Anti-Fraud and Corruption Policy

Effective from 19 March 2025

Anti-Fraud and Corruption Policy

The Company places great importance on conducting business with transparency, integrity, and respect for all stakeholders in accordance with good corporate governance principles. The Company is committed to maintaining honesty and legal compliance. Therefore, the Company adopts a strict anti-fraud and anti-corruption policy requiring all personnel to avoid any behavior direct or indirect that may be linked to corruption in any form. The Company also maintains a policy not to penalize or negatively treat any personnel who refuse to participate in corruption, even when refusal may result in loss of business opportunities.

Definitions

Company Personnel

Refers to directors, executives, and employees at all levels of the Company and its subsidiaries, including permanent employees, probationary employees, and contract employees.

Fraud

Means intentional acts committed to improperly obtain benefits for oneself or others (such as family members or associates). Fraud is classified into 3 major categories:

(1) Asset Misappropriation
(2) Fraudulent Reporting
(3) Corruption

Asset Misappropriation

Refers to actions that result in the unauthorized possession of Company assets or cause the Company to lose assets, opportunities, or any form of benefit, with the intention of gaining advantage for oneself or others. Examples include using Company property for personal benefit, stealing Company money, or using Company funds for improper purposes.

Fraudulent Statements

Refers to the preparation of reports whether financial or non-financial for the purpose of concealing asset misappropriation or other improper acts, to benefit oneself or others, by submitting information to the Company that is inaccurate or not truthful. Examples include:

- Financial reports: such as recording transactions in the wrong periods, or falsifying revenue or expense entries.
- Non-financial reports: such as falsifying employee qualifications or altering external documents.

Corruption

Means any intentional act, in any form, in which a person uses their position, duties, authority, or influence to obtain benefits for themselves and/or related people, whether directly or indirectly, involving government officials or occurring between private-sector entities.

Corruption occurs only when two parties participate together:

- One party act as the offeror/giver (Supply Side) by offering, promising, or agreeing to give a bribe to the other party.
- The other party acts as the receiver/requester (Demand Side) by accepting or soliciting the bribe.

The giver intends to induce the other party to perform, or refrain from performing, an act that violates their duties, to obtain or preserve benefits for themselves, related people, or their business except in cases permitted by law, regulations, announcements, internal rules, local customs, or commercial practices.

Anti-Corruption Policies and Practices

Gifts and Hospitality

Gift

Any asset or benefit with monetary or sentimental value is given based on customary practice or special occasions, including money, items, or other benefits.

Hospitality

Entertainment, meals, accommodation, transportation, and related activities intended to express appreciation, foster good relationships, or support business opportunities.

Traditional

Culturally significant events such as New Year, Chinese New Year, or the Moon Festival.

Special Occasions

Important milestones for an organization or business partners, such as company anniversaries, product launches, or signing ceremonies.

Gift and Benefit Management Committee

A committee of at least three representatives from:

- Compliance
- Accounting / Finance
- Procurement
- Human Resources

This committee oversees the review, control, and management of all received gifts and benefits.

The Company recognizes the importance of good business relationships but strictly prohibits giving or receiving gifts or hospitality that could influence business decisions, cause conflicts of interest, or compromise objectivity.

However, appropriate gifts or hospitality given transparently on special occasions may be allowed under the following rules:

1. Gifts – Rules

1.1 Cash or cash equivalents (e.g., checks, gift cards, stocks, bonds, jewelry, gold, real estate) are strictly prohibited.

1.2 Modest gifts given on traditional or special occasions, such as calendars, posters, diaries, stationery, fruit baskets, snacks, beverages, or souvenirs valued at no more than THB 3,000 per person per occasion, may be accepted occasionally.

1.3 If a Company employee receives any cash or cash equivalents, or any gift exceeding THB 3,000

- The gift becomes Company property. The employee must
- Complete the Gift and Hospitality Reporting Form
- Obtain acknowledgment from their manager
- Submit the form and gift to the Gift Committee within 7 days

1.4 The Gift Committee will allocate received gifts for collective benefit (e.g., company events or donations).

1.5 The Company discourages partners from giving gifts to avoid bias, discomfort, or conflicts of interest, except for customary practices.

2. Hospitality - Rules

2.1 Requests for approval of hospitality expenses must be reasonable and appropriate to the circumstances. Such expenses should not occur during periods when the Company is submitting bids, or at times that may be interpreted as attempts to influence, induce, or reward any person for improper benefits. In addition, any request for approval must clearly specify the necessity and business purpose, provided it does not violate applicable laws, and must follow these guidelines:

- Hospitality expenses averaging no more than THB 3,000 per person per occasion require approval from Management Level 10 and above (Vice President / Chief Operating Officer / Chief Financial Officer / Chief Technology Officer, as the reporting line); or
- Hospitality expenses averaging more than THB 3,000 per person per occasion require approval from Management Level 11 and above (President / Chief Executive Officer of Revenue Stream).

2.2 Personnel of the Company or its subsidiaries must not accept invitations to hospitality events, seminars, training sessions, study visits, or business tours where the invitation party pays for all or part of the expenses, unless there is a clear business necessity. Participants who attend such hospitality must complete the Hospitality Acceptance Request Form, obtain approval from a Division Manager or above, and submit the form to the Gift and Benefit Management Committee within 7 days of receiving the invitation.

2.3 The Company does not support hospitality offered by business partners or related parties of the Company or its subsidiaries if such hospitality may influence decision-making, create bias, cause discomfort, or result in conflicts of interest—except for hospitality given in accordance with customary traditions.

Sponsorships and Donations

Sponsorships

The provision of money, goods, or benefits to support activities or organizations to promote Company image.

Donation

Refers to the giving of money, goods, or any other benefits to agencies or organizations with the purpose of serving the public interests such as helping, relieving public hardship, supporting religious activities, or contributing to community projects. Donations are part of the Company's commitment to social responsibility and are made without expectation of anything in return.

The Company has a policy not to accept sponsorships or donations in any form. However, the Company may provide donations or sponsorships itself, provided that such actions are carried out transparently, openly, and in the name of the Company (not in a personal capacity), and do not violate any laws or public moral standards.

The Company must also ensure that such donations or sponsorships are entirely free from any involvement in fraud or corruption, under the following conditions:

(1) Each donation or sponsorship must not exceed THB 1,000,000 per event.

(2) All requests must follow the Company's authorization matrix and must be made only to credible organizations or agencies.

(3) The purpose must be clearly defined and appropriate, aiming to promote the Company's business, brand, or genuinely responsible business practices.

(4) Complete supporting documentation is required, such as receipts, certificates, letters of appreciation, or photographs, to verify that the donation or sponsorship is not used as a pretext for any form of corruption.

Political Support

Refers to providing support or assistance to political activities, political parties, politicians, or election candidates. Such support may take the form of money, goods, or any other benefit, whether involving local or national political parties or individuals. Examples include advertising or promoting a political party or candidate, or purchasing tickets to events organized to raise funds for a political party or related organization.

The Company has a policy **not to support any political party, politician, or political group**, whether directly or indirectly. At the same time, the Company respects the legal political rights and freedoms of its personnel, who may exercise their rights in a personal capacity, subject to the following guidelines:

(1) Do not use one's position or authority in the Company to persuade, order, or influence subordinates to participate in any political activity or support any political party or politician.

(2) Do not use Company resources, such as Company premises, assets, name, logo, uniforms, or working hours, for political expression.

