



Anti-Corruption Policy

In order to comply with the resolution of the Board of Directors of Infraset Public Company Limited at the meeting No. 5/2020 on November 4, 2020, the Company issued a notice on Anti-Corruption Policy to be considered as the principles and guidelines of practices as follows:

Infraset Public Company Limited gives importance to cautious business operations about corruption by adhering to the principles of good corporate governance for the best interest of shareholders, stakeholders and related persons. Therefore, it has established an anti-corruption policy to be practice guidelines as follows:

1. Directors, executives and employees must not commit corruption, both directly or indirectly, such as making a presentation, making a commitment, requesting, asking for, claiming or receiving a benefit, offering benefit, inducing an offense against the law or the destruction of trust or any other acts that are corrupt, unlawful, etc. for the benefit of themselves or others.

2. Directors, executives and employees must comply with the anti-corruption policy and measures and abide by the laws of Thailand against corruption. If they fail to comply with this policy, they will be subject to disciplinary punishment and legal action according to the case.

3. Directors, executives and employees are responsible for monitoring and preventing corruption in the Company. If they see any fraudulent act or any act that may lead to corruption, they must report the incident to the supervisor immediately, or may notify through the whistleblowing channel set by the Company.

4. The Company will keep the details of the informants as a secret. The informants who act with good intentions to the Company and honesty, including those who refuse to engage in corruption, will be protected by the Company and will not be affected in any way from doing so.

5. Provide a policy and practice guideline to prevent corruption in various forms such as political assistance, charity donation, funding, paying for gifts, reception fees, etc., and arrange for supervision and follow up on the matter. This is to make them transparent, not be contrary to the relevant laws or not improperly benefit someone.

6. Provide an adequate and appropriate internal control system to prevent corruption and operations that do not comply with good corporate governance principles.

7. Provide a corruption risk assessment and appropriate anti-corruption measures.

8. Provide communication channels for employees and stakeholders to know the anti-corruption policy and to be able to report whistleblowing, complaints, suggestions to the Company. This is in order to investigate the fact according to the process and correct it. The Company has set the notification channels as follows:

8.1 By mail: sent directly to the board of directors or the audit committee

Infraset Public Company Limited
No. 165 / 37-39, Ramintra Road
Anusawari Subdistrict, Bang Khen District, Bangkok 10220

8.2 By email: ifssec@infraset.co.th

8.3 Via the company website: <https://infraset.co.th/corruptionforms/>

9. Provide the development of personnel management system. Build anti-corruption values and culture by communicating and disseminating knowledge to personnel to acknowledge and understand the anti-corruption policy, including ethical practices.

10. Arrange to notify subsidiaries, associates, other companies that the Company has power to control and business representatives to implement anti-corruption measures and disclose anti-corruption policies and measures to the personnel and the public.

11. The procurement must be operated in a transparent manner and in a manner that is not contrary to the law, regulations and procedures set by the Company, including providing regular audits of the procurement operations.