

SCGJWD Corporate Governance Policy

Message from the Board of Directors

SCGJWD Logistics Public Company Limited (“the Company”) is dedicated to conducting business with responsibility, transparency, accountability, and fairness, adhering to ethical standards and considering all stakeholders. The Board of Directors recognizes that good corporate governance enhances the efficiency of business operations and management to the Company and its subsidiaries, thereby supporting the Company's competitiveness for sustainable growth.

Therefore, the Board of Directors has established policies, measures, and guidelines for managing the organization, providing for directors, executives, and employees to follow in operations. The guidelines are defined as the “Corporate Governance Policy” and compiled into this manual, adhering to good corporate governance guidelines. The policy aligns with the principles of good corporate governance for listed companies (Corporate Governance Code or “CG Code”) of the Securities and Exchange Commission, the Thai Institute of Directors (IOD), and the criteria of the ASEAN Corporate Governance Scorecard (ASEAN CG Scorecard), which aim to elevate the corporate governance standards of listed companies in ASEAN to an international level.

Mr. Nithi Patarachoke

Chairman

SCGJWD Logistics Public Company Limited

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Part 1 Corporate Governance Structure

Corporate Governance Structure as of 14 February 2023, consists of Board of Directors, Sub-committees and Executives. For sub-committees, there are 4 committees: (1) Audit Committee, (2) Risk Management Committee, (3) Nomination, Remuneration, Corporate Governance and Sustainable Development Committee, (4) Executive committee.

Part 2 Policies and Guidelines of Good Corporate Governance for SCGJWD

Corporate Governance Policy

Realizing that the Corporate Governance is an important factor in promotion of the Company's efficient operation with sustainable development leading to optimum benefit for every stakeholder party ranging from employees, investors, shareholders and other stakeholders; the Company's Board of the Directors agreed to formulate the Corporate Governance Policy covering major principles from the structure, the role, the duty, the responsibility of the Board of Directors in addition to the management principle of executive in a transparent, clear and auditable manner - as the guideline in organization management, creating confidence in the Company's fair practices and optimum benefits for its shareholders and every stakeholder party.

In this regard, the Company's Board of Directors and Executives adhere to the business operation principle with commitment and honesty by determining the vision, policy and guideline for the Board of Directors, Executives and Employees to comply with when working in accordance with their responsibility to continuously cultivate the Corporate Governance culture, to be the foundation for sustainable growth and to create value for every stakeholder party. To achieve the objectives, the Board of the Directors establishes the organization structure with transparency and capability to verify the operation with clarity - with coverage of the criteria for the Corporate Governance under the regulation of the Stock Exchange of Thailand.

As a consequence, the Board of Directors issues the Corporate Governance for the application of the operation of SCGJWD Logistics Public Company Limited and all of its subsidiaries.

Part 3: Policies and Practices for Directors and Executives

3.1 Charter of the Board of Directors

1. Objectives

The Board of Directors is responsible for overseeing the Company's operations in accordance with the law, regulations, good corporate governance policy and resolutions of the shareholders' meeting. In governance, the board of directors must use discretion in making business decisions and act in ways that they reasonably believe will be in the best interests of the company and its shareholders.

2. Element, Appointment and Qualification

2.1 Element of the Board of Directors

The Board of Directors consists of persons equipped with knowledge, capability and experience beneficial to the Company, with important role in determining the organization's policy and overview in addition to the supervision, verification and performance evaluation of the Company according to the plan as well as the Company's operation in relation to the law, rule and shareholder meeting resolution - with honesty, ethics under the business operation's code of conduct. Furthermore, the Board of Directors supervise the executive management according to the identified target and guideline, with optimum benefit for the Company and the Company's shareholders.

The Board of Directors is composed of at least 5 directors, with more than half of all the directors must reside in Thailand. In this regard, the number of the Company's independent directors is required to be in accordance with the criteria specified by the Office of the Securities Commission and the Stock Exchange of Thailand - that the number of the Company's independent directors is at least 1 out of 3 of the number of all directors and not fewer than 3 persons.

The Board of Directors promotes the Board Diversity - that the Board consists of experts with knowledge and capability in various fields -- with experience, knowledge and expertise beneficial to the business operation. Besides, the Board of Directors is expected to adhere to morality and

honesty, with no limitation in terms of gender, nationality, religion, age or other specific qualifications.

Furthermore, the Board of Directors issues the policy that the Chairperson and the Chief Executive Officer must not be the same person, for clarity in responsibility between the determination of supervision and routine management. The independent directors must be independent from the Company's management executives and major shareholders.

2.2 Criteria and Process of the Board of Directors Appointment

In case of the vacancy of the Company's Board of Directors positions, the Company employs the criteria and processes in the recruitment of directors with transparency:

That the Nomination Committee, the Remuneration Committee, the Corporate Governance Committee and the Sustainable Development Committee will perform the duty of nomination of new directors with following criteria – qualification, knowledge, capability, working experience, necessary skills for the Board of Directors that have not been fulfilled – regardless of gender; in addition to the preparedness of time dedication for performing duties, without characteristics prohibited by law and corporate governance. In this regard, one part of the appointment of the Company's Board of Directors will be considered from the database of the directors (director pool) to create differences in the director structure. Furthermore, the Company prepares the Board Skill Matrix for the qualification determination of the directors that are of the recruitment – with consideration of necessary skills that have not been fulfilled – including the business operation strategy. For example, should the Company possesses new business strategies aside from current businesses, the recruitment of the directors are required to select persons with qualifications and experiences in accord with that related to the prospect business – for presentation to the Board of Directors and/or the shareholder meeting for approval, depending on cases. This is regarded the process in appointing the Company's Board of Directors. In case of appointing independent directors to continue working in particular positions, the Committee is required to consider the subject with reasons for the necessity.

3. Term of office and Terminate of the Board of Directors

At every annual general meeting, one-third of the Directors, or, if the number of Directors is not a multiple of three, then the number nearest to one-third, shall retire from office. The Directors who are to retire from office in the first and the second years after registration of the company shall be drawn by lots. In the subsequent years, the Directors who have been holding office for the longest time shall retire. The directors retiring by rotation may be re-elected.

Apart from retirement from office upon the expiry of his/her term in office, a director will vacate office upon:

- I. Death
- II. Resignation
- III. Lack of qualification to be a company director or possession of prohibited characteristics as stipulated by law.
- IV. Removal by a resolution of a shareholders meeting by a vote of not less than three fourths of the number of shareholders who attend the meeting and have the right to vote and who have shares totaling not less than half of the number of shares held by the shareholders attending the meeting and having the right to vote.
- V. Removal by a court order.

Independent directors shall serve a continuous term of office not exceeding 9 years from the date of their first appointment as independent directors. Upon completing 9 years, an independent director may continue to serve on the board, subject to the board's rigorous review of his/her continued independence.

4. Authorities of Chairman of the Board

The company has established clear delineations of duties for the Chairman of the Board of Directors, Chairman of the Independent Directors, and the Board of Directors to ensure clarity in the respective roles and responsibilities as follows:

4.1 Authorities of Chairman of the Board

- 1) Support and monitor the operation of the Board of Directors and other sub-committees to ensure its effectiveness and adherence to the highest standard of good corporate governance.
- 2) Ensuring that there are sufficient channels for effective communication between the shareholders, governmental agencies, and all related departments.
- 3) Set the board meetings agenda and conduct the Board of Directors' meeting including allowing directors to express their opinions freely in order to make the right decisions by the Agenda of meeting shall be done in conjunction with the Lead of Independent directors (if any).
- 4) Support the Chief Executive Officer in respect of determination of vision and the strategic direction of the Company including providing recommendations on the business operation.
- 5) Promote good communication and build good relationships among the executive and non-executive directors.

4.2 Authorities of Lead Independent Director

The Lead Independent Director is responsible for determining the meeting agenda for the Board of Director Meetings in collaboration with Chairman and Chief Executive Officer.

4.3 Authorities of the Board

The Board of Directors represent all shareholders and has a responsibility to monitor and ensure that the Company's operation is in accordance with laws, objectives, Corporate Governance policies, and resolutions of the Shareholders' meeting. They are responsible for making decisions on the company's important policies and strategies and for proactive roles and duties to ensure the utmost efficiency of and benefit to the Company and its shareholders.

The Board of Directors has segregated roles and responsibilities whereby the scope of authorization of the Company and its subsidiaries are clearly defined depending on the types of transactions for the purpose of power

distribution in decision making and directing along with providing guidelines for management. According to the Corporate Governance policies of the Company, the following matters are under the scope of duties and responsibilities of the Board of Directors:

- 1) The Board of Directors have the power, duties and responsibilities in the management of the Company in accordance with the law, the Company's objectives, Articles of Association, and the resolutions of the general meeting of shareholders. The Board of Directors shall make prudent business decisions. They shall perform their duty responsibly with care and honesty in the best interests of the Company.
- 2) The Board of Directors shall hold an Annual General Meeting of Shareholders within four months from the end of its accounting period.
- 3) The Board of Directors shall hold a meeting once every three months.
- 4) The Board of Directors is responsible to prepare financial statements and reports on the financial status together with the previous year's overall operating results and propose in the Annual General Meeting of Shareholders for consideration and approval.
- 5) Determine vision, mission, and strategic directions to create sustainable value for the Company, its stakeholders, and customers, and reviewed and approved on an annual basis.
- 6) Determine target, approach, operating plan, policy, and the budget of the company including the supervision of the management, and administration of the management to ensure that it is in line with policies, plan, and the budget.
- 7) Determine risk management policies and monitor the Risk Management Committee acts in accordance with the policies and report to the Board of Directors regularly including to review and assess the effectiveness of the systems periodically.
- 8) Consider and approve business plans and capital projects including investment plans proposed by the management.

- 9) Prepare annual reports and be responsible for the preparation and disclosure of the Company's financial statements which present financial performance and the operating results of the previous year along with proposing to the Annual General Meeting of Shareholders for consideration and approval.
- 10) Monitor and supervise the management of the Company and its subsidiaries to be in line with the policies, the Securities and Exchange Act, the notification of the Securities and Exchange Commission (SEC), and the notifications of the Stock Exchange of Thailand e.g. related party transaction acquisition and disposition of assets including providing sufficient and effective internal control systems.
- 11) Consider and determine the organizational structure and appoint the executive committee, the executive chairman, and other sub-committees as may be deemed appropriate e.g. audit committee, the nomination, remuneration, corporate governance, and sustainable development committee etc. including set up of the scope of roles and responsibilities of the appointed executive committee, the executive chairman, and other sub-committees.

For this purpose, such authorizations shall not enable a grantee to consider and approve a transaction, which they or others may have stake in, or receive benefit, or have conflicts of interest between himself, any related person or interested person as one party and the Company or its subsidiaries as the other party (if any), unless it is in accordance with the approved policies and criteria previously set out by the Board of Directors.

- 12) Authorize any other person(s) to perform any action on behalf of the Board of Directors under its supervision, or to grant the power of attorney to such a person to perform any action as the Board may think fit. The Board of Directors has the sole discretion to revoke or modify the power-of-attorney as they may see fit. However, such authorizations shall not enable a grantee to consider and approve a transaction, which they or others may have stake in, or receive benefit, or have conflicts of interest between himself, any related person or interested person as one party and the Company or its subsidiaries as

the other party (if any) (as defined in the notification of the SEC), except for normal business transactions already covered by existing guidelines or approved by the Board or in accordance with the criteria and procedures regarding related party transactions and acquisitions along with the disposition of assets of listed companies as stipulated by the notification of the SEC and/or the Stock Exchange of Thailand and/or other relevant notifications.

- 13) The Board of Directors may grant authority to a director or directors or other persons for any particular operation on behalf of the Board of Directors, under the control of the Board of Directors; or may present authorization to specific persons as agreed by the Board of Directors and within permitted time period. The Board of Directors are capable of conducting cancellation, withdrawal, change or revision as deemed appropriate.

