Corruption Act (No. 3) B.E. 2558, including the added provision in Section 123/5, which establishes liability for individuals who bribe government officials. All personnel of the company and its group, including employees, representatives, affiliates, or any person acting on behalf of the legal entity, regardless of their authority, must follow the established guidelines as outlined below.

1. Comply with the company's anti-corruption policy, including prohibitions on giving or receiving bribes, the code of business ethics, and all company rules and regulations, ensuring no involvement in any form of corruption, whether direct or indirect.

2. Employees are expected to perform their duties with transparency, including being prepared for audits of their work by the Company, group affiliates, or relevant authorities at all times.

3. Do not engage in any act that indicates intent to commit corruption or to give or receive bribes involving parties related to the group, in matters under one's responsibility, whether directly or indirectly, to gain benefits for the organization, oneself, or related parties.

4. Do not ignore or neglect any act that may constitute corruption related to the company or its group. It is the duty to report such acts to supervisors or responsible persons and to cooperate in any investigation.

5. Offering or giving money, valuables, or services—such as gifts, entertainment, or travel to government officials, foreign officials, or international organization officials, whether directly or indirectly, to induce them to act or refrain from acting unlawfully, is strictly prohibited. This also includes promoting or participating in such acts by others.

In 2025, all directors, executives, and employees of the company, including subsidiaries and partners, were fully informed of the anti-corruption and anti-bribery policies through the code of business ethics and work guidelines, achieving 100% communication coverage. Throughout 2025, the company found no incidents of corruption among its personnel or between partners, or between partners and the company.

Policy

The Board of Directors recognizes the importance of good corporate governance and has established a written corporate governance policy to guide directors, executives, and employees in managing the organization fairly, transparently, accountably, and efficiently.

Anti-Corruption and Anti-Bribery Policy

Details are available on the company website:

<https://www.ttwplc.com/en/governance/policies-and-practices-related-to-shareholders-and-stakeholders#scrollspy-5>

Code of Business Ethics

Details are available on the company website:

<https://www.ttwplc.com/en/governance/business-code-of-conduct-and-employee-ethics>

Whistleblowing Policy

Details are available on the company website:

<https://www.ttwplc.com/en/governance/whistleblowing-and-complaints>

Targets for 2025

Targets	Key Performance Indicator (KPI)
1. All executives and employees have been informed of and acknowledge the company's anti-corruption and anti-bribery policy.	100%
2. Partners/suppliers have been informed of and acknowledge the company's anti-corruption and anti-bribery policy.	100%
3. No incidents of corruption or bribery were reported among the organization's personnel.	0 Case
4. No complaints or disputes regarding corruption or bribery were reported among the organization's personnel.	0 Case
5. No incidents of corruption or bribery were reported between partners/suppliers, or between partners/suppliers and the company.	0 Case
6. No complaints or disputes regarding corruption or bribery were reported between partners/suppliers, or between partners/suppliers and the company.	0 Case

Long-term Targets

Targets	Key Performance Indicator (KPI)
1. All executives and employees have been informed of and acknowledge the company's anti-corruption and anti-bribery policy.	100%
2. Partners/suppliers have been informed of and acknowledge the company's anti-corruption and anti-bribery policy.	100%
3. No incidents of corruption or bribery were reported among the organization's personnel.	0 Case
4. No complaints or disputes regarding corruption or bribery were reported among the organization's personnel.	0 Case
5. No incidents of corruption or bribery were reported between partners/suppliers, or between partners/suppliers and the company.	0 Case
6. No complaints or disputes regarding corruption or bribery were reported between partners/suppliers, or between partners/suppliers and the company.	0 Case

Performance Results

Operations	Results		
	2023	2024	2025
1. All executives and employees have been informed of and acknowledge the company's anti-corruption and anti-bribery policy.	100%	100%	100%
2. Partners/suppliers have been informed of and acknowledge the company's anti-corruption and anti-bribery policy.	100%	100%	100%
3. Incidents of corruption or bribery among the organization's personnel.	0 Case	0 Case	0 Case
4. Complaints or disputes regarding corruption or bribery involving the organization's personnel.	0 Case	0 Case	0 Case
5. Incidents of corruption or bribery between partners/suppliers, or between partners and the company.	0 Case	0 Case	0 Case
6. Complaints or disputes regarding corruption or bribery between partners/suppliers, or between partners/suppliers and the company.	0 Case	0 Case	0 Case

Complaints Report for 2025

Type of Complaint	All Complaints	Complaints substantiated after investigation	Disciplinary Measures				Compensation Amount (if any)
			Verbal Warning	Written Warning	Suspension	Termination	
1. Fraud	-	-	-	-	-	-	-
2. Corruption and Bribery	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-

Significant Changes and Developments in the Review of Policies, Practices, and Anti-Corruption Systems Over the Past Year

Over the past year, the company has reviewed its anti-corruption and anti-bribery policies and practices to align with good corporate governance principles, following the guidelines of the Stock Exchange of Thailand, the Thai Private Sector Collective Action Coalition Against Corruption (CAC), and sustainability standards (ESG).

