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**RATCH Group Public Company Limited's Order  
# Khor.3/2021  
on Employment of Government Officials**

In compliance with RATCH Group Public Company Limited's Regulations of Anti-Fraud and Corruption B.E.2564 and the authorization granted by the Regulations of Anti-Fraud and Corruption B.E.2564, Section 1 (5), the Chief Executive Officer hereby issues the following order:

1. In this order,
  - 1.1. "Company" means RATCH Group Public Company Limited.
  - 1.2. "Board of Directors" means the Company's Board of Directors.
  - 1.3. "Chief Executive Officer" means the Company's Chief Executive Officer.
  - 1.4. "Employment of government officials" means the employment of individuals currently or previously acting as government officials/politicians/government offices' advisors as a private company's employees who may use relationship or internal information for the benefit of the private company or cause conflicts of interest for the government office or regulatory body which governs the private company, with expectation of unfair business advantages or policies formulated in favor of the company the individuals previously worked for.
  - 1.5. "Government officials" mean the holders of political position; government officials or employee of local administration office with fixed salary; employees or individuals working for state enterprises or management of local government management office; local council member without holding political position; officials under local administration legislature; members of the committees and sub-committees and employees of government offices, state enterprises or government agencies; and individual persons or a group of persons who exercise or are designated to exercise public administrative authority in executing a legal act, either appointed by government offices, state enterprises or other government-controlled enterprises.
  - 1.6. "High-ranking government employees" mean the civil servants, not political appointees, serving as the chiefs of government offices in the ministerial and department levels or juristic bodies; the Defense Permanent Secretary; the Supreme Commander, Army Commanders; National Police Commissioner; provincial governors; Bangkok Permanent Secretary; directors and top management of state enterprises; and the chiefs of independent organization established under the Constitution. The "employees" do not include State Audit Office's Auditor General; other designated office holders; the chiefs of other government agencies as stated by NACC; or others holding similar positions as stated by the NACC.
  - 1.7. "NACC" means the National Anti-Corruption Commission.
2. The following guidelines shall be met when considering the employment of government employees as the Company's executives, employees and workers:
  - 2.1. The employment requires a selection, approval and remuneration-setting process in line with the Company's criteria and applicable laws, to ensure that it is not in exchange of any benefits possibly deemed as fraud or corruption.
  - 2.2. The Company has the policy not to hire government officials who are currently holding offices, except for the government high-ranking executive who is appointed by the shareholders in relation to their proportion of shareholding.



- 2.3. A high-ranking government employee can be employed if his or her government service is ended at least for 2 years prior to the Company's employment.
- 2.4. For employment former government officials to serve as Division Head of similar positions, the Chief Executive Officer shall review the necessity and rationale of hiring prior to approval of employment and compensation.
- 2.5. For employment government officials to serve as Executive Vice President or similar and above positions, the selection and remuneration is subjected to discreet consideration by the Human Resources and Remuneration Committee and shall be endorsed by the Board of Directors.
- 2.6. The employment of government employees as high-ranking executives shall be disclosed in Form 56-1 One Report, for the purposes of transparency.

The order shall take an immediate effect.

Announcement Date: 24 August 2021

(Mr. Kijja Sripatthangkura)  
Chief Executive Officer