5. Board of Directors' Meeting

The Company has established criteria for meeting the Board of Directors as follows:

- 1) At least 6 of the Board of Directors' meetings per year. The annual meeting calendar is prepared in advance on a yearly basis, with meeting agendas determined beforehand and regular agenda items designated for monitoring the Company's performance. The Company Secretary proposes the annual meeting schedule for the Board's consideration and approval at the end of the preceding year for the following year.
- 2) No less than two-thirds of the total Board are required to attend the meeting to make a quorum. The quorum for voting at a Board of Directors meeting requires no less than two thirds of the total number of directors. The Chairman of the meeting is responsible for sufficiently allocating time for each agenda. An open opportunity is provided for all directors to openly discuss and give their suggestions while taking the benefit of shareholders into consideration. The Company provides opportunity for the management to propose issues that are relevant in the meeting agenda.
- 3) Meeting agendas which the Chairman of the Board of Directors and Lead of Independent directors (if any) jointly consider are determined in advance. The company secretary is responsible to ensure that all directors obtain the

meeting documents prior to the meeting to allow sufficient time for the directors to study the information and consider the agendas for voting.

- 4) The company secretary is responsible to send meeting invitations together with meeting agendas and related documents to Directors at least 7 days in advance of the Board meeting date, with exception to urgent matters. For this purpose, the related documents will contain summaries of key points regarding the meeting agendas.
- 5) Allocate sufficient time for management to propose topics and for directors to debate important matters thoroughly. Encourage directors to exercise independent judgement before summarizing all opinions from the meeting.
- 6) As for the voting, a director who has interests in any matter shall not be entitled to vote on such matters. In the case of connected transactions, a director who has interests must not be in the meeting during the consideration of such agendas.
- 7) The company secretary shall prepare the meeting minutes and propose them to all directors for their consideration and the Chairman of the Board of Directors for review within 7 days from the meeting date. The company arranges to record minutes of the meeting in writing. The minutes of each meeting must be endorsed and kept as evidence at the Company's office for the Board and all relevant parties to review or examine.
- 8) Non-Executive Directors will have a meeting, at least once a year to discuss and exchange opinions as well as review issues of special interest or concern related to the Company's activities.

6. Compensation to Board Members

The Board of Directors has assigned the Nomination, Compensation, Corporate Governance and Sustainability Development Committee to consider and determine compensation for the Board of Directors and sub-committees appropriately and sufficiently to retain quality directors without being excessive compensation. Factors to be considered include experience, duties, scope of roles, and responsibilities, with compensation assessed in comparison to other companies in the same or similar industries. However, the remuneration of the Board of Directors must be approved by the shareholder meeting.

3.2 Charter of Audit Committee

1. Objectives

The Audit Committee is the Sub-Committee of the Company's Board of Directors performing the duty independently as assigned by the Company's Board of Directors, in accordance with the Corporate Governance principle. To ascertain that the business management is executed with efficiency and effectiveness and the specified objective is achieved.

The Company's Board of Directors provides the resolution that this Audit Committee Charter be identified with the Company's Code of Conduct as the direction. Besides, related criteria and laws are included in this Charter.

2. Element, Appointment and Qualification

2.1 Element and Appointment

- 1) The Board of Directors or shareholders (depending on cases) appoint the Audit Committee by selecting from at least 3 of the independent directors.
- 2) The Audit Committee or the Company's Board of Directors selects the Chairman of the Audit Committee from 1 of the Audit Committee members.
- 3) At least 1 member of the Audit Committee must possess knowledge, understanding and experience of accounting and/or finance to a certain level to be capable of performing the duty of verifying the reliability of the financial statements in addition to knowledge in relation to reasons concerning the change of financial reporting.
- 4) The Audit Committee will appoint appropriate employees to work in the position of the Secretary of the Audit Committee to perform the duty of supporting the operation of the Audit Committee, appointment of meetings, agenda preparation, meeting document submission, minute of meeting and other assignments.

2.2 Qualifications

The audit committee must meet the qualifications required by relevant laws, particularly the Public Limited Companies Act and the Securities and Exchange Act.

3. Term of office and retirement from office

3.1 Term of service of Audit Committee members

- 1) The term of service of the Audit Committee members is equivalent to that of members of the Board of Directors. The members who complete the term of service may be reappointed as the Board of Directors or shareholders' meeting may consider appropriate.
- 2) In case of vacancy(ies) within the Audit Committee due to other reasons apart from the regular expiration of the term of service, the Company's Board of Directors or the Shareholders' Meeting must appoint a qualified person to fill up the vacancy(ies) to ensure the Audit Committee has the number of members as required by law or applicable regulations. The appointment of the new Audit Committee member(s) must be filled up no later than 3 months from the date of incomplete composition of the Audit Committee.

3.2 Vacating from the position

- 1) The Audit Committee can be terminated in the following circumstances:
 - Retirement from the position of the Board of Director
 - Expiration of term
 - Dead
 - Resignation
 - Removal from the position
- 2) In case that any committee member wishes to resign before the expiration of his/her term of service, he/she should give a notice thereof to the Company 1 month in advance together with reason therefor so that the Board of Directors' or shareholders' meeting can consider appointing another director who is fully qualified to replace the resigning member.

4. Authority of the Audit Committee

The Board of Directors has assigned the Audit Committee to perform the following duties:

1. The Audit Committee shall re-examine the Company's financial reports for accuracy and sufficient disclosure by coordinating with external auditors and executives who are responsible for the preparation of the financial reports, including the quarterly financial reports and the annual financial report. The Audit Committee may suggest the auditors to re-examine or verify any transaction as deemed necessary and important during the financial audit of the Company.
2. The Audit Committee shall re-examine the Company's internal control system and internal audit for suitability and effectiveness and shall review the independence of the internal audit units and approve appointments, removals, terminations of the chief of the internal audit units or other units responsible for internal audit or any other organizations being responsible for matters related to internal audit.
3. The Audit Committee shall re-examine the operations of the Company to comply with the law on securities and exchange, the requirements of the Stock Exchange and the laws related to the business of the Company.
4. The Audit Committee shall consider, select, nominate and terminate the company's auditor. The auditor of the company are independent to carry out the duties of auditor of the Company and propose the remuneration of such individuals by considering credibility, resource sufficiency, audit quantity of such audit office and the experience of the appointed auditors of the Company. The Audit Committee shall attend meetings with the auditors without attendance of the administration department at least once a year.
5. The Audit Committee shall review connected transactions or transactions with conflict of interest to comply with the laws and requirements of the Stock Exchange to ensure that such transactions are reasonable and provide maximum benefits for the Company.

6. The Audit Committee shall prepare the Audit Committee Reports through disclosure in the Company's Annual Report. Such reports shall be signed by the Chairman of the Audit Committee and shall consist of the following information:
 - a) Opinions on the accuracy, completeness, credibility of the Company's financial reports
 - b) Opinions on the sufficiency of the Company's internal control system
 - c) Opinions on the operations in accordance with the law on securities and exchange, the requirements of the Stock Exchange or laws related to the business of the Company
 - d) Opinions on the suitability of the auditors
 - e) Opinions on transactions which may cause conflict of interest
 - f) The number of the Audit Committee meetings and the attendance of each Audit Committee Member
 - g) Opinions or observances given to the Audit Committee for performing the duties in accordance with the charter
 - h) Other transactions for the shareholders and the investors to be aware of, under the roles and responsibilities granted by the Board of Directors
7. Perform any other duties as assigned by the Board of Directors with the approval of the Audit Committee.
8. The Audit Committee shall have the authority to audit and investigate, when deemed necessary, all transactions which may significantly affect the financial position and the operating performance of the Company as follows:
 - a) Transactions with conflict of interest
 - b) Frauds or irregularities or defects which are significant to the internal control system
 - c) Violations of the law on securities and exchange, the requirements of the Stock Exchange of Thailand

The Audit Committee has the authority to review the independent opinions from any other professional advisors. In deemed necessary at the expense of the

Company In order to perform the work under the duties and responsibilities successfully, the Audit Committee is responsible for reporting the results of the audit and investigation to the Board of Directors for improvements within the time the Audit Committee deems appropriate.

5. Meeting

5.1 The Number of Meetings

- 1) The Audit Committee is required to have at least 4 meetings annually.
- 2) The President of the Audit Committee may call meetings for the Audit Committee for special cases should there be requests from the Audit Committee, the auditor or the Company's Chairperson when there are significant agenda that require discussion.

5.2 Participants of the Meetings

- 1) The meeting of the Audit Committee is required to have at least half of the number of the Audit Committee members to constitute a quorum, with the president of the Audit Committee as the president of the meeting.
- 2) In case the president of the Audit Committee is not in the meeting or is incapable of performing the duty, the Audit Committee members participating in the meeting select one of the Audit Committee members to perform the duty of the president of the meeting.
- 3) The Audit Committee may invite experts or external lawyers to partake in the meeting as necessary and appropriate.
- 4) The Secretary of the Audit Committee is required to participate in every meeting. In case there are necessary reasons that the Secretary is incapable of attending a meeting, the Company or the Audit Committee may assign appropriate persons to partake in the meeting and perform the duty.

6. Performance Assessment

The Audit Committee members must conduct self-evaluation and report to the Board of Directors every year.

7. Remuneration

The Audit Committee shall receive remuneration appropriate to the duties and responsibilities according to the amount approved in the shareholders' Meeting.

3.3 Charter of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee

1. Objective

The Nomination, Remuneration, Corporate Governance and Sustainable Development Committee perform the duty of consideration and determination of the criteria and the recruitment of qualified people to be appointed as the Company's Board of Directors, the Sub-Committee and the Top Executive -- in addition to the consideration of methods and criteria for the compensation payment and the recruitment according to the process, for the presentation to the Board of Directors or the Shareholder Meeting for approval in accordance with the specified law.

Furthermore, the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee perform the duty of supporting the operation of the Board of the Directors in identifying the policy for the Corporate Governance and Sustainable Development that registered companies should practice. The policy includes the promotion and support for every level of the Company's employees to adhere to and the compliance with the principle of the corporate governance and business ethics - for the Company to possess sustainable growth with morality, efficiency, transparency and verifiability as well as conducting businesses with realization of the Corporate Governance in different dimensions: economics, environment, society, good governance, climate change management and cyber security to ascertain that the organization is in compliance with the Corporate Governance leading to sustainable success until it becomes the corporate culture - enhancing the confidence for shareholders, investors, stakeholders and every related party.

2. Element, Appointment and Qualification

2.1 Element and Appointment

- 1) Comprises a minimum of 3 Board of Directors, with the majority being independent directors.

- 2) The Board of Directors is responsible for appointing members to serve as the Nomination, Compensation, Corporate Governance, and Sustainability Development Committee. Those who retire from their position may be reappointed by the Board of Directors.
- 3) The Nomination, Remuneration, Corporate Governance and Sustainable Development Committee or the Board of Directors selects the Chairman of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee from 1 of Nomination, Remuneration, Corporate Governance and Sustainable Development Committee members.
- 4) The company will consider proposing an executive with appropriate qualifications to serve as the secretary, subject to approval by the Nomination, Remuneration, Corporate Governance, and Sustainability Development Committee.

2.2 Qualification

- 1) Be persons with knowledge, capability and experience beneficial to the duty of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee in addition to being capable of dedicating ones' time to the extent of adequacy for the performance of duty for the operation of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee to be successful according to the objective.
- 2) Be capable of dedicating ones' time to the extent of adequacy as well as applying ones' knowledge, capability and experience in performing the duty of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee to be successful in relation to the objective.
- 3) The members of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee are in general given trust and acceptance.

3. Term of office and retirement from office

3.1 Term of service of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee members

- 1) The term of service of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee members is equivalent to that of members of the Board of Directors.
- 2) In case of vacancy(ies) within the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee due to other reasons apart from the regular expiration of the term of service, the Company's Board of Directors must appoint a qualified person to fill up the vacancy(ies) within a reasonable time

3.2 Vacating from the position

- 1) The Nomination, Remuneration, Corporate Governance and Sustainable Development Committee can be terminated in the following circumstances:
 - Dead
 - Resignation
 - Retirement from the position of the Board of Director
 - Removal by the Board Resolution
 - Lack of qualifications to be the member of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee
- 2) Any member of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee who wishes to resign should give notice to the Chairman of the Board.

4. Authority of the Nomination, Remuneration, Corporate Governance, and Sustainability Development Committee

4.1 Nomination

- 1) Consider the composition and qualifications of the Board of Directors as a whole and individual directors suitable for the size, type, and complexity of the business of the Company, in terms of education,

knowledge, expertise, skills, experience, specializations related to the business of the Company, and Independence in accordance with the rules set by the Company.

