 ASIAN ALLIANCE INTERNATIONAL Asian Alliance International Public Company Limited	Employment of the Ex-Government Official Policy	
	Document No : AAI-2022-025	Revision No : 001
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(Translation)

Employment of the Ex-Government Official Policy

(Revised edition B.E. 2566)

Objective

To ensure the nomination of an ex-government official for Asian Alliance International Co., Ltd. (“Company”) and its subsidiary is complied with the specified procedures, and it will not be considered as an act of reciprocal to any obtained benefit and the nomination process has been publicly announced for transparency and audit purpose. The ex-government official must perform the assigned duty with compliance to the company’s policy and in accordance with the corporate governance.

Definition

“**Government Official**” means a person holding a political position, an official or a permanent local official with an official title or regular salary, an employee or a person who works in any state enterprise or government unit, or a local administrator or a local council member without any political position, and an officer legally stipulated in the local administration provision. The government official shall include a committee, sub-committee, a government employee, an employee of any state enterprise or government unit, and an individual or a body of persons who exercises or is authorized to exercise the administrative power of the government to perform any act legally stipulated in any provision of the government administration, state enterprise or other government business.


Scope

Process of employment of an ex-government official and the criteria of the control measures are as follows:

1. The HR Department shall interview and check the applicant’s profile whether he/she is an ex-government official or not. HR Department also checks whether this person has any commitment with any government unit or not. HR Department shall follow the following rules identified by the company:
 - 1.1 The company will confirm employment for that person if he/she is not an ex-government official, or if he/she is an ex-government official but had been discharged for not less than two years before applying for a job at the company or its subsidiary. This person may be employed to work in other positions as deemed appropriate by the company. The company will not do anything as a cause of any action by that person which is considered a violation of any agreement and may lead to litigation.
 - 1.2 This person must disclose personal background and certify clause no. 1.1 as true.

Applicable Form

1. The working background questionnaire of the HR Department.

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This policy was considered and approved in the Board of Directors Meeting No. 5/2023, dated 8 November 2023, which shall come into effect from 8 November 2023 onwards.

(Mr. Vichai Assarasakorn)

Chairman of the Board