

Anti-Corruption Policy

**Wyncoast Industrial Park Public Company Limited
and its subsidiaries**

Anti-Corruption Policy

Wyncoast Industrial Park Public Company Limited and its subsidiaries.

1. Principle

Wyncoast Industrial Park Public Company Limited and its subsidiaries (“the Company”) have an anti-corruption policy focusing on promoting morality, ethics, and transparency for business operating upon the Company’s code of conduct for decision making including business operation that may involve in risk of corruption as have been carefully considered and undertaken. Therefore, the Company has provided a written guideline visibly regarding anti-corruption practices that could be served as a good role model to develop the organization towards sustainable success, respectively.

2. Definition

Corruption means the practice or performance neglect of one's position or the abuse of power in office in any form, no matter of giving or receiving bribes, presentation or pledge/claim to providing something whether property, money, things, right or any other benefits that are contrary to moral, ethics and law, rule, regulation, policy to government official or any other person doing business with the Company or group company either in the country or abroad for obtaining unworthy benefit to the organization, oneself or related person.

Bribery means the offering, promise, acceptance or inducement to commit an illegal, unethical, breach of trust or gain an unfair advantage.

Sponsorship means money, items or other benefits given or received from customers, business partners, or business allies for the purpose of promoting the company's business, brand, image or reputation.

Gift means money, property, items, services, privileges or other benefits, both in monetary and non-monetary forms, that a person gives and/or receives on various occasions, in addition to salary, income and benefits from normal employment.

Conflict of interest means a situation or action in which a director, executive or employee desires personal benefits for themselves and those related to them, whether by blood or otherwise, which affects fair decision-making, performance of duties according to responsibility and consideration of the overall benefit of the company.

3. Policy

Director, executive, employee and staff of the Company and its subsidiaries shall comply with the following;

- 3.1 Anti-corruption in all cases.
- 3.2 Committing to be a transparent organization free from any corruption.
- 3.3 Encouraging related party to participate that will get benefit from anti-corruption.
- 3.4 Promote values of morality and ethics.

4. Responsibilities

4.1. Board of Director has obligation and responsibility to formulate policy and supervise as an effective system for supporting anti-corruption practices and ensure that the

executive has realized and given importance to anti-corruption and encourage it as a corporate culture.

4.2. Audit and Risk Management Committee has obligation and responsibility to review financial and accounting reporting systems, internal control system, internal audit system and risk management system in order to ensure its financial and accounting system is consistent, appropriate, up-to-date and efficient.

4.3. Audit and Risk Management Committee has obligation and responsibility in determining all relevant risk management policies including the potential corruption risk.

4.4. Chief Executive Officer and Executive have an obligation and responsibility to establish a system to promote and support anti-corruption policy in order to communicate with employee, staff and all related parties, as well as reviewing the suitability of systems and measures to comply with changes in business, rule, regulation and legal requirement.

4.5. Board of Director, executive, employee and staff of the Company have obligation and responsibility to strictly practice and support anti-corruption policy including providing information for policy's achievement.

4.6. Head of Internal Audit has obligation and responsibility to investigate and review the operation to ensure that there is in accordance with the policy, guideline, authority to implement upon regulation, law and regulation requirement for convincing that there is appropriate and adequate control system against potential corruption risk; as well as to review the practice guideline to be consistent with the policy ,rule, regulation, announcement, law and business changes by reporting the result to the Audit and Risk Committee.

4.7 The Company Secretary is responsible for exchanging knowledge with other agencies to use the information to develop anti-corruption efforts and to coordinate communication with the Board of Directors so that relevant departments can take action.

4.8 The Human Resources Department is responsible for communicating anti-corruption policies and measures to relevant stakeholders for their acknowledgement and compliance.

5. Guideline

5.1. Director, executive, employee and staff of the Company and its subsidiaries will strictly comply with anti-corruption measures and neither act nor support corruption in all cases.

5.2. Director, executive, employee and staff of the Company and its subsidiaries must not neglect or ignore when noticing action that considered as potential corruption related to the Company and its subsidiaries; it must be notified to the supervisor or designated departments/persons to acknowledge such action including to cooperate during investigation. If there is any doubt or inquiry, please consult with the supervisor or the assigned departments/persons responsible or through communication channels within the organization.

5.3. The Company treats fairness and protection by not demoting, punishing or having a negative effect on employee and staff who refuses to commit corruption though that refusal may cause the Company and its subsidiaries to lose business opportunities.