- 2) Consider the qualifications, appointment, and removal of the Chief Executive Officer, Chief Financial Officer, and all C-level executives or equivalents by unanimous vote. The proposed candidates will be submitted to the Board of Directors for approval, ensuring their suitability for managing the Company's business to achieve the vision. This evaluation covers education, experience, knowledge, and expertise, while also considering important and relevant business environment factors such as economic and industrial conditions, trends, and competitive conditions.
- 3) Determine the process and rules for nomination that are in consistence with the predetermined structure and qualifications in compliance as above of no.1 and no.2 with the principles of good corporate governance.
- 4) Nomination the Directors who are qualified to serve as directors in sub-committees for the Board of Directors' meeting consider to appointment when there is a vacancy.
- 5) Oversee to ensure that the Company provides orientation and documents beneficial to the performance of duties for newly appointed directors.
- 6) Prepare and review the succession plan of the highest-ranking executive of the Company in order to prepare a successor to manage the Company without interruption.
- 7) Encourage the Company to allow minority shareholders to nominate candidates to be appointed as directors.

4.2 Compensation

- 1) Review and propose the format and rules for determining compensation appropriate with the duties and responsibilities of the directors, taking into consideration the overall operating results of the Company in order to attract and retain capable and qualified directors. The remuneration

shall be consented by the Board of Directors before being submitted to the annual general meeting of shareholders for approval.

- 2) Assess the annual performance and consider adjusting the appropriate compensation rate of the highest ranking executive of the Company to propose to the Board of Directors for approval.
- 3) Evaluate the establishment of bonus and merit limits for all C Level (SVP) executives or their equivalents, including the Chief Financial Officer, to present for approval to the Board of Directors. Subsequently authorize the Chief Executive Officer to allocate these limits to executives based on suitability aligned with their performance.

4.3 Corporate Governance and Sustainable Development

- 1) Set corporate governance policies and guidelines to be in line with the principles, standards, and requirements of listed company regulatory agencies, including the Stock Exchange of Thailand and Office Securities and Exchange Commission, as well as nationally and internationally recognized agencies or organizations, to support the strategies and goals of the Company and review such policies and guidelines on a regular basis.
- 2) Set guidelines as well as supervise and monitor to ensure that the Company complies with the policies and guidelines in order to continuously develop and improve the corporate governance of the Company.
- 3) Promote understanding of good corporate governance culture among executives and employees at all levels and implement corporate governance practices both in the Company and affiliated companies.
- 4) Support and advise the Company in the corporate governance assessment or ranking in order to continuously develop and raise the standards of corporate governance of the Company.
- 5) Consider, review, and arising the opinions on the preparation of the Company's annual sustainability report to be in line with the sustainable development framework according to international standards. To communicate policies and guidelines and performance in economic,

environmental, social and governance dimensions including climate change management, and cyber security.

4.4 Regularly review the the Nomination, Remuneration, Corporate Governance, and Sustainable Development Committee Charter

4.5 Responsible for any other matters assigned by the Board of Directors

5. Meeting

5.1 The Number of the Meetings

- 1) The Nomination, Remuneration, Corporate Governance and Sustainable Development Committee is required to have at least 2 meetings annually; and may have additional meetings according to the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee's consideration.
- 2) The president of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee may call meetings of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee for specific cases should there be requests from the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee or the Company's president according to the agenda that requires discussions.

5.2 Participants of the Meetings

- 1) The meeting of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee is required to possess at least half of the total number of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee to form a quorum - with the president of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee performing the duty of the president of the meeting.
- 2) In case the president of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee is absent from the meeting or is incapable of performing the duty, it is required that the Nomination, Remuneration, Corporate Governance and Sustainable

Development Committee selects one of the directors to perform the duty of the president of the meeting.

- 3) The Secretary of the duty of the president of the meeting is required to be present at every meeting. In case there are necessary reasons that the Secretary has to be absent from the meeting, the Company may assign appropriate persons to participate in the meeting to perform the duty of the Secretary.

5.3 Voting

- 1) The resolution of the meeting is the majority of the participants who are members of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee who vote - with one member of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee possesses one vote. Should there be equal number of votes, the president of the meeting will have an additional vote as the decisive voice.
- 2) The Nomination, Remuneration, Corporate Governance and Sustainable Development Committee having interest in particular subjects for consideration is required to refrain from voting in those subjects.

5.4 Recording of the Minute

The Secretary of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee or assignees perform the duty of recording the meeting minute.

6. Reporting of the Nomination, the Compensation, the Corporate Governance and the Sustainable Development Committee

- 1) It is requested that the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee report to the Company's Board of Directors the meeting result or other reports that the Company's directors should perceive in the Company's Board of Directors meetings.
- 2) It is requested that the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee report to shareholders for information in the Annual Report regarding the performance concerning the

nomination, remuneration, corporate governance and sustainable development of the business.

7. Performance Evaluation

The Nomination, Remuneration, Corporate Governance and Sustainable Development Committee will conduct self-assessment annually and report the result as well as problems and obstructions related to unsuccessful performance according the objective of the establishment of the Nomination, Remuneration, Corporate Governance and Sustainable Development Committee for the Company's Board of Directors' information.

8. Compensation for the Nomination and the Compensation Committee

The Nomination, Remuneration, Corporate Governance and Sustainable Development Committee will receive appropriate compensation in relation to their duties and responsibilities in accordance with the approval from the shareholder meeting.

3.4 Charter of Executive Directors Committee

1. Objective

The Company's Board of Directors assigns the Executive Directors Committee to supervise the operation of the Company and its subsidiaries to comply with the policy, strategy and business direction specified by the Company's Board of Directors in accordance with the law and the corporate governance. As a consequence, it identifies the Executive Directors Committee Charter to create clarity for the executive directors to understand the role, duty and responsibility for the Company and shareholders -- including the extent of authority regarding the management.

2. Element. Appointment and Qualification

2.1 Element of the Executive Director Committee Charter

- 1) The Company's Board of Directors considers the appointment of the Executive Directors - consisting of the Company's Board of Directors and/or executives - with the number according to the Board of Directors' consideration -- for it to be appropriate and to create the

balance in managing assignment from the Company's Board of Directors, for optimum benefit of the Company.

- 2) The Executive directors Committee or the Company's Board of Directors will select one of the executive directors as the President of the Executive Directors, with the requirement that the President of the Executive Directors Committee is a different person from the President of the Company's Board of Directors.

2.2 Qualification

- 1) Members of the Executive Directors Committee are required to possess knowledge, capability and experience beneficial to the Company's business operation -- with honesty, ethics and adequate time for dedicating their knowledge and capability to perform the duty to the Company in full capacity.
- 2) Members of the Executive Directors Committee are required to possess no prohibited characteristics according to the law of public company limited, the law regarding the securities and stock exchange as well as any other related laws.

3. Term of Office and Retirement

3.1 Term of Office

- 1) Executive Committee's term of office is according to the term of being the Company's Board of Directors or when retiring from the position of the Company's executives.
- 2) In case the position of Executive Committee is vacant with other reasons aside from the term of office, it is requested that the Company's Board of Directors considers the appointment of Executive Committee in place of the vacant positions within appropriate time period.

3.2 Vacating from the position

- 1) The Executive Committee can be terminated in the following circumstances:
 - Dead

- Resignation
 - Retirement of the Company's Board of Directors or executives
 - Removal by the Board Resolution
- 2) Lack of qualifications to be the member of Executive Committee
- 3) Any member of the Executive Committee who wishes to resign should give notice to the Chairman of the Board.

4. Authority of the Executive Committee

The Executive Committee shall have the authority, recorded in writing, in accordance with the Charter of the Executive committee, which has been approved by the Board of Directors, as follows:

- 1) Conduct the business operations of the Company in accordance with the objectives, rules, policies, orders, regulations and resolutions of the Directors' Meeting and/or the resolutions of the Shareholders' Meetings of the Company.
- 2) Screen the proposals of the Executives and present policies, goals, strategies, business operations, investments, business expansions, and budgets to the Directors' Meeting for consideration and approval.
- 3) Consider and approve transactions which are normal business practices in accordance with the investment budgets or budgets approved by the Board of Directors. The financial amount for each transaction shall be in accordance with that specified in the authority limit table which has been approved by the Board of Directors, but not exceeding the annual budget approved by the Board of Directors. Contracts in relation to those transactions shall also be included.
- 4) Monitor the operating performance of the Company to comply with the policies of the Board of Directors and the specified goals and shall supervise the operations for best quality and effectiveness.
- 5) Consider and approve expenses for operations of the Company which are normal business practices in compliance with the budget approved by the Board of Directors under the authority approved by the Board of Directors of the Company.

- 6) Set up the structure of the organization, delegate the authority in organization management and review and adjust monthly incomes and bonuses of personnel from the Chief Executive Officer downward as well as consider and approve manpower.
- 7) Grant authority to any individual or individuals to carry out any operation under the supervision of the Board of Directors or may authorize such individual(s) as deemed appropriate by the Executive Committee within a time frame deemed appropriate by the Executive Committee, on the basis that such authorization may be cancelled, withdrawn, alternated or revised by the Board of Directors if deemed appropriate.

Nevertheless, the Executive Committee's authorization and responsibilities shall not be in the manner of authorization or sub delegation that allows the individual(s) authorized by the Executive Committee to approve transactions of the authorized, individuals with conflict or interest (as defined by the Notification of Capital Market Supervisory Board and/or the Stock Exchange of Thailand and/or related agencies), interested persons or those with any other conflict of interest against the Company or the subsidiary companies and/or related companies. The Executive Committee shall have no authority to approve such operations. Such operations shall be presented to the Directors Meetings and/or the Shareholders' Meeting (as the case may be) for further approvals except for approvals on transactions which are normal business practices under normal business and commercial conditions in compliance with the Notifications of Capital Market Supervisory Board and/or the Stock Exchange of Thailand and/or related agencies.

- 8) Consider and approve the opening/closing of bank accounts and the use of services of related banks and shall assign authorized signatories for the bank accounts of the Company.
- 9) Conduct any other operations as periodically assigned by the Board of Directors.

5. Executive Committee Meeting

The Company has established criteria for the Executive Committee meeting as follows:

- 1) The Executive Committee will convene meetings as authorized by the Board of Directors and review matters to be submitted to Board of Directors for

approval. The Chairman of the Executive Committee or the Secretary of the Executive Committee, assigned by the Chairman, will call the meetings.

- 2) Notice of the Executive Committee meeting must be sent to members at least 5 days in advance, except in urgent cases. The notice must include the date, time, place, and agenda of the meeting.
- 3) The Executive Committee meeting requires a quorum of at least half of its members. If the Chairman is absent or unable to perform duties, the attending members will elect one among them to preside over the meeting.
- 4) Resolutions of the Executive Committee meeting are passed by a majority vote. Each member has one vote. In the case of a tie, the Chairman of the meeting has an additional casting vote.
- 5) Executive Committee members with a special interest in any matter under consideration must abstain from voting on that matter.

6. Recording of the Minute

The Secretary of the Executive Committee or assignees perform the duty of recording the meeting minute

3.5 Charter of Risk Management Committee

1. Objective

The Board of Directors has established a Risk Management Committee to set risk management policies that cover the entire organization. The committee oversees and ensures that the company has systems or processes in place for effective risk management to achieve its goals and business strategies. This includes compliance with relevant laws and standards to minimize the impact on the company's operations. The committee's composition, scope of authority, duties, and responsibilities are defined to enable the Risk Management Committee to perform its duties effectively as assigned by the Board of Directors.

2. Element, Appointment and Qualification

2.1 Element of the Executive Director Committee Charter

- 1) The Board of Directors appoints the Risk Management Committee and the members of Risk Management Committee.
- 2) The Risk Management Committee or the Board of Directors will select one of the committee members to be the Chairman of the Risk Management Committee and appoint one of the committee members or any other suitable person to act as the Secretary of the Risk Management Committee.

2.2 Qualification

The Risk Management Committee members shall have knowledge, skills, experience, and expertise in the company's business operations, including integrity, business ethics, and sufficient time to dedicate their knowledge and abilities to performing their duties for the company.

3. Term of Office and Retirement

3.1 Term of Office

- 1) Executive Committee's term of office is according to the term of being the Company's Board of Directors or when retiring from the position of the Company's executives.
- 2) In case the position of Executive Committee is vacant with other reasons aside from the term of office, it is requested that the Company's Board of Directors considers the appointment of Executive Committee in place of the vacant positions within appropriate time period.

