

ANTI-CORRUPTION POLICY AND PROCEDURE

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1. Principles of Doing Business

Siamgas and Petrochemicals Public Company Limited (“The Company”) is committed to developing a sustainable organization by conducting business in accordance with the principles of good corporate governance and the guidelines of the regulatory authorities, therefore, we want all employees to understand and comply with this “Anti-Corruption Policy and Guidelines”, which has been prepared in line with the vision, mission, and corporate values of the Siam Gas Group.

Vision

Becoming a leader in global energy business operations

Mission

The company has advantages and is ready to support business expansion, such as market growth and future floating gas price emissions. In terms of creating business advantages. The Company has developed its upstream business potential and built a network to distribute products and services to cover all areas. Effectively both nationally and expand business to many countries. In this development, the company has focused on the following:

- Plan to add facilities such as gas depots. The company has a comprehensive range of services, including gas filling plants and service stations, as well as an efficient transportation system and covering all areas.
- Continuous development of human resources to increase the potential and capacity to operate successfully. Efficient and safe
- Attach importance to the safety policy of the product and service as well as internal practices.
- Focus on the well-being of the people by allocating excellent products and services, especially safety, convenience, affordability, and fairness.
- Conduct business ethically in accordance with the principles of good governance and anti-corruption in all forms, attach importance to environmental protection, and be socially responsible. The community, as well as shareholders and all related parties.

Corporate Values

Executives and employees of Siam Gas & Petrochemicals Public Company Limited must have business ethics by adhering to the following guidelines for working as representatives of the Company:

1. "Integrity"

Work with integrity to your duties. Do not commit any acts of corruption, either directly or indirectly.

2. "Accountability"

Responsible for the performance of duties (whether negative or positive) When they decided to perform their duties according to their authority. Sometimes mistakes can be made, which must be acknowledged and corrected because everyone can make mistakes.

3. "Morality"

Adopt morality and virtue as a guideline for living and running a business. Behave appropriately in morality and ethics.

4. "Rule of Law"

Executives and employees must be knowledgeable about the laws related to the Company's business and strictly comply with the law, and do not commit any act that violates the relevant laws, regulations or rules.

5. "Efficiency"

Focusing on developing skills, knowledge, and expertise, and being open to new things and new perspectives in order to become proficient, well-rounded, and able to effectively transfer knowledge and skills to others. Ready to devote themselves to work to the best of their abilities without being discouraged and afraid of obstacles. This is to increase the efficiency of teamwork to be standardized and systematic in order to achieve maximum efficiency and create a competitive advantage for the organization.

6. "Awareness"

Be conscious, think and reflect on problems that arise carefully, plan in advance to minimize mistakes, as well as work with prudence, be cautious, consciously understand and be ready to perform their duties effectively for themselves, the organization and those involved.

7. "Disclosure"

Conduct with integrity and transparency in decisions and operating methods that can be disclosed to the public, as well as comply with auditable anti-corruption policies and practices under regulations and laws.

8. "Yield"

Accomplish the work according to the target by measuring and evaluating the performance to emphasize the recognition of the work and perform the work with an emphasis on achievement.

2. Anti-Corruption Policy

Siam Gas & Petrochemicals Public Company Limited (the "Company") has an ideology of conducting business with integrity, adhering to social responsibility and all stakeholders in accordance with the principles of good corporate governance. In 2015, the Company joined the "Thai Private Sector Anti-Corruption Coalition" to express its intention to fight all forms of corruption and to ensure that decisions and business activities that may be at risk of corruption are carefully considered and implemented. Therefore, the Board of Directors has approved the "Anti-Corruption Policy and Practices" to be used as a guideline for business operations and development towards a sustainable organization.

Anti-Corruption Policy

The Company has a policy of prohibiting directors from Executives, Consultants and Employees of the Company Demand, propose and take any action or accept corruption in any form, directly or indirectly, for the benefit of oneself, family, friends, acquaintances or for business interests, including all relevant agencies. The Company has established anti-corruption practices and is required to regularly review these anti-corruption practices to comply with changes in business, laws, policies, regulations, announcements, regulations, and maintain the Company's reputation. All directors, executives, advisors and employees are committed to building a corporate culture that adheres to the fact that corruption is unacceptable in both transactions with the government and public individuals. In addition, the Board of Directors Executives, consultants and employees at all levels must comply with the policies and guidelines on management. Strictly anti-corruption. The Company must not be involved in any form of corruption, whether directly or indirectly, and is aware of the importance of disseminating, educating, and understanding anti-corruption policies and practices and laws with other persons who are required to perform duties related to the Company and its stakeholders.