5.4. The Company will protect a person who refuse corruption or report corruption related to the Company and its subsidiaries by using protection measures in order to protect complainants or those who cooperate in reporting corruption as stipulated by the Company's whistleblowing policy.

5.5. The Company will publish and spread education and understanding with third party that relevant with the Company and its subsidiaries on matter to be complied with the anti-corruption policy.

5.6. The Company will communicate anti-corruption measures including informing the whistle-blowing channel or complaints to the insider of Company and its subsidiaries for acknowledgment through several channels such as orientation course, company seminar, training course, notifying information via e-mail system and etc., in order to seriously implement the measures. Accordingly, it is convinced that the personnel of the Company and its subsidiaries understand, approve and comply with anti-corruption policies and measures.

5.7. The Company communicates upon anti-corruption measures including informing the whistle-blowing channel or complaints channel to the public, subsidiaries, business representative, related business partner and stakeholder through several communication channels such as the Company's website, annual report and etc. in order to create understanding and seriously implement the anti-corruption measures.

5.8. Employee and staff of the Company and its subsidiaries must sign an acknowledgment of the Anti-Corruption Policy to confirm that all employees and staff are aware, understand and ready to apply policy as a business operating principle in strictly manner throughout the organization.

5.9. The Company and its subsidiaries have established disbursement of money regulation by specifying the approval authority list and approval financial limit as the disbursement must be comprised of clear evidence to prevent improper operation including no political supporting and contribution. Apparently, it is convinced that the charitable donation is not corruption-free and business funding is not an excuse for corruption..

5.10. Board of Director, executive, employee and staff of the Company and its subsidiaries shall not accept or present a gift, entertainment and any other expenses that are unnecessary and inappropriate to government official or a person doing business with the Company. If gift is excess of intangible value is received on a traditional occasion, director, executive, employee and staff should refuse and do not accept such gift and must report to the supervisor.

5.11. The Company provides audit process and an internal control system to prevent corruption. Such process covers sales, marketing, procurement, human resource management, finance, accounting, record storage, job performance and other processes within the Company related to anti-corruption measures. However, the internal audit process must be undertaken on a regular basis.

5.12. The Company provides human resource management process that reflects the Company's commitment in anti-corruption measures from the personnel selection, training, performance evaluation, reward and promotion.

5.13. The Company provides risk management measures to prevent corruption by identifying event with high corruption risk as may occur from its operating, evaluating the level of risk for both the likelihood and impact also regularly monitor the progress of risk management in order to prevent corruption. The risk management measures will be reviewed regularly to be appropriate to prevent risks to an acceptable level.

5.14. The Company arranges internal audit to ensure that the determined risk management system assisting to achieve its goals, as well as auditing of the Company's internal operation to comply with the requirements, rules and laws.

5.15. The Company provides this measure as documented according to the principle of internal control in order to comply with the Company's policy and regulation.

5.16. The internal audit division determines the agenda as the annual meeting for Chief Executive Officer reporting the investigation's result according to anti-corruption measures to the Audit and Risk Management Committee and propose to the Board of Director, respectively.

5.17. Director, executive, employee and staff of the Company and its subsidiaries must carefully undertake for clarity in operation in matters of high corruption risk in the following matters:

5.17.1. Political Contribution Guideline

Political contribution means giving support to politician or political party in term of both monetary and non-monetary. Non-monetary contribution includes borrowing or donating equipment, providing technology service free of charge including advertising, promoting or supporting political party and/or encourage employee and staff to participate in political activities on behalf of the Company in order to obtain trade advantages.

The Company has guideline for political contribution as follows:

- The Company and its subsidiaries conduct business in a political neutral manner and will not support or act that political attention biased or with politician or any political party.
- The Company and its subsidiaries are not supporting financially or items to any political party, politician or political candidate in order to provide political assistance according to the definition of political assistance under objective of gaining business benefit to the Company and its subsidiaries.
- Director, executive, employee and staff have the political rights to participate in any political activities under the provision of the Constitution but shall not claim the position as director, executive, staff and employee or take any property, equipment, tool of the Company and its subsidiaries to be used for the benefit of any political action. If

the person participates, shall be caution for taking any action that misleading into the public that there is no political neutral.

- The Company and its subsidiaries inform executive, employee and staff that the Company and its subsidiaries will not participate or assist in any political activity.

