

Whistleblowing Policy and Whistleblower Protection Measures

Stecon Group Public Company Limited and its subsidiaries

It is to ensure that the Company has good corporate governance as well as gives all employees and all groups of stakeholders the right to report any illegal act or business ethic or company policy or complaint about rights violation or corruption or provide opinion about the Company's business operation. The Company provides a channel for whistleblowing and complaint to

Audit Committee

Address : Stecon Group Public Company Limited

32/59-60 Sino-Thai Tower, 29th-30th Floor, Sukhumvit 21 Road (Soi Asoke)

Khlong Toei Nua, Wattana, Bangkok 10110

e-mail address : auditcommittee@stecongroup.co.th

Phone: 02-610-4900 Ext. 1530

Anyway, the Company has established a process for taking action upon receiving of whistleblower or complaint and also has measures to protect whistleblower and complainant as well as those who cooperates in investigating the fact. So that all those involved are confident that they will not be affected by whistleblowing and complaint as following

Process when receiving a whistleblower or complaint

1. Secretary of the Audit Committee collects and verifies the accuracy and adequacy of information and fact. If it is found that the act is already an offense, the preliminary action guideline will be presented to the Audit Committee.
2. The Audit Committee will consider the complaint submitted by the Secretary of the Audit Committee and will proceed by appointing a working group or assigning a person to carry out the complaint. The appropriateness is considered on a case-by-case basis.

3. Working Group or Designated Person considers the guideline for investigating and suppressing the offense and mitigate the damage to those affected in order to take into account all the overall suffering and report directly to the Audit Committee.
4. When the process is completed. The working group or the assigned person must report the conclusion to the Audit Committee and the Secretary of the Audit Committee as well as notify the whistleblower or complainant if they disclose themselves and collect relevant information confidentially.
5. If the matter has an impact on the corporate image or be related to senior management or be a significant issue for the Company's business operation. The Audit Committee will consider and present the conclusion to the Board of Directors.

Measures to protect whistleblowers and whistleblowers

1. Whistleblower, complainant or person who cooperates in investigating the fact. He/she can choose not to reveal yourself, if it is considered that the disclosure will cause unsafety or any damage. The Company can report on the progress, clarify the fact or mitigate the damage more conveniently and quickly.
2. The Company will consider the information of the whistleblower, complainant or person who cooperates in investigating the fact including confidential related information. Disclosure will be made with care and sparingly, taking into account the safety and damage of the whistleblower, complainant or person who cooperates in investigating the fact, source of information or related person.
3. In the case of whistleblower, the complainant or the person who cooperates in the investigation of the fact believes that they may be unsafe or may suffer damage. Hence, he/she can request the company to establish appropriate protection measures. The Company may impose protection measures provided that the whistleblower, the complainant or the person who cooperates in the investigation of the fact cannot be requested, if it is considered that it is likely to cause trouble, damage or insecurity.
4. Those who suffer damage will be mitigated through an appropriate and fair process.

This whistleblowing policy and whistleblower protection measures approved by the Board of Directors' Meeting No. 2/2024 on February 27th, 2024 and be effective from February 27th, 2024 onwards.

Promulgated on 27th February 2024

(Mr. Vallop Rungkijvorasathien)

Chairman of the Board of Directors
Stecon Group Public Company Limited