3. Definition

The Company	Siamgas and Petrochemicals PLC.
Director	Director of Siamgas and Petrochemicals PLC.
Executive	Managing Director or the first 4 executives after the Managing Director and those who hold positions equivalent to the office holders. All 4th management level including executives in the field. Accounts or finance that are manager level or higher or equivalent
Employee	Directors of Departments, Managers, Heads of Departments, Officers and Employees of Siamgas and Petrochemicals PLC.
Stakeholders	Spouses, children, parents, siblings, uncles, aunts, cousins or persons with blood relations or by legal registration, including friends and acquaintances.
Business Stakeholders	Brokers, agents, contractors, intermediaries, people who do business with the company.
Corruption	Use of Position/Authority/Duties Acquired Use of existing assets and information obtained from the performance of the Company's business duties to commit any illegal acts against government officials. Government agencies, private agencies or persons who have duties, whether directly or indirectly, for the benefit of themselves or others related to or causing damage to the interests of others, such as bribery, political assistance, etc. charitable donations, giving, support, gifting, hospitality and hospitality services and other expenses, etc.
Bribery	Offer, promise or delivery, including claiming or receiving benefits related to items of value. Directly or indirectly, to acquire a business or to maintain or recommend a business to a particular company or to maintain any other interests that are inappropriate in accordance with the principles of business ethics.
Giving or receiving gifts	Giving or receiving anything of value that a person or company gives to a person/company without a direct demand for anything in return. The gift may be in the form of material or other benefits.

Reception	Expenditures for business receptions, such as food and beverage receptions and other expenses directly related to business practices or commercial customs.
Hospitality	Participation in social or cultural events with officials or persons who have or may have, or who may facilitate business relationships with the Company.
Giving and receiving support	Giving/Receiving Money paid for the purpose of business, brand or reputation of the company, which is risky because it is a payment for services or benefits that are difficult to measure and track. Grants may be linked to bribery.
Any other goods or benefits.	Money, property, or any other benefit given to each other for the sake of hospitality that is given as a reward by affection, or for relief, or as a gift, special privilege, which is not a right provided for the general public to receive discounts, goods, or privileges to receive services/entertainment, as well as expenses for travel or tourism, accommodation. and whether it is provided as a card, ticket or other evidence, advance payment or refund to be given later, business opportunity, employment offer, etc.
Custom	Festivals or important days which may be gifted and imply include occasions for congratulations. Expressions of gratitude, welcome, condolences, or assistance according to social etiquette.
Political Assistance	Use the Company's funds, assets, resources, and time to operate the organization, including supporting the Company's tools, equipment, communication channels, or services to assist or provide any political support or assistance to any political party, politician or political candidate.
Charitable Donations	Voluntary giving/receipt of resources such as time, money, property, or personnel to organizations or individuals to support charitable activities such as for religion, education, public interest, etc. They do not expect commercial returns.
Conflict of Interest	Conflict between personal interests and public interests Situations or actions that a person, whether a politician or a politician, Civil servants, government officials, or executives prioritize personal

interests over the public interest, which affects the decision making or performance of duties in the position for which the person is responsible and affects the interests of the public.

Payment of
Convenience Fee

Expenses paid to government officials informally to reduce procedures, expedite them, encourage faster action. The process does not require the discretion of government officials and is a legitimate act of the state.

Employment of
Government Officials

Hiring a person who is or has been a government official / politician / consultant of a government agency. Come to work for the company and rely on the relationship, or The inside information is beneficial to the Company or creates a conflict of interest in the performance of its duties, and as a result of such actions, it is aimed at creating an unfair business advantage or formulating policies in favor of the Company.

