

Codes of Conduct Systems and Procedures

The business code of conduct, including ethics, is crucial for all businesses, since any violation, non-compliance, or misconduct against any laws, regulations, policy, standards, ethical behavior in the workplace, etc. might result in unexpectedly severe damage to the business. GC has developed a comprehensive and strict code of conduct system to ensure that no cases related to any code of conduct issue are taken place.

The content of this document will be summarized as follows:

PDF Page 3: GC's Corporate Compliance Policy integrates many policies related to business codes of conduct.

PDF Page 4: GC's Whistleblower policy comprises of procedure, system, reporting line, and available channels for stakeholders to report the suspicious case. Summarization of GC's open innovation approaches, including the relevant projects for each approach.

PDF Page 5: Disciplinary action in cases of breach, including the employee performance appraisal system that integrates codes of conduct.

GC's Corporate Compliance Policy

GC has committed to conducting compliance reviews to minimize risks from non-compliance with regulations, rules, and international standards related to its business. These will uphold the company's reputation and reliability to all stakeholder groups.

GC has established many policies to clearly define as best practice and appropriate procedure in the business code of conduct handbook and has developed a compliance policy and announcement to emphasize compliance with the law regulations to personnel and related persons to know and act accordingly



Corporate Compliance Policy

PTT Global Chemical Public Company Limited has established and announced the Corporate Compliance policy in order to comply with applicable laws, rules and regulations. This is to encourage employees at all levels to be aware of risks to the Company that may arise as well as adhering to them in carrying out their duties and responsibilities. Compliance to the good governance will ultimately lead to a sustainable organization with public credibility and trust. Thus, to safeguard the Company, Directors, Executives, employees and stakeholder, the Company has established the Corporate Compliance Policy that comprises the followings.

1. Executives and all employees shall strictly adhere to and comply with statutes that include laws, rules, and regulations related to the Company, conformity, Business Code of Conduct, policies and work procedures.
2. Executives and all employees must fully understand and perform their duties and responsibilities in relation to laws, rules, regulations, and work procedures. They shall also be aware of and understand the consequences and damages resulting from non-compliance and negligent performance of their duties and responsibilities.
3. Executives and employees shall respect and abide by all domestic and overseas laws, rules and regulations. Illegal proceedings shall not be tolerated.
4. Executives and employees are to communicate, promote, and execute the culture of integrity and honesty; the values that strictly comply with rules and regulations of the Company.
5. The Company has assigned the Risk Management Committee whose duty is to monitor the effectiveness and efficiency of operations, sub-sequentially improve and develop processes to align with internal and external business operations. This includes responding to any potential changes that might occur.
6. Employee who provides any misconduct or act that appears to be violating or not comply with applicable laws, rules and regulations, will have protection and receive fair treatment according to the Company's Whistleblower policy.