(3) Do not express opinions or engage in actions that may create the perception that the Company is involved with or supports any political party, politician, or political group.

Conflict Of Interest

Refers to situations in which an individual is required to perform duties or decide while holding two conflicting roles. A conflict of interest may arise from personal desires or from providing benefits to related people such as family members, relatives, or individuals with other forms of relationships that influence one's actions or decisions in a way that is not independent or impartial, preventing the person from properly upholding the Company's interests.

The Company's policy requires all personnel to perform their duties with the Company's or its subsidiaries' best interests as the primary consideration. All actions must be carried out with integrity, reasonableness, transparency, and accountability, under the following guidelines:

(1) Personnel must not engage in, become a partner of, or have any involvement in businesses like the Company's business, or businesses that compete with the Company or its subsidiaries.

(2) Before entering any transaction, the person must verify whether the counterparty is someone with whom a conflict of interest may exist.

(3) Personnel must avoid participating in any decision-making process including proposing, endorsing, or approving transactions with any counterparty that has a relationship with them, such as family, relatives, or businesses owned by themselves or their relatives. Even if the transaction benefits the Company, another person with equal authority must handle the matter instead.

(4) If a meeting participant has a vested interest in the matter under consideration, that person must temporarily leave the meeting so others can deliberate freely, without influence.

(5) Personnel must not use information obtained from their duties for personal gain, as such actions may cause harm to the Company.

(6) Directors and executives must prepare and submit a report on their interests and those of their related persons within 7 days of being appointed and/or whenever such information changes.

Facilitation Payments

Means informal payments made to government officials to speed up a process or to ensure that officials carry out procedures which, in principle, do not require the exercise of their discretion. These are actions that fall within the official's normal duties and relate to public services that individuals or organizations (the Company) are already legally entitled to receive, such as applying for/renewing licenses or requesting various certificates.

The Company has a policy to prohibit facilitation payments in all cases, as they carry the risk of being regarded as bribes to government officials, which is illegal.

Hiring government employees or public officials

Government Employees or Public Officials

Means persons holding political positions, civil servants, officers, or employees who hold a position or receive a regular salary in a government agency or state enterprise, including directors, sub-committees, or any group of persons who exercise, or are delegated, administrative authority to perform any act under the law, whether such bodies are established within the civil service, state enterprises, or any other state undertaking.

The Company has a policy not to employ government employees or public officials in any manner that may create a conflict of interest for an individual who holds roles in both organizations at the same time. Such a situation may cause the performance of duties in the government agency to lack impartiality or may be interpreted as an attempt to steer public policy in a way that benefits the private company that also employs that person, which carries a risk of leading to corruption.

However, if it is necessary and cannot be avoided, the Company shall consider employing government employees/public officials under the following conditions:

(1) The employment must not be contrary to any applicable laws, regulations, or rules.

(2) Clear and transparent criteria and procedures must be established for recruitment and selection, background checks, approval of employment, and the determination of remuneration, to ensure that the hiring of such persons can be clearly explained as not being a reward in exchange for benefits that could be interpreted as corruption.

(3) If the person whom the Company intends to appoint/employ is a former government employee or public official, the following guidelines shall apply:

- For persons who will serve as company directors, the Company Secretary shall verify the relevant information and report to the Board of Directors to support consideration of approval or nomination for appointment in every case.

- For persons who will serve as executives, advisors, employees, or workers, the Human Resources Department shall verify the relevant information and report to the authorized approver to support the hiring decision in every case.
- Personnel who serve as company directors, executives, advisors, employees, or workers of the Company and who previously held positions in government agencies shall perform their duties with due care. If they find themselves in a situation that may give rise to a conflict of interest, they must immediately report it to the Company and strictly comply with the Company's prescribed measures for preventing conflicts of interest.
- Information on the positions held and work experience as a government employee or public official, both past and present, of persons who are directors or senior executives of the Group shall be disclosed in the Annual Report / Form 56-1 One Report.

Duties and Responsibilities

1. The Board of Directors Is responsible for setting policies and overseeing the establishment of an effective anti-corruption support system, to ensure that management is aware of and gives importance to anti-corruption efforts and instils them as part of the organizational culture.
2. The Audit Committee Is responsible for reviewing financial reports, the risk management system, the internal control system, and the internal audit system to ensure that they meet standards, are suitably robust, and are sufficient to prevent corruption within the organization.
3. The Risk Management Committee Is responsible for considering the risk management process and supporting the inclusion of corruption-related risks in the assessment of organizational risks in all key processes.
4. Executives at All Levels Are responsible for establishing systems that support anti-corruption measures, communicating them to employees and all relevant parties, and reviewing the appropriateness of management systems in all operational processes, as well as the various measures, so that they remain aligned with changes in business, regulations, rules, and legal requirements, and are able to prevent corruption risks that may arise in the organization.
5. The Human Resources Unit And other relevant units are responsible for providing orientation, training, or other appropriate activities to educate the Company's employees and executives to instils awareness of the importance of, and a positive

attitude toward, anti-corruption. They are also responsible for establishing disciplinary measures for employees who do not comply with the Company's anti-corruption measures, and, at the same time, for not demoting, punishing, or taking any adverse action against employees who refuse to engage in corruption, even if such refusal may cause the Company to lose business opportunities.

6. The Risk Management Unit Is responsible for assessing risks together with executives and operational staff to ensure that corruption risks are fully covered, and for improving appropriate management guidelines in accordance with the Company's risk management process.
7. The Internal Audit Unit Is responsible for reviewing whether operations are carried out correctly in accordance with policies, guidelines, and the authority matrix prescribed by the Company, to ensure that the Company has an internal control system that is appropriate and sufficient to address potential corruption. The unit shall promptly report any issues found to the Audit Committee, the Board of Directors, and senior management (as the case may be).
8. Company Personnel Have the following responsibilities:
   - To demonstrate clear commitment and determination to combat corruption, and to jointly build organizational values that emphasize awareness of operating with honesty, integrity, and transparency.
   - To study the Company's anti-corruption policies and guidelines, as well as the operating procedures prescribed by the Company, by understanding their roles, duties, and responsibilities, and giving importance to the analysis, assessment, and presentation of issues that represent potential corruption risks related to their own area of work or other relevant areas (if any). Such risk issues may be raised with their supervisor and/or the person responsible for risk management within their affiliated unit.
   - To perform their duties in strict compliance with the policies, guidelines, and measures on anti-corruption established by the Company.
   - To cooperate with and support the prevention and suppression of corruption by not remaining passive when encountering improper behaviour, suspicious incidents, or events that may indicate corruption. Such matters must be reported to their supervisor without delay, or through the reporting channels specified by the Company in the Whistle Blowing Policy (Policy on Receiving Complaints and Whistleblowing). Persons who report in good faith shall receive protection as provided in that policy.

Penalties

Corruption is an unlawful act subject to both civil and criminal penalties.

Any Company personnel who violate or fail to comply with the Anti-Corruption Policy shall be deemed to have committed a serious breach of the Company's work rules and regulations, and shall be subject to disciplinary action, to be imposed in accordance with those rules and regulations.

Procedure Manual
Anti-Fraud and Corruption

Precise Corporation Public Company Limited and its Subsidiaries
Effective from 16 June 2026

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Background and Rationale

Precise Corporation Public Company Limited and its subsidiaries (the "Company") conduct business based on the principles of good corporate governance, transparency, integrity, and responsibility toward all stakeholders. The Company recognizes that fraud and corruption are significant risks that may affect the organization's reputation, credibility, and sustainability, undermine fair competition, and erode confidence in the overall economic system.

