

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

The company has established whistleblowing or complaints procedures and has implemented measures to protect whistleblowers, complainants, as well as those who cooperate in verifying the facts. This is to ensure that all involved parties can be confident that they will not be adversely affected by reporting or filing complaints, as follows:

Whistleblowing Procedure

1. The 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 person assigned to report must conclude the case with the Audit Committee and the secretary of the Audit Committee, notify the whistleblower or complainant if they disclose themselves, as well as 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.

Whistleblower protection policy

1. Whistleblower, complainant or person who cooperate in investigating the fact can choose not to reveal yourself. If it is deemed that the disclosure will cause any unsafety or damage, but if there is self-disclosure, the company can report the progress, clarify the facts, or mitigate the damage more conveniently and quickly.
2. The Company will consider the information of the whistleblower, complainant or person who cooperate in investigating the fact including confidential related information. Disclosure will be made with care and sparingly as well as take 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 cases where whistleblowers, complainants, or those cooperating in fact-finding investigations feel that they may face safety risks or potential harm, they may request the company to implement appropriate protective measures. The company may also establish protective measures without a request if it is deemed that the situation presents a likelihood of harm or safety concerns.
4. Those who suffer from damage will be remedied, mitigating damage with 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