4. Duties and Responsibilities of the Board of Directors, Executives and Employees

4.1 The Board of Directors has the duties and responsibilities as follows:

4.1.1 Formulate and approve anti-corruption policies and practices.

4.1.2 Supervise and support anti-corruption by pushing policies and guidelines to be practical, as well as being a good role model in terms of honest work, so that all employees of the Company are aware of the importance of anti-corruption and adhere to it.

4.2 The Corporate Governance Committee has the duties and responsibilities as follows:

4.2.1 Consider the appropriateness, adequacy, and review of anti-corruption policies and practices.

4.2.2 Providing advice and suggestions that are useful to the Board of Directors and management in the development of good corporate governance.

4.3 Audit Committee has the duties and responsibilities as follows:

4.3.1 Supervision Compliance with anti-corruption policies and practices to ensure that the company operates transparently and does not conflict with such policies.

4.3.2 Review the audit report on the anti-corruption policies and practices of the Internal Audit Department.

4.4 Executive Board has the duties and responsibilities as follows:

4.4.1 Promote and support anti-corruption policies and practices.

4.4.2 Review the appropriateness of anti-corruption policies and practices to comply with business changes, policies, regulations, notices, regulations and legal requirements.

4.5 Risk Management Committee has the duties and responsibilities as follows:

4.5.1 Consider the risk of corporate corruption.

4.5.2 Review the appropriateness of anti-corruption practices to align with business changes, policies, regulations, notices, regulations and legal requirements.

4.6 Internal Audit Department has the duties and responsibilities as follows:

4.6.1 Inspect and review the operations of various agencies to ensure that they comply with anti-corruption policies and guidelines.

4.6.2 Submit the audit report to the Audit Committee.

4.7 Human Resources Department has the duties and responsibilities as follows:

4.7.1 Thoroughly communicate anti-corruption policies and practices to relevant stakeholders.

4.7.2 Provide training to provide knowledge, understanding, advice and answer questions about compliance with anti-corruption policies and practices to employees and related persons.

4.7.3 Monitor, monitor and store policy acknowledgment documents or compliance documents, as well as reports related to anti-corruption policies and practices that have been signed by the Company's personnel.

4.8 Executives and employees at all levels has the duties and responsibilities as follows:

4.8.1 Comply with anti-corruption policies and guidelines and must not be involved in corruption in any case, whether directly or indirectly.

4.8.2 Cooperate in providing information and facts to the person designated by the Company to monitor and review the performance of various departments.

5. Anti-Corruption Guidelines

5.1 Bribery and Corruption

The Company is responsible for complying with anti-corruption laws and policies in the country, as well as the laws of other countries to which the Company operates. In addition, the Company supports the implementation of anti-corruption activities, so it has established guidelines on bribery and corruption as follows:

- (1) Do not make promises or be involved in bribery or corruption. Regardless of whether the operation is carried out for the benefit of oneself or related persons, in order to obtain inappropriate business benefits or influence inappropriate business decisions, this measure shall apply to both contacts with the government, private sector and state enterprises.
- (2) Do not offer or give money, goods or other benefits to government officials for assistance. To facilitate or expedite the operation or provide services faster or to help correct or change the act from wrong to right, which is considered an improper use of authority and duties.
- (3) Avoid and not support business or transactions with persons or agencies related to corruption or conduct acts that fall under the category of corruption, such as being condemned or found guilty by government agencies with supervisory authority.
- (4) In some instances, the Company may employ a government official to work or perform one of the following acts. It is an act in the legitimate business interest and does not conflict with the performance of the duties of the government official, such as hiring police officers to ensure security, etc.

5.2 Giving or receiving gifts, receptions, and hospitality

Any other goods or benefits may pose a risk of corruption because they may be acted with the purpose of bribery and intimacy to lead to business partnerships or business exploitation in the future.

Therefore, the Company has established internal control practices to prevent corruption in high-risk matters related to the giving or receiving of gifts, hospitality and hospitality.

- (1) The Company has a policy prohibiting the Company's employees from accepting or giving gifts, hospitality or hospitality services and other related expenses and benefits in any form to government agencies, officials or persons related to the Company's business in order to obtain business or incentivize government officials.

Committing an act of misconduct for the benefit of the Company or affecting the Company's operations.

