



Anti-Bribery & Corruption Policy

Zeaquest Company Limited (Zeaquest or the Company) through its Board of Directors and top management makes the following commitments:

- ◆ We are committed to a zero-tolerance approach to BRIBERY, CORRUPTION, and the giving and receiving of bribes by or on behalf of the Company or by those we do business with.
- ◆ We are committed to acting professionally, fairly, openly, and with integrity in all our business dealings and relationships wherever we operate, and implementing and enforcing effective systems to counter bribery.
- ◆ We are committed to upholding applicable national and international laws and regulations relevant to countering bribery and corruption wherever we operate.
- ◆ We are committed to implementing and enforcing effective systems within the Company to counter the risk of bribery and corruption.

It is our Company ultimate objective to provide services that meet this Anti-Bribery & Corruption Policy, we expect all of you to comply with it at all times in all aspects of your work whether directly or indirectly by:

Not provide money or anything else of value to any person:

- ◆ with the intention of obtaining, retaining, or rewarding any improper commercial or other advantages, or
- ◆ to induce any person to act improperly or to reward them for doing so, or
- ◆ knowing or believing that acceptance by the other person would itself be improper; or

Receive money or anything else of value where you know or suspect that:

- ◆ it is offered or provided either with the intention of inducing any person to provide any improper commercial or other advantage or to act improperly, or as a reward for doing so, or
- ◆ the request itself is improper.

If you have any questions or concerns relating to bribery and corruption, please seek guidance from Company Legal Representative. You may make a good faith report of suspected bribery or corruption or other alleged wrongdoing under this Policy and this will be treated in confidence.

A handwritten signature in black ink, appearing to read "Songpan Svasdikara".

Songpan Svasdikara
Chief Executive Officer
April 1, 2021

