

Policy on the Employment of Government Employees



THAI AUTO TOOLS AND DIE PUBLIC COMPANY LIMITED
("The Company") and Subsidiaries ("Group")



Policy on the Employment of Government Employees

Thai Auto Tools and Die Public Company Limited (“**the Company**”) has a policy prohibiting the directors, executives, employees, and staff of the Company and its subsidiaries (collectively referred to as the “**Group**”) from having a policy to hire government employees to hold positions as directors, executives, employees, staff, or consultants of the Company. There must be a process in place for selection, approval of employment, compensation determination, and control to ensure that the hiring of government employees is not done in exchange for any benefits or favoritism towards the Company in any manner that damages credibility and integrity or that carries the risk of corruption.

Scope

This policy on the employment of government employees 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

Employment of government employees	means	the entry of public sector personnel into the private sector, or private sector personnel into public sector policy roles in a manner that creates risks of corruption due to conflicts of interest among individuals with roles and responsibilities in both organizations, which can lead to biased oversight by government officials or private sector personnel in the attempt to push government policies to benefit their own organizations.
Government employee	means	a person with authority and responsibility to perform duties for the state or in government agencies, such as a civil servant, employee, public organization employee, state enterprise employee, and political office holder, including any retired employee and their families or relatives who may contribute to favoritism.



Action Measures

1. The selection, approval of hiring, and compensation of government employees for positions from managerial level downwards must be reviewed and justified by the Chief Executive Officer before the hiring of those government employees can proceed.
2. The selection, approval of employment, and determination of remuneration for hiring government employees to positions such as directors, advisors, Chief Executive Officer, and Managing Director and above must be carefully considered and justified by the Nomination and Remuneration Committee and then submitted for approval to the Company's Board of Directors.
3. The Company and the Group will not hire government employees if such hiring involves a conflict of interest or reciprocal benefits for the Company.
4. The Company must disclose information regarding the employment of government employees in its annual report for transparency.
5. Human resources staff must be informed of the procedures for hiring government employees. If government employees or local politicians are to be hired, approval must be obtained before proceeding. Information regarding the approval process and the reporting procedures mentioned above must also be disclosed.

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 policy on the employment of government employees 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 policy on the employment of government employees 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