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Anti-Corruption Policy

The Company and its subsidiaries conduct business with transparency and recognize the importance of anti-corruption in all forms by operating the business in accordance with the law and for the benefit of society, as well as encouraging employees to perform their duties with integrity and to be good citizens.

In this regard, the Company and its subsidiaries established anti-corruption policies as practice guidelines in order to be more specific in preventing and combating corruption within the Company and its subsidiaries by creating a corporate culture that raises awareness of the dangers of corruption, fosters the development of the correct values, and increases the confidence of all stakeholders. This included an anti-corruption approach that is aligned in the same direction in order to create transparency and sustainability in the organization's development.

1. Definitions

"The Company" refers to the Index Living Mall Public Company Limited. This includes any authorized persons or assigned persons that act on behalf of the Company.

"Corporate Group" refers to Index Living Mall Public Company Limited and its subsidiaries.

"Subsidiary" means a company in which the Company holds more than 50% of the shares.

"Company Employee" refers to the Board of Directors, subcommittees, executives and employees at all levels.

"Business Associate" refers to representatives, intermediaries, independent contractors, or consultants acting or operating on behalf of the Company.

"Human Resources Department" refers to employees who perform duties in the Human Resource Development and Management Division.

"Corruption" is defined as the misuse of authority and responsibility in order to obtain benefits or property in an improper manner for the benefit of one's self or another or to damage the benefits of others. Corruption can take the form of bribery which involves the giving goods, money, or other benefits, fraud, money laundering, embezzling, concealing facts, obstructing justice, and abusing authority in order to intimidate or solicit benefits or business decisions from others. This includes relationships between the private sector and government agencies, as well as within the private sector.

"Bribery" refers to an offer, a promise, or a grant. This includes making claims or receiving benefits related to valuable items, whether directly or indirectly, in order to induce a person to make a decision, act, or refrain from acting as well as assisting for personal gain, achieving personal goals dishonestly or illegally, or violating the Company's code of business conduct.

"Giving or Receiving Gifts, Entertainment, and Other Benefits" refers to the act of giving to third parties such as vendors, service providers, employees or officers of financial institutions, government agencies, state enterprises, government entities, or the general public in order to build goodwill or relationships in a proper manner at a reasonable cost in accordance with traditions and relevant laws.

"Gifts" refers to any item that has a monetary value. This category includes assets, cash substitutes, and items that are exchanged for goods or services via various discount coupons, etc.

"Entertainment" includes food and beverage, entertainment, hospitality services, and participation in sports or recreational activities. This may include seminars, training, study visits, or business visits, etc.

"Sponsorships" refers to money paid to or received from customers, partners, associations, foundations, charities, or non-profit organizations for the purpose of promoting the Company's brand or reputation in a manner that benefits the trade credibility or aids in the strengthening of business relationships and appropriate opportunities.

"Donations" refers to the voluntary donation of resources such as time, money, property, or personnel to an organization or individuals in support of charitable activities without the expectation of commercial gain.

"Revolving Door" refers to individuals from the public sector working in the private sector or private sector individuals working on public sector policies, which may increase the risk of potential corruption due to conflicts of interest between the individual's roles and responsibilities within the organization by allowing government officials to act impartially.

"Political Support" means providing funds, property, or other forms of assistance, whether directly or indirectly, to support political activities with the intent of obtaining special privileges or benefits in the Company's business operations in an illegal manner. This does not include employees who engage in political activity based on their right of liberty.

"Facilitation Payments" refers to informal payments of money or property to government officials. This is only given to ensure that government officials carry out the process or to encourage actions to be taken more quickly. The procedure does not require the discretion of government officials, and it is a duty of that government official and a right that a juristic person should have under the law. This includes requesting a license, a certificate, or public services, etc.

2. Responsibilities

- 1) The Board of Directors is responsible for overseeing the Company's anti-corruption policy as a whole, as well as defining and approving anti-corruption policies and anti-corruption measures in order to keep them current and appropriate for the environment and risk factors.
- 2) The Audit Committee is responsible for supervising and reviewing the internal control system, internal audit, and risk management, which includes corruption. The Audit Committee monitors actions to

ensure they are current and efficient, as well as ensuring that processes are efficient and effective. The Audit Committee examines clues to fraudulent actions, conducts fact checks, and considers penalties or solutions for fraudulent acts affecting the Company.

