

## **Internal Control Policy**

**Thaire Group Holdings Public Company Limited**

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### **1. Policy Objectives**

The Board of Directors of Thaire Group Holdings Public Company Limited ("the Company") has recognizing the importance of having an appropriate, adequate, and effective internal control system that is consistent with the nature of its business operations, the Company and its subsidiaries (the "Group") have established an internal control policy. This policy is intended to prevent potential losses in a timely manner and to enhance stability and confidence, as well as the efficiency of business operations, by adhering to the principles of good governance and conducting business with transparency.

Internal control has been integrated into all levels of the Group's business operations, covering both financial activities and core activities. The explicit internal control processes that have been put in place would enable the Group's executives and all employees to carefully perform their duties to achieve the Group's objectives and ensure that every aspect of business operations complies with the applicable laws and regulations.

### **2. Internal Control Policy**

- 2.1 The Company shall establish a governance structure for overseeing the internal control process and risk management of the Group based on the concept of the Three Lines of Defense. Responsibilities of each line of business and unit shall be clearly defined, along with policies and procedures relating to integrity, ethics, code of conduct, and good corporate governance, in order to achieve sustainable growth.
- 2.2 The Company shall ensure that risk assessments are conducted for key activities that may impact the Group, and shall establish Key Risk Indicators (KRIs) as tools for monitoring risks. In addition, measures shall be defined to prevent and manage such risks so that they remain within acceptable levels.
- 2.3 The Company shall establish management practices to control the Group's core and other activities by developing policies, operating manuals, and other necessary documents for the execution of core activities. Authority, duties, responsibilities, goals, and operational objectives shall be clearly defined in writing.
- 2.4 The Company shall designate the internal audit function as an independent unit responsible for reviewing and evaluating the organization's internal control system to ensure that the Group has adequate and effective internal controls, as well as risk management maintained at an acceptable level.
- 2.5 The Company shall establish an efficient information system capable of providing useful data and generating timely reports to support management and operations. The system shall also be able to submit reports and information to relevant regulatory authorities accurately, promptly, completely, and within required timelines.
- 2.6 The Company shall establish criteria for monitoring and evaluating activities at appropriate intervals to enable risk assessment and the early identification and prevention of potential risks, thereby reducing any adverse impacts that may occur to the Group.

This Internal Control Policy has been approved by the Board of Directors Meeting No. 2/2026 held on 1 April 2026.

This Internal Control Policy shall become effective from 1 April 2026.

Announced on 1 April 2026