

Code of Business Conduct

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

Code of Business Conduct

Wyncoast Industrial Park Public Company Limited and its Subsidiaries

The Company has a policy to conduct its business operating standards by adhering to the principles of compliance in accordance with the law and good morals as a guideline with the principles of good corporate governance as well as taking into account all stakeholder's groups. The Company reviews and revises the Business Ethics Code annually. In addition, the full Business Ethics Code has been published on the Company's website www.wyncoast.com.

1. Scope

Code of Conduct of Wyncoast Industrial Park Public Company Limited and its subsidiaries ("Company") are applied for director, executive, staff and employee of the Company and its subsidiaries.

2. Policy

The Company has a policy to operate business subject to the lawful manner in accordance with various regulation and honor the right of staff, employee, business partner and all related groups with the Company and its subsidiaries.

3. The Company's Code of Conduct consists of

3.1 Compliance with rule, regulation, announcement and order of the Company and its subsidiaries

Director, executive, staff and all employees of the Company and its subsidiaries have duties and responsibilities to be acknowledged, understood and must act in accordance with the Code of Conduct, rule, regulation, announcement and order of the Company and its subsidiaries and also the superiors at higher level as following:

- 3.1.1 Strictly support and act which comply with policy, rule, regulation, order, agreement, announcement or circular note to all of the Company and its subsidiaries.
- 3.1.2 Must perform duty with honesty and fairness as well as report any incident that may cause damage to the reputation and assets of the Company and its subsidiaries as soon as possible.
- 3.1.3 Must be polite, honored and respect to the co-workers.
- 3.1.4 Must perform duty with intention, diligence, industrious, effort and maintain formality and corporate governance of the Company and its Subsidiaries for good role model and pushing the Company and its subsidiaries to grow progressively and virtuously.
- 3.1.5 Must maintain the interests and confidentiality of the Company, subsidiary company and customer or any related business to the Company that should not be strictly disclosed, news publishing with respect to the financial and other personnel data of the Company and its subsidiaries as requires permitted to disclose only and it must be done with high consideration and proficiency. All are required to confidentially keep the above information, if there is disclosure or transmitted to others or using such information in any matter other than the performance of duty for the Company and its subsidiaries, a violator

- agrees to be liable for civil damages to the Company and its subsidiaries according to the actual occurrence in all respects.
- 3.1.6 Must help each other to be careful and protect the assets of the Company and its subsidiaries preventing it from damaged or lost whether from action by individual or any disaster upon the best effort.
 - 3.1.7 Must manage under the moral and ethical principle as well as promoting to all levels of the Company and its subsidiaries. At the same time, to monitor, handle all conflicts of interests that may be incurred directly and indirectly in the Company and its subsidiaries by priority concerning the benefit of the Company and its subsidiaries.
 - 3.1.8 Must closely supervise subordinates on the basis of fairness without prejudice or bias.
 - 3.1.9 Always ready for a team-working and open to other's opinions.
 - 3.1.10 Must strictly follow the rule as well as support and assist in supervising employee and staff in order to comply with the rule, regulation, discipline and requirement of the Company and its subsidiaries for using the computer system, computer data including traffic information in the Company and its subsidiaries for sufficient using the Company's computer and its subsidiaries in accordance with the computer law, copyrights law or other related laws. In addition, preventing any damage to the reputation and image of the Company and its subsidiaries or be prosecuted, both civil and/or criminal.

3.2. Prohibition

All director, executive, employee and staff of the Company and its subsidiaries must not act or behave in the path that will lead to disgrace of the Company, its subsidiaries and oneself.