3.2 Vacating from the position

- 1) The Risk Management Committee can be terminated in the following circumstances:
 - Dead
 - Resignation
 - Retirement of the Company's Board of Directors or executives

- Removal by the Board Resolution
- 2) Lack of qualifications to be the member of Risk Management Committee
- 3) Any member of the Risk Management Committee who wishes to resign should give notice to the Chairman of the Board.

3. Authority of the Risk Management Committee

The Risk Management Committee shall have the authority, recorded in writing, in Charter of Risk Management Committee, which has been approved by the Board of Directors as follows:

1. Assess potential risks and the effects towards the organization, including internal and external risks.
2. Specify the Risk Management Policy for the Company to include risks related to the operations of the Company and shall specify risk management plans to comply with the Risk Management Policy to be carried out by the Executives and shall report the operation results to the Risk Management Committee.
3. Establish a Business Continuity Management policy, including a management plan and business continuity management to be consistent with the business continuity management policy to assign management and employees to follow the plan.
4. Develop and review the risk management system of the Company for consistent efficiency and effectiveness by regularly assessing and monitoring the risk management process in compliance with the specified policy.
5. Report risks and make proposals to the Board of Directors.
6. Carry out other duties assigned by the Board of Directors.

3.6 Authorities of the Chief Executive Officer

1. Oversee and monitor the daily operation and management of the Company.
2. Prepare and propose policies, strategies, business plans, budgets, investments, organizational structures, and principles of business operation of the Company to the Executive Committees and the Board of Directors for their consideration and approval.

3. Supervise the management of the Company to ensure that they are in line with the Company's policies, business plan, and budget that are approved by the Board as well as review and assess the operating results of the Company and report to the Executive Committees, Audit Committee, and Board of Directors.
4. Consider and make decisions related to any normal business transaction of the Company in accordance with the investment or budget approved by the Board of Directors. Such amounts for each transaction must be in accordance with the delegation of authority approved by the Board of Directors, but not exceeding the annual budget approved by the Board of Directors. This also includes entering into any related contracts.
5. Consider and approve the operating expense in the ordinary course of business in accordance with the budget approved by the Board of Directors and the delegation of authority approved by the Board of Directors.
6. Determine organizational structures including appointment, hiring, transferring, determination of remuneration and bonus, and dismissal of employees up to the level of the Chief Executive Officer.
7. Consider and approve rules, regulations, and notifications in order to ensure that the management is in line with the policies and for the benefit of the Company to create and maintain discipline within the organization.
8. Have authority of sub-delegations or designate any person to perform a particular work on their behalf. Such sub-delegation of authority and/or assignment must be under the scope of the delegation of authority as per the given power of attorney and/or comply with the regulations, requirements, or orders specified by the Board of Directors.

However, any matter which the Chief Executive Officer or a grantee may have a stake in, receive benefit, or have conflict of interest between himself. Any related person or interested person as one party and the Company or its subsidiaries or other related companies as the other party (as defined in the notification of the SEC and/or SET and/or other relevant authorities), the Chief Executive Officer shall not have an authority to approve such matters and such matters shall be proposed to the Board of Directors' meeting and/or the Shareholders' meeting (as the case may be) for consideration and approval, except for normal business transactions that are in accordance with the notifications of the SEC and/ or the Stock Exchange of Thailand and/ or other relevant notifications.

9. Have any authority or responsibilities as assigned by the Board of Directors or other sub-committees on a case-by-case basis.

3.7 Policy on Director and Independent Director Qualifications and Nomination

The process of nominating individuals for this position, the Company attaches a lot of importance to persons who have extensive knowledge and experience, with practical skills and proven track record of professional achievements. They must also be visionary thinkers with leadership, ethics and morals as well as positive attitude toward the organization. They must have a strong commitment and dedication to the Company's business, and be fully evaluated to make sure they meet criteria in terms of general qualifications, educational background, professional experience and gender, knowledge, skills (Board Skill Matrix) and professional experience relevant and necessary to the Company's strategy development and board diversity: for example,

- Logistics and Supply Chains Business
- Strategic Investment
- Innovation and Information Technology
- Business Networking
- Accounting and Finance
- Rules, Regulations, Legal
- Risk Management and Business Continuity Management
- Sustainability Management (ESG)

For appropriateness of the composition of the Board of Directors, board members must have no forbidden qualifications as specified by Securities and Exchange Commission (SEC) as well as other applicable laws, related rules and regulations. Moreover, the process of nominating new candidates for this position must be in line with transparency requirements. The shortlist can be taken from existing board members, persons nominated by shareholders and a list of qualified persons submitted by the Thai Institute of Directors (IOD) to the Nomination, Remuneration, Corporate Governance, and Sustainable Development Committee for further nomination and appointment under the resolution of shareholders' meeting in accordance with applicable rules and regulations. The submission must have

detailed information sufficient for decision making, which results in the confidence of shareholders.

Voting Rules for Appointment of Directors at the Shareholders' Meeting

1. Each shareholder shall have a number of votes equal to the amount of shares held by the shareholder.
2. Each shareholder shall use his/her vote(s) to vote for one candidate or several candidates to hold the position of director. In the case of voting for several candidates, the votes shall not be variably divided among the candidates.
3. As directors, at the same amount of directors the Company may have or may elect. In the case where the numbers of votes for the candidates in descending order are tied, exceeding the number of directors the Company may have or may elect, the Chairman shall have a casting vote

3.8 Qualifications of Independent Directors

The Company possesses the policy for the selection of its independent directors, with consideration of the requirement regarding law, announcement of the Stock Exchange of Thailand as well as the Securities and Exchange Commission, Thailand in terms of independent director qualifications - with following qualifications for independent directors as follows:

1. Shareholding not exceeding 1% of the total voting shares of the Company, its Subsidiaries, Joint Ventures, majority Shareholder Group, or the legal entity having the controlling power over the Company; whereby this shareholding also includes those of anyone who is related to the Independent Director in question.
2. Not currently, nor in the past 2 years, an Executive Director, employee, staff member, or consultant with a monthly retainer, or having control over the Company, Subsidiaries, Joint Ventures, or the majority Shareholder Group, unless the position was as a civil servant or consultant to a Public Sector agency that is a majority Shareholder or has control over the Company.
3. No familial relationship by blood or legal registration (parent, spouse, sibling, child, or spouse of a child) with an Executive, major Shareholder, or controlling individual in the Company, or any person nominated for these positions.

4. No currently, nor prior business relationships with the Company, parent Company, Subsidiaries, Joint Ventures, or majority Shareholders that could affect independent judgment, nor significant shareholding or control in entities with such relationships, unless ceased at least 2 years prior.
5. Not or has not been an external Auditor of the Company or parent Company, a Subsidiary Company, a Joint Venture Company, and a majority Shareholder of or a party with a controlling interest over the Company; as well as not being a majority Shareholder, a party with a controlling power over or a Partner in the Audit Firm authorized to be the external Auditor of the Company or parent Company, a Subsidiary Company, a Joint Venture Company, and a majority Shareholder of or a party with a controlling power over the Company to which the person is affiliated - unless such a status has ceased to exist or has been terminated for not less than 2 years prior to being nominated.
6. Not providing or having provided professional services, including acting as a legal counsel or financial advisor to and receiving an annual retainer of more than Baht 2.0 million from the Company or parent Company, a Subsidiary Company, and a Joint Venture Company; as well as not being a majority Shareholder of or a party with a controlling power over or a Partner in the Company, or a significant Shareholder in or having a controlling power over or a Partner in any such professional services provider companies/entities - unless such a status has ceased to exist or has been terminated for not less than 2 years prior to being nominated.
7. Not an authorized representative Director of the Company, the majority Shareholder, or a Shareholder who is connected with and/or related to the majority Shareholder of the Company.
8. Not operating a business that is the same type of business as the Company or its Subsidiary Companies, so as to be considered as a significant competitor; or a person who is not a significant Shareholder in a business partnership; as well as who is not an Executive Director, employee or Staff, consultant with a regular salary, or holding more than 1% of the total shares with voting rights of other companies operating the same type of business as the Company or its Subsidiary Companies so as to be considered as a significant competitor.

9. No other characteristics that would prevent them from providing independent opinions on the company's operations.

3.9 Policy on the Target Share of Independent Directors on the Board

The Board of Directors are comprised of at least 5 directors, whereby a minimum of half of all Directors must reside in the Royal Kingdom of Thailand. The number of independent directors must comprise of at least one third independent directors; of which must be no less than three according to the regulations of the SEC.

3.10 Policy on Holding Directorship Positions in Other Companies for Directors, CEOs, and Senior Executives

To be in accordance with the Stock Exchange of Thailand's corporate governance principle and suggestion, the Company's Board of Directors determines the policy of limiting the number of appointments of its directors in other registered companies in the Stock Exchange of Thailand to not over than 5 places. In case any director works for more than the specified number of places, it is required that the subject be reported to the Company's Board of Directors for information. The evidence should not affect adequacy and efficiency of time periods for the Company's operation.

Besides, the Company's Board of Directors determines that the Chief Executive Officer and Executives of C-Level (SVP) are capable of accepting director positions at other companies outside the Group as necessary -- with no impact on the duty and responsibility of the Company and with the Company's Board of the Directors' approval prior to the action.

3.11 Policy on Attendance at the Board of Directors Meetings

In promotion of the director consistent participation in the meeting for the Company's Board of Directors, the Company's Board of Directors determine that on average 80% of the directors should participate in its annual meeting, with each director partaking in at least 75% of the total number of the meetings for each year. In case any director is absent from the meeting due to necessary reasons, he is requested to inform the reason to the president of the directors in the first

opportunity and prior to the particular meeting. In this regard, the participation of the Company's Board of Directors includes the meeting via electronic media where the Board of Directors from different places are capable of conducting meetings and consultations as well as exchanging opinions.

3.12 Director Training and Development Plan

The Company encourages the Board of Directors and senior executives to attend seminars that are beneficial to their duties. At minimum, the seminars that the directors should attend are the courses organized by the Institute of Directors of Thailand (IOD) which include Directors Certification Program (DCP), the Directors Accreditation Program (DAP), the Audit Committee Program (ACP) or by other related regulatory agencies. For this purpose, the Board of Directors assigns the company secretary to coordinate and inform directors of any seminars in order to implement this knowledge and experience to benefit the Company's development

3.13 Performance Assessment of the Board of Directors

1) Performance Assessment of the Board of Directors

The Company has a policy for the Board of Directors to conduct self-assessments once a year in order for the Board of Directors consideration and review their performance, issues, and obstacles during the past year to further improve their efficiency. In this regard, the company secretary will summarize the assessment and propose the assessment results to the Board of Directors for their consideration and action to improve the efficiency of business operation.

Performance Assessment is two appraisal forms 1) Collective Performance Appraisal Form and 2) Individual Performance Appraisal Form, the performance assessment areas and rating scale are designed according to The StockExchange of Thailand, Good Governance Principles for the operation effectiveness improvement. as follows:

1. Collective Performance Appraisal Form consists of 4 areas:

- 1) Structure and qualifications of the Board
- 2) Board Meetings
- 3) Roles, duties and responsibilities of the Board

- 4) Other matters: Relations between the directors and management and development of directors

2. Individual Performance Appraisal Form consists of 3 areas:

- 1) Structure and qualifications of the Board
- 2) Board Meetings
- 3) Roles, duties and responsibilities of the Board

3. Performance Ratings Scale

Above 85% = Exceptional	Above 50% = Minimally Meet
Above 75% = Exceeds expectations	Expectation
Above 65% = Meet Expectation	50% and below = Improvement needed

2) Performance Assessment of the Chief Executive Officer

The Nomination, Remuneration, Corporate Governance, and Sustainable Development Committee (formerly The Nomination and Remuneration Committee) will conduct the annual performance evaluation of the Chief Executive Officer once a year and inform the Board of Directors of such evaluation results to acknowledge the evaluation results of the annual performance of the Chief Executive Officer which has been approved by the Nomination, Remuneration, Corporate Governance, and Sustainable Development Committee that reporting financial performance and other performance results according to the evaluation guidelines of the Stock Exchange of Thailand and bring to improve to suit the company's business which has evaluation topics such as Leadership, Strategy Formation, Strategy Compliance, Financial Planning and Practice, Board Relations, External Relations, Administration and Personnel Relations, Succession, Product and Service, Knowledge , Personal features, Corporate governance, Sustainable management and development, key strengths that the Chief Executive Officer should maintain and issues that should be developed in the next year.