After the Board of Directors of the Company established the Anti-Fraud and Corruption Policy to demonstrate its zero-tolerance stance against all forms of fraud and corruption, the Executive Committee of the Company also recognized the practical necessity of establishing this Procedure Manual with the following objectives:

1. To establish clear internal control mechanisms for preventing, detecting, and managing risks arising from any transactions of the Company that may constitute fraud or corruption.
2. To promote an organizational culture of transparency, integrity, and accountability.
3. To support compliance with laws and requirements of relevant regulatory authorities.

Scope

This Procedure Manual applies to the operations of Precise Corporation Public Company Limited and its subsidiaries, covering both personnel and activities.

- Personnel means directors, executives, and employees at all levels of the Company, including advisors, agents, business partners, contractors, or any other persons acting on behalf of or for the benefit of the Company.
- Activities or transactions mean business operations, whether domestic or overseas, especially transactions with the public sector, including procurement, contracting, sponsorship, donation, and all types of financial transactions conducted in the name of the Company.

Related Documents

- Organic Act on Anti-Corruption.
- Criminal Code, provisions on offenses relating to officials and bribery offenses.
- Anti-Money Laundering Act (as related to suspicious transactions and concealment of the source of funds).
- Public Limited Companies Act B.E. 2535 (1992) (as amended), relating to the duties and responsibilities of directors and executives (Sections 89/7 and 89/8).
- Anti-Fraud and Corruption Policy.
- Whistleblowing Policy.

General Principles

To ensure that the Company's anti-fraud and corruption measures are effective and practically enforceable, the following general principles are established as the operating framework:

1. Risk Management (Fraud and Corruption Risk)
    - Risk assessment is a key foundation of anti-fraud and corruption measures. The Company therefore requires personnel at all levels to recognize that every business process may be exposed to fraud and corruption risks in various forms, such as the giving or receiving of gifts, hospitality, sponsorship, donation, and the engagement of state employees or government officials.
    - Personnel at all levels must recognize the risks of activities related to their duties and participate in establishing or reviewing appropriate controls so that the risk level remains within the acceptable threshold.
2. Communication and Training

- All directors, executives, and employees must receive regular training on the policy and anti-fraud and corruption measures (at least once a year).
    - To enable personnel to review and recognize the risks and impacts of participating in acts that may constitute fraud or corruption.
    - To enable personnel to understand the correct practices under the Company's policy.
    - To inform personnel of reporting channels and procedures when they witness or suspect fraud or corruption within the organization.

3. Monitoring and Evaluation
    - The Company shall regularly monitor, review, and evaluate the effectiveness of anti-fraud and corruption measures through the internal audit process to ensure that the organization's internal control system is adequate and appropriate and can properly manage risks.
    - The results of such evaluation must be used to improve measures or work processes in line with changing circumstances.

Business Activities Subject to Specific Criteria

1. Gifts

1.1 Conditions for Giving or Receiving Gifts

- Gifts in the form of cash, high-value assets, or cash-equivalent assets are prohibited.
  Examples include cheques, gift cards, shares, bonds, jewelry, gold, real estate, and similar items in all cases.

- Permissible types of gifts
  Examples include products or souvenirs bearing the logo or trademark of the Company or group companies for brand awareness purposes, calendars, posters, diaries, stationery, fruit/snack/beverage baskets, and souvenir-type items.

- Situations in which gifts may be given or received
    - Customary occasions or general festivals in accordance with business etiquette, such as New Year, Chinese New Year, and the Mid-Autumn Festival.
    - Special occasions, such as company anniversaries, new product launches or exhibitions, signing of collaborations or agreements, appreciation after project completion, souvenirs given at meetings, seminars, or business activities to general participants, and symbolic souvenir exchanges between organizations.

- Gift value
    - Not exceeding THB 3,000 per person per occasion.

1.2 Giving Gifts

Company personnel who wish to give gifts to external persons must proceed as follows:

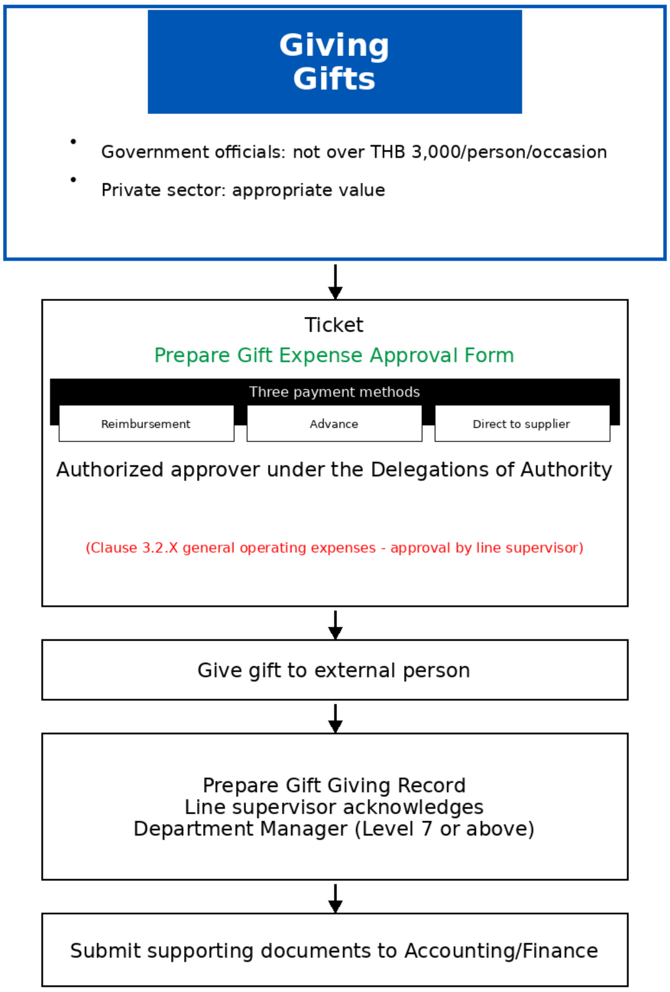
(1) Prepare a "Gift Expense Approval Form" specifying the gift recipient information, including the name of the person or organization, business relationship, objective, type of gift, and estimated gift value, and submit it to the authorized approver according to the approval limits set out in the Company's Delegation of Authority (Company DOA).

(2) After approval is granted under (1), proceed in accordance with the Company's disbursement process.

(3) Procure the intended gift and deliver it to the external person.

(4) Prepare a "Gift Giving Record" and submit it to the Department Manager (Level 7 executive or above) for acknowledgment.

(5) Clear all supporting documents for payment of the gift cost with the Accounting/Finance Department.



1.3 Receiving Gifts

Company personnel who need to receive gifts or any other benefits from external persons must proceed as follows:

(1) Conduct an initial assessment as to whether the gift to be received has any of the following characteristics. If yes, it may not be accepted:

- (a) The value is appropriate under general business customs.
- (b) The gift is not of the following nature:
  - Cash or cash equivalents, such as cheques, gift cards, shares, bonds, jewelry, gold, or real estate.
  - High-value assets, such as houses, cars, or land.
  - Other items of a similar nature.
- (c) The gift is not offered during a business decision-making period or in a situation that may create a conflict of interest.

