

Whistleblowing Policy **Thai Plaspac Public Company (Limited) and the subsidiaries**

Thail Plaspac Public (Limited) and the subsidiaries (the "Company") Committed to involving all stakeholders in supervision to ensure transparency and fairness. And be investigated in accordance with good corporate governance and business ethics. Provide measures and channels for whistleblowing regarding a breach of legal requirement, wrongdoing of rules, regulations, and code of conduct of the Company or suspected act of corruption among directors, executives, employees, and stakeholders of the Company. Provide opportunities for the Company to report through various communication channels. The Company follows the whistleblowing procedures, investigation measures, and communication with whistleblowers and those who participate with a moral and ethical manner by implementing equal and fair protecting measures.

Practical Guidelines to Raise Whistleblowing.

The company respects and gives priority to the complaints, suggestions, opinions, or clues of all stakeholders, and takes measures to properly protect and ensure the fairness of internal and external whistleblowers in an ethical, ethical, transparent, and fair manner, in accordance with the code of conduct and anti-corruption policy, considering the safety of whistleblowers, witnesses or related personnel. The receiving and investigation will be carried out in accordance with the guiding framework of the whistleblowing policy.

Scope of Whistleblowing

The behavior in which one performs or refuses to perform the assigned duties or misuses ones position or power to dishonestly or unlawfully seek any types of personal interests such as offering or accepting bribery, proposing an offering, promising or agreeing to give, demanding or accepting money, assets or other inappropriate benefits from government officers, government sectors, private sectors or any other related parties so that such person could proceed or disregard his/her function in order to acquire the business or achieve any improper benefits in business transactions with the exception of the cases in which it is permitted by law, regulation, statement, standard, custom or business tradition. And other related to business ethics, human right, discrimination, sexual harassment. And other forms that affect all stakeholders.

Whistleblowing can be done according to the measures and channels as specified in this policy. All information provided shall be kept confidential and shall not be disclosed. Except in the case of law and regulations.

Whistleblowing Subject

1. Corrupt actions that are directly or indirectly related to the organization, such as witnessing a person in the organization bribing/accepting bribes of government officials or private entities.
2. Actions that violate the Company's procedures or affect the Company's internal control system. which causes suspicion that it may be a channel for corruption.
3. Actions that cause the company to lose benefits and affect the reputation of the company.

4. Illegal acts that violate business ethics.
5. Human rights violation
6. Discrimination
7. Sexual harassment

Measures and Communication Channels for Whistleblowing/Complaints

The Company has determined measures for whistleblowing or raising complaints concerning any misconduct done by any director, executive or employee within the organization that is in violation of the laws, Code of Business Ethics or any behavior that may lead to corruptions. Various channels of communication have been provided so that the employees and stakeholders can conveniently and appropriately report incidents or raise complaints with the Company. The whistleblower or complainant must notify the details of the incident or complaint including the contact address and phone number or reported anonymously through the provided channel.

The Company has arranged several communication channels for whistleblowing / complaints concerning corruption as follow:

1. Postal mail to Secretary Center

Thai Plaspac Public Company Limited
4th, floor Thai Plaspac Public Company Limited, No.77 Soi Thian Thaley 30,
Bang Khun Thian-Chay Thaley Road, Tha Kham, Bang Khun Thian, Bangkok, 10150.

2. Email

IR Center: IR@tpacpackaging.com
Compliance: Ethics@tpacpackaging.com
Secretary Center: Secretary@tpacpackaging.com

3. Telephone

Tel. 02-897-2250 ext. 179 (IR Center)

4. Electronic Box on the company website: www.tpacpackaging.com

5. Suggestion / comments / complaints box available within the Company

However, if the whistleblower or complainant has a complaint against the managing director or company secretary, please send your complaint directly to the Chairman of the Audit Committee. Persons who can report clues or complaints about corruption are all stakeholders of the company, including shareholders, customers, competitors. Government creditors, communities, society, executives, and employees of the Company. Regardless of whether you will be notified by any of the methods mentioned above, the company will keep your confidentiality.