3) Performance Assessment of other committees

The Company has a policy for the other sub-committees to conduct self-assessments once a year for the other sub-committees consideration and reviews their performance, issues, and obstacles during the past year to further improve their efficiency. In this regard, the company secretary will summarize the assessment and propose the assessment results to the Board of Directors for

their consideration and action to improve the efficiency of business operation. of sub-committees, namely Audit Committee, Nomination, Remuneration, Corporate Governance, and Sustainable Development Committee and Executive Committee which have conduct self-assessments. The performance assessment areas and rating scale are designed according to The StockExchange of Thailand, Good Governance Principles for the operation effectiveness improvement. as follows:

1. Collective Performance Appraisal Form consists of 3 areas:

- 1) Structure and qualifications of the Committee
- 2) Roles, duties and responsibilities of the Committee
- 3) Committee Meetings

2. Evaluation criteria for each score level.

Above 85% = Exceptional	Above 75% = Exceeds expectations
Above 65% = Meet Expectation	Above 50% = Minimally Meet Expectation
50% and below = Improvement needed	

3.14 Insider Trading Policy

The Board of Directors highly prioritizes Good Corporate Governance. For transparency and protection of inside information (Insider Trading), the Company sets forth policies and guidelines regarding using inside information as follows:

1. Provide the directors and management including person holding executive position in the Accounting Department with knowledge and understanding about reporting of their securities holding and changes in securities holding in the Company to the SEC according to Section 59 of the Securities and Exchange Act B.E. 2535.
2. The directors and management including person holding executive position in Accounting or Finance Department whose rank is not lower than departmental manager, having the duty to report their holding of the Company's securities at the first chance of their being appointed to assume such position and upon any later change in their said securities holding within 7 days from the date that the Board of Directors submits a summary report on the said securities holding to the SEC

3. Directors and C-Level executives (SVP) must notify the Board of Directors via the Company Secretary about their intention to trade in the Company's shares at least 1 day prior to the transaction.

3.15 Blackout Period

The directors and management including person holding executive position in the Accounting or Finance Department whose rank is not lower than departmental manager and related officers, who knows material inside information that may affect the price of the Company's securities, shall not buy or sell such securities prior to the time when the financial statement or such inside information is disclosed to the public. Whereby the Company shall notify the directors and management including person holding executive position in the Accounting or Finance Department whose rank is not lower than departmental manager and related officers 30 days prior to the time when such inside information is disclosed to the public or until 24 hours have passed after a public disclosure of such information. This also includes forbidden information to disclose to unauthorized personnel or a third party.

There are penalties and measures in the case of a violation of insider trading ranging from written warnings to discharge which shall be determined based on the intent and seriousness of the case.

3.16 Remuneration of Directors and Executives

In terms of compensation for executive, NRC is responsible for consideration of compensation of the Chief Executive Officer - including the merit and bonus adjustment - for presentation to the Company's Board of Directors for approval consideration. As for EVP/SVP Level executives, the Chief Executive Officer is the person approving the compensation -- with NRC considers the bonus budget and the merit adjustment budget of EVP/SVP Level executives, for approval request presentation to the Company's Board of Directors. The Chief Executive Officer subsequently allocates the budget to executives as appropriate.

The compensation to board members is based on the following criteria:

- a) The Company's performance and size of business that can be compared with remuneration of companies of similar type and size, which are listed in the Stock Exchange of Thailand (SET).

- b) Experience, roles and responsibilities, and scope of work assigned to each board member.
- c) Benefits the Company expects to receive from each board member.
- d) The compensation package should attract and motivate persons whose qualifications are fit to the Company's necessities and situations to join the board or secure the management position.

In addition, the criteria for determining the remuneration of the Chief Executive Officer and EVP/SVP Level executives are based on performance compared against established targets, including Economic indicators such as Revenue and Net profit, as well as ESG targets such as Greenhouse gas emissions reduction and occupational health and safety performance (e.g., Fatality and LTIFR). Both short-term and long-term targets are defined.

Clawback Provision

The Company identifies that its directors and executives according to the Securities and Exchange Commission definition comply with the related law and Securities and Exchange Act B.E. 2535 in Section 89/7: In conducting the business of the company, a director and an executive shall perform his duty with responsibility, due care and loyalty, and shall comply with all laws, the objectives, the articles of association of the company, the resolution of the board of directors and the resolution of the shareholders' meeting. Should there be cases that a director and an executive according to the Securities and Exchange Commission definition not performing duties as of Section 89/7, the Company may sue the individuals to take responsibility by returning the received benefit to the Company according to the Clawback Provision in Section 89/18 and 89/19.

3.17 Investment Policy for Subsidiaries and Joint Ventures

The Company will invest in corporations pursuing the same objective in logistics operations in accordance with the Company's core business, firms with similar characteristics, or organizations in support of the Company's functions contributing to higher operating results or profits. The Company may venture in partnerships that will create the synergy with its performance, in favor of its core business' service integration and competitive capability enhancement - in line with its target

to become a leading integrated logistics service provider in ASEAN Region. Should the Company like to capitalize in enterprises unrelated to logistics, a specific investment proposal approved by the Board of Directors after being considered beneficial to the Company and its shareholders as a whole, is required. In overseeing its subsidiaries and joint ventures, the Company will assign the director or the executive with qualification and experience appropriate for particular businesses as its representative in those respective operations to identify the major policy controlling the management of subsidiaries and/ or joint ventures. The appointed director the Company's representative, will perform duties in supervising subsidiaries and/ or joint ventures so that those organizations are capable of managing or conducting actions according to the determined policy. The delegate will use one's discretion in relation to the agreement of the Board of Directors meetings' and/or the company approving principal decisions' shareholder conferences entirely for the Company's optimum benefit and sustainable growth.

Part 4 Policies and Guidelines on the Organization Management

4.1 Compliance Policy

The Board of Directors expect every employee to work with honesty and trust, on the basis of positive behaviors in relation to laws and business code of conduct to prevent any risk that may have impact on the Company, directors, executives, employees and confidence of every party of stakeholders. As a consequence, Compliance Policy is determined as follows:

1. Directors, executive, and employees are requested to adhere to compliance covering laws, rules, the Company's regulations, practices as of contract, business code of conduct, policy, operation standard, best practice – both domestically and internationally, countries where the Company operates its businesses.
2. Illegal transactions are unacceptable.
3. Compliance with regulations is regarded a part of operation that directors, executives and employees are requested to perform tangibly by communication, support and promotion of knowledge, understanding, direction

determination and supervising for appropriate act including awareness creation and honesty culture inheritance.

4. The Company emphasizes on system and responsible persons to supervise the Company to conduct operation according to laws, with process of corporate governance for efficient performance in addition to constant improvement of the system.
5. Any person reporting or giving data relating to actions that are or may violate laws or code of conduct is protected in accord with the policy and guideline of whistleblowing and measure of whistleblower protection

4.2 Policy for the Appointment of Directors and Executives to Subsidiaries

Principles

The Company runs a logistics business and holds shares in subsidiary companies along with affiliated companies whose objectives are to run a logistics business in the same manner as that of the main business of the Company or similar businesses or businesses which support the business of the Company in order to facilitate the Company in generating better operating performance or gaining higher profits or investing in synergy businesses to maintain the benefits of the investment funds of the Company. The Company has also specified measures for management monitoring details of which are as follows.

1. Management Structure of Subsidiary and Affiliated Companies

The Company shall send experienced and qualified representatives to the businesses as directors or executives of subsidiary and affiliated companies unless limited by the law. The purpose is to assign such persons to perform their duties in specifying important policies to manage and supervise the business operations of such subsidiary or affiliated companies as assigned by the Board of Directors in accordance with all related laws.

2. Proxy Voting by the Company's Representatives in the Shareholders' Meeting of Subsidiary and Affiliated Companies

The representatives of the Company in subsidiary and the affiliated companies shall use discretion when casting votes in the Board of Directors' Meeting and/or the Shareholders' Meeting of such subsidiary and affiliated companies in accordance with the resolutions of the Directors' Meeting and/or the Shareholders' Meeting of the companies which approves such issues.

3. Transactions of the Directors, the Executives, or Individuals who are related to Subsidiary Companies

The directors, the executives, or individuals who are related to subsidiary companies shall make transactions with the subsidiary companies only when such transactions have been approved by the Board of Directors or the Shareholders' Meeting of the Company according to the calculated transaction size in accordance with the Notification of Connected Transactions, except for transactions which are commercial agreements in the same manner as that a reasonable person would have done with partners of contract in the same circumstances, with commercial negotiation power and without influence from being a director, executive, or related person as the case may be. Those transactions shall be the commercial agreements which have been approved by the Board of Directors of the Company or shall be in accordance with the principles approved by the Board of Directors.

4. Subsidiary Companies' Information Disclosure

- 1) The subsidiary companies shall perform the duties of disclosing the information of financial positions and operating performance, and transactions between the subsidiary companies and connected persons, acquired or disposed assets, or other important transactions of the subsidiary companies with accuracy and completeness, using the principles related to the disclosure and transactions in the same manner as that of the principles of the Company.
- 2) The subsidiary companies shall report business operation plans, business expansion plans, large investment projects, and co-investments with other operators to the Company through the monthly operating report. The Company has the right to call upon the subsidiary companies to clarify or send documents for consideration and the subsidiary companies shall strictly and immediately follow these orders. In the case where the Company finds issues of significant importance, the Company may notify the subsidiary

companies for clarification and/or demonstration of evidence to clarify such issues in doubt.

4.3 Risk Management Policy

The Company places importance on risk that may occur and influence operating results by organizing the Board of Risk Management to oversee and determine risk management directions for acceptable risk with operation as follows:

1. The Company determines policy of organization risk management in accord with directions for international-standard business operation – emphasizing on risk management in 6 aspects: strategy, operation, finance, compliance with regulations, ESG risk and emerging risk to cover risk related to business operation.
2. The Company considers risk of business continuity management, determining business continuity management risk management plan in relation to policy of business continuity management to assign executives and employees for the operation according to the plan.
3. The Company considers significant risk at organizational level, analyzing and evaluating risk for corporate risk profile summary and determining key risk indicators as warning signs in advance as well as efficient management of particular risks.
4. The Company monitors and revises specific risks every quarter in response to changing business operating environment as well as management supervision for acceptable risk.
5. The Company reports risk consideration results to the Board of Executives and the Board of the Directors.

4.4 Connected Transaction and Related Party Transaction

Measure and process for approval of Related Transactions

As a listed company in the Stock Exchange of Thailand, SCGJWD Logistics Public Company Limited has a goal to operate for the maximum benefit of shareholders,

with a policy to provide adequate information to investors and comply with rules and regulations, requirements and laws in the country where the Company.

To ensure transparency of related transactions between the Group and related persons or entities, while reducing possible conflict of interest and operating in accordance with good corporate governance principles, and be fully compliant.

with laws, rules and regulations, and requirements specified by relevant governing agencies such as the Stock Exchange of Thailand (SET) and the Office of the Securities and Exchange Commission (SEC), in a way that provides investors with adequate information enabling them to use their discretion in making an investment decision, the Company has therefore set guidelines for doing transactions between the Group and related persons or entities, which can be the criteria for considering to conduct a transaction. Details are as follows:

For any related transaction of the Company and its subsidiaries with a person who may have a conflict of interest, the Company will consider conducting the transaction in the same manner as with a person outside the organization (arm's length basis) for the maximum benefit of the Company. It is also required that trade conditions must be priceable and fair and must not allow for the transmission of benefits. In the event that it is unclear whether or not interrelated prices are associated with the arm's length basis, the transaction should be submitted to the Audit Committee for further discussion and approval before conducting the transaction.

The Company has authorized members of the management team to approve financial limits hierarchically. Authorization of the persons who have the right to approve will be based on financial limits specified. However, the Company prohibits any member of the Board and Management, who is affiliated or may have personal conflict of interest, from approving related transactions in which he/she is affiliated. Also, any member of the Board who is affiliated in the agreement to execute any related transaction must not attend the meeting and vote at that meeting. The Audit Committee is responsible for reviewing interrelated transactions between companies or its subsidiaries and any connected persons and must perform in accordance with rules and regulations set by the Stock Exchange of Thailand (SET). However, interrelated transactions between companies at which persons who may have a conflict of interest hold less than 10% share will not be examined by the

Audit Committee, which corresponds to the SET announcement on the Disclosure of the Execution of Interrelated Transactions of Listed Companies.