5.17.2. Guideline on charity donation and financial sponsorship

Donation means donation for charitable purpose and contribution for the public interest. The charitable donation in the form of financial support or in other intangible forms such as educating or providing time, etc. The Company has ability to undertake as part of corporate social responsibility (CSR) project without expecting a beneficial return in term of business. However, the guideline for charity donation and financial sponsorship must be strictly adhered to.

Public donation is money contribution for project/activity in order to benefit the community, society, and group of people as the Company may not receive in tangible return.

Sponsorship means providing support in form of money or valuable object or any other benefit that being paid, given or received from partner, customer, association, foundation, charity or non-profit organization for public relations in order to increase reputation, create business credibility and/or strengthen relationship as appropriate.

Financial support for business public relation and enhancing a good image for Company and its subsidiaries, may be done upon its objectives for promoting business, brand marketing or reputation. However, it may consists of risk since the money has been contributed for service or benefit which has been difficult to measure and monitor. Accordingly, the guideline for charity contribution and sponsorship must be strictly followed.

The Company and its subsidiaries could take corruption risk from Charity donation and sponsorship due to such activity involving in spending money without tangible rewards and taking a plausible-deniability or path for corruption or hidden agenda of charity donation and sponsorship. Therefore, the operation must be carefully taken to ensure that charity donation and sponsorship are transparent and in accordance with applicable law including the articles of association of the company and its subsidiaries.

The Company has guideline for complying as follows:

a.) Director, executive, employee and staff of the Company and its subsidiaries who has intent the Company and its subsidiaries to participate in charity donation or sponsorship must fill the approval request form for charity donation or sponsorship by specifying the name of the donor and/or the recipient and the purpose of the donation or support together with supporting documents, submitting for approval from the authorized person, respectively.

b.) Person who has intent the Company and its subsidiaries to participate in charity donation or sponsorship, is responsible for examining the charity, foundation, company or store that the Company will participate in the donation or sponsorship before the proposal is requested for approval as follows:

- Ensure that charity contribution and sponsorship are not used as a mean of avoiding bribery and must operate in a transparent manner and in accordance with applicable laws.

- It must be proven that activity of the charity project has been actually organized and carried out in order to support the project objectives and provide real benefit to society or under the purpose of operating with social responsibility
- It must be proven that the activity is for charity objective and not related with the benefit to any person, people or agency except for the honorable announcement in term of general practice.

c.) If the Company and its subsidiaries has detected or been informed corruption-related activities information from the official of organization, foundation, company, shop that have been donated or sponsored by the Company. The Company and its subsidiaries will suspend donation or supporting activities to that organization or company as soon as being informed.

d.) Monitoring and reviewing to ensure charity donation or the using of sponsorship is not done for corruption purpose as part of the internal audit process.

5.17.3. Guideline for dealing with gift, welcome service and other expenses

Gift, welcome service and other expenses consider as inappropriate as probably cause a corruption risk which it is channel for corruption by paying as expense for director, executive, employee and staff of the Company and its subsidiaries in form of bribery, welcome service or other inappropriate expenses to customer. It might breaking some customers' policy resulting to lose business opportunities.

The Company and its subsidiaries are realizing the importance of building good relationship with business partner which will lead to continued success of the Company and its subsidiaries. Meanwhile, to maintain its reputation in operating with honesty and complying with the law.

However, the Company and its subsidiaries have guideline for receiving gift, welcome service and other expenses as follows:

A.) Director, executive, employee and staff can receive/give gifts, hospitality service or other expenses such as entertainment or reception from other people, etc., on various occasions according to custom, tradition or social etiquette as should be done in a transparent and open manner, whereby such receiving/giving shall not create any advantage through improper action or as an explicit or covert trade-off in order to obtain assistance or benefit resulting in a waiver in an improper business deal that affects to business decision and must comply with applicable laws. However, giving gift must be given on behalf of the Company and not on personal behalf by making gift with the Company's logo that appropriate for the situation, such as New Year Gift, Chinese New Year Gift or Songkran festival, etc. and must not be in the form of cash or cash equivalents such as cheque, cash cards or gift card, etc. (except in the form of promotion, where the rules are clearly defined and act in the same way as everyone)

B.) Director, executive, employee and staff of the Company and its subsidiaries must not demand or accept gift, hospitality service or other expenses from customer, partner or any involved in the Company's business and the subsidiaries in

any case that will affect to the decision to perform the duty with bias, reluctant or conflict of interest.

