

**Policy on Protection for Employees Who Inform on or Disclose of Wrongful Conduct or Non-Compliance
with Laws and the Code of Conduct (Whistleblower Policy)**

1. Definitions

Complainant refers to employees of L.P.N. Development Public Co., Ltd. and the subsidiary companies of L.P.N. Development Public Co., Ltd. whether they be full-time employees, daily workers or employees who has a special hiring contract.

Persons Handling Complaints refers to the directors, Audit Committee members, executive directors or one of the Managing Directors

2. Complaints or Information

The corruption or any action that violates the laws, regulations or the Code of Conduct that affects the reputation, image, value, financial status of the Company or conflicts with the business operation policy and is related to high-ranking executives.

3. Channels

3.1 Complain verbally or in writing.

3.2 Send an email to a person handling complaints or to director@pn.co.th.

3.3 Send a message via WhatsApp and LINE.

4. Guideline for Submitting Complaints

4.1 The complainant may complain through more than one channel and does not need to disclose his/her identity. However, if he/she does disclose his/her identity, this would allow the Company to report him/her the outcome of the investigation concerning the matter of complaint.

4.2 If the complainants choose not to disclose his/her name, he/she must provide sufficient factual details or clear evidence to show that there are grounds to believe that an action occurred in the business practices of the Company. He/she should also inform the Company of his/her contact details so that the Company is able to report him/her the outcome of the investigation concerning the matter of complaint. The complaint shall be deemed top secret.

5. Procedure for Investigating Facts

5.1 The person handling complaints will be the one to investigate the facts or may authorize a person or agency to investigate the facts.

5.2 If the investigation reveals that a violation did occur and affects the reputation, value and image of the organization, the person handling complaints shall submit the matter to the Executive Directors Committee and the Audit Committee for consideration of courses of action in accordance with the Article of Association of the Company.

6. Protection of the Complainant or Informant

- 6.1 The protection will be provided as soon as the complaint is submitted.
- 6.2 The Company will regard the related information as secret and will disclose only so much of it as necessary to ensure the safety of the complainant.
- 6.3 If the complainant believes that he/she will not be safe or incur harm, he/she may ask the Company to provide appropriate protection, or the Company provides such protection without the complainant's request if it is believed that danger or harm is likely to occur.

The Board of Directors' Meeting Ref.6/2014 on 11 December 2014 has considered and resolved to approve the anti-corruption policy above, effective from 11 December 2014 until further notice.

Announced on 11 December 2014

Pakorn Thavisin

Mr. Pakorn Thavisin

Chairman of the Board of Directors

L.P.N. Development Public Co., Ltd.