

TCM Corporation Public Company Limited Guidelines for Political Contributions

The Company has established a policy regarding political contributions by respecting the democratic form of government, emphasizing political neutrality, and encouraging employees at all levels to exercise their political rights as good citizens in accordance with the law, based on the following guidelines:

- (1) The Company has a policy not to provide financial support or company resources, whether directly or indirectly, for political contributions to any politician or political party, or for the Company's benefit in securing contracts or legislation to favor its business interests.
- (2) The Company shall not engage in political activities, including campaigning or advertising for any political party or politician on Company premises, nor shall it use Company resources and assets for such purposes. There are no guidelines for providing political contributions or assistance, whether directly or indirectly.
- (3) The Company prioritizes political neutrality and does not participate in or affiliate with any specific political party or person with political power.
- (4) The Company encourages all employees to comply with the law and the Constitution, adhering to the democratic system. Employees may exercise their political rights as good citizens, including expressing support or participating in political activities outside of working hours.
- (5) Employees may exercise their inherent political rights in a personal capacity. However, they are prohibited from using their position, the Company's name, or the corporate logo to persuade others to provide political contributions, subsidies, or support to any politician or political party.
- (6) The Company does not permit any employee to order or influence subordinates or colleagues to participate in any political activities, as this may lead to internal conflict or cause damage to the Company.

This document is effective from May 30, 2019 onwards.

By the resolution of the Board of Directors No. 3/2019 on May 30, 2019

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(Mr. Pimol Srivikorn)

Chairman

TCM Corporation Public Company Limited