This Policy will be effective on 2 May, 2019

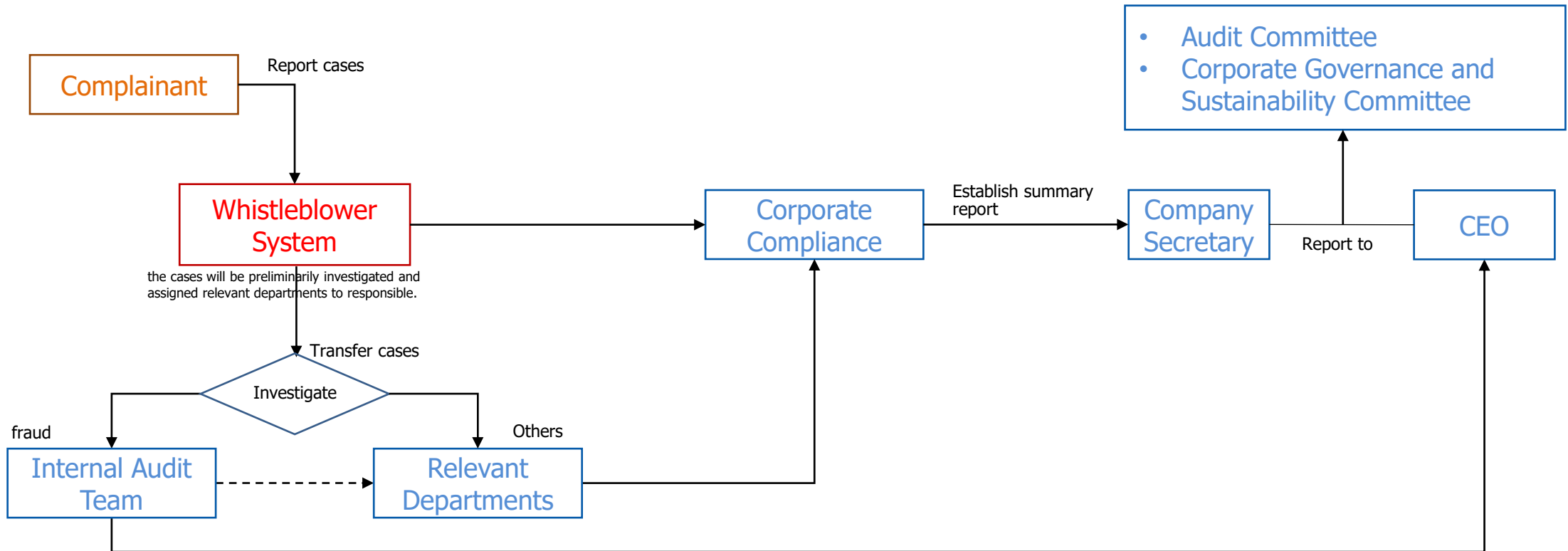

(Mr. Supstanapong Punmeechow)
President & CEO



GC's Whistleblower

GC will not tolerate any behaviors or any violation of Business Codes of Conduct and Corporate Compliance. GC will investigate the violations according to corporate compliance procedures, rules, and regulations in every case in the same manner and report to the Audit Committee and the Corporate Governance and Sustainability Committee, which will validate the details of the violation reports from the Whistleblower System

Responsibilities, accountabilities and reporting lines are systemically defined in all divisions and group companies



- More details about responsibility of relevant departments and committees: [Whistleblowing Policy | PTT Global Chemical \(pttgcgroup.com\)](https://www.pttgcgroup.com/whistleblowing-policy)
- More details about Whistleblower policy, including complaint procedure: [pttgc-whistleblower-policy-en.pdf \(pttgcgroup.com\)](https://www.pttgcgroup.com/whistleblower-policy-en.pdf)

Disciplinary Actions in Case of Breach

GC has established penalties for Directors, Executives, and Employees who fail to comply with the codes of conduct. In the case of Directors, the punishment is to be discharged. For Executives and Employees, the punishment is imposed based on disciplinary penalties provisions, as well as relevant clauses of laws, regulations, and the Company's Corporate Governance and Business Code of Conduct. The **disciplinary actions**, including penalties, are defined in five levels below:

Disciplinary actions in case of breach, i.e. warning, dismissal, etc.

1



Verbal and official warning

2



Warning letter

3



Warning letter and suspension from work

4



Termination of employment with compensation

5



Termination of employment without compensation



More details about performance of numbers of breach cases, and disciplinary actions taken:

<https://sustainability.pttgcgroup.com/storage/document/sustainability-performance-data/sustainability-performance-data.pdf>

Employee performance appraisal systems integrates compliance/codes of conduct



However, to minimize breach cases of codes of conduct, GC has established Human Resource policy and procedures on the recruitment and selection process, promotion, performance appraisal, and compensation offered to employees in order to demonstrate anti-corruption intention. This is another positive approach to enhance the overall effectiveness of company's business codes of conduct.



More details about the employee performance appraisal related to codes of conduct:

<https://www.pttgcgroup.com/storage/document/cg-handbook/20230314-pttgc-cg-handbook-en.pdf>