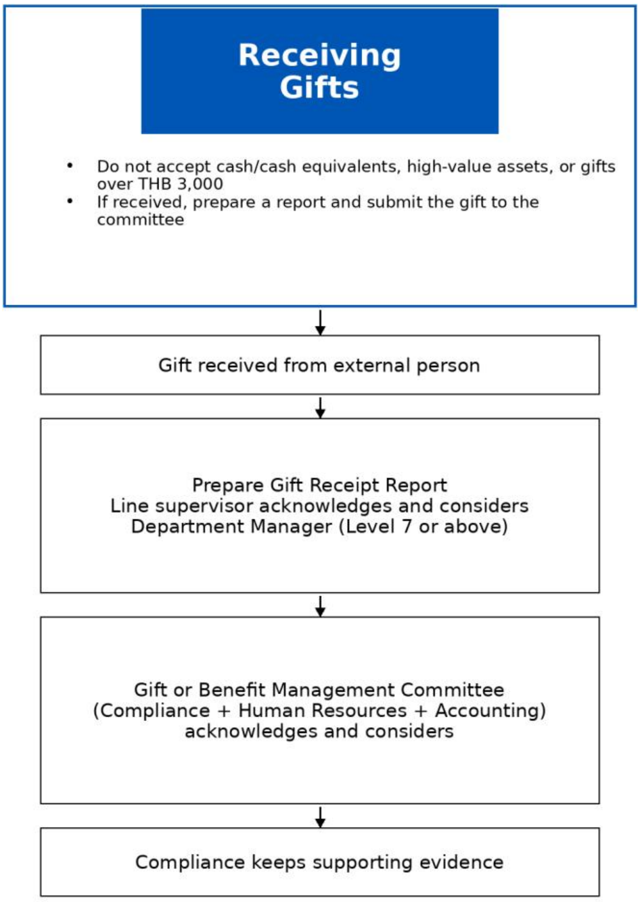
(2) However, there may be cases where a gift has already been received but does not comply with (1), namely:

- (a) The gift is cash or a cash equivalent, regardless of amount; or
- (b) The asset or other benefit has a value exceeding THB 3,000.

Such items shall be deemed assets of the Company.

The recipient must prepare a "Gift Receipt Report" and submit it through the chain of command to the Department Manager (Level 7 executive or above) for acknowledgment and consideration.

(3) Submit the report together with the received gift to the Gift Management Committee within 7 days from the date of receipt.



2. Hospitality

2.1 Conditions for Hospitality

The Company does not encourage personnel, business partners, or relevant stakeholders to provide hospitality that may affect the impartiality of decision-making, cause discomfort, or create a conflict of interest, unless such hospitality is customary and in accordance with accepted business practice.

2.2 Providing Hospitality

If Company personnel need to provide hospitality to external persons, they must proceed as follows:

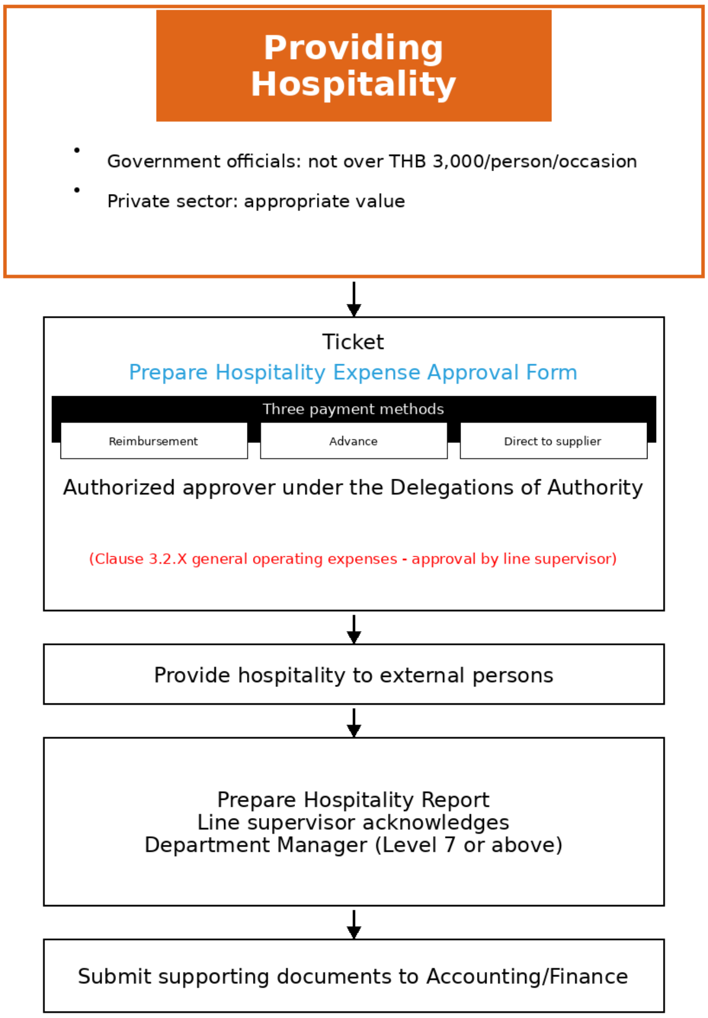
(1) The person wishing to arrange hospitality shall prepare a "Hospitality Expense Approval Form" specifying the necessity, business objective, names of organizations and number of participants (both external and internal), and the estimated hospitality expenses, and submit it to the authorized approver according to the approval limits set out in the Company's Delegation of Authority (Company DOA). However, if the hospitality expense exceeds THB 3,000 per person, it must be submitted to the President / CEO-RS in all cases.

(2) After approval is granted under (1), proceed in accordance with the Company's disbursement process.

(3) Provide hospitality in accordance with the approved objective.

(4) After completion, prepare a "Hospitality Report" specifying the date, time, venue, participant names, and actual expenses incurred, and attach evidence of payment for the hospitality expenses for submission to the Department Manager (Level 7 executive or above) for acknowledgment.

(5) Clear all supporting documents for payment of the hospitality expenses with the Accounting/Finance Department.



2.3 Receiving Hospitality

Company personnel must not accept invitations to hospitality, seminars, training, study visits, or business visits where the inviter or external person pays all or part of the expenses, unless there is a clear business necessity for the Company's benefit. If Company personnel wish to receive hospitality from an external person, they must proceed as follows:

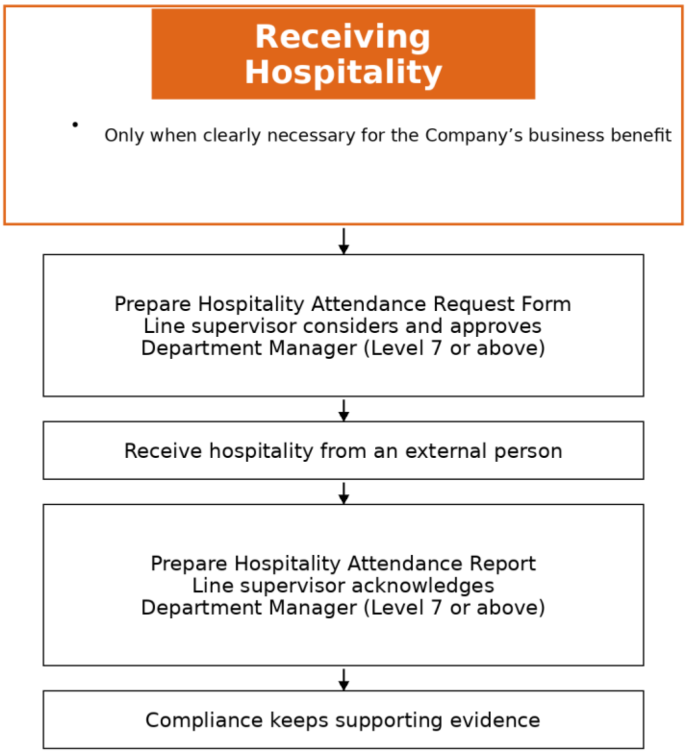
(1) Prepare a "Hospitality Attendance Request Form" specifying details such as:
- Provider of the hospitality.
- Business relationship with the Company.
- Objective of the hospitality.
- Names of personnel who will attend.
- Business reason and necessity.

