

Stone One Company Limited (Public) Announces the Anti-Corruption Policy of the Company and its Subsidiaries

At the meeting of the Board of Directors of Stone One Company Limited (Public) No. 3/2558, held on August 14, 2015, approval was given to the Anti-Corruption Policy of the company and its subsidiaries. A review was conducted at the Board of Directors' meeting No. 4/2560 on November 13, 2017, with the details as follows:

The company and its subsidiaries will conduct business with a strong emphasis on combating corruption and upholding integrity. Management will be carried out with transparency, and a commitment to ethics. Responsibility extends to all stakeholders. The company has established guidelines for appropriate conduct for the board, management, and employees in business ethics and employee morality, integral parts of the company's corporate governance.

"Corruption or coercion" refers to the act or omission of duties, or the misuse of authority in one's position, in a manner inconsistent with the laws, ethics, regulations, or policies of the company or its subsidiaries, to seek undeserved benefits in various forms. This includes offering, receiving, or providing assets, as well as other benefits, to government officials or any other individuals engaged in business with the company, among other actions.

In order to ensure transparency and adherence to good corporate governance practices in the business operations of the company and its subsidiaries, the company has established a policy on combating corruption or coercion. This policy serves as a guideline for the board of directors, management, and employees at all levels of the company and its subsidiaries to implement and adhere to, as follows:

- Directors, executives, and employees shall not engage in or support any form of corruption or coercion under any circumstances, and shall strictly adhere to anti-corruption measures.
- Directors, executives, and employees are responsible for adhering to good corporate governance policies and combating corruption or coercion. The company's board of directors assigns the management to communicate and ensure that anti-corruption or coercion measures are known and followed at all levels of the organization.
- Cultivate an organizational culture that values honesty and is committed to justice.
- Provide internal training for employees to promote honesty and integrity in fulfilling their duties, and to instill the principles and ethics outlined in the good corporate governance policy as the guiding principles in their operations throughout the organization.

- Establish a human resources management process that reflects the company's dedication to anti-corruption or coercion measures, starting from the recruitment process, training, performance evaluations, compensation, and promotions.
- Performing internal audits ensures the robustness of the internal control system, boosting confidence in achieving set objectives for the company and its subsidiaries. This involves reviewing all units to ensure regulatory compliance, identifying weaknesses, and offering recommendations to improve operational efficiency and effectiveness, aligning with good corporate governance standards.
- Collaborate with the government to ensure that every organization contracting with the public sector discloses their financial statements to the National Anti-Corruption Commission (NACC).
- Avoid any form of favoritism, including charitable donations, political contributions, business gifts, or support for activities, ensuring transparency and preventing inappropriate influence on government or private actions.
- Educate the board members, executives, and employees of both the company and its subsidiaries on anti-corruption and coercion, fostering a commitment to honesty, integrity, and responsibility in fulfilling their roles. This reflects the steadfast dedication of the company and its subsidiaries.
- Prepare and present accurate, comprehensive, and transparent financial reports.
- Encourage employees to report any suspicions or awareness of misconduct towards superiors, except when there is a reasonable belief that the superiors may be involved in corruption, in which case, direct notification to the Human Resources Manager is required.
- Promote avoidance by directors, executives, and employees from giving or receiving gifts or benefits from business partners or individuals associated with the company, except during holidays or customary occasions, within reasonable value. In the event that directors, executives, or employees receive high-value gifts in the form of money or items, they must report to their superiors in accordance with the established procedures and return such gifts.

In addition, the Anti-Corruption Policy of the mentioned company should be equally enforced and applied to its subsidiaries.

Enforced with effect from December 1, 2020.

(Mr.Songwut Vejjanukroh)

Director and Chief Executive Officer

Appointed by the Board of Directors of

Stone One Public Company Limited.