C.) Director, executive, employee and staff of the Company and its subsidiaries must not accept gifts or any compensation in an exceedingly unreasonable value from the performance of normal duties. For example, must not accept gift or hospitality services from company, subsidiary company or related company participating during the bidding.

However, Director, executive, employee and staff of the Company and its subsidiaries could accept the gift, hospitality services and other expenses during the festival or tradition in the value not over mentioned in the Company's Code Business Conduct such as calendar, pen, notebook and etc. However, the gifts must not be in cash or contain value such card, cash card, gift cards and etc.

D.) If there is situation that could not refuse the receiving gift or benefit situation such as meeting with customer etc., could accept gift or benefit at the moment and immediately report to its supervisor. Accordingly, such gift will be distributed as the public charity according to the appropriation.

E. Giving and receiving other benefits such as hospitality service must be able to verify that it is not an excessive spending or frequent manner until causing obligation to the organizer whether directly or indirectly manner.

F. The Company and its subsidiaries will announce to the director, executive, employee and staff of the Company and its subsidiaries regarding the guideline for receiving gift, hospitality service and other expenses through the annual meeting or other communication systems of the Company and its subsidiaries.

5.17.4 Guideline for hiring government employee are as follows:

A.) Government official means a person holding a political position, civil servant or employee of local authority who holds a permanent position or salary, employee or person working in a state enterprise or government agency, local administration office and local council member who is not hold/considered to be in a political position; official under the law on local governance include member, sub-committee, employee of government agency, state enterprises, or government agency and a person or a group of persons exercising authority or has been entrusted to use the state governmental power to carry out any act under the law, whether it is established in the government system, state enterprise or other state affairs.

b. Employment of government official, the Company and its subsidiaries are prohibited to hire government employee for work that causes conflict of interest.

5.17.5 Facilitation payment practice

Facilitation payment is a small expense paid informally to government employee and given solely to ensure that government employee implementation process or encourage faster action as does not require the discretion of government employee and acting subject to the official duties as well as being a right to receive upon the law

b. Director, executive and employee of the Company and its subsidiaries are prohibited from paying facilitation payment to government employee in all cases.

5.17.6 The Company and its subsidiaries will publicize or inform customer, business partner or related party with its business to acknowledge the policy and guideline regarding gift receiving, hospitality service and other expenses of the Company and its subsidiaries through document and on the website of the Company and its subsidiaries.

6. Penalty consideration in case of violation or non-compliance

6.1. If the Company's director violates or fails to comply with the Anti-Corruption Policy, investigation committee will be settled for fact of investigation on such action without any delayed. However, the investigation committee shall consist of all independent directors of the Company. In the event that there is a director who violates or fails to comply with this policy is an independent director during investigation such independent director is prohibited from being a member of the investigation committee for investigation. As being prove such director has violated or failed to comply with the policy, the investigation committee shall consider the punishment based on factual evidence, circumstances and environment including the consideration of penalties as deem appropriate in case by case and report the result of the investigation to the Board of Director without such director who violated or failed to comply with the policy and also must not attend the meeting for further consideration. However, if the violation or failure to comply with the policy is an illegal act, the penalty will be imposed by the law as well.

6.2. If the executive, employee and staff of the Company and its subsidiaries violate or fail to comply with the policy, there will be a disciplinary action which will depend on the factual evidence and circumstance. However, if the violation or failure to comply with the policy is an illegal act, the penalty will be imposed by the law as well.

6.3. The Company will use all communication systems within the organization to publicize the penalty of not complying with anti-corruption measures including creating an awareness of the policy, no negative effect to employee who refuses to commit corruption although such refusal will cause the Company to lose business opportunities.

6.4. The Company has created awareness among employee and staff regarding compliance with the anti-corruption policy by providing commendation or award to employee or group of employee who act in accordance with anti-corruption value.

7. Whistleblowing or Complaint

Board of Director provides the measures for whistleblowing or complaint of illegal action, against code of conduct, or behavior that may imply corruption or misconduct by individual in the organization which applies to all employee, staff and other stakeholder. The inappropriate action including inaccurate financial reports, or defactive internal control system, accordingly the Company implements a sufficient mechanism to protect the whistleblower or the complainant for stakeholders to be a part in the protection of the Company's interest.