- 3) The Nomination, Remuneration, and Corporate Governance Committee has the authority and responsibility to monitor compliance with corporate governance policies. This includes setting practices related to anti-corruption, assigning responsibilities in other anti-corruption processes related to anti-corruption measures such as corruption risk management, whistleblowing, and the investigation of corruption, etc. in order to facilitate the working group or executives to act promptly. The Nomination, Remuneration, and Corporate Governance Committee reports to the Board of Directors on a regular basis regarding the operating results and anti-corruption measures.
- 4) The Risk Management Committee is responsible for considering and reviewing corruption risks, as well as monitoring risk management results and actions, in order to ensure that the Company manages its risks to be at an acceptable level and that various guidelines or measures have been adhered to strictly and consistently. This includes a report on corruption risk.
- 5) The Management is responsible for establishing effective mechanisms and internal control systems to support the implementation of anti-corruption policies and measures. This includes reviewing the appropriateness of various practices in light of changes in business, laws, rules, and regulations, as well as encouraging subordinates at all levels to recognize the importance of adhering to anti-corruption policies and measures.
- 6) The Internal Audit Unit is responsible for auditing and reviewing operations to ensure compliance with the Anti-Corruption Handbook, policies, and measures, best practices, regulations, and relevant approval authorities in accordance with the annual internal audit plan to ensure that they Company has an efficient control system that covers potential corruption risk and resorts the audit results to the Audit Committee.
- 7) The Human Resources Department is responsible for communicating anti-corruption policies and measures, and establishing anti-corruption and ethics channels. The Human Resources Department conducts background checks on key personnel to ensure that there are no issues of integrity in order to perform the work. This includes providing training to increase employees' knowledge and competence so that they are capable of preventing corruption in operations.
- 8) The Company Employees have the duty and responsibility to perform their duties in accordance with the anti-corruption policy, measures and guidelines that were set by the Company. Employees are also responsible for notifying and reporting any fraudulent activities that they witness or any suspicion of infringement of this measure to the supervisor or executive or a designated whistle-blowing channel.

3. Anti-Corruption Policy

Directors, executives and company employees do not accept any form of corruption, whether as a giver or a receiver. This includes providing or receiving items, money, property, gifts, entertainment, sponsorships, donations, or any other benefits to government agencies or any other party conducting business with the Company.

4. Best Practices in Anti-Corruption

- 1) The Company is committed to conduct business with honesty. As a result, the Company established an anti-corruption policy in all forms, whether directly or indirectly, to support and encourage employees at all levels to recognize the importance of anti-corruption and to be aware of it.
- 2) The Company's employees, including assigned persons acting on behalf of the Company, are prohibited from soliciting, acting, or accepting any form of corruption, whether directly or indirectly, for the benefit of the organization, themselves, or others (ie. family, friends or acquaintances). This applies to all departments within the Company, whether public or private, domestic or international.
- 3) The Company conducts an assessment of corruption risk and establishes internal control guidelines to ensure that it operates in a transparent and corruption-free manner. Guidelines and operational requirements are reviewed on a regular basis to ensure that they remain current with changes in the business, regulations, and legal requirements.
- 4) The Company provided whistleblowing channels by encouraging a variety of communication channels by allowing employees and related parties to report suspicious clues. Whistleblower protection measures must be implemented. The identity of whistleblowers is strictly protected to avoid unjustified punishment or transfers. This includes the appointment of a person to monitor every clue that has been notified.
- 5) All employees must not ignore or neglect any act of corruption that involves the Company or its subsidiaries. Employees must notify the supervisor or the person in charge to be aware of the situation and participate in the investigation of various facts.
- 6) The Company protects and treats employees who refuse to participate or report corruption regarding the Company or its subsidiaries fairly. The Company will not penalize, demote, or cause any adverse effects to directors, executives, and employees who deny corruption, even if such refusal results in the loss of business opportunities for the Company and its subsidiaries.
- 7) Corruption occurs when individuals violate the code of business conduct of the Company and its subsidiaries. Disciplinary action must be taken in accordance with the regulations of the Company and its subsidiaries. Violators may be subject to legal penalties, if the action is illegal.
- 8) The Company is committed to developing and sustaining a corporate culture that recognizes that corruption is unacceptable in both public and private transactions. The Company recognizes the importance of communication and public relations in developing knowledge and understanding for

the Company's directors, executives, employees, and relevant parties with the Company in regards to matters that must comply with this anti-corruption policy.