Submit the request to the line supervisor at Department Manager level (Level 7 executive or above) for approval and comments. The supervisor must consider the appropriateness of the format and venue of the hospitality, as well as the business reason and necessity, to ensure consistency with general business practice, that it is not unreasonably extravagant, and that it does not occur during a period that may create a conflict of interest.

(2) After approval is granted under (1), the invitation may be accepted and the hospitality may be attended.

(3) After attending the hospitality, prepare a "Hospitality Attendance Report" specifying the benefits received from attending, together with photographs, and submit it to the Department Manager (Level 7 executive or above) for acknowledgment by signature.

(4) Submit the report to the Compliance Department for acknowledgment within 7 days from the date of attending the hospitality.



3. Sponsorship / Donation

3.1 Key Characteristics of Sponsorship / Donation

- Sponsorship means an activity having the following characteristics:
  - It has a business or strategic objective aligned with the Company's direction, goals, or plans.
  - The Company expects lawful consideration or return in one form or another.
  - Generally, sponsorship has an agreement or conditions that clearly specify commercial benefits or consideration.

Examples include the right to display the Company's name or logo in public relations materials, the right to have an exhibition booth, or the right to participate in an activity, which supports corporate communications, image enhancement, and brand awareness of the Company.

- Donation means an activity having the following characteristics:
  - It has an objective for public benefit, charity, or support of social activities that are not-for-profit.
  - The Company does not expect any business return or benefit, whether directly or indirectly, and there are no conditions tied to business opportunities.
  - Generally, a donation has no agreement or conditions that specify commercial benefits or consideration.

  Examples include donating money or goods to hospitals, schools, foundations, or public charitable organizations; donating items to assist disaster victims; and making financial contributions to fund social activities.

  In making a donation, the Company may receive a thank-you letter or be mentioned or publicized in return as a courtesy; however, this shall not be regarded as a commercial benefit because it is not the primary objective of the donation.

3.2 Conditions for Sponsorship / Donation

- The Company has a policy not to receive sponsorship or donations from external persons or organizations under any circumstances.
- Providing sponsorship or donations
  - May be carried out only in the name of the Company.
  - Must not be carried out in the personal name of any director, executive, or employee.
- Qualifications of sponsorship / donation recipients
  - The recipient must be a juristic person, organization, or agency lawfully established, credible, clearly identifiable and verifiable, and must operate transparently with no history related to fraud, money laundering, or unlawful conduct.
  - The recipient must not be an organization, agency, activity, or project related to politics or political parties.

3.2.1 Sponsorship / Donation Approval Limits

The Company sets a standard approval limit for sponsorship or donation of not more than THB 1,000,000 per transaction, categorized by the level of relationship and nature of the recipient as follows:

Relationship Level	Nature of the Sponsorship / Donation Applicant	Limit (THB / transaction)
A Strategic	Public charitable organization whose operational objectives align with the Company's strategy or business plan.	Not exceeding 1,000,000
B Business	Customer, supplier, or business partner currently collaborating with the Company.	Not exceeding 500,000
C Social / Community	Community, agency, organization, or school within a 10-kilometer radius of the place of business.	Not exceeding 100,000
D General	No direct business linkage with the Company.	Not exceeding 50,000

Remark: The above limits are only the maximum framework for consideration. For each approval, the authorized approver must consider appropriateness, necessity, objective, transparency, and benefit to the Company or society on a case-by-case basis.

3.2.2 Sponsorship

- Executives or employees who wish to provide sponsorship to an external person, organization, or agency must present sufficient evidence showing that the sponsorship applicant actually conducts the activity for which support is requested, and that such activity has a clear objective, is beneficial and transparent, and aligns with the Company's objectives, policy, or business direction.

- Examples of activities that may qualify for sponsorship include academic activities in related industries (such as the electricity, renewable energy, or agriculture industries, etc.) or related professional organizations, including seminars, academic conferences, trade exhibitions, or knowledge-sharing forums, with the objective of building cooperation networks with customers, suppliers, contractors, operators in the supply chain, or relevant agencies.

3.2.3 Donation

- Executives or employees who wish to propose a donation to an external person, organization, or agency must present sufficient evidence showing that the donation is for public benefit, charity, or not-for-profit social activities and is not related to politics, political parties, or political persons, whether directly or indirectly.

- Examples of sustainability activities related to improving quality of life, demonstrating responsibility toward society and communities surrounding the place of business (within a 10-kilometer radius), strengthening communities, fostering good relations with local residents, or creating benefits for the public include:
  - Improving or developing basic public utilities for public benefit, renovating school buildings, lighting, fields or sports equipment, or granting scholarships to students in the community.
  - Planting trees, restoring water sources, or managing community waste.
  - Supporting local traditions or activities that promote community unity.
  - Promoting occupations and developing skills for people in the area.
  - Supporting medical equipment.
  -

  Company personnel who wish to provide sponsorship or donation to an external person or organization must proceed as follows:

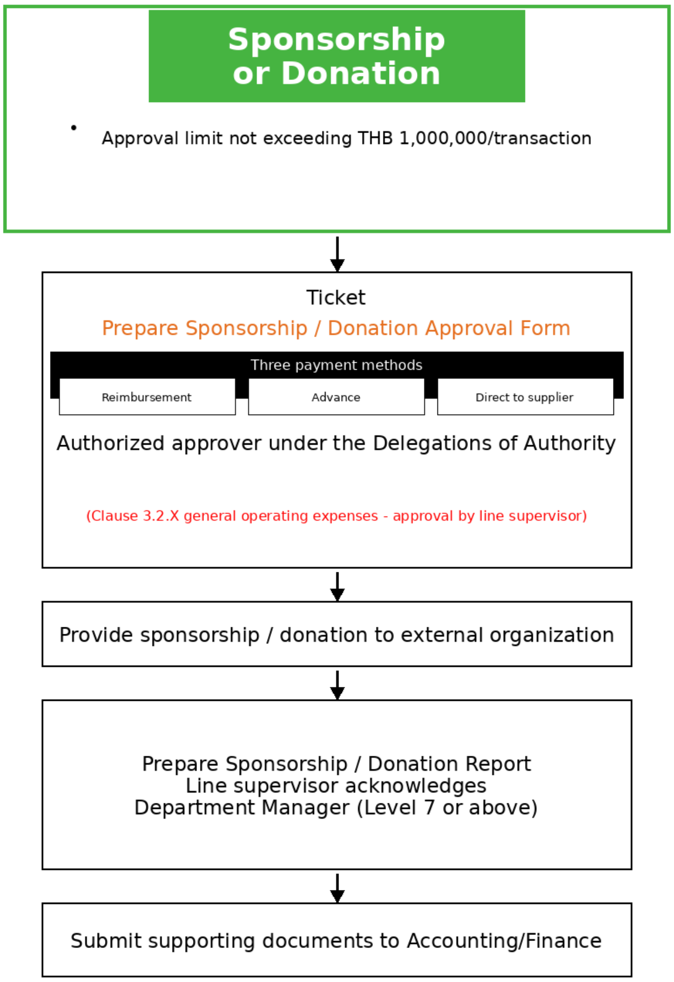
(1) Prepare a “Sponsorship / Donation Expense Approval Form” specifying the following details:
   - Objective.
   - Details showing that the recipient is a credible organization.
   - Business relationship.
   - Form of sponsorship (money / goods / others).
   - Amount or estimated value (in the case of non-cash sponsorship / donation).
   - Attach supporting documents, such as a request letter from the requesting organization.