The related transactions can be executed in normal course of business because of the fact that they are usual trade practices, and in accordance with normal trade conditions and the same manner as dealt with external customers in general in normal situations. In addition, price or remuneration must be in a limit that is approved in accordance with the Company's financial procedures and always under the reconsideration of vendor selection process to ensure that the Company has provided opportunities to entrepreneurs outside the Group, who may offer more benefits to the Company and can be an external source for the comparison of prices and trade conditions.

The Company discloses information about related transactions by adhering to guidelines set in Thailand Accounting Standards, Issue 24th (last updated in 2009), on the Disclosure of Information about Related Persons or Entities, and in accordance with rules and regulations set by the Office of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). The Legal and Compliance Department and the Accounting Department will submit related transactions or transactions that may have conflict of interest occurred to the Audit Committee for further review and comment on the necessity and rationality of each transaction whether or not it is destined to give the maximum benefit to the Company before reporting to the Board. Additionally, the Accounting Department will submit records of related transactions on monthly basis in accordance with rules and regulations set by the Stock Exchange of Thailand (SET) and the Office of the Securities and Exchange Commission (SEC).

Policy and Trend of Future Related Transactions

In the future the Company may need to execute related transactions, which are usual and unusual trade and business practices. In doing these, it is required to be in compliance with rational price conditions and ensure maximum benefit to the Company. The Company will comply with laws on stocks and stock exchange, as well as rules and regulations, announcements, orders or requirements set by the Stock Exchange of Thailand (SET), and act in accordance with requirements and guidelines concerning disclosure of information about related transactions, acquisition or disposal of important assets of the listed company and its

subsidiaries. The Company will disclose related transactions in the Notes to Financial Statement which has been audited by the Company's auditor.

4.5 Anti-Corruption Policy

The Company conducts Internal Control Auditing to ascertain that the process for financial reporting is completely operated and appropriate according to the standard for internal auditing with adequate documents and evidence for auditing, and the auditing result is regularly submitted to the Company's Board of Directors on an annual basis.

1. Authority and Responsibility

- 1.1 The Board of Directors has a duty to view and approve the Anti-Corruption Policy, and delegate the Management Team to implement the policy into practice.
- 1.2 The Audit Committee has a duty to re-examine the Company's Internal Control System Report, and assess the potential risk of corruption reported by the Internal Control. The Committee is to assure the Company that the system could minimize the corruption possibility, protect financial security and business operation, and is suitable for the Company's business model.
- 1.3 The Chief Executive Officer and the Management Team are responsible for policy implementation to a real practice by employees and involved sectors, through communication channels. They will also revise the Anti-Corruption Policy to accommodate the up-to-date business and legal changes, and then propose to the Committee.
- 1.4 The Internal Auditor has a duty to follow the Internal Audit Plan and submit the Internal Control System and Corruption Risk Assessment Report to the Audit Committee. The Auditor will also take care of the corruption investigation assigned by the Committee.
- 1.5 Every personnel of the Company has the duty of understanding and operating their work in accordance with the Anti-Corruption Policy as well as complying with the Company's related guidelines. In case there are queries or actions violating the Company's regulation, employees are

required to report the matter to their supervisors or report through the Company's specified channels.

2. Policy and Guideline

The Company possesses the internal audit to prevent the corruption in high-risk subjects that possibly cause corruption. The Company's Board of Directors, executives, employees, workers and representatives are required to strictly comply with the Anti-Corruption Policy by refraining from being involved with the corruption either directly or indirectly as follows:

2.1 Gift, Reception and Other Related Expenses

In terms of gift presentation or reception, reception meal or other benefits with customers, trading parties, business representatives; the Company's personnel is required to avoid giving or receiving reception meals proven to be in excess of appropriation - except for gifts according to traditions or regular business reception or expenses in promotion of businesses related to the generation of commercial reputation as the exchange in relation to traditions. Should those gifts' prices are exceeding THB 3,000; employees are requested to immediately inform their supervisors of the department manager level and up.

2.2 Financial Support and Charity Donation

Spending the Company's money or assets for charity donation or providing financial support is required to be conducted on behalf of the Company exclusively. Organizations for charity donation include foundations, educational institutions, charitable organizations, temples, hospitals, infirmaries or organizations for social benefits with verifiable evidences and operations through the Company's regulations.

2.3 Political Assistance

The Company adheres to the political neutrality, the promotion of law compliance and democracy - with no direction in provision of political support for political parties, politicians or people involved with politics either directly or indirectly. The Company's Board of Directors, executives,

employees and workers are required not to apply the Company's resources to support political activities or use for political parties' benefits or for the Company's business benefits related to political assistance.

The Company promotes the political freedom for its Board of Directors, executives, employees and workers to participate in or support political activities legally. The Board of Directors, executives, employees and workers possess the rights to express, partake in and use political rights outside working hours with their own resources exclusively. They are requested to refrain from any action related to politics within the Company and from applying the Company's resources for those political operation.

2.4 Conflict of Interest

The Company's Board of Directors, executives, employees and workers are requested to avoid actions with conflict of interest with the Company. Any action must be conducted with reasonable reasons on the basis of actions for the Company's benefit, without contradiction to related law and regulation. In this regard, should there be any action or behavior in the scope of having conflict of interest with the Company, the personnel has the duty to inform the conflict of interest through channels for whistleblowing regarding the corruption in accordance with the guideline specified in the Company's Code of Conduct Policy.

2.5 Facilitation payment

The Company possesses the policy of no payment for facilitation to government officials in every case. Should the personnel be requested for the payment on behalf of the Company, should be cautious in the payment - with consideration of payment reasons and whether the amount of money is appropriate. Employees should request for receipts or documents with specific reasons for the payment. Should employees have any query, worry or question regarding the payment, they are requested to inform their supervisors in their chain of command.

2.6 Hiring Government Officials

1. Procurement with government units, It is prohibited to give or receive bribes of every form. The procurement is requested to be conducted

correctly - in compliance with rules, regulations, laws, criteria or traditions of each locality or each country - with different conditions, processes or practices. As a consequence, contacting government units must be conducted with transparency, honesty and in accordance with related laws.

2. Recruitment of former government officials is according the specific criteria by the Company - to avoid actions that may be compensation for any benefit. The selection, hiring approval and compensation determination for hiring former government officials to work as the Company's employees must be considered in accordance with necessities in relation to the recruitment process and the Company's specific criteria.
3. The Company requires that the data of names and biographies of former government officials that are appointed as the Company's directors and executives be revealed in its Annual Report for transparency.

2.7 Personnel Management

1. The Company possesses Human Resources Management ranging from recruitment, personnel selection, promotion, training, employees' performance appraisal and compensation payment by determining that every level of supervisors communicate with employees regarding the policy and measure of anti-corruption - for application of business activities in their responsibility as well as efficient operation supervision.
2. The Company arranges the orientation process for new employees for their understanding of the guideline for anti-corruption, the Company's expectation and penalty should employees' operations be discordant with this the anti-corruption policy and measure.
3. The Company consistently provides communication and training for its directors, executives, employees and workers for true comprehension regarding the anti-corruption measure, the Company's expectation and penalty should employees' operations be discordant with this the anti-corruption policy and measure.

4. The Company provides appropriate and safe channels for employees in case they have questions, would like to ask for consultation or advices regarding the operation in accord with the anti-corruption measure.
5. The Company provides fairness and protection to its personnel -- with the principle of no demotion, no penalty nor negative impact on the Company's personnel that negates the corruption or informs any wrongdoings related to the Company -- even though those actions may cause the loss of its business opportunities. The Company arranges whistleblowing channels in accordance with the Policy and Guideline of Whistleblowing in addition to the measure for protection and confidentiality as the protection of complainants' rights and people providing the action data with good faith.

Risk Management

The Company arranges that the internal audit assesses the risk regarding the corruption in the operation process by evaluating risks as the search for risk factors that may affect the operation, the analysis and the understanding the impact the risk has and the opportunity for the risk to occur, the consideration of the risk intensity level for finding the proper response in addition to the regular reviewing and assessment of the process and measure appropriateness to be in relation to business changes, rules and regulations according to the law on the annual basis.

Reviewing and Reporting

The Company arranges that the internal audit has the duty of verifying the operation in compliance with the policy and guideline to strictly be in accordance with the requirement of the anti-corruption policy and reporting the verification result to the Auditing Committee for information and further consideration.

Training, Communication and Dissemination of the Policy for Internal Organization and External

The Company will host training sessions for promotion of knowledge and correct understanding in terms of the overall of the corruption, the policy and guideline for anti-corruption risk management in organization at the present time for its

employees – for further correct and proper application to their operation constantly through following activities:

- 1.1 The Company realizes the importance of the communication, dissemination, provision of knowledge and understanding for employees and external parties working in relation to the Company or may cause impacts with the Company as well as the public in terms of subjects that have to be in accord with this anti-corruption policy.
- 1.2 The Company arranges the communication of the information related to the anti-corruption policy and measure through its communication channels such as the Company's website, Email, Annual Report (One Report), brochures, circular letters, announcement on bulletin boards etc.
- 1.3 The Company hosts the orientation, training, seminar regarding the anti-corruption policy and measure for every employee – for information and operation.

Internal Control and Data Storage

The Company provides the auditing process and the internal organization control system in support of the corporate governance culture in the organization, with systematic risk management and verification in addition to the prevention of the internal organization's corruption – to proof that those actions are not giving or receiving that may be channels for corruption. The process covers sales and marketing, product investment management, procurement and contract creation, finance, accounting, data recording, human resources management from hiring, determination of compensation, training for employees, disciplinary penalty as well as delegation of authority and clear and proper duties. The Company arranges independent internal auditors for assessing the internal controlling system, the risk management system and the corporate governance process of activities or working systems in terms of finance and data recording of accounting procedures in relation to the standard, the principle and the law applicable to accounting and financial reports. Every type of expenses needs attachment. The Company's data storage is required to be verifiable with efficiency in accord with the objective to ascertain that the compliance of the anti-corruption is according to the requirement and law or related supervising units. Furthermore, the Company's financial statements and performance results are regularly verified by permitted auditors

on a quarterly and annual basis to ensure that the data, financial or accounting reports are correct, reliable, in time and in accordance with the law's requirement.

In this regard, the Audit Committee is responsible for supervising the internal organization for the Company, including the consideration of the financial report and other processes related to the anti-corruption measure.

Whistleblowing in relation to Anti-Corruption

The Company provides channels for complaints and whistleblowing – covering the complaint reception, fact verification, summarization and reporting in addition to the protection of whistleblowers and related people to perceive complaints, opinions or suggestion from stakeholders affected or may be affected from the company's business operation or from the duty operation of directors, executives, employees and workers regarding illegal actions – including behaviors that may be related to corruption.

The Company issues the policy and guideline concerning whistleblowing and the measure for the protection of whistleblowers as specified in this Corporate Governance Policy.

Corruption Whistle Blowing

When detecting or witnessing any form of actions indicating corruption or alleged wrongdoing which could affect the company directly or indirectly as a result, an individual shall not ignore or take no action, but shall inform the Audit Committee or the Chief Executive Officer immediately through the following channels:

- Secretary of Audit Committee by e-mail at eakapong@scgjwd.com or Company Secretary by e-mail at nattapume@scgjwd.com
- Director and Chief Executive Officer by e-mails at charvanin@scgjwd.com or CEO Talk suggestion box.
- Company Public Relation email at pr@scgjwd.com
- Corporate website at www.scgjwd.com

Investigation and Punishment Procedures

- When getting informed about an indication of corruption possibility, the Audit Committee and/or the Chief Executive Officer will thoroughly study the

information, and investigate the case by themselves, or delegate a representative (an Executive) to carry out the investigation.

- During the investigation period, the Audit Committee and/or the Chief Executive Officer will assign a delegate (an Executive) to report the investigation progress to the whistle blowers and the information providers.
- If the investigation concludes the corruption allegation is legitimate based upon the information or evidence, the Company will inform the alleged individual the accusation, and give him the right to defend himself by submitting any information or evidence to encounter the accusation and prove himself innocent.
- If all the evidence proves that he is guilty of corruption, his wrongdoing is considered to be against the Company's Anti-Corruption Policy and business ethics. Therefore, his punishment shall be according to the Company's regulations, and to the law if any illegal conduct is involved.