Receiving of matters, clues and complaints

- Unlawful, corruption, illegal, or unethical act of director, employee and staff
- Irregularity in financial reports and defective internal control system
- Matters that affect the interest or reputation of the Company

Whistleblowing or Complaint Channel

Board of Director provides opportunities to stakeholder to communicate with the Audit and Risk Management Committee or internal audit division and to protect the right of stakeholder who report clue or complain the issues through several communication channels with the Audit and Risk Management Committee and Internal Audit Division for proceeding the determined process and report to the Board of Director. The contact channels are as follows:

- 1) E-mail of the Audit and Risk Management Committee at: auditcom@wyncoast.com
- 2) E-mail of the Internal Audit Department at: internalaudit@wyncoast.com
- 3) E-mail of the company secretary at: corporatesecretary@wyncoast.com
- 4) Sending letter to the Audit and Risk Management Committee Internal Audit Department or company secretary at

Wyncoast Industrial Park Public Company Limited
Contact address: 105 Moo 3 Bangna-Trad Road
Km.52, ThaKharm , Bang Pakong
Chachoengsao Province 24130
Telephone 038-573-162-3

5) In the event that the complainant chooses not to disclose the name, the complainant must provide enough details of fact or clear evidence to prove as reasonable/believable ground that there has been fraud or exploited acting or violated acting to the law, rule, regulation of the Company and its subsidiaries against its Code of Conduct.

Complaints will be kept as highly confidential matter and can be filed through more than one channel as it is not necessary to disclose the identity of the complainant. However, if the complainant discloses oneself, the Company will be able to inform the result of action or additional details on the complaint.

Mechanism to Protect Whistleblower

1. The complainant can choose to remain anonymous; if it is considered that the disclosure may cause harm to oneself but details of fact or clear evidence must be provided enough to prove as reasonable/believable ground that there has been fraud or exploited acting or violated acting to the law, rule, regulation of the Company and its subsidiaries against its Code of Conduct.

2. The Company will confidentially keep related information and disclose to the extent of necessary by concerning safety and damage of the complainant, as well as the source of the information or the person involved. Therefore, responsible person of every step must keep the information to the highest level of confidentiality and not disclose to others. If there is contravention, it will be considered as disciplinary offense.

3. In the event that the complainant feels unsafe or may cause damage. The complainant can request the Company for the appropriate protection measures or assigning the protection measures without the complainant's requested if there is any issue that may lead to damage or insecurity.

4. The suffered person from filing complaint will be mitigated by appropriated and fair means.

8. Implementation of Measures by Company and Related Person

8.1. The Company will inform and support the subsidiary companies for implementing anti-corruption measures.

8.2. Employee and staff are prohibited to hire any business representative or middle-man with purposed of committing corruption.

8.3. The Company and its subsidiaries will arrange the procurement with fairness and transparency as well as conducting an evaluation to strictly select vendor, service provider, and contractor upon the procurement regulations. The Company will notify seller, service provider and contractor regarding such policy and anti-corruption measures.

8.4. The Company and its subsidiaries has reserved the right to cancel the purchasing and commissioning, if there is found out that the seller, service provider and contractor are committing corruption or taking bribes.

9. Publication of Policy

9.1. The Company and its subsidiaries will apparently posted an anti-corruption policy to everyone in organization to acknowledge.

9.2. The Company and its subsidiaries will publish anti-corruption policy through its communication channels such as the Company and its subsidiaries' websites or post announcement at public relation board or brochure, etc. for public noticing through variety of methods such as orientation course for director, employee and staff, board meeting, e-mail, seminar, etc., since it will be practiced seriously and be convinced that the Company has sufficient resources and skilled personnel to implement measures into action.

10. Risk Assessment Guideline

10.1. Risk assessment allows the Company to be able to identify work that has possibility risk of fraud, corruption, potential impact, accordingly the measures has to be undertaken and basis for measuring the success and resources requirement to reduce risk

10.2. Audit and Risk Management Committee will assess the corruption risk as may occur regularly, as well as reviewing the existing used of risk management measures in order to prevent risk to be an acceptable level.

11. Internal Control and Reporting

11.1. The Company has an internal control system for its operation to appropriate and efficient in accordance with relevant laws and official regulations in order to reduce the corruption risk, apparently internal audit system is supporting to create reasonable assurance that the existing system could assist to achieve its goal.

11.2. The Company assigns the Internal Audit Division to prepare audit plan at least once a year as required approval from the Audit and Risk Management Committee by considering plan subject to the risk that could cause corruption as well.

11.3. The Company will maintain effective internal control system to counter corruption as covering balances of cross reference auditing, data storage and also related business process.

