

## Statement for Anti-Corruption Policy and Measures

MBK Public Company Limited participated in Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) and received a certificate of attendance on October 14, 2016. Throughout these years, the company has campaigned for anti-corruption policy and measures through different communication channels and in various forms. The effort aims to promote awareness among the executive directors, including employees of the company, affiliates, and subsidiaries, retailers, business partners, and stakeholders. They can then recognize the importance of such policy and measures and put them into practice.

Anti-corruption policy and measures, formulated under the CAC guidelines, clearly provides the definition and forms of corruption. The directors, executives, and employees are not allowed to solicit, commit, or accept any kind of corruption directly and indirectly for the benefits of their own, including their family, friends, and acquaintances. Directors and executives shall lead by example by complying with the anti-corruption policy and measures. They are also responsible for overseeing and determining the operational means to counter corruption. This is to make sure that the employees of the MBK Group adhere to the internal control principles, which are aligned with the corruption risk assessment.

MBK promotes this matter among the employees through several channels to ensure their understanding and compliance with the practice guideline under the key anti-corruption policy, guidelines, measures, and procedures. For example, the company trains new employees on anti-corruption, which is one of the crucial topics in the orientation program. It also communicates with the employees through different internal media and uses an online channel to train and test them on anti-corruption. This attempt aims to enhance the employees' awareness and serve as a guideline for them to implement it jointly. Furthermore, MBK informs the public about this matter on the company's website. In compliance with the CAC guidelines, it sends letters to the customers, business partners, and stakeholders to ask for their cooperation in refraining from giving gifts during the New Year or on other occasions.

To enhance the effectiveness of anti-corruption efforts, MBK stipulated regulations, procedures, and recommendations specifically on whistleblowing and corruption complaints.



It also offers a secure channel and safeguards the employees and whistleblowers. Furthermore, the company has the policy to protect and provide justice for the employees who refuse to perform any corrupted practices. MBK vows not to demote any position, apply the harsh penalty, or let the employees who refuse corruption suffer the consequences even though its action will cause the company to lose business opportunities.

The MBK GROUP is committed to combating all forms of corruption to ensure transparent operations under the good corporate governance principles, take part in the country's social and economic development, and conduct business with fairness. The company requires all employees in the Group to strictly conform to the anti-corruption policy and measures, including related regulations based on the abovementioned principles.

Mr. Suvait Theeravachirakul

President and CEO

MBK Plc.

