

Code of Conduct Systems and Procedures



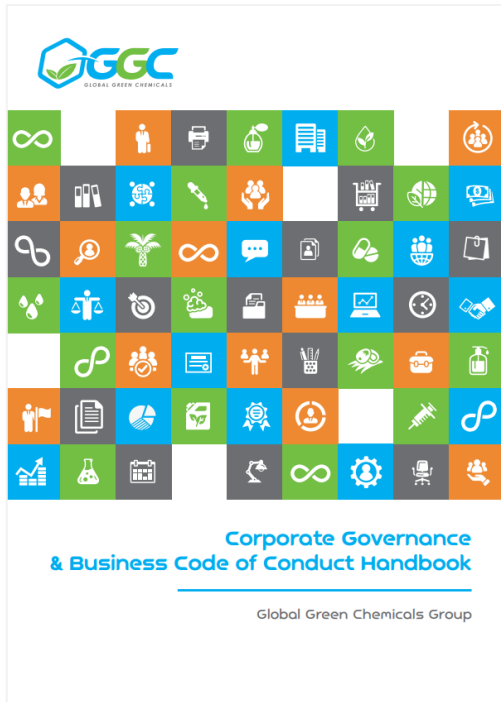
Global Green Chemical Public Company Limited

Date June 2024

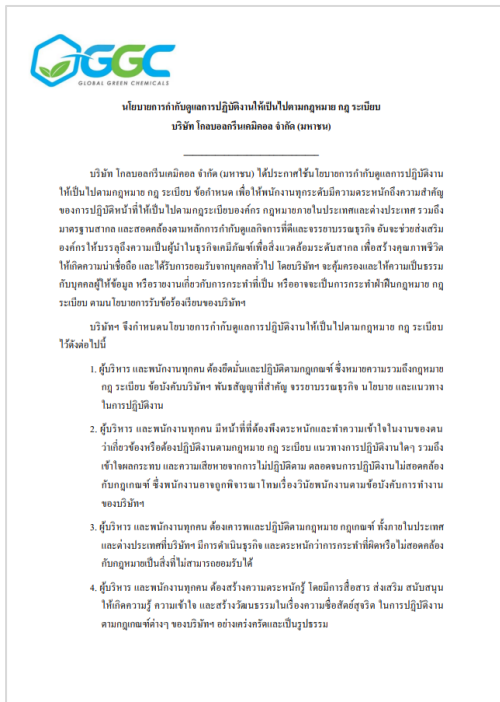
GGC's Corporate Compliance Policy

GGC is committed to conducting compliance reviews to minimize the risks of non-compliance with regulations, rules, and international standards related to its business. These reviews are designed to uphold the company's reputation and reliability with all stakeholder groups.

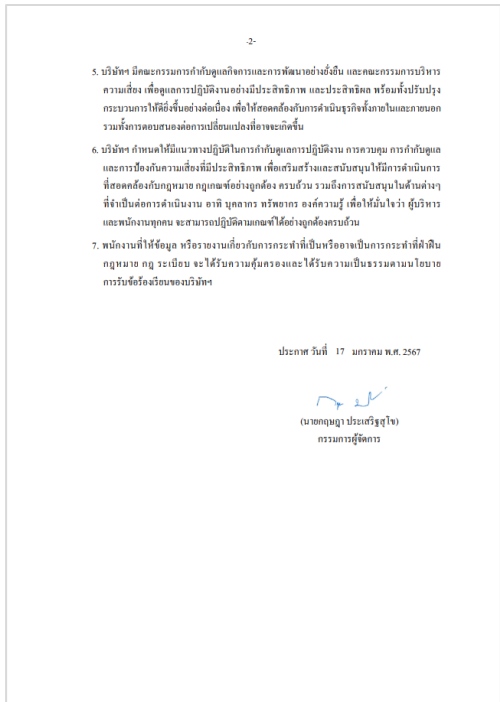
GGC has established several policies to clearly define best practices and appropriate procedures in the business code of conduct handbook. Additionally, the company has developed a compliance policy and announcement to emphasize compliance with the law and regulations to all personnel and related individuals so that they are aware and act accordingly.



Source: ggc-supplier-code-of-conduct-en.pdf (ggcplc.com)



Source: <https://www.ggcplc.com/storage/document/cg/ggc-compliance-policy-th.pdf>