Procedure for Whistleblowing/Complaint

1. The whistleblower or rising complainer can report through whistleblowing and complaint channels as mentioned to investigate such behavior.
2. The whistleblowing recipient is responsible for notifying clues and complaints from various channels and reporting to the internal audit for consideration and investigation.

Thai Plaspac Public Company Limited

77 Soi Thian Thaley 30, Bang Khun Thian-Chay Thaley Road, Tha Kham, Bang Khun Thian, Bangkok 10150, Thailand

☎ 66-2 897 2250-1 | 66-2 897 2529-30 ☎ 66-2 897 2531 | 66-2 897 2426 🌐 www.tpacpackaging.com

COMPANY REGISTRATION NO. AND TAX ID : 0107547000575

3. Consideration and verification
 - 3.1. The internal audit is to investigate and verify the validity within 30 days. If coordination with the complainant is required more information will be processed within 60 days.
 - 3.2. The Company considers all relevant information confidential.
 - 3.3. The internal audit and the audit committee shall take appropriate actions in accordance with laws, regulations, rules, and business ethics.
4. Investigation and evaluation the impact of complaints
 - 4.1. The Company will mitigate harm to those involved in complaints through appropriate and fair procedures.
 - 4.2. The Company will be fair to whistleblowers, complainants, and plaintiffs with fairly and equally.
 - 4.3. The Company formulates risk prevention, including reviewing the operational processes to prevent recurrence.
5. Report and summary of result
 - 5.1. If the investigation finds it to be true, suggestions and opinions will be put forward. And establish correct guidelines for personnel who have the right to continue disciplinary action in the following situations: Affects the image or reputation of the Company, or conflicts with the business policies of the internal auditors of the Company. Submit the proposal to the audit committee for consideration.
 - 5.2. Provide the complainant and respondent with a complaint summary, and report the complaint, investigation, and punishment (if any) to the management and board of directors or other relevant personnel. And submit summary report results to the board of directors annually.
6. Following up and communicating performance results

Punishment

Directors, executives, employees, and stakeholders of the Company commits the misconduct, he or she is to be considered and punished according to disciplinary punishment of the Company and if said misconduct breaches the laws, he or she will be legally punished according to civil, criminal, or other laws. Penalties may be imposed one or more times at a time. Disciplinary punishment and/or decision of the Audit Committee or the Board of Directors are considered final.

If the complainer reports a falsehood or inaccurate information, the group will handle the complainant according to the Company's measures or procedures. Or according to applicable laws.

If the Company Supplier violates the provisions of this policy and anti-corruption policy or acknowledges any violation of this policy. However, failure to report or provide inaccurate information to the Company may result in termination of the contract in accordance with relevant laws.

The relevant actions must be carried out honestly, transparently, and accurately. And it must be able to verify that the information is true in all aspects and has not been changed or prepared in any way.

Communication and Training

Internal Communication

The Company values communication to communicate policies and measures for whistleblowing and rising complaints to directors, executives, and employees. And personnel related to the Company, including channels for reporting leads and complaints to the Company personnel through various channels. Such as training, internal public relations channels, and electronic systems to enable internal personnel of the Company to understand and conscientiously abide by the policy.

External Communication

From the determination to conduct our business in transparent, fair, and auditable manner in accordance with good corporate governance and business ethics without corruption. The Company will communicate and disseminate whistleblowing policies to the public, affiliated companies, and stakeholders through the public relations channels on the Company website to gain acknowledgment and compliance.

This whistleblowing policy is amended according to the resolution of the Board of Directors' Meeting No. 06/2023 on 15 December 2023, effective from 15 December 2023 onwards.

Announced on 15 December 2023



(Mr. Yashovardhan Lohia)
Chairman of the Board of Directors