5. Corruption Risk Assessment

The Company assessed the possibility of corruption. The Company established criteria for assessing the impact and likelihood of the occurrence of corruption, identifying the relevant operational risk and existing internal controls, and implementing measures to mitigate and control risk to ensure that the risk is at an acceptable level. Furthermore, the risk assessment results will be proposed to the Risk Management Committee or subcommittees designated by the Risk Management Committee at least once a year.

6. Personnel and Business Stakeholders Background Check

Conducting background checks on employees and business partners is critical to preventing fraud effectively. The Company designated the Human Resources Department as the entity responsible for reviewing the background of personnel prior to employment and for reviewing the background of personnel prior to being assigned to important positions within the Company, as well as verifying qualities, experience, suitability, and information about prior fraud as well as the possibility of conflicts of interest. Furthermore, the Company reviewed the credibility of individuals or companies who will have business transactions with the Company by allowing the purchasing department to check the credibility, financial status, and qualifications related to goods or services. This includes information about previous fraud committed by individuals or business partners as they are deemed appropriate.

7. Internal Control

The Company places importance on its internal control system and audit process by ensuring that they are adequate and sufficient to effectively supervise operations in accordance with the Company's goals, objectives, laws, and relevant regulations, as well as having a process to prevent corruption.

In this regard, the Company requires the Internal Audit Unit to review the adequacy of the Company's internal control system and assess the internal control of each process to ensure that they adequately cover the corruption risk, the Internal Audit Report, and any urgent issues discovered, particularly the corruption risk. The Internal Audit Department must discuss the audit results with the executives of the units being audited, provide advice on how to improve and develop internal controls in an appropriate and practical manner, and report the audit results to the Audit Committee on a quarterly basis.

8. Measures Related to Anti-Corruption Policy and Practices

The Company has internal control measures in place to prevent corruption in areas where there is a high risk of potential corruption within the organization. Directors, executives, and employees at all levels must adhere to the following guidelines and requirements for implementing the anti-corruption policy:

- 1) Accepting and giving gifts, entertainment or other benefits

- 2) Donations or sponsorships
- 3) Political donations
- 4) Facilitation payments
- 5) Revolving door, business relationships and government procurement
- 6) Procurement
- 7) Conflicts of Interest

8.1. Accepting and Giving Gifts, Entertainment and Other Benefits

The Company has a policy prohibiting directors, executives, and employees from demanding or accepting or giving gifts, items, entertainment, or any other benefits that are not necessary and have a value greater than the way people treat one another or violates the Company's terms or conditions. In order to ensure that the accepting and the giving of gifts and entertainment are transparent and do not involve any benefit or reward deemed as corruption, the Company determined operational requirements as follows:

- Accepting and giving gifts, entertainment, or any other benefits must be reasonable, transparent, and consistent with the festive season and traditions. Souvenirs from public relation events and various seminars must be in accordance with relevant laws. The total value of gifts or other benefits received and given cannot exceed 3,000 Baht per time.
- In the event that it is necessary to receive or give items or other benefits worth more than 3,000 Baht, only supervisors and top management of the line may approve them. After receiving items, they must be delivered to the MD office along with the form for receiving gifts, entertainment, or any other benefits. It must be immediately signed for approval by the line's top management in order to proceed with the consideration of the appropriateness of that item.
- Accepting an offer for a reception, seminar, training, study visit, or business visit in which the business partner pays the expenses (i.e. food, lodging, and travel expenses) is prohibited unless the Managing Director determines and approves that the offer is appropriate and beneficial to the Company at the appropriate price and in accordance with traditions and relevant laws. This is an offer made between organizations, not between individuals.
- Business entertainment expenditures must be as follows:
 - For government agencies and officials, not exceeding 3,000 Baht per time.
 - For private agencies, not exceeding 10,000 Baht per time.
 - In the event that the value exceeds the specified amount, it must be considered, approved, and completed signed by the line's top management.

8.2. Donations or Sponsorships

The Company does not have a policy for accepting donations or sponsorships at all costs. However, donating money, items, or sponsorships or any donations to charity must be transparent and not violate any morals or laws. It must also serve a charitable purpose and be consistent with the Company's social, community, and

environmental policies, as well as activities that promote the Company's sustainable development. It must ensure that such actions are not used as an excuse for giving or accepting bribes or corruption.