   Submit the request to the authorized approver under the Company’s Delegation of Authority (Company DOA).

(2) After approval is granted under (1), proceed in accordance with the Company’s disbursement process.

(3) After the sponsorship / donation has been provided, prepare a “Sponsorship / Donation Report” with supporting evidence, such as receipts, donation certificates, thank-you letters, and photographs of the activity or project, etc., and submit it to the Department Manager (Level 7 executive or above) for acknowledgment.

(4) Clear all supporting documents for payment of the sponsorship / donation expenses with the Accounting/Finance Department.



4. Engagement of State Employees or Government Officials

The Corporate Secretary, Human Resources Department, and/or Procurement Department (as applicable) must establish due diligence measures to verify the qualifications of persons whom the Company intends to hire, appoint, or assign to work, whether as directors, executives, employees, advisors, contractors, or agents acting on behalf of the Company, in order to prevent fraud and corruption risk, conflict of interest, and improper benefit facilitation that may constitute violations of relevant laws. At a minimum, the following procedures must be carried out:

4.1 Disclosure of Information and Status Verification

Such person must disclose information on whether he or she is or has ever been a government official, and the following procedures shall apply:

↗ <u>Where the person is or has ever been a government official</u>

1) Such person must disclose details of the affiliated agency, position, and relevant authority and duties.
2) The Company must verify whether the person falls under the prohibitions in Sections 126-127 of the law on anti-corruption under the NACC through consideration of the following key issues:

- Where the person has ceased to be attached to the state agency
    - Verify whether the scope of authority and duties of the former position included supervision, control, or inspection of the operations of the Company and its subsidiaries.
    - If the position is one designated by the NACC notification, the person must have vacated the position for not less than 2 years as of the date on which the Company approves the appointment or engagement.
- Where the person has not yet ceased to be attached to the state agency
    - Verify whether working hours overlap.

3) Relevant parties must analyze the likelihood of using influence, relationships, or inside information that may lead to a conflict of interest.
4) Prepare a Due Diligence Report, including risk-level assessment and appropriate control measures.
5) Submit the consideration results to the authorized approver, clearly stating the business rationale, ensuring verifiability, and confirming that the engagement is not intended to seek any improper benefit.
6) Disclose the work experience as state employees or government officials of directors or senior executives, both past and present, in the annual 56-1 One Report.

↗ Where the person is not and has never been a government official, such person must sign a confirmation of status and proceed through the normal recruitment or engagement process.

4.2 Coverage of Close Persons

The due diligence measures under Clause 4.1 shall also apply to the spouse or person cohabiting as husband and wife, as well as children or adopted children, of the government official.

5. Prevention of Conflicts of Interest

The Company requires personnel at all levels to perform their duties by prioritizing the best interests of the Company and its subsidiaries. All decisions must be made with integrity, reasonableness, transparency, and accountability.

Although the Company has requirements on control measures relating to "gifts / hospitality / sponsorship or donation / and engagement of government officials," fraud and corruption may still arise in the form of conflicts of interest, which affect the independence of decision-making and stakeholder confidence. To prevent such risk, the Company establishes overall guidelines for preventing and managing conflicts of interest.

The Company classifies conflict-of-interest prevention matters into three main forms as follows:

5.1 Competing with the Company (Competing Business)

Directors, executives, and employees must not operate a business or participate in managing an enterprise of the same nature as the business of the Company or its subsidiaries, or an enterprise that competes or may compete with the business of the Company or its subsidiaries, whether for their own benefit or for the benefit of related persons. They must also not be partners or controlling shareholders in such enterprise. Examples include:

- Not establishing a company to operate the same type of business and offering products or services to the same customer group as the Company.
- Not holding shares in a competing enterprise at a significant level that enables the person to determine policy, control, or influence the business direction of such enterprise.
- Not accepting a position as director, executive, or decision-maker in an enterprise bidding for work in competition with the Company.

5.2 Use of Company Information or Resources (Inside Information & Company Resources)

Directors, executives, and employees must not use confidential information, inside information, or resources of the Company or its subsidiaries to seek benefits for themselves or related persons. Examples include:

- Not using or disclosing non-public information on investment plans, mergers and acquisitions, or operating results to other persons for the purpose of trading the Company's securities for speculative gain.
- Not disclosing customer, supplier, or cost information to external persons in expectation of personal benefit.
- Not accepting work from the Company's customers to be performed under a personal business.
- Not using employees (subordinates), computers, vehicles, tools/equipment, or Company working time to conduct personal business.

5.3 Doing Business with the Company (Self-Dealing)

Directors, executives, and employees must avoid decisions or transactions that may give rise to conflicts of interest or may be perceived as being made to benefit themselves or related persons, whether directly or indirectly, by complying with the following measures established by the Company:

(1) Directors and executives of the Company and its subsidiaries must prepare a report on their own interests and those of related persons and submit it to the Company within 7 business days from the date of appointment, and must submit an additional report within 3 business days if there is a material change in such interest information, so that the Company and its subsidiaries can appropriately supervise, monitor, and prevent conflicts of interest.

(2) Before initiating any procurement, sale, contract, or transaction process, the relevant employees must conduct a status check of the counterparty to determine whether the counterparty may be a person with a potential conflict of interest or a related person.

The consideration of such conflict-of-interest characteristics shall at least comply with the relevant laws, regulations, and practices on connected transactions and related-party transactions as prescribed by the Office of the SEC and the Stock Exchange of Thailand.

(3) If the review under (2) finds that the counterparty may be a person with a potential conflict of interest or is a related person, the matter must be reported to the supervisor and discussed with the Corporate Secretary / Compliance Department to determine the procedures under the relevant rules, as follows:

