



Report on the Affirmation of the Anti-Bribery and Anti-Corruption Policy for Fiscal Year 2025–26

1. Objective

The Company is committed to the prevention, deterrence, and detection of fraud, bribery, and all other corrupt business practices. The Company has become a signatory to “Thai Private Sector Collective Action against Corruption (CAC) on February 21, 2014 and has been a certified member since January 22, 2016, recertified in August, 2019, and recertified in September, 2022 with the objective to create a coalition against corruption that will cooperate with the government and business sector, civil society, the media, and international organizations to foster cleaner business practices.

The Company has considered and reviewed the Policies of Anti-Bribery and Anti-Corruption, including Providing or Receiving Gift and Hospitality, currently implemented. The Policies set out the minimum standards to assist Tata Steel (Thailand) Public Company Limited Group and its personnel. The Company shall have a strict “Zero-Tolerance” approach to any violations, and any alleged breach will be investigated and disciplinary action taken as appropriate. Moreover, the personnel of the Company, in their business conduct, shall comply with all applicable laws and regulations of Thailand, in letter and in spirit, including good corporate governance in all the territories in which they operate.

Details of the reviewed Policies of Anti-Bribery and Anti-Corruption, Providing or Receiving Gift, and Hospitality have been reviewed and approved by the Board of Directors meeting no. 135 (1/2025-26) on April 18, 2025 that all personnel of the Company Group must read, study, attend training as schedule specified by the Company, and strictly comply with are as per attachment to the announcement.

2. Communication of the Policy

- 1) Circulated the revised Anti-Bribery and Anti-Corruption Policy (latest revision April 2025) via internal email on May 6, 2025, under Announcement No. 12/2025.
- 2) Published the Policy on the Company’s website.
- 3) Produced an online training video (e-learning) to promote understanding and awareness.
- 4) Created an online Policy affirmation form through the Microsoft Form platform.

3. Policy Affirmation Results

Data on policy affirmation from 8–28 August 2025. Total respondents 1,108 persons

Classified by stakeholder group

1)	Board of Directors	7	persons	representing 87.50%, completed training in the course
2)	Management	8	persons*	representing 100.00%, completed training in the course
3)	Employees	1,066	persons	representing 100.00%, completed training in the course
	• Head Office	154	persons	representing 100.00%, completed training in the course
	• NTS Plant	340	persons	representing 100.00%, completed training in the course
	• SCSC Plant	297	persons	representing 100.00% completed training in the course
	• SISCO Plant	275	persons	representing 100.00% completed training in the course
4)	Business Partners and Customers	29	persons/entities	

Note: * This number includes 2 executives who also serve as Board members.

TATA STEEL (THAILAND)

บริษัท ทาต้า สตีล (ประเทศไทย) จำกัด (มหาชน) Tata Steel (Thailand) Public Company Limited

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4. Conclusion

Personnel of the Company and its subsidiaries/joint ventures have acknowledged and affirmed their compliance with the Anti-Bribery and Anti-Corruption Policy, representing 99.91% of all respondents. It is recommended that the Policy affirmation process and follow-up be conducted annually, while improving communication methods to be more comprehensive and easier to understand, to ensure confidence in maintaining the same standard across the organization.

Reported by

(Ms. Somjai Jarukitcharoon)

Ethics Counselor and Company Secretary

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