For charitable donations or any other type of sponsorship, the Company must adhere to the following requirements:

- Departments wishing to donate to charities must submit a request for charitable donation disbursements or proof of receiving donations by acting on behalf of the Company. Prior to proposing or seeking approval from the Managing Director, a review must be conducted by the line's executives and the Financial Accounting Department must be notified for acknowledgement.
- In cases where the donations are of significant value, the Company will present them to the directors who have the authority to act on the Company's behalf to sign for approval based on a case-by-case analysis of the appropriateness.
- The department provides evidence of charitable donations, such as thank-you letters and photographs of the donation to the Finance Department as proof of the charitable donation after it has been completed.
- The Finance Department reviews the proof of charitable donations. Additional information will be requested if the evidence is insufficient. If it is proven that the donation has violated the Company's guidelines or has been used as an excuse for corruption, the Company will punish the offenders to the full extent of the law.

8.3. Political Support

The Company conducts business in a politically neutral manner. There is no policy to provide political support or to act in favor of any political party, organization, or political leaders. The Company does not contribute funds or resources to political parties, politicians, or political leaders, either directly or indirectly. Directors, executives, and employees are prohibited from using their positions and authority to persuade, pressure, or compel their colleagues and subordinates to participate in any political activity. As a result, the Company has established the following practice guidelines:

- The Company prohibits any advertising and public relations for persuasion or political campaigning within the Company. This includes political activities that benefit any party.
- The Company does not have a policy to provide no financial support, resources or any other assets, whether directly or indirectly, to any politician, political party or political forces.
- Employees have the freedom to exercise their political rights, such as voting in elections or being a member of a political party.
- Employees have the right to engage in political activities on their own behalf. It must not interfere with their time or the Company's performance. They must not express their opinions in such a way that suggests that the Company is affiliated with or supports any political party or political group.
- Employees must maintain a separation between their personal political activities and the Company's business. Employees must not wear uniforms displaying the Company's symbol or mention the Company's relationships when expressing their political rights.

8.4. Facilitation Payments

Facilitating payments that can lead to corruption is prohibited. The Company refuses to give, ask or accept bribes or facilitation payments that may lead to corruption, whether directly or indirectly, to facilitate any kinds of business operations for any staff and government agencies in any form. The Company's dealings with government agencies must be transparent and honest, and in accordance with government agency procedures and/or relevant laws.

8.5. Revolving Door

The Company has regulations in regards to hiring government employees or government officials to ensure transparency and does not rely on government authorities to facilitate the Company's operations with the following requirements:

- The Company does not employ or appoint government officials who hold positions in the public sector to work in overlapping positions or pose a risk of conflicts of interest.
- The Company established a 2 years cooling-off period for the appointment of retired, former government officials or individuals who worked previously for a regulatory agency directly related to the Company.
- Due diligence is exercised in examining individuals who are nominated by the Company to serve as directors, executives, and consultants to investigate conflicts of interest issues. This includes lobbying for benefits or being assigned to contact the agency where they were previously employed, etc.
- Identify prohibitions on the performance of duties and procedures in order to prevent abuses of authority or issues involving conflicts of interest.
- Appointments are transparent through the disclosure of information and personal background of former government officials that are appointed as consultants/directors/executives of the Company. The reasons for appointing these individuals will be specified in the Company's publications.

8.6. Procurement

The Company's procurement operations must be transparent, honest, and in accordance with procurement laws and regulations in both the public and private sectors. This includes legislation prohibiting the improper use of authority against officials. This includes rules and regulations issued by the National Anti-Corruption Commission's Office (NACC).

8.7. Conflicts of Interest

The Company established a policy on conflict of interest prevention (ILM-COR-007) as a decision making guideline. This applies to all directors, executives, and employees of the Company and subsidiaries in order to maximize the Company's benefit and avoid conflicts of interest and/or seek benefits as a result of the position in order to obtain a stake or benefit for one's self, family and friends, or other persons.

The Company has the following measures to avoid and prevent conflicts of interest (from the code of conduct index):

- Employees who are married or in a sexual relationship are not permitted to work in the same department, have the same position, duty, or job level in another department, or have duties that may benefit each other or create opportunities for a conflict of interest. This may result in issues or complaints about transparency or fairness, for example, between supervisors and subordinates or between purchasing departments and procuring agencies.
- Employees, family members, and close persons of employees are prohibited from conducting business or providing services to the Company if the employee has a stake or has the authority or responsibility to select business partners/products/services, such as:
 - Employees are prohibited from conducting price research, purchasing goods or services, or selecting a business partner who is a family member or closely related person.
 - Employees must not purchase goods or services from companies or individuals who are family members, relatives, or close persons of the employee's stakeholders or anyone involved.
 - The Company stipulated that human resource activities such as transfers, promotions, and appointments/new hires must be free of conflicts of interest. The supervisor in each line of work, as well as the human resource department, are responsible for inspecting and operating in accordance with the Company's policy.
 - New employees are required to fill out the Conflict of Interest Form (FM-HR-CB-016).
 - When an employee changes a status that could create a conflict of interest, the employee is responsible for notifying the current information to the human resource department.