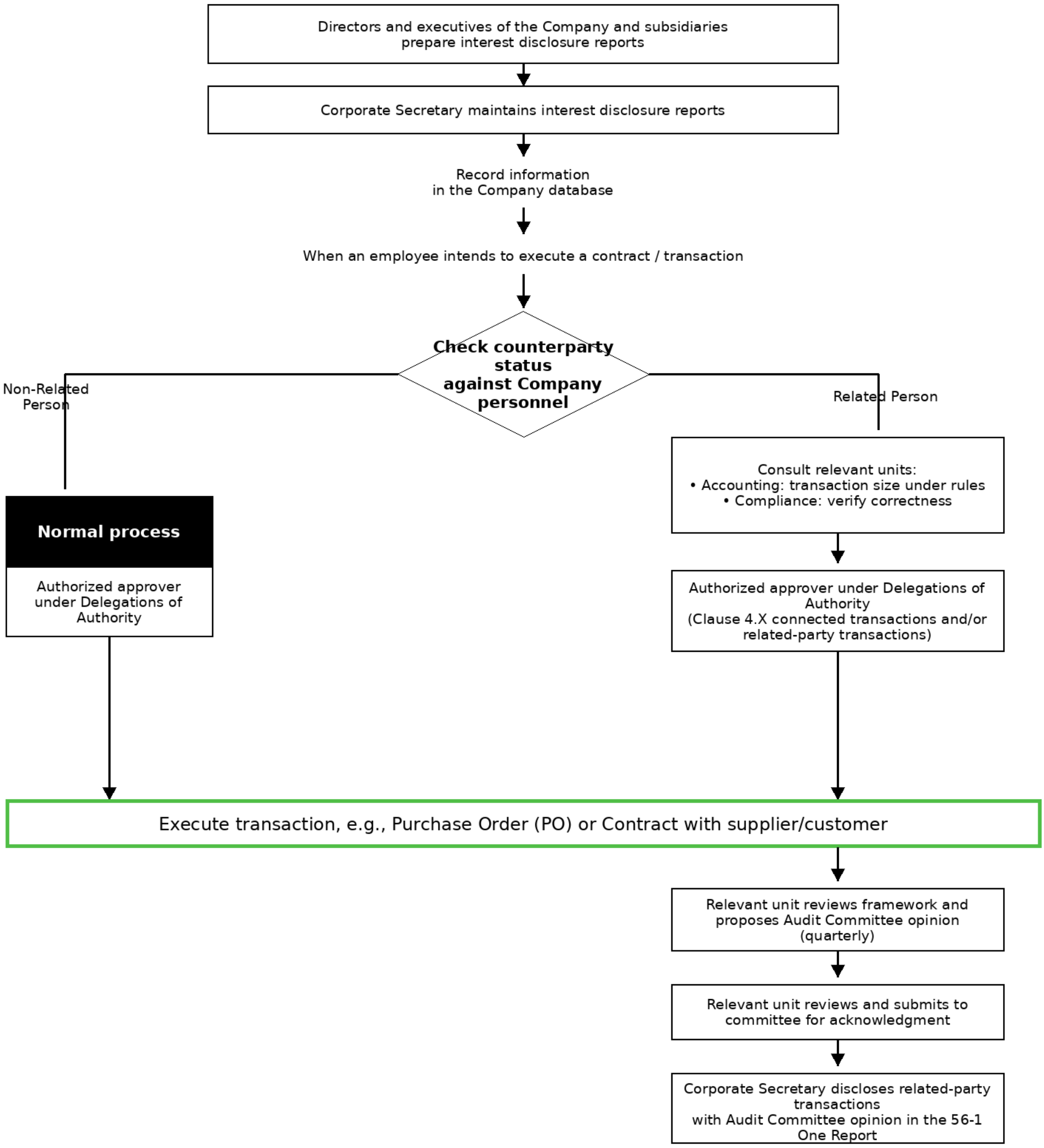
- Directors and executives with an interest must refrain from participating in all stages of the consideration process, including proposing, endorsing, considering, or approving a transaction with a related counterparty, including where the counterparty is a family member, relative, or an enterprise owned by themselves or their relatives, or in which they or their relatives are shareholders, partners, or hold economic interests, whether directly or indirectly.

  Even if such transaction benefits the Company, another person with authority at the same or higher level must consider the matter instead, so that the decision is fair, transparent, and free from the influence of the interested person.

- If a meeting participant has an interest in the matter under consideration, that person must inform the meeting and temporarily leave the meeting room so that the other meeting participants can consider and discuss the matter independently, free from the influence of such interested person.

  The meeting secretary shall clearly and completely record the disclosure of interest, abstention from consideration, and departure from the meeting room in the minutes of the meeting.

Transactions that may involve conflicts of interest



Procedures upon Receiving Whistleblowing Reports or Complaints

To establish standardized procedures and timeframes for receiving, reviewing, and investigating complaints or whistleblowing reports relating to acts that may violate policies, procedures, laws, or circumstances that may constitute fraud, corruption, or misconduct in any form, and to ensure that the process is fair, transparent, and verifiable, the Company establishes two fundamental principles:

- The handling of whistleblowing reports or complaints must be completed within 90 calendar days from the date on which the Whistleblowing or Complaint Receiving Committee officially receives the information.
- If there is a necessary reason preventing completion within the said period, a request for extension must be submitted to the Board of Directors for approval, specifying the reasons, necessity, and requested extension period clearly.

The procedures are as follows:

1. Receipt of Reports

1.1 The Whistleblowing or Complaint Receiving Committee shall consider information received through the channels designated by the Company, namely:

- Postal mail (letter).
- Email: pcc_whistleblowing@precise.co.th
- Website: www.precise.co.th/whistleblowing-channel

For information reported through channels other than those specified, the Company may not be able to guarantee receipt of the report or handling under the prescribed process.

1.2 Details of the whistleblowing report or complaint must be true, clear, and sufficient to enable fact-finding and further action. At a minimum, the following key information must be provided:

- Name or identifying characteristics sufficient to identify the accused person.
- Date/time or period and place of the incident.
- Nature of the circumstances or acts alleged to constitute misconduct.

1.3 The Whistleblowing or Complaint Receiving Committee may assign a person to maintain a complaint register, record the consideration results, and coordinate an acknowledgment response to the whistleblower within 7 days from the date the Committee officially receives the information.

2. Preliminary Fact-Gathering

2.1 The Whistleblowing or Complaint Receiving Committee may assign relevant persons to gather information, documents, or evidence relating to the reported issues on a preliminary basis for use in assessing the impact and complexity of the matter, leading to the determination of the fact-finding approach in the next stage.

2.2 If the preliminary fact-gathering finds that the reported matter has no merit or lacks sufficient evidence to determine investigation issues and the scope of information to be reviewed, a written recommendation to close the matter with reasons shall be submitted.

3. Investigation

3.1 If the preliminary fact-gathering finds sufficient grounds to proceed with an investigation, the Whistleblowing or Complaint Receiving Committee shall consider appointing an investigation committee of at least 3 persons who have knowledge and capability, are independent, and have no interest in or connection with the reported matter, to conduct the investigation appropriately and impartially, leading to the collection of evidence to thoroughly establish the facts concerning the alleged conduct.

3.2 The investigation committee shall conduct the investigation as follows:

- Clearly define the scope of the investigation, covering the issues raised in the whistleblowing report or complaint and linking them comprehensively with the relevant facts.

- Comply with the principle of fairness by providing the accused person an appropriate opportunity to clarify, present evidence, or dispute the allegations.
- Arrange for statements to be recorded and prepare a clear written investigation summary report, specifying the facts found, relevant evidence, the opinion of the investigation committee, and recommendations on corrective actions and disciplinary consideration (if any) for submission to the authorized person for further consideration.

4. **Disciplinary Consideration**

4.1 If the investigation results indicate that misconduct has actually occurred, the investigation committee or assigned person shall coordinate with the Human Resources Department to submit the matter to the authorized person (according to the chain of command) for disciplinary consideration.

4.2 In considering discipline, the authorized person shall consider information, facts, and relevant factors comprehensively so that the disciplinary measure is appropriate, fair, and consistent with the Company's work regulations, based on the following information:

(1) Relevant facts and circumstances, as follows:

- Position, duties, responsibilities, and level of authority of the offender.
- Intent, motive, and surrounding circumstances of the act.
- Severity / damage incurred or that may be incurred.
- Past disciplinary record (if any).
- Cooperation in the investigation and remediation of damage.

