



Whistleblower Policy

1. **Objectives**

Global Green Chemicals Public Company Limited (GGC) has a policy and strives to listening to complaints from all stakeholders either within or outside the organization in relation to good corporate governance and business code of conduct, corporate compliance, or fraud reporting.

The Company commits to processing complaints with transparency, honesty and fairness equally including keeping personal information confidential and provides measures to protect the truthful complaints and relevant witnesses. This is to ensure that the Company's operations be efficient and conform with the principles of good corporate governance and compliance policy, also to prevent risks and increase the effectiveness of the early warning mechanism for safeguarding against damage that may occur to the Company and stakeholders.

The Company has established the whistleblowing framework as follows:

2. **Scope of Complaints**

2.1 Scope of complaints which can be submitted via Whistleblower channel covers fraud, misconduct or legal breach as well as other matters relating to business ethics, human rights, discrimination sexual and non-sexual harassment, that may effect all stakeholder, including vulnerable group such as children, person with disabilities, woman, minorities, migrant people, third-party contracted labor, indigenous people, local communities, LGBTQI+, elderly people, and pregnant women, The scope does not include the cases that the Board of Directors or the Audit Committee or the Managing Director have given resolutions or final decision nor matter that is being filed in a court or has reached the final judgment of the court.

2.2 Complaints can be submitted via the following channels:

- (1) Company website: www.ggcplc.com : on title Corporate Governance /Whistleblower Channel
- (2) E-mail: GGCVoice@ggcplc.com
- (3) Mail to the "Corporate Secretary" or "Head of Internal Audit"

Global Green Chemicals Public Company Limited
No. 555/1 Energy Complex, Building A, 4th Floor,
Vibhavidi Rangsit Road, Chatuchak Sub-district,
Chatuchak District, Bangkok,10900, Thailand.

- (4) Other channels which the Company has made available (if any)

2.3 Complaints shall be comprised of

- (1) Name, surname, address, phone or mobile phone number, e-mail address of complainant in order to reporting result, however, the complainant may choose to remain anonymous;
- (2) Name, surname, and address of the person who is accused in the complaints (if available);
- (3) The date that the complaint is filed;
- (4) The date that the complaint action took place;
- (5) Factual information and description of complained action which are within the scope mentioned above
- (6) Documentary evidence relating to the complaint (if any)

3. **Procedure and Feedback to Complainants**

3.1 The person who has appointed by Corporate Affairs and Corporate Secretary Department will be acting as a case coordinator to register a complaint, giving a general examination as to adequacy of the complaint, the Company may consider taking any appropriate action regarding related laws, rules, and regulations. Such actions will be under the principle of privacy and protection measurement for the complainants and witnesses, non-strike back measures. The Company ensures that the truthful complaints will be dealt with in an equitable, objective, and unbiased treatment.

3.2 Once, a complainant fully completes the complaint process, he/she will receive a registration number and code number to identify him/herself when contracting the Company. This Registration number and code number will replace the complainant's real name and personal information and identity during the investigation process. This is to protect and secure the identity and personal details or complainants or witnesses. Privacy and identity protection measures, however, can be modified or altered if the Company deems appropriate or necessary.

The Company will correspond to the complainant in the following ways:

- (1) To confirm receipt of complainant or registration for complaint filing
- (2) To request for additional details and information
- (3) To inform and update the progress or inform the result of the complaint consideration
- (4) Other correspondences deemed appropriate

3.3 Consideration or investigation processes and determination of penalties will be in accordance with the rules, regulations or guidelines issued by the Company, or and relevant rules and laws.

4. Privacy and Identity Protection Measures

The Company will protect the identity and personal information of the complainant or relevant witness as a Strictly Confidential Level, in accordance with the confidentiality and security of document rules of the Company.

5. False or Misleading information

The complainant shall be aware and understand that all complaints and made to the Company must be in good faith and honest, and only truthful information be given. In the event, the complainant intends to give false or to defame the organization or person(s) in the Company, the Company maintains the rights to enforce any action with the complainant according to the Company's procedures or relevant rules and regulations and can process to the relevant laws as appropriate.

This policy shall be effective as of 20 March 2024, onwards.

- Mr. Kridsada Prasertsuko-

(Mr. Kridsada Prasertsuko)

Managing Director