9. Audit and Data Storage

- 1) The Company has a process for auditing and approving transactions before recording them into the accounting system. The Company will ensure that it complies with all of the Company's policies, regulations, relevant laws, contracts, and agreements in order to comply with the accounting standards and policies.
- 2) The operating and investment expenses must be supported by accurate and complete documentary evidence. It must be approved by the authorized person in accordance with the line of credit specified in the operating expense or investment expenditure policy.
- 3) Financial reports must be accurate, truthful, and reliable, and material information must be disclosed accurately and completely. This includes connected transaction information as well as potential liabilities.

- 4) The Company maintains control over the storage of accounting documents, ensuring that they are sufficient and secure in order to be used immediately in audits. Account information is restricted and backup files are securely stored.

10. Training, Communication and Monitoring

- 1) Directors, executives, and employees will receive anti-corruption training or information to ensure that they are aware of this policy. This includes (1) methods for reporting corruption if they witness or suspect corruption (2) as part of the orientation process or prior to commencing employment as a director or executive, as well as all new employees of the Company (3) disseminate anti-corruption measures and policies throughout the organization by notifying personnel and providing easy access to anti-corruption information (4) arrange tests to assess employees' knowledge and understanding of corporate bribery prevention measures in order to assess the effectiveness of the training and ensure that employees at all levels are able to implement them properly.
- 2) The Company will communicate its anti-corruption policy to all of its agents, business intermediaries, product/service distributors, and contractors for their acknowledgment as necessary.

11. Communication

The Company communicated anti-corruption policies and measures to directors, employees, executives, subsidiaries, business representatives, and business partners in order to increase knowledge, understanding, and awareness of the importance of anti-corruption policies via a variety of channels such as email, the Company's website, annual reports, and during orientation and training, etc. The Company disclosed information to the public about its anti-corruption policies and procedures. When the Company develops or improves relevant policies and measures, the Company will ensure that information is communicated and disclosed through appropriate channels at all times.

12. Fraud Detection Measures

12.1 Whistleblowing Channels or Reporting of Corruption

The Company established a channel for receiving whistleblowing or complaints about actions that may raise suspicion of corruption, whether directly or indirectly, as well as illegal acts, immoral acts, or any acts contrary to the Company's Code of Business Conduct. The Company provides opportunities for everyone, whether they are Company employees or third parties, to report clues. There is a procedure in

place to protect whistleblowers and make them feel safe in reporting fraudulent incidents or clues. The channels for receiving whistleblowing and corruption complaints are as follows:

1) Email: ethic_hotline@indexlivingmal.com

2) Mail:

Internal Audit Unit / Chairman of the Audit Committee

Index Living Mall Public Company Limited

No. 147, Soi Rama 2, Soi 50, Rama 2 Road

Samae Dam, Bang Khun Thian, Bangkok 10150

Remarks: In the case of whistleblowing or reporting complaints about the Chief Executive Officer or director, the whistleblower or complainant may report directly to the Chairman of the Audit Committee via email or regular mail.

12.2 Protection of Whistleblowers: The Company established a whistleblowing policy to ensure that complaints are kept confidential. Complaint recipients will keep information confidential in order to avoid retaliation or other injustices that could jeopardize the safety of whistleblowers or those who file complaints.

13. Fraud Response Measures

The Company prepared measures to respond to corruption and to remedy the impact of corruption. This included determining how to prevent the same type of corruption from recurring. The guidelines are as follows:

13.1 Investigations

When corruption or clues are reported, the Internal Audit Unit gathers preliminary information and details. If there is information, it will be presented to the Company for consideration, and an investigation committee will be formed to consider and investigate any complaints or corruption that occurs.

- Investigations of wrongdoing and corruption must be conducted fairly and without prejudice in order to obtain the facts or prove the complaint, whether the accused committed wrongdoing or corruption or not. The investigation must be conducted in a manner that protects the accused's interests and reputation.
- The investigation committee is responsible for gathering facts and assessing and verifying the preliminary information gathered. The investigation committee is able to inspect documentation, relevant information and any documents of the Company and its subsidiaries, as well as inquiring informants.
- If an employee or executive is accused, the Company will set up an investigation committee which consists of the Human Resource Department, the agency and related agencies to investigate and determine the facts.