(2) Disciplinary measures shall be determined in line with the facts and circumstances relating to the misconduct, based on the following guidelines:

Severity	Nature of Act	Maximum Disciplinary Measure
Level 1: Minor	▪ Caused by lack of knowledge, misunderstanding, or a first-time violation. ▪ Causes minor damage or no damage yet.	Verbal warning.
Level 2: Moderate	▪ Caused by negligence, lack of due care, or repeated violation. ▪ Causes impact to work or Company assets to a certain extent.	Written warning.
Level 3: Relatively Serious	▪ Caused by intentional failure to perform duties and responsibilities. ▪ Causes impact to work, assets, reputation, credibility, interests of the Company, or stakeholders.	Suspension without pay for a period deemed appropriate by the Company.
Level 4: Serious	▪ Caused by intentional fraud or seeking improper benefit.	Termination without severance pay.

4.3 If the act constitutes a legal offense, the Company may exercise the authority of the disciplinary decision-maker to decide on additional legal action, including claiming damages or exercising any rights available to the Company under the law as appropriate.

5. **Summary and Reporting**

5.1 Upon completion of the investigation and disciplinary consideration process, the Whistleblowing or Complaint Receiving Committee may assign a person to collect information, facts, and relevant documents from each step to prepare a written summary report of the process.

5.2 The summary report should at least contain the following key information:

- Basic information of the reported matter, such as date, channel, and key substance of the whistleblowing report or complaint received.
- Time spent on each step, from receipt, preliminary fact-gathering, investigation, through disciplinary consideration (if any).
- Key facts found, together with relevant material evidence.
- Summary of investigation results.
- Summary of disciplinary consideration results (if any).

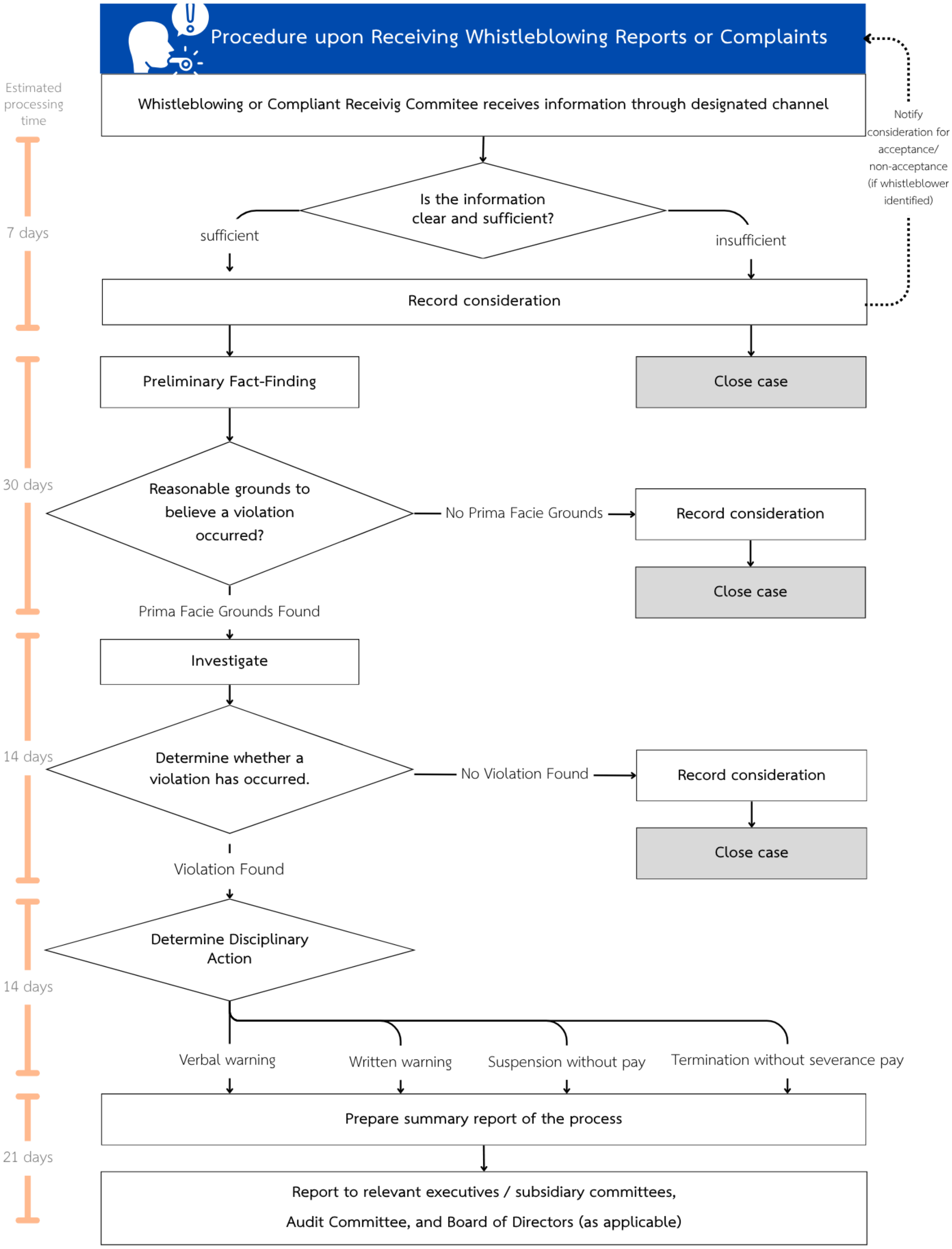
If systemic improvement or corrective action is deemed appropriate, such as improving internal controls, work processes, or communication of policies and procedures to prevent recurrence of similar incidents in the future, the Whistleblowing or Complaint Receiving Committee shall include recommendations for systemic improvement in the report.

5.3 The report shall be submitted to the relevant authorized persons for acknowledgment and consideration of improvement or corrective action according to their authority, such as executives or the relevant subsidiary committees, the Audit Committee, and the Board of Directors.

In preparing the report, retaining related documents, and disclosing such information, confidentiality and protection of personal data of the whistleblower, the accused person, and related persons must be given primary consideration.

Remark: If the reported matter is complex or there is a necessary reason requiring more time to collect evidence, resulting in an inability to complete the process within 90 days, the Whistleblowing or Complaint Receiving Committee or assigned person must submit a request for extension to the Audit Committee and the Board of Directors on a case-by-case basis.

A written memorandum specifying the reasons and requested extension period must be prepared, and periodic progress reports must be provided for acknowledgment.


Procedure upon Receiving Whistleblowing Reports or Complaints
Estimated processing time
Whistleblowing or Compliant Receivig Commitee receives information through designated channel
Notify consideration for acceptance/ non-acceptance (if whistleblower identified)
Is the information clear and sufficient?
sufficient
insufficient
7 days
Record consideration
Preliminary Fact-Finding
Close case
30 days
Reasonable grounds to believe a violation occurred?
No Prima Facie Grounds
Record consideration
Close case
Prima Facie Grounds Found
Investigate
14 days
Determine whether a violation has occurred.
No Violation Found
Record consideration
Close case
Violation Found
Determine Disciplinary Action
14 days
Verbal warning
Written warning
Suspension without pay
Termination without severance pay
Prepare summary report of the process
21 days
Report to relevant executives / subsidiary committees,
Audit Committee, and Board of Directors (as applicable)