

# **Political Contribution Policy**



**THAI AUTO TOOLS AND DIE PUBLIC COMPANY LIMITED**

**("The Company") and Subsidiaries ("Group")**



## Political Contribution Policy

Thai Auto Tools and Die Public Company Limited (“**the Company**”) and its subsidiaries (collectively referred to as the “**Group**”) have established a political contribution policy to ensure that business operations remain politically neutral, without participation in or alignment with any political party, politician, or political authority. The directors, executives, employees, and staff of the Company are prohibited from using their positions to persuade, pressure, or coerce colleagues, including subordinates, to provide any assets, premises, time, or facilities of the Company to benefit or support any political activity, political organization, or member of such organization, in any way, whether directly or indirectly, for the benefit of the Company, except in support of democratic processes as permitted by law.

## Scope

This political contribution policy applies to all directors, executives, employees, and staff of the Company, its subsidiaries, joint ventures, and controlling entities, all of which must strictly adhere to the established procedures. Furthermore, the Company expects its business partners, agents, distributors, and all individuals involved in the Company’s business operations to support the implementation of this policy.

## Definitions

Political assistance	means	the giving of money, property, rights, or other benefits to assist, support, or otherwise benefit a political party or politically related individuals, as well as political activities, whether directly or indirectly.
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## Action Measures

1. The Company and the Group encourage employees at all levels to abide by the law, uphold democratic principles, and exercise their political rights legally as good citizens. This includes expressing, participating in, supporting, and exercising their political rights outside of company working hours.
2. The Company and the Group prioritize political neutrality and refrains from participating in or siding with any political party or any politically powerful individual.



3. The Company and the Group have a policy of not providing any financial, property, rights, or other benefits, whether directly or indirectly, to any politician or political party for the benefit of the Company in obtaining contracts or legislation that is advantageous to the Company's business, except in the case of supporting democratic processes as permitted by law.
4. The Company and the Group have a policy of not engaging in any political activities, participating in campaigning, advertising, or supporting any political party, politician, or politically-connected individual on the Company's premises for accommodation, meetings, or gatherings. This includes not using the Company's resources and assets for such purposes.
5. The Company and the Group have a policy prohibiting all employees from using their official position, the Company's name, or the Company's logo to solicit others to provide subsidies or support to any politician, political party, or any political figure in power, whether directly or indirectly.
6. The Company and the Group have a policy prohibiting all employees from ordering or persuading, in any way, employees or subordinates to participate in any type of political activity that may risk internal conflict, cause damage, and harm the Company's reputation in any case.

### **Fact-Finding and Reporting**

A designated person (according to the confidentiality level of each case) will investigate complaints and facts, and then submit each matter to the Chief Executive Officer for approval to close the matter. A copy of the matter will also be submitted to the Internal Audit Office for reporting to the Audit Committee.

### **Penalties for Policy Violations**

This political contribution policy is a duty that all directors, executives, employees, and staff must adhere to as a guiding principle in their work and they must not neglect the principles set forth in this policy. Any violation or non-compliance with the above regulations that result in damage to the Company will be considered a breach of the Company's work regulations, and the Company will consider disciplinary actions fairly, with consideration to the severity and nature of each offense. Those authorized to impose penalties will act according to the Company's established guidelines.



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Engaging in corruption is a breach of the business Code of Conduct and is subject to disciplinary action according to Company regulations. Furthermore, legal penalties may be imposed if such actions are illegal.

### **Policy Review and Revisions**

The political contribution policy must be reviewed and revised regularly, at least once a year, or immediately if there are significant changes, after the Executive Committee submits them to the Board of Directors for approval.

This policy was approved by the Board of Directors Meeting No. 4/2025 on 14 November 2025, effective from 14 November 2025 onwards.

- *Dr. Damri Sukhotanang* -  
Dr. Damri Sukhotanang  
Chairman of the Board of Directors