

ANTI-CORRUPTION POLICY

POLICY APPROVED BY THE BOARD OF DIRECTORS

POLICY OWNER: COMPLIANCE DEPARTMENT MANAGER

POLICY EFFECTIVE DATE: 1 JUNE 2025

Interthai Pharmaceutical Manufacturing Limited (the “Interthai”) is committed to conducting business with integrity, transparency, accountability, and responsibility. Interthai upholds Good Corporate Governance and a Code of Business Ethics, with a firm stance against all forms of corruption. This Anti-Corruption Policy serves as a practical guideline for all employees and stakeholders to help foster a corruption-free and sustainable organization.

All directors, management, and employees are strictly prohibited from engaging in any form of corruption, fraud, or money laundering, whether direct or indirect. This includes bribery, accepting gifts, entertainment, donations, or other improper benefits from stakeholders. Interthai reviews its compliance with this policy at least annually.

Interthai is committed to conducting its business fairly, free from all forms of corruption. We promote open and fair competition and uphold equal treatment across the market. Our goal is to maintain zero confirmed anti-competitive incidents from 2025 onward.

Interthai is dedicated to safeguarding the personal data and confidential information of both employees and external stakeholders. We strive to achieve zero security breaches starting from 2025.

1) Implementation Guidelines

In this respect, the practical implementations must be undertaken with due care on the matter with high risk to give rise to a corruption, as follows:

- 1.1 Avoid any behavior that may be perceived as bribery.
- 1.2 Immediately report suspicious actions to supervisors or designated personnel.
- 1.3 Avoid conflicts of interest, including benefiting personally from relationships with suppliers or competitors.
- 1.4 Do not accept business-related hospitality or illegal benefits.
- 1.5 Clearly communicate Interthai’s anti-corruption stance to all stakeholders.
- 1.6 Fully cooperate with internal audits and investigations.
- 1.7 Maintain accurate and transparent financial records.
- 1.8 Whistleblowers are protected and treated fairly under Interthai’s Whistleblowing Policy.
- 1.9 Violations of this policy will result in disciplinary action and potential legal consequences.

2) Specific Provisions

2.1 Gifts & Hospitality

Giving or receiving gifts, entertainment, or any form of benefit is strictly prohibited, except for limited and reasonable courtesies (e.g., occasional and inexpensive business meal or nonmonetary gift of a nominal value) under appropriate circumstances.

2.2 Sponsorships & Donations

Must be transparent, legally compliant, and documented properly. Must not be used to disguise bribery.

2.3 Political Contributions

Interthai maintains political neutrality. No use of Interthai resources or name in supporting any political party or figure.

2.4 Business Relations

All procurement and business dealings must follow Interthai's transparent procedures. Bribery in any form is prohibited.

2.5 Human Resources

Anti-corruption is integrated into recruitment, training, evaluation, and promotion processes.

2.6 Training & Communication

Ongoing training is provided for directors, executives, and employees.

2.7 Conflict of Interest

Avoid any activities or relationships that could interfere with Interthai's interests. Disclosure is required when conflicts arise.

2.8 Fraud & Money Laundering

Fraud and money laundering are strictly prohibited. Suspected activities must be reported and will be handled per legal requirements.

3) Whistleblowing and Protection

Employees and stakeholders are encouraged to report suspected corruption via designated channels. Reports will be treated confidentially, and whistleblowers will be protected from retaliation.
