

Supporting Documents Whistleblowing and Complaint Handling Policy on Misconduct and Corruption	Document Code: GN-CSO-011	
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Unique Plastic Industry Public Company Limited and its subsidiaries (the “Company”) are committed to conducting business with integrity under the principles of good corporate governance. The Company recognizes the importance of providing mechanisms for whistleblowing and the receipt of complaints, as well as preventing misconduct and corruption that may arise from business operations and interactions with stakeholders. Accordingly, the Company has established the Whistleblowing and Complaint Handling Policy on Misconduct and Corruption (Whistleblower Policy) for the following objectives

1) To encourage all stakeholder groups to promptly report any whistleblowing information upon becoming aware of misconduct or suspicious behavior that may constitute violations of applicable laws, rules, or regulations, corruption, fraud, or breaches of the Code of Business Conduct.

2) To ensure that the Company’s operations are conducted in a proper, transparent, and efficient manner, in accordance with the principles of good corporate governance, and to prevent and mitigate risks of potential damage or loss that may arise.

3) To emphasize the importance of the whistleblowing process for all stakeholder groups by providing appropriate protection to whistleblowers who act in good faith, whereby the identity of the whistleblower and the information reported shall be kept strictly confidential and shall not be disclosed to any unauthorized persons.

1. Scope of Whistleblowing and Complaints

Whistleblowers or complainants may report whistleblowing information or submit complaints regarding significant matters that may have a material adverse impact on the Company, including but not limited to the following

- (1) Acts that are unlawful or constitute non-compliance with the Company’s policies on good corporate governance, business ethics, or anti-corruption.

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- (2) Violations of the Company’s rules and regulations.
- (3) Inaccurate or misleading financial reporting, deficiencies in internal control systems, or falsification of financial records and documentation.
- (4) Acts give rise to conflicts of interest.

2. Eligible Complainants

- (1) Employees who become aware of or witness acts that violate applicable laws, rules, regulations, internal rules, codes of practice, or the Company’s business ethics.
- (2) Employees who are subjected to retaliation, harassment, threats, or disciplinary actions—such as salary reduction, suspension, termination of employment, or unlawful discriminatory treatment - arising from having submitted a complaint, provided information, or assisted in the inquiry, investigation, or fact-finding process conducted by the complaint-handling authority, including participation in legal proceedings, litigation, acting as a witness, giving testimony, or providing any form of cooperation with courts or government authorities.
- (3) Stakeholders who become aware of, witness, or have reasonable grounds to suspect misconduct or corruption occurring within the Company.

3. Whistleblowing and Complaint Reporting Procedures

In order to ensure equal and fair treatment of all stakeholders in accordance with the principles of good corporate governance, the Company has established reporting channels for whistleblowing and complaints concerning situations in which stakeholders have been affected or may be at risk of being adversely affected, resulting in potential damage to any stakeholder group arising from the Company’s business operations or from the actions of the Company’s directors, executives, employees, or workers. Such reports may relate to violations of applicable laws or ethical standards, conduct that may indicate corruption, unfair or discriminatory practices, or actions lacking due care and prudence. Whistleblowers or complainants are requested to provide clear and sufficient

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information, including their name, address, and contact telephone number, as well as the name of the person(s) involved and details of the alleged misconduct, together with credible information, evidence, or witnesses (if any). Reports may be submitted through the following channels:

- (1) By Postal Mail
 Chairman of the Board of Directors or Chairman of the Audit Committee
 Unique Plastic Industry Public Company Limited
 323 Moo 2, Phraek Sa Mai Sub-district, Mueang Samut Prakan District,
 Samut Prakan Province, Thailand
- (2) By E-mail to the Chairman of the Board of Directors or Chairman of the
 Audit Committee
 E-mail: bod_chairman@uniqueplastic.com or ac_chairman@uniqueplastic.com
- (3) Via the Company's Website www.uniqueplastic.com
- (4) Suggestion / Comment / Complaint Boxes within the Company

The whistleblowing channels are secure and accessible, enabling whistleblowers to submit information or report concerns with confidence and without risk of subsequent adverse consequences, or to seek guidance regarding compliance with anti-corruption measures. The Company shall conduct investigations in accordance with established procedures and shall maintain written records of the investigation, without disclosing the identity of the whistleblower. All complaint information shall be treated as confidential and securely maintained to protect whistleblowers from any potential adverse impact.