- (2) Giving or receiving gifts and paying other related expenses can only be done if it is a receipt of property or any other benefits according to customs or giving to each other in accordance with the etiquette practiced in society and must be done on an appropriate occasion.
- (3) Business Reception Hospitality services and other expenditures related to the performance of business contracts can be made as necessary by considering that the expenditure is reasonable and does not affect operational decisions or cause conflicts of interest. That is, it must not be more than necessary or regular, and disbursements must clearly state their objectives, have verifiable evidence. The Company also passed the approval process in accordance with the Company's regulations.

However, the giving, hospitality and hospitality must be given on behalf of the Company only. In case it is necessary to exceed the established value, seek approval from the authorized authority.

5.3 Political Contributions

The Company operates in a manner that adheres to fairness, transparency and political neutrality, in which the Company has the opportunity to contact government officials, politicians or related persons, therefore, the Company has a policy of maintaining political neutrality by not taking any action that is affiliated with any political party, nor directly or indirectly assisting or supporting any particular political candidate.

However, Directors, Executives and Employees The Company has the right to freely participate in or support political activities and personally and must act outside the Company's business hours, but must not impersonate employees or use any of the Company's assets, equipment, and tools for any political purposes.

5.4 Donations and Sponsorship

The Company attaches great importance to operating with social responsibility and has carried out social activities in various forms, including education development, knowledge promotion in improving the quality of life, religion and arts and culture. Donations for charity are also a way to help society.

Sponsorship is different from charitable donations. It is intended for the company's brand business or reputation, which is risky because it is a payment or any asset for services or benefits that are difficult to measure and track.

However, charitable donations or sponsorships may be used as an excuse for bribery or corruption, such as donations to customers or decision-makers. Therefore, the company This measure was established to reduce the risks associated with corruption. There are measures related to charitable donations and support as follows:

- (1) The Company's charitable donations and sponsorships must have a transparent review process and monitoring procedures to ensure that charitable donations and sponsorships are not used as an excuse for bribery and corruption. Linked to a particular political party or a particular politician.
- (2) Charitable donations must be carefully considered to ensure that any organization or entity to be donated to is truly for the benefit of society and is not an illegal organization or entity, as well as to be in line with the Company's social responsibility policy.
- (3) The provision of support whether in money, goods or assets to any activity or project must be: Consider in accordance with the Company's operational objectives or policies, with a transparent review process without conflicts of interest.

5.5 Conflict of Interest

The Board of Directors has established a policy on conflicts of interest based on the principle that any decision to conduct business activities must be made only in the best interests of the Company and avoid actions that cause conflicts of interest. It requires persons who are involved in or connected with the transaction under consideration to notify the Company of their relationship or connection in the transaction and must not participate in the judgment and have no authority to approve the transaction.

The Audit Committee will present to the Board of Directors the connected transactions and transactions with conflicts of interest, which have been carefully considered appropriately in accordance with the rules set forth by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), and the information will also be disclosed in Form 56-1 One Report.

In addition, the Company has established guidelines on conflicts of interest for directors, executives and employees at all levels to comply with as follows:

1. Prevention of conflicts of interest is the duty and responsibility of directors, executives and employees at all levels to understand, adhere to and act correctly.

2. Avoid any actions that may cause or be perceived as a conflict of interest, however, in the performance of their duties, the Company's interests must be upheld under the legality and business ethics.

3. To supervise and manage transactions related to conflicts of interest that may arise between oneself and the Company, including the correct use of the Company's assets and to focus on the Company's interests.

4. Perform duties in the best interests of the Company, do not seek personal benefits or do not take any action, whether directly or indirectly, in the operation or compliance with the Company's policies with the aim of benefiting themselves or others rather than the interests of the Company.

5. Do not allow personal interests or the interests of persons with whom they are related to conflict with the interests of the Company.

6. Do not rely on or allow others to rely on their own positions, whether directly or indirectly. Seeking benefits from the company for themselves or others.

7. Maintain the Company's confidentiality, do not use confidential information for the benefit of oneself or others.

8. Disclose any interests they have in any organization or transaction that will be contrary to the interests of the company and not be involved in making decisions about activities in which they have interests.

9. Do not take any action, whether directly or indirectly, in the process of procurement, procurement, and procurement that has a conflict of interest.

10. Do not appoint or assign persons who may have a conflict of interest as a committee, working group or examiner or person involved in providing information to give opinions or have the authority to direct such matters.