Confidentiality Protection

In order to protect whistle blowers and information providers, all their personal information will be secure as absolute confidentiality. Only the authorize investigation personnel could have the information access permission.

The Audit Committee and/or the Chief Executive Office will have full authority to protect whistle blowers, complainants, witnesses, and information providers and assure them of their safety, trouble-free, and righteousness.

All the investigation team members shall treat all the information, complaints, and evidence given by the whistle blowers and the information providers as absolute confidentiality. Information disclosure shall be done only upon legal requests and regulations.

Reviewing of Anti-Corruption Policy

The Company requires that the measure and policy for anti-corruption be reviewed annually or when there is a change affecting the operation significantly, to ascertain that the measure and policy is in accordance with the company's practices as well as other related requirements and laws.

4.6 Whistle Blowing Policy and Whistleblowers Protection Measures

The Company shall maintain international standards and practices in accordance with Good Corporate Governance. Therefore, the Company arranges for appropriate channels of communication with the Board of Directors via postal mail and electronic mail to ensure the means for acknowledgement of information and suggestions along with a proper investigation is appointed per complaints relating to suspect wrongdoing, accuracy of financial report, deficient internal control systems, violation of rights, or code of business conduct of management or employees. Whereby the Company shall keep all information of the appellant as confidential as well as protect such appellant.

a) Scope of the policie

This policy is set with the expectation that all employees and stakeholders shall report any violation of laws, regulations, and code of conduct of the Company e.g.

- Corruption
- Fraud, embezzlement and theft
- Dishonest acts for personal benefit or benefits of others
- Acts which may be harmful to the health, safety, or environment
- Any intentional act to cause damage to the Company
- Violation of ethics or code of conduct
- Suspicious acts related to money laundering, financial, or accounting matters
- Assist in any act which violates the laws, regulations, or code of conduct including concealing or help covering up such act
- Actions involving human rights violations, such as discrimination or harassment, etc.
- Actions that affect individuals or communities impacted by the Company's business activities

b) Applicable procedures to be undertaken inthe event of receiving 'whistleblower' complaints

Complaint gathering: The independent directors shall appoint a committee to compile all complaints.

Fact finding and investigation: The assigned committee will analyze the facts, investigate, and propose proper measures to handle the matter.

Action : The assigned committee proposes proper measures to handle the violation or misconduct to the Board of Directors for consideration in order to alleviate damages.

Reporting : the Nomination Remuneration Corporate Governance and Sustainable Development Committee, The Chairman of Audit Committee, independent directors or company secretary report to the Board of Directors and inform the results to the appellant (if known).

c) Protection of Whistleblowers

Whistleblowers or any person who cooperate in an investigation shall be protected as follows:

- 1) The whistle-blower or the complainant may choose not to reveal his/her identity or information if the disclosure will cause danger or damage.
- 2) If the person chooses to reveal himself/herself, the Company's investigation will update the progress on the case together with any additional useful information.
- 3) In the case the whistle-blower agrees to cooperate with the investigation, the Company will maintain the confidentiality of any provided leads and will keep confidential any information that may lead to the identify the identity of such person(s).
- 4) The person who receives the complaint and the person involved in the investigation must keep all filed information confidential. If necessary, they may disclose the information taking into account the safety of and the damage to the complainant or any person who cooperates in the investigation, the information sources, or relevant persons. The company may proactively provide appropriate protective measures if there is potential damage or danger.
- 5) The person at risk of damage or danger will be assisted using all proper and just procedures.

d) Channels of communication available for use by the Whistle-Blower

Postal Mail

Attn: Independent Director

SCGJWD Logistics Public Company Limited

36 Krungthep Kreetha Road, Huamark, Bangkok, Bangkok 10240

Email, Telephone and Website

Board of Directors (by Independent Director):

independent_director@scgjwd.com

Company Secretary: nattapume.p@scgjwd.com 02-7104000 (2010)

Investor Relations: ir@scgjwd.com 02-7104000 (2296)

Website <https://www.scgjwd.com/en/contact/contact-us>

e) Whistle Blowing Policy and Guideline, including Whistle Blower Protection Measure

The Company communicates and disseminates Whistle Blowing Policy, Whistle Blower Protection Measure as well as channels for whistle blowing, complaints for its employees to perceive through different channels such as director orientation, employee orientation, consistent training for executives and employees at every level. The content is part of the Policy and Code of Conduct Curriculum. Besides, the Company communicates and disseminates the Whistle Blowing Policy and Guideline to the public and its stakeholders through a variety of channels such as its website, annual report and sustainability report.

4.7 Disclosure Policy

Information Disclosure and Transparency

The Company has policies regarding information disclosure and transparency, whereby the disclosure of the Company's material information, both financial and non-financial shall be accurate, complete, timely, and transparent to shareholders, investors, analysts, and the general public. The Board of Directors is responsible to ensure adherence to laws and regulations regarding information disclosure and transparency. The Board of Directors shall disclose when there is a change of shareholding of the directors and executives in compliance with the Securities and

Exchange Commission and Good Corporate Governance of the Company.

In addition, all directors and executives must file the Report of Changes in Security Holdings and report their conflicts of interest or those of their related persons in order to ensure that the directors and executives can perform their duties with honesty and transparency and build trust among shareholders and investors.

4.8 Investor Relations

The Company places importance on disclosure of information in accordance with the Stock Exchange of Thailand (“SET”) and the Securities and Exchange Commission (“SEC”) where it must be accurate, complete, timely, and transparent. The Company has assigned personnel with a high level of competence and knowledge about the Company as Investor Relation.

In this regard, the Chief Executive Officer, Chief Financial Officer, and assigned executives shall directly communicate with shareholders, investors, and securities analysts both locally and internationally. Other than disclosing information through channels provided by SET and the Company’s website, the Company also discloses information regarding working progress and responds to inquiries from investors in order that all stakeholders receive information on an equal basis.

4.9 Human Rights Policy

Human rights policy and Fair Labor Treatment

The Company realizes the importance of human rights through the entire value chain – to ensure that related stakeholders are equally treated and taken care of in accordance with The Universal Declaration of Human Rights (UDHR), The United Nations Global Compact (UNGC), The United Nations Guiding Principles on Business and Human Rights (UNGP), International Labour Organization (ILO), and the Company’s Policy Regarding Human Rights. In this regard, the Company’s operation covers every party that may be affected such as employees, children, women, the disabled, communities, locals, business partners’ labors, and foreign workers. To confirm that its businesses have no human rights violation, the Company has determined the policy and the guideline concerning human rights to prevent human

rights violation in all of its businesses – as well as its business partners in business value chains’ and its joint ventures’.

Scope of Operation

This Human Rights Policy is applied for every activity of the Company (employees, direct business activities, products and services) that the Company possesses the administrative authority. For example, the Company and its subsidiaries’ businesses as well as joint ventures.

The Company also extends its expectation and promotion of the compliance with this policy among business partners that Company possesses no administrative authority such as associated companies, other joint ventures, contractors, suppliers and other related parties.

Definition Terms in the Human Rights Policy

Human rights refer to the inherent rights of every human being, regardless of physical or mental condition, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, or any other factors as defined by the laws of each country and the treaty to each country is obligated to adhere. Human rights include the rights to life and liberty, freedom from slavery and torture, freedom of expression, freedom of association, the right to work, the right to education and other rights. Everyone is entitled to these rights, without discrimination.

The Company is SCGJWD Logistics Public Company Limited and subsidiaries as the consolidated financial statements. Boards, executives and employees must be aware of the importance of and respect human rights in all aspects for every individual, as well as for society and the community, in accordance with the laws of each country and the treaties to which each country is obligated, including:

- Treat everyone following human rights principle on equal basis without discrimination,
- Avoid any act considered violation of human rights,
- Support human rights protection,

- Support communication, dissemination, education, creation of understanding, defining direction, monitor and provide support to Business Partners in the Business Value Chain, Suppliers, Contractors, and Joint Ventures to ensure they conduct business ethically, respect human rights, and treat everyone according to human rights principles in line with this policy.
- Vulnerable Groups refer to individuals who lack the capacity to protect their own rights and interests due to limited power, education, resources, strength, or other factors, and who are at greater risk of experiencing adverse human rights impacts. Such groups include, but are not limited to, women, persons with disabilities, children, indigenous peoples, migrant workers, LGBTQI+ individuals, workers within the business value chain, and local communities.

1. Human Rights Guidelines

- 1.1. Everyone shall pay respect to human rights and treat each other with respect and honor on equality basis to all stakeholders and vulnerable groups without considering differences in physical or mental status, race, nationality, national or social origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status, including treating employees and stakeholders of the organization such as customers, and business partners equally without discrimination.
- 1.2. Care must be taken when performing duty to prevent any risks in human rights violation in business.
- 1.3. Supporting and promoting actions that protect human rights.
- 1.4. Everyone shall support communication, dissemination, education, creation of understanding, defining direction, and provide any support to suppliers/ contractors in the business value chain and those in the joint ventures to join the business with ethics respecting human rights and treating everyone based on the human rights principle in this policy.
- 1.5. Everyone shall monitor and provide any support to protect human rights. They shall monitor human rights respect, not ignore or pay attention when finding any action matching human rights violation relating to SCG. Report must be made to supervisor or people of responsibility on this issue. Such person shall give cooperation to any inquiry or investigation of truth. In case of any doubt or question, such person shall consult his supervisor or people of responsibility via the assigned channels.

- 1.6. The Company will ensure fairness and protection for individuals who report human rights violations related to the Company by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in Whistle blowing Protection Policy.
- 1.7. The Company will continuously develop and conduct a Due Diligence Process in order to identify human rights risks and impacts and potentially affected all group of stakeholders, plan for corrective and preventive actions on addressing, preventing g human rights violations and to track and monitor the situation. Also, appropriate mitigation and remediation plan shall be set for human rights violation case.
- 1.8. The Company will inspect and follow up on the results of managing and solving human rights violations according to the inspection and follow-up process, including providing support and cooperation in resolving impacts caused by or related to the Company.
- 1.9. The Company is determined to create and maintain corporate culture aiming to respect human rights according to this Human Rights Policy.
- 1.10. Any person who violates the human rights and in cases of discriminatory behavior or harassment of which is also acting against Code of Conduct shall be undertaken corrective action or be considered disciplinary penalty as defined by the Company and may be subject to legal punishment if the act is against the law.
- 1.11. The Company is determined to respecting children's rights in all beyond the prohibition of child labor. The Company is committed to promoting and supporting children's rights in accordance with the Children's Rights and Business Principles (CRBP), including the protection of child welfare and safety. These principles serve as a framework for the Company's operations and supply chain management to prevent and appropriately address any potential adverse impacts on children's rights.

2. Fair Practices in accordance with Human Rights Principle

- 2.1. The Guideline Regarding Forced Labor: No action or no support of forced labor of any form -- both internal companies and within companies' supply chain, no physical penalty, no threat from violence or any other forms of

physical, sexual, mental or verbal persecution are the Company's disciplinary measures or controls.

- 2.2. The Guideline Regarding Child Labor: Hiring and support of hiring children aged below the specified age according to the law -- both internal companies and within companies' supply chain, action and support of children labor work that is hazardous to health or under the environment that may post danger to health and safety are prohibited.
- 2.3. The Guideline Regarding Female Labor: Female labors working in positions that are dangerous to their health or bodies according the specified law is prohibited. The Company arranges that pregnant employees work in the environment that is healthy and safe for their pregnancy. The Company shall not conduct employment termination, demotion or benefit reduction of female employees due to their pregnancy.
- 2.4. The Guideline Regarding Legal Foreign Labor: The Company conducts its businesses with ethics and responsibility -- especially in hiring foreign labors legally for both the Company's and its business partners in terms of hiring contracts, foreign work permit, wages and safe work conditions.
- 2.5. The Guideline Regarding Division or Discrimination Action and support of discrimination in hiring labor, wage payment and compensation for work, welfare provision, training and development opportunities, promotion or position consideration, employment termination and retirement are prohibited. The Company shall not interfere with, obstruct or conduct any actions that affect employees' rights or practices resulting from differences of nationality, religion, language, age, gender, marital status, disability, membership of labor union, membership of employee committee, political party appreciation and other personal opinions.
- 2.6. The Guideline Regarding Freedom of Association and Congregation for Negotiation: The Company respects its employees' rights and provides freedom in participating in associations, unions, federations and congregation for negotiation, and shall not obstruct the operation of labor unions and federations nor obstruct its employees' rights for being membership of labor unions. In addition, the Company provides facilities and shall treat particular representatives equally with other employees.

