



Supalai Public Company Limited
Policy on the Employment of Government Employees

Definition

State official refers to a government official, official, employee, group of persons or person performing duties in an administrative agency, a quasi-judicial commission, commission or person empowered by laws to issue any by-law, order, or resolution affecting persons.

Objectives

To ensure that the Company selects personnel who have been a state official in accordance with the criteria specified by the Company in order to avoid using such actions for returning any acquisition of benefits, and information is disclosed for transparency and traceability.

Supervision procedures and measures

1. The Human Resources Department interviews and inspects the employment of persons who have previously worked with government agencies regarding the agreements made with government agencies in accordance with the rules set by the Company.
 - Not being or having been a state official unless having been discharged from such characteristics for a period of at least 2 years prior to the date of the application for the job and being accepted as an employee.
This is to ensure that the Company shall not perform any act to allow such person to commit any act in breach of agreement which will cause subsequent litigation.
2. Selected candidates who are a state official shall disclose information and certify that statements under Item 1 are true.

Please be informed accordingly,

Notified on this 11th day of July 2023

Prateep Tangmatitham

(Dr. Prateep Tangmatitham)
Chairman of the Board of Directors