11. Regarding the receipt or giving of gifts, the Company shall comply with the guidelines for receiving or giving gifts by accepting or giving gifts in cases that do not comply with the guidelines set by the Company, which is considered a transaction with a conflict of interest.

12. Report in good faith any conduct that causes a conflict of interest or is suspected to be contrary to principles, or may seek initial advice from superiors. This shall be considered as the duty of the subordinate supervisor to supervise and provide advice

to ensure that the implementation is in accordance with the prescribed guidelines and policies.

13. In case of doubt about the compliance with the Guidelines for the Prevention of Conflicts of Interest, employees can exercise their discretion initially by asking themselves every time before considering the transaction as follows

13.1 Is the transaction in line with the Company's policies and objectives?

13.2 Is the transaction illegal or contrary to business ethics?

13.3 Is such a list acceptable or can it be disclosed to the public?

13.4 What are the implications of the transaction decision, such as the impact on the company's image, reputation, or interests?

14. Examples of transactions that are considered a conflict of interest

14.1 Intentionally using confidential information for personal gain or bringing damage to the company.

14.2 Interests in partnerships, companies engaged in business related to the Group or in entering into contracts with the Company.

14.3 Solicitation or receipt of benefits from contractors, entrepreneurs, vendors or service providers, any person or organization that has a business related to the Company.

14.4 Performing duties or being a director of another organization that is a competitor or has a business that has a conflict of interest with the Company.

14.5 Receiving or giving to incentivize any action that is contrary to the interests of the Company.

5.6 Facilitation Payment

The Company does not have a policy of paying any form of facilitation fee to government officials, either directly or indirectly, and will not take any action and/or accept any action in exchange for facilitating business operations. Because the payment of facilitation fees paid to government officials carries a very high risk of becoming a bribe or an unlawful expense.

5.7 Revolving Door

(1) The Company does not have a policy to appoint or employ government officials who are still in positions in government agencies as executives or employees of the Company.

- (2) In cases that are beneficial to the Company and do not violate laws, regulations or regulations and there is no conflict between the personal interests of government officials, public interests or government interests and the Company's business interests. The Company may appoint a government official as a director or advisor to perform certain duties in the Company's business without affecting the regular performance of such government official.
- (3) Recruitment of persons who are or have been government officials to appoint or hire as directors, consultants, executives or employees may be carried out. When carrying out the process of verifying the work history and holding the position of a government official. To consider the conflict of interest between the Company and government agencies, including a two-year gap period for the appointment of former government officials who have left their positions or individuals who have worked for regulatory agencies directly related to the Company.
- (4) The Company will disclose information on the positions and work experience as government officials of directors, executives, consultants, or employees, both past and present, and indicate the reasons for their appointment in the Company's public documents.

5.8 Receiving whistleblowing or complaints about corruption

5.8.1 Matters that receive whistleblowing or complaints

- (1) Matters related to corruption related to the company, both directly and indirectly, such as seeing people in the organization giving or accepting bribes to officials of government agencies or private agencies.
- (2) Matters that are seen related to acts that violate the procedures according to the company's procedures or affect the system control the company's internal control, which makes it suspect that it may be a channel for corruption.
- (3) Matters related to actions that may cause the Company to lose its interests or affect the Company's reputation or are related to conflicts of interest.

5.8.2 Channels for receiving whistleblowing or complaints

The Company provides channels for whistleblowing or complaints that may cause suspicion that corruption has occurred to the Company, either directly or indirectly, through the channels for receiving complaints as stipulated in this Policy. The complainant must provide the details of the matter to be reported or complaint, along with the name, address, and telephone number that can be contacted and sent through the following channels:

- **Electronic Mail** : To Audit Committee
auditcommittee@siamgas.com
- **Letter** : To The Audit Committee sent to the Company's head office.
Siamgas and Petrochemicals PLC.
553 The Palladium 30 Floor, Ratchaprarop Rd., Makkasan, Ratchathewi
Bangkok 10400 Thailand
- **Complaint box** : Complaint box within the company or the company's branch office.

Persons who can report whistleblowing or complaints about corruption are all groups of stakeholders, including shareholders, customers, business partners, competitors, creditors, the government, the community, society, executives and employees of the Company. The Company will keep the information confidential and will not disclose it to unrelated persons.

