

Internal Audit Charter

This Charter is established to provide services to the management and various departments within the organization through independent and objective assurance and consulting activities. Its primary purpose is to add value and improve the organization's operations, ensuring efficiency and effectiveness. To ensure that personnel at all levels within the organization have a clear understanding of the objectives, scope, responsibilities, independence, and operational procedures of the Internal Audit Office, this Charter is hereby established as follows

Mission

The mission of the Internal Audit function is to provide independent and objective consulting and assurance services designed to add value to the organization and improve the Company's internal control systems.

Internal Audit assists the Company in accomplishing its objectives by bringing a systematic and disciplined approach to evaluate and improve the effectiveness and efficiency of the Company's Risk Management, Internal Control, and Corporate Governance processes.

Reporting Line

1. The Internal Audit Office reports directly to the Audit Committee. The Director of the Internal Audit Office serves as the highest-ranking executive of the Internal Audit Office, and this oversight responsibility shall not be delegated to others.

2. The Audit Committee is responsible for considering and approving the appointment, transfer, dismissal, compensation, and performance evaluation of the Director of the Internal Audit Office, in accordance with the Company's policies, budgets, and regulations.

3. The Director of the Internal Audit Office shall consider and provide recommendations regarding the appointment, transfer, dismissal, performance evaluation, and compensation of Internal Audit personnel, in accordance with the Company's policies, budgets, and regulations. Such matters must be submitted to the Audit Committee for endorsement before being presented to the Managing Director for further action.

Scope of Work

The scope of Internal Audit activities is to ensure that the Company's risk management, internal control, and corporate governance processes are adequate, effective, and aligned with the established objectives in the following areas

1. Risk factors are identified, assessed, and managed appropriately.
2. Financial, managerial, and operational information is accurate, reliable, and timely.
3. Business operations and activities comply with policies, regulations, and relevant laws.
4. Resources and assets are acquired economically and are subject to adequate safeguarding and oversight.
5. Resources and assets are used efficiently and cost-effectively, with measures in place to prevent fraud and corruption.
6. The accuracy, reliability, and adequacy of various operating systems and information technology (IT) are evaluated, ensuring robust, appropriate, and effective internal controls and IT security.

7. Observing, auditing, or reviewing specific tasks as assigned by the Board of Directors, the Audit Committee, the Executive Committee, or the Managing Director to identify operational errors or potential fraudulent activities.

8. Plans and projects are executed to successfully achieve their established objectives.

9. Continuous quality improvement is integrated into all operational processes and control activities.

10. If independence is impaired, whether in fact or by appearance, internal auditors must disclose the details of the impairment and report directly to the Audit Committee.

Duties and Responsibilities

The internal auditor is responsible for the Company's internal audit functions in accordance with corporate regulations and policies. This includes reporting audit findings to the Audit Committee and providing executive summaries to the management. Key responsibilities involve assessing the efficiency of internal control and risk management systems, identifying areas for improvement, and coordinating with various departments to enhance operational efficiency, as well as following up on audit results. Detailed duties and responsibilities are as follows

1. Formulate the annual internal audit plan using a Risk-based Methodology for review and approval by the Audit Committee.

2. Execute audits to achieve the established plan, including special projects assigned by the Audit Committee or the management.

3. Report audit findings and provide progress updates compared to the approved audit plan.

4. Monitor and follow up with audit engagement clients to ensure that recommended improvements to the operating systems have been implemented.

5. Support and provide necessary information to the Audit Committee and management regarding audit functions and business-related regulations.

6. Coordinate with the Company's External Auditors to ensure that the financial statement audit achieves its objectives.

7. Provide consulting, guidance, and recommendations on improving internal control, risk management, and good corporate governance to management and audited units.

Perform other activities as assigned by the Audit Committee or management that may fall outside the scope of the annual audit plan.

Audit Authority

Internal auditors are authorized and granted full access to the Company's information, operating systems, and personnel as necessary and appropriate for the performance of their audit duties. Executives at all levels are responsible for supporting internal auditors to ensure that their tasks and objectives are successfully met for the maximum benefit of the Company.

Any documents or information obtained or acknowledged during the audit process shall be kept strictly confidential and shall not be disclosed to any third party without prior authorization from the relevant authorities, except where such disclosure is required or mandated by law.

Internal auditors should not be assigned to any operational duties or tasks outside the scope of internal auditing. Furthermore, internal auditors shall not be assigned to perform audit activities or provide assurance for

any functions or activities for which they previously had management responsibility or were involved in within one year prior to the audit. Additionally, internal auditors shall not participate in any activities that the Director of Internal Audit deems to have a potential impact on their independence and objectivity.

Independence and Objectivity

The operations of the Internal Audit Department must strictly adhere to the International Professional Practices Framework (IPPF) and the Standards for the Professional Practice of Internal Auditing as established by the Institute of Internal Auditors (IIA). Furthermore, internal auditors are required to strictly comply with the Internal Audit Code of Ethics.

Personnel Development and Quality Assurance

1. Internal auditors shall be encouraged and supported by the organization to enhance their knowledge, skills, and competencies through continuous professional development and training programs.
2. The Internal Audit Department shall implement a quality assessment process for audit engagements. This includes providing audit satisfaction questionnaires to the audited units to gather feedback and opinions upon the completion of each audit engagement.

Internal Audit Operations

1. Audit various departments within the Company according to the audit plan to evaluate whether operations align with plans, policies, goals, and objectives, as well as relevant regulations and laws.
2. Upon completion of the audit, the auditors shall conduct an Exit Conference with the management of the audited unit to discuss and exchange views on findings, observations, and corrective measures before finalizing the audit report.
3. Audit reports shall be prepared in writing, detailing the objectives, scope of the audit, findings, and recommendations for improvement, as well as the management's responses/comments from the audited unit.
4. Internal auditors shall monitor and follow up on the progress of the audited units regarding the implemented recommendations, while coordinating and providing guidance to ensure proper corrective actions are taken.
5. Auditors must maintain independence and objectivity, performing their duties with integrity, honesty, and high ethical standards.

Audit Reporting

The content of the audit report shall cover the audit objectives, scope of work, background information of the audited activities, audit findings, corrective action plans from the audited units, auditor's recommendations, and management's responses.

The full audit report shall be presented to the Audit Committee for acknowledgment. An executive summary of the audit findings shall be submitted to the audited units and the Chief Executive Officer (CEO) for their information.

Internal auditors shall follow up on the audit findings and the implementation of recommendations by the audited units to ensure that corrective actions have been effectively executed by management, or that senior

management has formally accepted the risks associated with not implementing the recommendations. The results of such follow-ups shall be reported to the Audit Committee for acknowledgment.

Announced and effective from March 15, 2025, onwards.