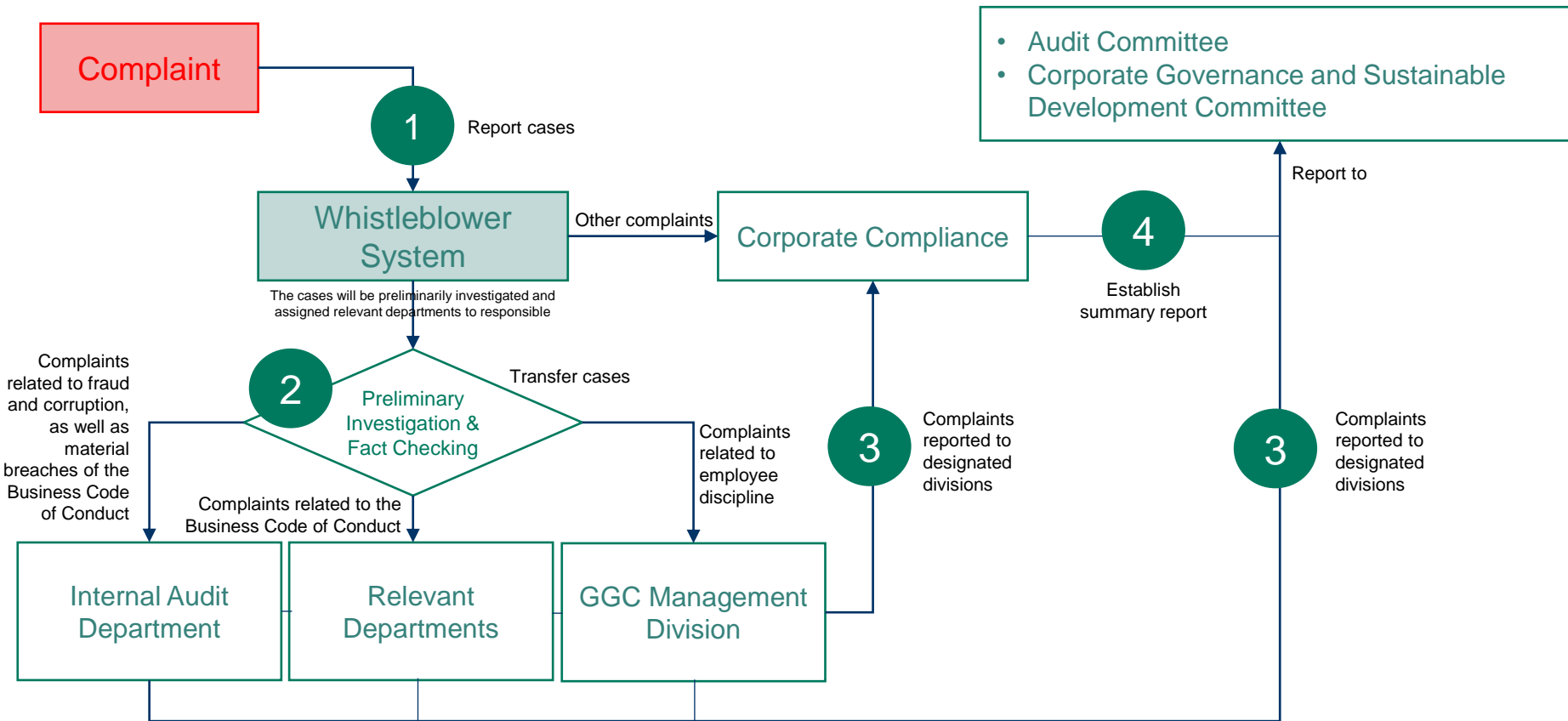
Whistleblower Channels

- Website:** www.ggcplc.com/en/corporate-governance/whistleblowing
- Email:** GGCVoice@ggcplc.com
- Mail to:** Internal Audit Department or Company Secretary 555/1 Energy Complex Building A, 4th Floor, Vibhavadi-Rangsit Road, Chatuchak, Chatuchak, Bangkok 10900 Thailand
- Address:** 555/1 Energy Complex Building A, 4th Floor, Vibhavadi-Rangsit Road, Chatuchak, Chatuchak, Bangkok 10900 Thailand

GGC's Responsibilities, Accountabilities and Reporting Lines

GGC has established a whistleblower system policy to encourage complaints when inappropriate behaviors or actions against the business ethics of the group of companies are identified. The whistleblower can submit supporting documents for consideration through the Company's whistleblowing channel. All complaints will be treated equally, transparently and attentively. The Company is fair to all parties. Witnesses involved will be kept confidential and gain protection against retaliation, both during the investigation and after the investigation.

Responsibilities, accountabilities and reporting lines are systemically defined in all divisions and group companies



Whistleblower Procedure

- 1 Complaints are reported through various channels such as email, website, and mail.
- 2 Each category of complaint (related to anti-corruption, Business Code of Conduct, or employee issues) will undergo a preliminary investigation and then be assigned to the Internal Audit, Relevant Department, or GGC Management Division.
- 3 Complaints regarding the Business Code of Conduct, employee discipline, and others will be validated according to the Corporate Compliance. However, fraud and corruption-related cases will be directly reported to the Audit Committee and Corporate Governance and Sustainable Development Committee.
- 4 All complaints will be included in a report on handling complaints, which will be submitted to the Audit Committee and Corporate Governance & Sustainable Development Committee. These committees will provide advice to ensure all necessary actions are taken effectively.



More details about responsibility of relevant departments and committees:
[Business Conduct, Ethics and Compliance | Global Green Chemicals \(ggcplc.com\)](https://www.ggcplc.com/Business-Conduct-Ethics-and-Compliance)
 More details about More details about Whistleblower policy, including complaint procedure:
[ggc-whistle-blowing-policy-th.pdf \(ggcplc.com\)](https://www.ggcplc.com/ggc-whistle-blowing-policy-th.pdf)

Disciplinary Actions in Case of Breach

GGC has established penalties for Directors, Executives, and Employees who fail to comply with the codes of conduct. In the case of Directors, the punishment is to be discharged. For Executives and Employees, the punishment is imposed based on disciplinary penalties provisions, as well as relevant clauses of laws, regulations, and the Company's Corporate Governance and Business Code of Conduct. The disciplinary actions, including penalties, are defined in five levels below:

Disciplinary actions in case of breach, i.e. warning, dismissal, etc.

-  1 Verbal and official warning
-  2 Warning letter
-  3 Warning letter and suspension from work
-  4 Termination of employment without compensation
-  5 Termination of employment with compensation

Employee performance appraisal systems integrates compliance/codes of conduct



However, to minimize breach cases of codes of conduct, GGC has established Human Resource policy and procedures on the recruitment and selection process, promotion, performance appraisal, and compensation offered to employees in order to demonstrate anti-corruption intention. This is another positive approach to enhance the overall effectiveness of company's business codes of conduct



More details about the employee performance appraisal related to codes of conduct:
<https://www.ggcplc.com/storage/document/cg/ggc-cg-and-business-coc-th.pdf>

Thank you