



Ref no. CAC/002/2019

November 1, 2019

Subject: Cooperation to refrain from offering gifts to the executives, or employees.

To : Managing Director of business partners and the concerned departments.

As Thantawan Industry Public Company Limited ("the Company") has recognized the importance of business performing under the principles of good governances, ethics, morals, transparency and equally rendering to any stakeholders and related parties. Furthermore, the Company has signed an announcement of joint intention to comply with the Thailand Private Sector Collective Action against Corruption and the Company has been certified as a member of the Thailand Private Sector Collective Action against Corruption as well.

To create good norms in the performance of duties. The Company cultivates all the executives and employees to perform their duties at the best effort without aiming for any other benefits. We are also requesting cooperation from all of them to refrain from offering gifts or souvenirs to the executives or employees of the Company, whether the upcoming New Year events or any other occasions.

The Company sincerely hopes for the cooperation from all of you. Due to the upcoming New Year events, may the holy power of the Triple Gems of Buddhism and all sacred things bless you, employees, and your family to have all the happiness, prosperity, and fulfillment as you desire.

Best Regards,

(Mrs. Pojanard Prinyapatpakorn)

Managing Director

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