



HY GROUP CO., LTD. (Head Office)
709/23 Soi Onnut 7, Sukhumvit 77 Road
Onnut, Suanluang, Bangkok 10250, Thailand
Tax ID: 0105561062815

CORPORATE GOVERNANCE & BUSINESS INTEGRITY POLICY

Effective Date: 1 January 2026

1. PURPOSE

1.1 This policy defines the principles of corporate governance, ethical conduct, and business integrity at Hy Group Co., Ltd.

1.2 The Company is committed to conducting business in a lawful, ethical, and transparent manner.

2. LEGAL COMPLIANCE

2.1 The Company complies with all applicable Thai laws and regulations.

2.2 Accurate accounting records and proper tax compliance are maintained at all times.

3. CODE OF BUSINESS CONDUCT

3.1 The Company engages only with legally operating clients.

3.2 The Company does not knowingly conduct business with entities involved in illegal or unethical activities.

3.3 All commercial decisions must be based on legitimate business considerations.

4. CONFLICT OF INTEREST

4.1 Employees must disclose any personal or financial interests that may conflict with Company duties.

4.2 Undisclosed conflicts of interest are prohibited.

5. ANTI-CORRUPTION AND ANTI-FRAUD

5.1 The Company maintains a zero-tolerance approach to bribery and corruption.

5.2 Employees and representatives must not:

a) Offer or accept bribes

b) Engage in kickbacks



- c) Make facilitation payments
- d) Falsify financial records

5.3 Any suspected misconduct must be reported directly to the Managing Director.

6. ENFORCEMENT

6.1 Violations of this policy may result in disciplinary action, including termination.

Approved by:

Umi Meder

Managing Director

Signature: _____