



Whistleblower Policy

Global Green Chemicals Public Company Limited (GGC) and its subsidiaries are committed to a system of open and transparent communication, in order to resolve questions and/or complaints pertaining to Corporate Governance or Corporate Compliance. This commitment is made irrespective of whether stakeholders are internal or external.

The Company and its subsidiaries commit that they are dedicated to the acceptance of opinions, suggestions, questions, or complaints with transparency, fairness, and equitability, and are dedicated to the provision of solutions.

The Company and its subsidiaries will maintain the privacy of, and protect all whistleblowers and relevant witnesses, before, during and after investigations.

1. Objectives

1.1 To ensure that the operations of GGC and its subsidiaries are done in the most efficient manner possible, consistent with the principle of good governance and efficient compliance.

1.2 To emphasize the importance of accepting the complaints of persons, both from within and outside the organization, in order to help monitor, track, and examine the operations of GGC Group.

1.3 To prevent and minimize risks in order to increase the effectiveness of the warning system and protection against possible losses of stakeholders. Such risk minimization will improve the operational efficiency of the GGC Group

2. Definitions

“The Company” refers to Global Green Chemicals Public Company Limited.

“A Company under Global Green Chemicals Group” refers to a Subsidiary of Global Green Chemicals Public Company Limited.

“Subsidiary Company” refer to:

(A) A company in which the security issuer holds more than 50% of all shares with voting rights;

(B) A company in which the company under (A) holds more than 50% of all its shares with voting right

(C) A company which holds shares in a chained manner, beginning from the holding by the company under (B) of shares of such company whose shares are held, provides that each level of shareholding involves more than 50% of all shares with voting rights of such company whose shares are held ;

(D) A company in which the security issuer or the companies under (A), (B) or (C) directly or indirectly hold collectively more than 50% of all its shares with voting rights ;

(E) A company in which the security issuer or the companies under (A), (B), (C) or (D) has the authority to determine its financial and operational policies in order to gain benefits from its activities.

The holding of shares by the security issuer or the companies under (A), (B), (C) or (D) is also inclusive of shares held by their Affiliated Entities.

“Global Green Chemical Group” refers to Global Green Chemicals Public Company Limited and Subsidiaries.

“Company Director” refers to a Director of Global Green Chemicals Public Company Limited and Subsidiaries.

“Executive” refers to an executive of Global Green Chemicals Public Company Limited and Subsidiaries.

“Employee” refers to any employee of Global Green Chemicals Public Company Limited and Subsidiaries, at any level

“Whistleblower” means a person or persons affected by the operation of Global Green Chemicals Group and person or persons who encounter inappropriate actions inconsistent with the Business Code of Conduct, Corporate Governance Policy of Global Green Chemicals Group.

3. Scope of Disclosure

A Whistleblower or complaining person(s) who encounters or has evidence relating to the misconduct of any directors, executives, employees or agent of Global Green Chemicals Group, which is in appropriate and/or inconsistent with the Business Code of Conduct and the Corporate Governance Policy

When the company or the company within the Group is informed, it will liaise with the responsible channel(s) or department(s) and will inform the complaining person(s).

Please note that the Company and the company within the Group cannot accept complaints that fall within the following categories:

- Complaints which have already been resolved by the board of directors or the Managing Director,
- Complaints which are currently the subject of court process or which have been determined by the court;
- Complaints which have been resolved by the Audit Committee; and
- Anonymous complaints which are unable to be identified with either a name or address.

4. Complaints and disclosure information

Complaints must contain the following:

(1) Complainant’s name, surname, office address or home address, telephone number, and e-mail

(2) Name, surname and address of the person who is the subject of the complaint (if any)

(3) The date that the complaint is filed

(4) The date that the action to be complained took place

(5) Factual information and description of action considered to be complained of

(6) Documentary evidence relating to the complaint (if any)

(7) Alternatively, a complainant may use the complaint form available on the Company's website to fill out all requested information

(8) Complaints can also be submitted by:

(8.1) Sending their complaint via E-Mail : GGCVoice@ggcplc.com

(8.2) Sending through their complaint via post to

Corporate Secretary,
Global Green Chemicals Public Company Limited,
555/1 Energy Complex, Building A, 4th Floor
Vibhavadi Rangsit Road, Chatuchak, Chatuchak,
Bangkok 10900

(8.3) Sending through their complaint via the system available on the Company's website (Whistleblower); or

(8.4) Suggestion Box

In order to track complaints, please refer to complaint filing number.

5. Commitment to protecting the identities and personal information of any complaints or witnesses

The Company will protect the identities and the personal information of any complaining persons or relevant witnesses, by classifying such information as confidential, in accordance with confidentiality and security of document rules.

In principle, when a complainant fully completes the complaint process, he/she will receive a registration number and code number to identify himself/herself when contacting the Company. This Registration number and code number will replace the complainant's real name or personal information and identity during the investigation process. By providing this registration number and code, the Company is able to protect and secure the identity and personal details of complainants or witnesses. Privacy and identity protection measures, however, can be modified or altered when the Company deems appropriate or necessary

6. Non-Retaliation

The Company will strive at all times to handle any complaints with fairness. All complaints will be handled in a fair, equitable and reasonable manner. The Company will not retaliate against legitimate complainants.

7. Response to complaints

The Company may respond to the complaint in the following ways:

- To confirm receipt of complaints or registration for complaint filing
- To request for additional details and information
- To inform and update the progress of the complaint consideration
- To inform the result of the complaint that is completely processed
- To respond in any way or it deem appropriate

8. False complaints

All complaints made to the Company must be based on accurate, honest and truthful information. Complaints must not in any way intended to falsify information or to defame the organization or person(s) within in the Company

If the complainant lodges any false complaint/s (complaints with no basis or no actual event having occurred) or have an intention to discredit the organization or person(s) in the organization, the Company and/or Subsidiary Company will execute appropriate measures according to the Company's procedures or relevant regulations on a case-by-case basis.

At all times, the Company maintains the right to take any action it deems necessary when dealing with false complaints