



## **Anti-Corruption Policy**

**Oishi Group Public Company Limited  
and its Subsidiaries**

## *Introduction*

Oishi Group Public Company Limited and its subsidiary companies (“**Oishi**”) conduct its business with fairness, committed to “Business Ethics of Oishi” and uphold the best interests of its stakeholders in its business activities in Thailand and overseas. The Anti-Corruption Policy (“**Policy**”) plays a key role to guide the decision-making and actions to prevent Corruptions, and serves as the guidelines to perform Oishi’s business and strengthens future sustainability.

## *Scope of the Policy*

The Policy applies to all Oishi’s directors (“**Directors**”), all Oishi’s executive officers (employee ranging from Assistant-Vice President level up to the President and CEO) and employees (“**Employees**”). The Policy is designed to support Directors and Employees in being acknowledgeable about what to do, or who to turn to, in case of doubt. Directors and Employees are responsible for maintaining the highest standards of business conduct. Any violation to the Policy may be deemed disciplinary misconduct, contractual infringement and criminal offence, which could tarnish the reputation and status of Oishi. Directors and Employees are required to familiarize themselves and comply with the Policy, including any future updates that may be issued from time to time by Oishi.

The Policy sets out clear intentions and guidelines as follows:

1. Corruption means bribery to obtain improper benefits in business transactions or any fraudulent actions.
2. Directors and Employees are prohibited from accepting any type of corruption both directly and indirectly, covering all businesses and all relevant functions in every country operates.
3. Directors and Employees must avoid any course of action that is linked to any corruption.
4. Monitoring and forming of effective system supporting anti-corruption actions are the accountability of President and CEO to report to the Chairman of the Board of Directors and the Audit Committee.
5. Review of the Policy for possible updates to accord with business changes, regulations, standards, and laws are the accountability of President and CEO to report to the Board of Directors.
6. President and CEO and executive officers are accountable for promoting the understanding of and compliance with the Policy.

7. Directors and Employees shall be vigilant to any corruption related to Oishi. If Director(s) has concerns, Director(s) should consider report to the Chairman of Audit Committee. If Employee(s) has concerns, the Employee(s) has an obligation to notify such act to supervisors or responsible persons.
8. A person committing corruption is subject to a disciplinary action process. Once proven to satisfaction of the responsible committee, the breach will result in strict disciplinary actions consistent with Oishi's rules regarding misconduct or violations. Conviction may be applied in case such act violates any applicable laws.
9. All supervisors at all levels shall ensure that the Employees under their responsibilities have appropriate awareness of the Policy and shall monitor the implementation of relevant anti-corruption actions.

The implementation of the Policy reinforces relevant guidelines and policies.

This Policy applies to Oishi Group Public Company Limited and its subsidiary companies and is effective from November 21, 2019 onwards.



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(Mr. Prasit Kovilaikool)  
Chairman of the Board of Directors