5.8.3 Protection and confidentiality

The Company will conceal the name, address, or any information that can identify the whistleblower and the informant and keep the information of the whistleblower and informant confidential and will only have access to the information of the person responsible for conducting the complaint investigation. Unless required to be disclosed in accordance with the requirements of the law. If there is a deliberate violation of the disclosure of information, disciplinary action and/or legal action will be taken against the violator, as the case may be.

If the whistleblower or informant is an executive or employee. The company will not change the job title. Job Description workplace, suspension, intimidation, dismissal, or any other nature that constitutes unfair treatment of such person.

5.8.4 Investigation Procedure and Penalties

- (1) When receiving a whistleblower The Managing Director or the Audit Committee shall conduct a fact-finding investigation or assign a representative who is not directly or indirectly involved in the matter of receiving whistleblowing or complaints, to conduct the investigation.
- (2) During the investigation of the facts, the Managing Director or the Audit Committee may assign a representative to periodically report the progress to the whistleblower or complainant.
- (3) If the facts are investigated and it is found that the information or evidence available is reasonable to believe that the accused person has been arrested. Committing real acts of corruption. The Company will give the accused the

right to be informed of the allegations and the accused to prove themselves by seeking additional information and evidence that shows that they are not involved in corruption as alleged.

- (4) If the accused has actually committed corruption. Corruption is considered a violation of the anti-corruption policy. The accused must be disciplined in accordance with the regulations set by the Company and if the act is illegal. The perpetrator may be subject to legal penalties.

5.9 Corruption Risk Assessment and Internal Control

The Company recognizes that the risk management process is an important element that enables the Company to identify risks in its business operations and to be prepared to respond appropriately to changes in business conditions. Therefore, the Company identifies and evaluates various factors that may affect the Company's business and performance, including the possibility of corruption in the work process regularly (at least once a year), including the risk of contact with government agencies.

The Company will review the existing risk management measures and additional risk management measures (if necessary) to ensure that the risks are at an acceptable level, as well as put in place procedures as necessary. In line with the nature of the Company's business operations to ensure that the Company has an adequate internal control system.

5.10 Compliance and dissemination of anti-corruption policies and practices

5.10.1 Compliance with Anti-Corruption Policy

- (1) The Anti-Corruption Policy is part of the Company's Corporate Governance Policy, which the Company requires directors, executives, advisors and employees to strictly adhere to, and no person who has been demoted will be punished or negatively affected by the rejection of corruption, even if such action causes the Company to lose business opportunities.
- (2) If anyone has any questions or needs advice on complying with this Policy and Guidelines, please contact us. You can inquire or consult with the Human Resources Department.
 - **Electronic Mail** : To. Human Resources Manager
 - **Letter** : To. Human Resources Manager sent to the Company's head office.

Siamgas and Petrochemicals PLC.

553 The Palladium 30 Floor, Ratchaprarop Rd., Makkasan, Ratchathewi
Bangkok 10400 Thailand

5.10.2 Publishing Anti-Corruption Policy and Guidelines

(1) Communication

- Arrange for communication of anti-corruption policies and measures to stakeholders for acknowledgment. It consists of directors, executives, employees, subsidiaries, associates, other companies that the Company has the authority to control its business representatives and partners in various channels.
- Arrange for communication of penalties for non-compliance with anti-corruption policies and guidelines. The Company also communicates its policy of not demoting, punishing, or negatively impacting directors, executives, and employees who reject corruption, even if such actions result in the loss of business opportunities for the Company.
- Arrange for public disclosure of information about the Company's anti-corruption policies and measures.

However, When relevant policies and measures are formulated or updated, information shall be communicated and disclosed at all times according to appropriate communication channels. Such as letters, emails, websites, printed materials, placards, public relations, etc.

(2) Training

- Orientation and training on anti-corruption policies and practices for directors, executives and employees
- Encourage directors and executives to participate in educating employees to be a good role model in complying with anti-corruption policies and practices.

This Anti-Corruption Policy and Guidelines shall take effect from February 22, 2022.

Announced on 22 February 2022

(Mr.Worawit Weeraborwornpong)

Chairman