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Anti-Corruption Policy

The Company and its subsidiaries conduct business with transparency and realize the importance of anti-corruption in all forms by operating the business legally, being a benefit to society, and encouraging employees to work with good morals and be good citizens.

In this regard, the Company and its subsidiaries have established an anti-corruption policy to be a clearer, practical guideline to prevent and fight corruption within the Company and its subsidiaries. This is done by creating an organizational culture where everyone realizes the dangers of corruption, creates accurate values, and increases the confidence of all stakeholders in order to effectively prevent corruption. The details are as follows.

Definition

Corruption is the misuse of acquired authority or assets for the benefit of oneself or others, or to cause damage to the interests of others. Forms of corruption include bribery, giving materials, money or other benefits, fraud, money laundering, embezzlement, concealing facts, obstructing justice or misusing authority to threaten, blackmail or threaten business decisions from another person. This also covers the relationships between the private sector and government agencies as well as between private individuals.

Anti-Corruption

- 1) Directors, executives and employees of the Company and its subsidiaries are prohibited from conducting or accepting any form of corruption, either directly or indirectly. Even with the intention of accepting or maintaining business services, no action can be taken.
- 2) Bribery is strictly prohibited with government officials, political parties, any organizations which are in the form of government enterprises, other forms of government owned companies, or any other person that does business with the Company and its subsidiaries, whether directly, indirectly, or through a third party. This includes officers of various companies and joint ventures with government ownership or partial government ownership.
- 3) Review performance regularly and seriously as well as review the practical guidelines and requirements to be consistent with any changes in business, regulations and legal requirements.

- 4) Supervisors at all levels are required to communicate and help employees to understand about anti-corruption so that business operations under their responsibility and supervision will be done effectively. This is done by adhering to the practical guidelines in this Code of Conduct and communicating anti-corruption policy to all levels of the Company and its subsidiaries through various channels. This includes employee training and internal communication systems of the Company and its subsidiaries so that any relevant parties know and implement the policy, etc.
- 5) Principles are established for giving or accepting gifts or entertainment as part of Code of Business Conduct of the Company and its subsidiaries. Employees must not offer, ask for, receive, or agree to receive any money, items, payment, food and entertainment or any other kind of benefit which may result in questionable behavior regarding bribery and corruption. If accepting gifts, it should be done with reasonableness, not related to business obligations, should not be cash or cash equivalent and employees must realize that their actions or non-actions must be transparent and verifiable.
- 6) Establish whistleblowing channels to promote various communication channels that allow employees and stakeholders to report suspicious clues. Therefore, there shall be protective measures for whistleblowers by strictly protecting the identity of the whistleblower to avoid unfair punishment or unfair relocations. Appoint a person to monitor and follow up every clue that has been reported.
- 7) All employees should not ignore or neglect when they witness corruption that involves the Company and its subsidiaries. They shall notify a supervisor or the person responsible and cooperate with the investigation of various facts.
- 8) The Company and its subsidiaries provide protection and justice to employees who refuse to report corruption related to the Company and its subsidiaries. The Company and its subsidiaries will not punish, demote, or cause any negative effects to any directors, executives or employees who reject corruption even though such action may cause the Company and its subsidiaries to lose a business opportunity.
- 9) A person who acts corruptly commits unethical business operations of the Company and its subsidiaries, such a person must be considered for penalties in accordance with the Articles of Association of Company and its subsidiaries. This includes possible legal punishment if such actions are illegal.
- 10) In the case that an employee may encounter a situation where they are threatened to make a payment in order to avoid physical abuse, which includes intimidation and threats to an employee's family of employees, this is considered a close threat that effect the health or safety of the employee and/or family

of the employee. Therefore, it is necessary to have a "Payment for Safety" where the payment for this kind of safety is considered a special case. Employees must report this matter to a supervisor and/or the responsible person in administrative department and human resource development as soon as possible.

--Mrs. Kannikar Chalitaporn--

(Mrs. Kannikar Chalitaporn)

Chairman of the Board of Directors
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