The company has revised its anti-corruption policy and related practices to provide clearer guidance, covering conflict of interest prevention, giving or receiving gifts, entertainment, and donations, to ensure practical implementation. Additionally, the company has enhanced internal control systems and whistleblowing channels, with a focus on protecting whistleblowers and ensuring transparency in the process.

In addition, the company has continuously communicated and raised awareness on ethics and anti-corruption among directors, executives, and employees to foster a corporate culture rooted in integrity, transparency, and accountability key factors supporting the company's long-term sustainable business operations.

Communication and Activities to Support Anti-Corruption Efforts

The company has continuously communicated and provided training to employees on anti-corruption policies and practices, as well as related policies. Articles and best practice guidelines on anti-corruption are shared with employees at all levels. Anti-corruption practices are included in new employee orientation, with pre- and post-training knowledge assessments. All employees can access the anti-corruption policy and other relevant policies via the company intranet, corporate website, and internal notice boards.

Anti-Corruption Measures

The company has established the following anti-corruption guidelines and measures:

Governance Practices for Preventing and Monitoring Corruption Risks

1. Establish processes to audit and evaluate internal control and risk management systems covering key operations, such as procurement, contract management, budgeting and budget control, accounting, and payment systems. These processes aim to prevent and monitor corruption risks, as well as provide recommendations for appropriate corrective actions.
2. Establish channels for reporting information, tips, or complaints regarding violations of laws, company business ethics, anti-corruption practices, suspected financial irregularities, or internal control issues. A policy is in place to protect whistleblowers and maintain confidentiality of their information. Measures are also established to investigate the reports and impose disciplinary action in accordance with company regulations and/or applicable laws. When the whistleblower or complainant can be contacted, the company will provide a written notification of the actions taken.
3. Relevant line managers are responsible for monitoring operations, addressing and correcting any errors (if any), and reporting to the appropriate authority in due course.

Guidelines for Monitoring and Evaluating Compliance with Anti-Corruption Practices

Executives and employees are required to conduct regular self-assessments of their performance in compliance with the company's Corporate Governance Manual and Code of Business Ethics, including the good governance policy, anti-corruption practices, and employee ethics/conduct guidelines.

1. An internal audit department shall be established to review internal control systems, risk management, and corporate governance, and to provide continuous recommendations. Audits shall be conducted according to the annual audit plan approved by the Audit Committee, and significant findings and recommendations shall be reported to the Audit Committee.
2. The internal audit department is responsible for continuously testing and assessing corruption and fraud risks to ensure the effective implementation of anti-corruption measures. It also monitors, reviews, and regularly updates these measures, presenting assessment results to the Risk Management and Corporate Governance Committee and reporting to the Board of Directors in a timely and consistent manner.
3. If an investigation finds that audit findings or complaints provide reasonable evidence of transactions or actions that may have a material impact on the company's financial position and performance, including violations of laws, company business ethics, anti-corruption practices, suspected financial irregularities, or deficiencies in internal controls, the Audit Committee shall report to the Board of Directors to implement corrective actions within a timeframe deemed appropriate by the Audit Committee.

The company communicates its anti-corruption practices through various channels, such as the intranet and the corporate website, to ensure that all executives and employees are informed and adhere to them.

Monitoring Compliance with Anti-Corruption Practices by Partners/Suppliers

The company monitors partners' compliance with anti-corruption practices through its Purchasing Practices. The Supplier Code of Conduct (SCOC) is regularly reviewed to support sustainable development, with details published on the company's website: <https://www.ttwplc.com/en/about-ttw/company-policy#tab-governance-2>

The company adheres to Environmental, Social, and Governance (ESG) principles, which include policies for preventing and combating corruption, to conduct business fairly under good governance practices. The Supplier Code of Conduct is divided into four categories: Business Ethics, Labor Practices and Human Rights, Occupational Health and Safety, and Environmental Management.

In addition, the company has established criteria for conducting on-site ESG audits of key direct suppliers (Critical Tier 1 Suppliers), using the ESG Health Check guidelines published by the Stock Exchange of Thailand, together with an audit checklist based on ISO 9001 standards.

Complaint Management and Handling of Corruption Cases

The company has established a Whistleblowing Policy, including protection for whistleblowers, and provides multiple channels for reporting information or complaints related to corruption or unethical behavior within the organization, as follows:

Recipient:	Audit Committee
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