



## Anti-Corruption Policies

Do Day Dream Co., Ltd. values the prevention of corruption in its business operation. The company adheres to good corporate governance for the ultimate benefits of shareholders, stakeholders, and related parties. The company has established the following anti-corruption policies as guidelines:

1. Directors, management, and employees must not be directly or indirectly involved with corruption, such as by offering, promising, requesting, soliciting, claiming or receiving bribes; by giving bribes; by inducing illegal actions; by damaging trust; or by engaging in any other corruptive practices.
2. Directors, management, and employees must comply with policies and measures to combat corruption, as well as Thai laws against corruption. Infractions will result in disciplinary actions and legal actions depending on the case.
3. Directors, management, and employees are responsible for being vigilant and preventing corruption within the company. They are required to immediately report to their supervisors or to raise their concerns to the company through appropriate channels when they witness corruption or actions that might lead to corruption.
4. The company will keep the information about the whistle-blowers confidential. Those who raise legitimate concerns about corruption and those who reject corruptive practices will be protected by the company, and no adverse actions will be taken against them.
5. The company will establish policies and code of conduct to prevent corruption in various circumstances, such as in providing political support, charitable donations, monetary support, payments for gratuities, and payments for reception. These activities shall be overseen and monitored to ensure that they are transparent, do not conflict with laws, and do not provide inappropriate benefits.
6. The company shall be responsible for adequate and appropriate internal controls to prevent corruption and operations that conflict with good corporate governance.
7. The company shall be responsible for appropriate risk assessment on corruption and anti-corruption measures.
8. The company shall be responsible for communication channels to inform employees and



stakeholders about anti-corruption policies and to receive reports, complaints, and recommendations for further investigation and improvement.

9. The company shall be responsible for the development of human resources management system and for advocating values and cultures that denounce corruptive practices. There shall be communication and dissemination of information so that personnel are aware of and understand anti-corruption policies and code of ethics.
10. The company shall communicate its anti-corruption measures to its subsidiaries, associates, other companies in which it has a controlling interest, and its representatives so that they can implement these measures. The company shall make its anti-corruption policies and procedures accessible to its personnel and the public.
11. The purchase process must be transparent, compliant with laws and established procedures, and regularly reviewed.