11.4. The Company has established reporting procedure for auditing and urgent issues as follows:

- 1) Internal Audit Division must report auditing's result and any issue that encountered to the Audit and Risk Management Committee and alongside with Chief Executive Officer.
- 2) After reporting the auditing's result, the Internal Audit Division will discuss the result of internal control with the chain of management in order to find an appropriate internal control approach.
- 3) If there is an urgent matter, the Internal Audit Division will immediately notify the Chairman of the Audit and Risk Management Committee.
- 4) The Audit and Risk Management Committee is responsible for reporting the auditing's result to the Board of Director.

12. Storage

12.1. The Company and its subsidiaries have policy to comply with applicable standard, principle, and law regarding accounting and financial reporting.

12.2. All kind of expenses must be documented, approval subject to its authority; as well as the information maintenance and storage of the Company and its subsidiaries must comply with the relevant laws and regulations.

12.3. The Company and its subsidiaries are not permitted to false, inaccurate, incomplete, inaccurate, or fraud accounting including must not have the second and off record account in order to support or conceal improper payment.

13. Human Resources Management

This anti-corruption policy covers personnel management processes from recruitment, selection of personnel, promotion, training, performance appraisal and reward by requiring supervisor at all levels to communicate and understand with employee and staff who is under the responsibilities and supervising and controlling to be effective operation as follows:

13.1. Employment. The Company and its subsidiaries have determined the category and qualification of employee and staff for working as the applicant has to meet the criteria specified by the Company and its subsidiaries and has no record of conducting business or neglect to perform duty or abuse of position power, duty seeking unreasonable benefit in any form of corruption. Accordingly, the consideration of procedure are as follows:

- The applicant is required to submit an application together with evidence as specified by the Company and its subsidiaries at the Human Resources division.
- The Human Resources division considers the preliminary qualification together with the executive that has intent to recruit also knowledge and competence test as appropriated.
- When the Company and its subsidiaries have engaged into an employment contract with a person to work in any position, it is considered as employee or staff of the Company and its subsidiary and will be received salary as mentioned in the employment contract. The salary rate is determined according to knowledge, ability, experience and competitive condition in the market.

13.2. Performance Evaluation. The Company has provided 2 phases of performance evaluation as follows:

- Performance evaluation during the probation period as new employee and staff starting job is required to proceed under the probation period of not more than 120 days from the started date.
- Annual performance evaluation is for mutually understand the working goal and improving the performance of employee and officer during past year including evaluation of work behavior especially behavior that expressing non-compliance or neglect to perform duty or abuse of authority and duty seeking unreasonable benefit by any form of corruption.

13.3. The Board of Director has duty for monitoring the suitability and sufficiency of personnel in anti-corruption operation.

14. Training and Communication

14.1. Board of Director

Company and its subsidiaries will present information regarding anti-corruption policy to all directors for acknowledgment. There will also be an orientation for new director on anti-corruption policy.

14.2. Employee and Staff

14.2.1. All new employee and staff will receive a copy of anti-corruption policy, anti-corruption training and educated about the policy during new employees and staff orientation.

14.2.2. Current employee and staff

- All employees and officers will be received a copy of the Anti-Corruption Policy to convince that they are aware and understand the anti-corruption policy of the Company and its subsidiaries. Moreover, they can learn the updated information from the Company website since they will be notified, if there is any change of important information.
- All employee and staff will receive anti-corruption training on regular basis in order to aware of corruption in various forms such as corruption, the risk of participating in corruption activities and methods for reporting in cases of suspecting fraud, etc.

14.3. Agent, Middle Businessman, Services/Goods Distributor and Contractor

The Company and its subsidiaries will communicate anti-corruption policy to agent, middle businessman, goods/services distributor and contractor to acknowledge from the beginning of relationship and subsequently as deem appropriate. Moreover, the Company and its subsidiaries encourage agent, middle businessman, goods/services distributor and contractor to have intent of the anti-corruption.

15. If there are any inquiries

If any employee or staff is unsure of any action which may consider as potential corruption or if there are any inquiries or concern, should directly consult with the Internal Audit Division.

Announced on 19 December B.E. 2024



Mr. Jak Chamikorn
Chairman of the Board

Wyncoast Industrial Park Public Company Limited

This anti-corruption policy

Approved by the Audit Committee Meeting No. 7/2024 on December 19, 2024.

Approved by the Board of Directors Meeting No. 12/2024 on December 19, 2024.