



POLICY ON THE EMPLOYMENT OF GOVERNMENT OFFICIALS  
TRIPLE I LOGISTICS PUBLIC COMPANY LIMITED AND ITS SUBSIDIARIES

Tripple i Logistics Public Company Limited has adopted the Policy on the Employment of Government Officials to be in compliance with the good governance principle and the Anti-Fraud and Corruption Policy. For the transparency and the good order of the business operations, the following practice guidelines are implemented;

**1. Objectives**

This policy has been adopted to avoid potential fraud and corruption risks in terms of conflict of interests when the government officials perform the works for the public sector or when the private sector employees perform the works on the government policies. This may result in the government officials' partiality or the public sector employees attempting to push for the policy agenda that are beneficial to their companies. Hence, the Board of Directors approves the adoption of the Policy on the Employment of Government to be used as a practice guideline for the Company, its subsidiaries, associated companies under the managerial control of the Company and its subsidiaries (together, the 'Company').

**2. Scope**

The Policy on the Employment of Government is applicable to the Company's directors, executives and employees which shall be strictly complied with. Furthermore, it is expected that the business partners or individuals involving with the Company's business dealings comply with this policy when conducting businesses with the Company.

**3. Definitions**

**'Government officials/government employees'** - Individuals who are a current or former government officials, politically-appointed officials or the advisors of the government agencies who are employed by the Company and may use the relationships or insider information for the benefits of the Company or causing the conflict of interests with the conduct of the government agencies or the regulatory bodies supervising the Company's businesses. Such individuals may create unfair competitive advantage or pushing for the policy agenda that are beneficial to the private company that employs the individuals in question.



Furthermore the definition of Government officials/employees includes individual who hold political appointments, government officials or local government employees with earn monthly salary or regular income, state enterprise employees or employees of government agencies, local administration executives and member of local administrative bodies which are not considered as political appointments, officials under the local administrative laws and include committee members, sub-committee members, employees of government agencies, state enterprises or state-owned bodies and individuals or groups of individuals who authorize or given authority on the administrative power to execute government matters as stipulated by laws.

**‘Employment of government officials/government employees’** - The employment of the individuals from the public sector to work in the Company or the Company’s personal working on the government policies in the manner that damages the reputations, trust and honesty in terms of the work on the state policy formulation. There are potential risks on conflict of interest and supervision partiality.

#### **4. Policy**

The policy for the employment of government officials/government employees for the positions of directors, executives, employees or advisors is that the government officials must go through the recruitment, approval, remuneration and control processes. This is to ensure that the employment of the government officials is without undue benefits to the Company which may be damaging to the reputations, trust and honesty in the discharging of duties resulting in the risks of fraud and corruption.

#### **5. Employment measures**

To ensure that the employment of government officials/government employees is managed with a clear standard, the following measures must be used;

- (1) The recruitments, employment approvals and remuneration of the government officials/government employees working in the position of department manager and under must be considered as essential by the Chief Executive Officer before the employment of the said individuals.
- (2) The recruitments, employment approvals and remuneration of the government officials/government employees working in the position of directors or Chief Executive Officers or higher carefully considered by the Remuneration Committee and must be approved by the Board of Directors.
- (3) The Company shall not employ government officials/government employees whose employments are considered to be giving undue benefits to the Company or with reciprocal benefits.



- (4) The information on government officials/government employees' employment shall be reported in the Company's annual report for transparency.
- (5) The personnel in the HR Department shall have an understanding of the government official/government employee employment process. Any employment of such individuals must be pre-approved and the information must be disclosed and reported based on the approval process.

This policy is effective from 9 November 2021 as per approval of the 9/2564 board of directors meeting.