



POLITICAL NEUTRALITY POLICY

TRIPLE I LOGISTICS PUBLIC COMPANY LIMITED AND ITS SUBSIDIARIES

Triple i Logistics Public Company Limited resolves to act against frauds and corruptions in all forms to ensure that the Company and its subsidiaries (together, the 'Company') have adopted policies, practice guidelines and procedures that are appropriate for the fraud and corruption prevention. Such measures shall be used for business operations and decisions that may incur fraud and corruption risks with which the matters can be considered and executed thoroughly, correctly and fairly.

The Board of Directors approves the adoption of the Political Neutrality Policy to be in compliance with the revised Anti-Fraud and Corruption Policy and the Anti-Fraud and Corruption Handbook along with other written regulations and policies. This is to be used as a clear guideline for business operations for long-term sustainability.

The Company maintains a politically neutral position, it shall not support or act in support of political parties, directly or otherwise. This includes the use of Company's assets in the activities that may compromise the Company's political neutrality and/or being damaged from the involvement in such activities. The political neutrality guidelines are as follow;

1. It is forbidden to act in anyway which is considered to be a political involvement such as providing financial or material contributions, participating in political rallying, advertising for politicians or political parties, participating in the political activities, directly or otherwise.
2. It is forbidden for the directors, executives and all employees to participate in or support political activities or parties on behalf of the Company or to make any references to the Company. Nevertheless, the Company's personnel have the right to participate, support in the legal political activities privately.
3. It is forbidden for the directors, executives and all employees to abuse their authority by inviting, persuading, coercing or forcing subordinates or other individuals to participate in all forms of political activities.

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



Appendix 1

Example of Situations and Recommendations for Practice

Question: How do you know which laws are to be followed?

Answer: The superior officer shall be consulted for all conducts. Alternatively, the Legal and Corporate Governance shall be able to provide information on the relevant laws. Nevertheless, the Company shall gather the information on relevant laws for your perusal.

Question: I have been sent to a work abroad, what preparations should I make?

Answer: The HR Department shall be able to provide you with the relevant information including the local cultures and traditions along with the database of information for the countries that the Company operates in.

Question: Can directors, executives and employee become a member of political party?

Answer: In principle, the directors, executives and employees may exercise their political rights privately which include the right to a membership of political party. Nevertheless, the personnel shall not use the Company's work time, fund and resources to support political parties or politicians. The personnel shall not use their positions in the company or the brand and the name of the Company to promote the financial support or to support political parties or politician which create a misunderstanding on the Company's political neutrality.

Question: Can I distribute the flyers for electoral candidates who are my relatives or other individuals to work colleagues during the election period?

Answer: No, to avoid conflicts on political beliefs among the personal, it is forbidden to help your relatives or other individuals on political campaigning in the Company's premises.

Question: Can I discuss political matters at work?

Answer: The Company respect your rights to the political expression. However, to avoid the conflict in political beliefs among the personnel which may results in the impediment of the work, it is recommended that political discussions/expressions should be avoided at workplace or during the working hours.