

## **Strategic business practices and anti-corruption.**

The Group has managed the business based on transparency, ethics, adhering to good corporate governance principles and comply with laws related to prevent and anti-corruption from Giving or receiving bribes to government officials or the private sector By the Group Has defined the organizational structure to share responsibility work process And the command line in each unit to be clear In order to have a proper balance of power and concise checks between each other. In addition, the Group has also set guidelines for the directors, executives and employees of the Company and its subsidiaries. And / or associated companies as follows

- 1) Directors Executives and employees of the Group are prohibited to conduct or accept corruption in all forms, either directly or indirectly Which covers all relevant departments And to regularly review compliance with the anti-corruption policy in order to comply with changes in regulations and legal requirements.
- 2) The Board of Directors, executives and employees of the Group are obliged to report about the actions that are subject to corruption related to the Group by notifying the supervisor or responsible person and cooperate in examining various facts.
- 3) The Group will ensure fairness and protect the complainants who report corruption. Including persons who cooperate in reporting and in the investigation process of corruption.
- 4) The Board of Directors and executives of the Group Must behave as an example in anti-corruption And has a duty to promote and support anti-corruption policies To communicate to all employees and related parties Including reviewing the appropriateness of policies and measures To be suitable for changes in business conditions, regulations and legal requirements.

- 5) Those who commit corruption will be subject to disciplinary action according to the regulations set by the Group and must be punished according to law if such action is illegal.
- 6) The Group provides training and dissemination of knowledge to directors, Executives and employees of the Group To have understanding in compliance with the anti-corruption policy And promote morality Honesty, responsibility And their obligations.
- 7) The Group encourages counterparties, business partners, or anyone else to perform duties related to the Group. Report the violation of the anti-corruption policy of the Group.
- 8) The Group has a policy of recruiting or selecting personnel. Promotion, training, performance evaluation And determining the remuneration of employees Fairly and sufficiently To prevent corruption within the organization And creating security for employees and employees of the Group.
- 9) For clarity in the implementation of high risk and corruption issues as follows: Directors, executives and employees of the Group Must be treated with caution And make sure that :
  - 9.1) Giving and receiving gift must be transparent legally based on normal trade practices or conventional values in a reasonable value.
  - 9.2) Giving or receiving donations or support must be transparent And legally By ensuring that giving or receiving donations Or such support is not to disguise bribery.
  - 9.3) In business operations, contacts, negotiations, auctions and other actions With government or private agencies must be transparent In addition, the directors, executives and employees of the Group Must not give or receive bribes at all stages of the operation.