



ANTI-BRIBERY CORRUPTION POLICY

ZEAQUEST's Anti-Bribery and Corruption Policy outlines the company's commitment to maintaining the highest standards of ethical conduct, integrity, and transparency. The policy is designed to prevent any form of bribery or corruption within the organization and its business dealings, ensuring compliance with applicable laws and industry best practices.

Key aspects of ZEAQUEST's Anti-Bribery and Corruption Policy include:

- 1. Zero Tolerance for Bribery and Corruption:** ZEAQUEST has a strict zero-tolerance approach to bribery and corruption. This applies to all employees, agents, contractors, and anyone acting on behalf of the company, prohibiting any form of bribery in both direct and indirect transactions.
- 2. Prohibited Practices:** Offering, promising, giving, or accepting any bribe, kickback, or undue advantage—whether in cash, gifts, or services—is strictly prohibited. This applies in all situations, including client and government interactions, supplier relations, and third-party dealings.
- 3. Gifts and Hospitality Policy:** To prevent conflicts of interest, the policy includes clear guidelines on acceptable gifts and hospitality, setting limits and requiring transparency and approval for any exchanges that could potentially influence business decisions.
- 4. Reporting and Whistleblowing:** The policy encourages employees and stakeholders to report any suspicions or knowledge of bribery or corruption through established reporting channels. A whistleblowing framework ensures confidentiality, protection from retaliation, and serious investigation of all reported cases.
- 5. Employee Training and Awareness:** ZEAQUEST provides training to educate all personnel on recognizing and handling situations that could lead to bribery or corruption. This helps employees understand their role in maintaining ethical standards and complying with the law.
- 6. Disciplinary Actions and Enforcement:** Violations of the policy are met with strict disciplinary actions, which may include termination of employment and legal consequences, depending on the severity of the breach.
- 7. Ongoing Monitoring and Improvement:** Regular audits and reviews are conducted to ensure compliance with the Anti-Bribery and Corruption Policy, with improvements made as needed to strengthen policy effectiveness and adapt to evolving legal standards.

ZEAQUEST's Anti-Bribery and Corruption Policy reflects its dedication to ethical business practices, promoting a fair, transparent, and corruption-free work environment across all operational areas.

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

Thitikul Nagadhana
Chief Executive Officer
January 9, 2026