- 3.2.1. Must not spend working time for the Company and its subsidiaries to neither do other matter nor personal use.
- 3.2.2. Must not engage in business of the same or similar nature which competes with the business of the Company and its subsidiaries whether for personal benefit or others or shareholder with over control the management which may cause damage to the Company and its subsidiaries either directly or indirectly.
- 3.2.3. Must not behave in a way that may deteriorate the position, duties and dignity of the Company and its subsidiaries.
- 3.2.4. Must not intentionally inform or use false statements or conceal or distort facts that should be notified to the Company and its subsidiaries.
- 3.2.5. Must not work with negligence or take any action which is inappropriate act of their own duties.
- 3.2.6. Must not conceal or misrepresent the truth in order to obtain benefits for oneself or others which may cause damage to the Company and its subsidiaries either directly or indirectly.
- 3.2.7. Must not interfere or take any action which obstructs the legitimate performance of the authorized persons in the Company and its subsidiaries or issue any order for employee and staff to act in an unethical or unethical manner whether intentional or not.

- 3.2.8. Must not violate any civil and/or criminal law that causing damage to oneself or others including the Company and its subsidiaries whether intentional or not.
- 3.2.9. Must not disclose wage or salary and the increased rate of salary of one's own or others whether intentional or not.
- 3.2.10. Must not demand or agree to receive assets or any other benefits from business partner, competitor or any other person doing business with the Company and its subsidiaries or entertainment which could be proved that it has been over appropriate manner except for traditional gifts or normal business entertainment or expenses for business promotion that bring about a trade reputation for exchanging upon the tradition. But if those items or benefits are worth more than Baht 3,000, it must be notified immediately to the supervisor level from the chief officer of each department.
- 3.2.11. Must not bribe and/or any action causing damage to the Company and its subsidiaries and/or corruption either directly or through a third party and/or use influence and/or improperly responsible for government correspondence or trading partner which is considered as contradiction to the policies of the Company and its subsidiaries.
- 3.2.12. Must not take action on the adding, cutting or modifying in any record or information in order to change or distort the financial position or performance of the Company and its subsidiaries as well as the intentional accounting posting from the actual ones no matter for any purpose.
- 3.2.13. Must not be an insolvent person or there is any reason under the law to be presumed as insolvent and/or the court has a final judgment to be a bankrupt.
- 3.2.14. Must not take any action which does not maintain the Company and its subsidiaries' intellectual property information or acquires from the performance of employee and staff including not to replicate the intellectual property of the Company and its subsidiaries or take any other action for personal benefit or others without permission from the Company and subsidiary companies.
- 3.2.15. Must not copy the work and intellectual property of the Company and its subsidiaries and/or others for the benefit of oneself or others.
- 3.2.16. Must not do any act which is to exploit for one's own or other people's benefits whether intentional or not.
- 3.2.17. Must not demand or ask for support from partners (if there is needed to ask for such support in term of the Company and its subsidiaries' benefit, consult with purchasing division to be responsible for such operation).
- 3.2.18. Must not act in neglect or to facilitate any person that is looking for benefits or accessing or disturbing the computer system, computer data or data traffic of the Company and its subsidiaries, illegally or without permission from the Company and its subsidiaries, or intentionally supported and allowed to incur or there is an offense of a service provider according to computer law copyrights law, other related laws.

- 3.2.19. Must not buy, sell, transfer or accept transfer of mortgage securities of the Company and its subsidiaries by taking advantage of inside information that has not yet been disclosed for the benefit of oneself or others whether intentionally or unintentionally.
- 3.2.20. Must not bring any items whether the equipment or assets of the Company and its subsidiaries for personal use or for the benefit of others.

4. Ethical sanctions

Person who is accused of violating or failing to comply with mentioned Code of Conduct will be penalized according to severity of subject to one or more offense and will be punished according to regulations about the work of the Company and its subsidiaries.

In this regard, the supervisor or the Audit and Risk Management Committee has the authority to consider the punishment under this Notification. In the case of serious disciplinary offenses or punishment is work suspension, the penalties will be consider by the Audit and Risk Management Committee only

Announced on February 29, B.E. 2024



Mr. Jak Chamikorn
Chairman of the Board

Wyncoast Industrial Park Public Company Limited

This Business Ethics

Approved by the Nomination Committee Meeting No. 2/2024 on February 29, 2024.

Approved at the Board of Directors Meeting No. 2/2024 on February 29, 2024.