4. Procedures Upon Receipt of Whistleblowing Reports or Complaints

- (1) Upon receipt of a whistleblowing report or complaint, the Company shall assign the Internal Audit function or other appropriate unit to gather and review relevant facts to assess and preliminarily evaluate the information received from the whistleblower or complainant. Where the review determines that the matter has reasonable grounds,

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the Internal Audit function or the assigned unit shall submit the matter to the Audit Committee and the Board of Directors for acknowledgement and further instructions, including the determination of appropriate courses of action and the appointment of a fact-finding or investigation committee to proceed in accordance with established procedures.

- (2) Upon completion of the investigation by the investigation committee, the findings, conclusions, and proposed corrective actions, together with any recommended disciplinary measures, shall be submitted to the Audit Committee and the Board of Directors for acknowledgement.

5. Investigation and Disciplinary Actions

Where an examination determines that the information or evidence provides reasonable grounds to believe that the accused has engaged in corruption or has violated applicable laws, rules, regulations, or the Company's Code of Ethics, the Company shall afford the accused the right to be informed of the allegations and to present explanations or additional information or evidence to demonstrate that he or she is not involved in the alleged misconduct. If it is subsequently determined that the accused has engaged in corruption or has violated applicable laws, rules, regulations, or the Company's Code of Ethics, such conduct-whether committed by a director, executive, employee, or worker-shall be deemed a violation of the Company's Anti-Corruption Policy, good corporate governance policies, and the Company's Code of Business Ethics. The offender shall be subject to disciplinary action in accordance with the Company's regulations. Where such conduct also constitutes an offense under applicable law, the offender shall be subject to both legal penalties and disciplinary measures under the Company's regulations.

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6. Measures for the Protection of Whistleblowers and Complainants

To protect the rights of whistleblowers and information providers who act in good faith, the Company shall keep confidential the name, address, and any information that may identify the whistleblower or information provider. All information relating to whistleblowers and information providers should be maintained as confidential, with access strictly limited to people who are responsible for handling and investigating the complaint.

In cases where complaints involve alleged corruption by directors or executives, the Audit Committee shall be responsible for ensuring the protection of whistleblowers, complainants, witnesses, and persons providing information during the fact-finding and investigation process, so that they do not suffer distress, harm, or unfair treatment as a result of whistleblowing, submitting complaints, acting as witnesses, or providing any information.

The Company shall not engage in any unfair treatment against whistleblowers or complainants, including but not limited to changes in position, job duties, or workplace, suspension, threats, interference with work performance, termination of employment, or any other actions of an unfair or retaliatory nature against whistleblowers, complainants, or persons who cooperate in the investigation.

People responsible for handling complaints should maintain the confidentiality of all information, complaints, and support documents relating to whistleblowers and information providers, and should not disclose such information to any unauthorized persons, except where disclosure is required by law.

7. False or Malicious Whistleblowing Reports or Complaints

If the Company determines, based on verifiable evidence, that a whistleblowing report, complaint, statement, or any information provided was made in bad faith, is false, and was

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intentionally submitted to cause damage, appropriate action shall be taken. In the case of Company employees, such conduct shall be subject to disciplinary action in accordance with the Company's rules and regulations. In the case of external parties, where such conduct results in damage to the Company, the Company reserves the right to initiate legal proceedings against such people in accordance with applicable laws.

This Whistleblowing and Complaint Handling Policy on Misconduct and Corruption (Whistleblower Policy) were approved by the Board of Directors at Meeting No. 1/2024 held on 19 July 2024 and shall become effective as of 23 July 2024.

Announced on 23 July 2024

(Mr. Chawalit Tippawanich)

Chairman of the Board of Directors

Unique Plastic Industry Public Company Limited