- If a company director is accused, the Company will set up an investigation committee which consists of all independent directors to conduct an investigation to determine the facts without delay.
- If an independent director is accused, the Company will set up an investigation committee which consists of independent directors, the accused independent directors are prohibited from being on the investigation committee to consider and investigate facts.
- If the facts are investigated and it is determined that the information or evidence supports a reasonable belief that the accused person committed corruption, the Company will inform the accused person of the allegation and grant them permission to prove their innocence by obtaining additional information or evidence demonstrating that they were not involved in the alleged corruption.
- When facts and information are investigated and it is determined that the information received is accurate and the accused person evidently committed corruption, it is considered a violation of the Company's anti-corruption policy and practices. The investigation committee must notify the Audit Committee of the incident.
- The investigation committee must record internal investigations, investigation result reports and submit relevant documentary evidence to the Human Resource Department to keep for at least ten years or until the legal period expires. This ensures that the Company has a sufficient amount of evidence to present to the court.

13.2 Punishment

- After investigating and examining facts and information, if it is discovered that the information received contains facts proving that the accused person, whether they are an employee or executive of the Company, committed corruption, this is considered a violation of the Company's anti-corruption policy and practices. The investigation committee will then propose it to senior management and/or authorized directors of the Company and its subsidiaries regarding the disciplinary action or punishment under Company regulations (refer to the disciplinary process (ILM-HR-023)). The accused will face disciplinary action based on the Company's determination.
- In the case where it can be proven that the authorized directors of the Company and its subsidiaries or the Company's directors violated or failed to comply with this policy or committed corruption, the Audit Committee will consider the punishment based on the facts, evidence and the circumstances as deemed appropriate for each case. They will propose the investigation report and the punishment for the Board of Directors to consider further.
- If a violation or non-compliance with the policy is an illegal act, it will be prosecuted according to the law.
- The Audit Committee shall consider civil and/or criminal proceedings. Corruption and/or illegal acts are regarded as serious offenses by the Company. The Company will pursue civil and criminal lawsuits without negotiating damages for all cases.

- The Chief Executive Officer or the Audit Committee's determination of discipline is a definitive decision.
- The Company will not demote, punish, or penalize directors, executives, or employees who refuse to cooperate with corruption even if this results in a loss of business opportunities for the Company.

13.3 Corrective Measures

After the investigation is complete, the investigation committee and executives of relevant departments will consider corrective measures from the instances of corruption in order to improve or add new policies, internal control systems, or work processes. This includes prosecution of civil and criminal lawsuits, as well as expanding investigations to look into potential corruption in other areas. Corrective measures will be determined for each case and a corrective action plan with a time frame will be developed. This will be proposed to the Company's top management. Corrective actions will be taken in accordance with the measures approved.

13.4 Disclosure of Information

The Company requires that the Nomination, Remuneration, and Corporate Governance Committee, as well as any personnel or agencies assigned by the Nomination, Remuneration, and Corporate Governance Committee, disclose important information regarding anti-corruption actions and decisions to disclose information relevant to anti-corruption measures to external regulatory agencies such as the Securities and Exchange Commission and the Stock Exchange of Thailand, etc., as well as the public.

In this regard, the Company prohibits those who do not have responsibilities or are not assigned by the Nomination, Remuneration, and Corporate Governance Committee from disclosing anti-corruption information or any evidence of corruption to the Company's personnel, the media, or any other agencies. Furthermore, the Company will consider punishing violators without exception.

14. Reviewing and Improving Anti-Corruption Practices

In regards to the anti-corruption practices which are under the supervision of the Nomination, Remuneration and Corporate Governance Committee, the Company requires the anti-corruption handbook to be reviewed and updated annually or when there are significant changes that affect risk management and anti-corruption practices. This ensures that the handbook complies with relevant regulations and laws. The revision of anti-corruption practices must be approved by the Nomination, Remuneration and Corporate Governance Committee and the Board of Directors. Any revisions to the anti-corruption practices will be communicated to all employees.

This will take effect on February 25, 2022 with the approval of the Board of Directors at the meeting No. 1/2022.

This was announced on February 25, 2022.

--Mrs. Kannikar Chalitaporn--

(Mrs. Kannikar Chalitaporn)

Chairman of the Board of Directors

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