2.7. The Guideline Regarding Working Environment and Labor Quality of Life: The Company is committed to promote employees' operation with standard, appropriate employment as well as supervision of safe working environment for their quality of life so that they are capable of working without being physically and mentally affected. Furthermore, the Company places emphasis on the high standard level of Occupational Health, Safety and Environment by its dedication to the prevention of accidents, injuries and illnesses resulting from work during the operation under the protection and fair practice on the basis of society and in accord with provisions of the law -- by always reviewing, developing and adjusting its actions accordingly.

2.8. The Guideline Regarding the Responsibility for Employee Supervision Related to Threat, Sexual Harassment: The Company promotes working conditions that employees pay respect to one another -- with measures for the protection of threat and sexual harassment by words, gestures, touching or any other means. Should employees be threatened or sexual harassed, the Company will strictly consider applying disciplinary penalty to employees violating the Company's requirement concerning the operation.

2.9. The Guideline Regarding Compensation for Work: The Company provides wages, overtime pay, and employee benefits in compliance with applicable laws and at rates not lower than those prescribed by law. The Company determines remuneration to be appropriate and sufficient for a decent standard of living, taking into consideration the Company's performance.

The Company maintains a fair, appropriate, and non-discriminatory remuneration system, supported by a systematic performance evaluation process used as a basis for determining remuneration on an annual basis. Employees are informed of their living wages and total remuneration for each pay period, with clear details of all compensation components provided.

2.10. The Guideline Regarding Working Hours: The Company ensures that employees do not work beyond the maximum working hours prescribed by law, including overtime work. The Company establishes work arrangements

aimed at reducing excessive working hours and sets appropriate working hours to promote employees' well-being.

Normal working hours are clearly specified, including working overtime and working on holidays. Employees' regular working hours with starting and ending times, the break period during the operation and the lunch break are identified with clarity. In addition, employees are given the rights to take leaves, including holiday and private leaves according to the law.

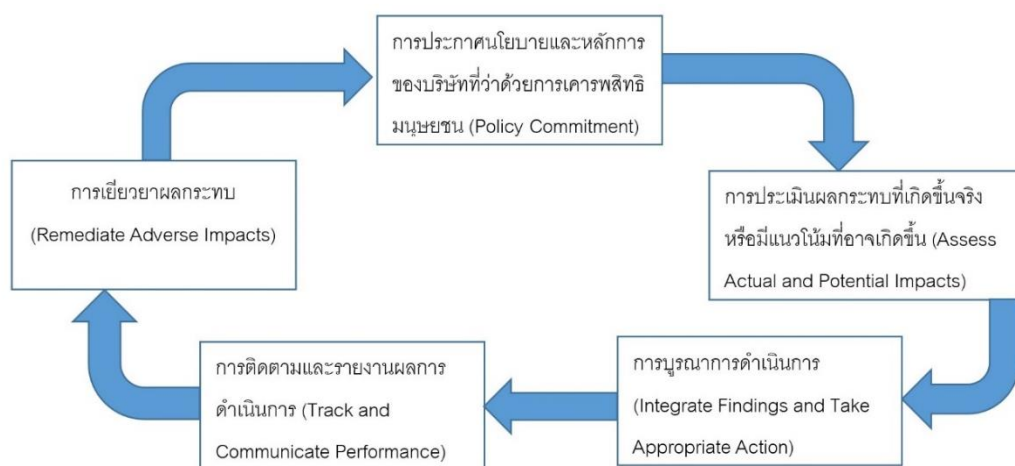
2.11. The Guideline Regarding the Employment Termination and Compensation Payment: The Company complies with Labour Protection Act B.E. 2541 (Amended), stating the employer's duty and the employee's rights in case of employment termination according to the principle of International Labour Organization.

2.12. The Company shall not conduct the employment termination without reasonable reasons. Employees will be notified in advance before their employment be terminated and will receive compensation payment according to the law.

3. Fair Labor Practices in accordance with Human Rights Principle

The Company monitors and verifies human rights comprehensively by evaluating risks of evidences violating human rights that may happen in every area of the Company's workplaces and in its supply chain thoroughly on an annual basis with the following process:

Comprehensive human rights inspection process



1) Announcement of the Company's Policy and Principle Regarding the Respect to Human Rights

The Company's policy and principle cover all SCGJWD and its subsidiaries' operations in its business activities.

2) Assessment of Actual Impacts or Trends

The Company establishes a human rights management process to identify issues and assess potential human rights risks and impacts that may arise from its business operations. The process covers all stakeholder groups throughout the value chain, including individuals who may be affected by the Company's activities.

The Company develops mitigation measures to address human rights risk issues, particularly those assessed as high and very high risk, in order to reduce and control adverse impacts to a low or acceptable level, while also promoting positive impacts for affected stakeholders.

3) The Integration of the Operation

The Company determines the risk evaluation regarding human rights that may happen, and develops its measures for reducing any impact that may occur from risk issues concerning human rights -- especially in high and extremely high levels as the direction in minimizing and controlling negative impacts to low or acceptable levels. In addition, the Company enhances positive impacts to those affected.

4) Monitoring and Performance Reporting

The Company requires that the risk issue, impact alleviation measures and prevention of risk concerning human rights be reviewed regularly - by applying tools for monitoring and evaluating the Company's performance from indicators such as percentage of employees participating in training sessions regarding human rights, the number of received complaints and status of rectification. Besides, the Company regularly reports its performance regarding human rights on an annual basis via its Annual Report or Website.

5) Alleviation Aid in Relation to the Impact

The Company provides grievance and whistleblowing channels for reporting misconduct related to human rights issues. The process covers complaint receipt, fact-finding and investigation, conclusion and reporting of results, as well as the protection and confidentiality of whistleblowers and related persons. These channels enable the Company to receive complaints, feedback, or suggestions from both internal and external stakeholders, including individuals or communities who are affected or at risk of being affected by the Company's business activities. Complaint channels are established in accordance with the Whistleblowing Policy.

The Company is committed to providing remediation where it has caused or contributed to human rights violations. Accordingly, the Company has established guidelines and measures for remedying human rights impacts, with remediation processes tailored to the context of each incident or case of human rights violation, as appropriate. Remedies may include both financial and non-financial forms of compensation for affected persons.

4.10 Personal Data Protection Policy

SCGJWD Logistics Public Company Limited and SCGJWD Group (hereinafter referred to as the "Company", "we", "us", or "our") care about and respect the privacy rights of our service users, customers, partners, counterparties, shareholders, employees, job applicants, and stakeholders who are individuals, including the individuals acting for our shareholders, partners, service providers, and stakeholders which are juristic persons (hereinafter referred to as "you" or "your").

We have prepared this Privacy Policy to notify you of our processing of personal data as required by the personal data protection law, such as details regarding our collection, use, and disclosure (collectively referred to as "processing"), including deletion and destruction, to ensure your personal data protection as follows:

Declaration

The processing of your personal data will be carried out in accordance with applicable laws and regulations, as may be amended, supplemented, and replaced

from time to time. That is to provide protection of personal data in the countries in which we operate and intend to operate. We will collect, use, store, disclose, and transfer (including transferring to foreign countries) your personal data only in accordance with this Personal Data Protection Policy.

Please read the following to understand our views and practices with regard to your personal data and how we will process such data. Certain data concerning you is necessary for our provision of products and services to you. If you do not agree to provide such data, you will not be able to use or access all functions of our services and products, and it may cause us to be unable to provide our products and services to you.

This Personal Data Protection Policy is updated from time to time. We reserve the right to modify, amend, delete, and update this Personal Data Protection Policy at our sole discretion.

1. Definitions

- 1) “Company” means SCGJWD Logistics Public Company Limited “SCGJWD Group” means SCGJWD Logistics Company Limited Public Company Limited and its subsidiary companies, affiliated companies, or companies in the group as follows: SCGJWD Academy Company Limited, SCG Nichirei Logistics Co., Ltd., Thai Connectivity Terminal Co., Ltd., Jumbo Barges & Tugs Company Limited. (Further details can be found at <https://www.scgjwd.com/th/>).
- 2) “Data subject” means a person that we collect, use, or disclose personal data, including, but not limited to, customers, shareholders, partners, service providers, and stakeholders of the Company.
- 3) “Data” means personal data and non-personal data, system data, location data, cookies.
- 4) “Personal data” means data concerning an individual which allows the identification of such individual, whether directly or indirectly, as per the Personal Data Protection Act, B.E. 2562 (2019), as may be amended and supplemented, and other applicable laws.

- 5) “Sensitive personal data” or “sensitive data” means personal data about racial or ethnic origin, political opinions, creed, religious or philosophical beliefs, sexual behaviors, criminal records, data concerning health, data concerning disability, labor union data, genetic data, biometric data, or any other data having a similar effect on the data subject as prescribed by the Committee.
- 6) “Biometric data” means personal data that is created by use of techniques or technology that involves using physical or behavioral characteristics of a person to enable the verification of that person’s identity which is distinguished from other people, such as facial simulation data, iris simulation data or fingerprint simulation data.
- 7) “Public records” means personal data that has been disclosed by the data subject to the public, such as social media profile data, when social media (such as Facebook, Instagram, Twitter, Line, and other online platforms) credential is used to connect or access any of our services, and the friend list of the data subject. The data subject can control the collection of this privacy through the social media account settings provided by the social media service provider.
- 8) “Data controller” means a person who determines regarding the collection, use, or disclosure of personal data.
- 9) “Data processor” means a person who proceeds with regard to the collection, use, or disclosure of personal data under the instruction or on behalf of a data controller.
- 10) “Process” or “processing” means any operation which is performed on personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organization, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.
- 11) “Application” means a program or software that is used to control the operation of mobile computers and various peripheral devices in order to function in accordance with commands and respond to user needs. An

application must contain a so-call 'User Interface' (UI) to act as medium for various operations.

- 12) "IP Address" means a numerical symbol assigned to each device, such as computer or printer, that takes part in a computer network that uses the Internet Protocol to communicate.
- 13) "Cookies" means small pieces of data that the Company's website send to any computer or electronic device connected to the internet to collect personal data. The cookies will be sent back to the originating website each time you revisit such website.
- 14) "Anonymous data" means data that cannot identify an individual due to its inherent characteristics or through the process of making it non-personally identifiable.

2. What type of personal data is collected and when it is collected

We collect your data when there is a contact/communication between we and you in any way, such as when you apply for our products or services, or when you enter into a financial transaction with us, when you are interested in applying to work with us, when you participate our event or access our area. Your data that we will collect are as follows:

- 1) Details and data concerning you or your identification and identity verification data, biometric data, such as first name, last name, date of birth, data on ID cards, signatures, face simulation data, or fingerprint simulation data.
- 2) Location or contact details, such as phone number, email address, social media contact channel.
- 3) Data about your work, such as occupation, position, work experience, and workplace.
- 4) Financial data, such as your salary or account details.

- 5) Other personal data that we receive from you, such as spouse, data of the recipient of item or parcel, such as first name, last name, address, contact number. In this regard, you also have a duty to inform the recipient of item or parcel of this Privacy Policy.
- 6) Data about product and/or service purchase, such as product purchase history, service use history, product claim history, complaints about the services.
- 7) Data provided by you to us when you contact us or when we provide after-sales services, conduct research, and interviews.
- 8) Security data, such as data from CCTV cameras.
- 9) Other personal data prescribed by applicable notifications or laws.
- 10) Other relevant data that are further collected for the benefit of the specified purposes, such as IP Address.

3. How do we obtain personal data

Through which channels do we collect your personal data: We collect your data through various online and offline channels. The main channels are that we receive data through our provision of services to you and our communications with you, including the following channels:

- 1) We receive personal data from our affiliated companies, and we share data among affiliated companies.
- 2) We receive personal data from third parties, such as agents, merchants, or companies providing data collection services, partners, alliances, etc.
- 3) We receive personal data from you. That includes personal data that we received through your website visits, application for services, and use of services through our application, through our social media.
- 4) We receive personal data from public records and non-public records that we have the right to collect under the law.

- 5) We receive personal data from government agencies or regulatory agencies exercising their legal power.

4. Purposes of data storage, collection and use

Why do we collect your data: We will collect your data for the following purposes and will use or disclose your personal data under such purposes when any of the following conditions is met:

4.1. Conditions for collection, use, and disclosure:

- 1) You have given your consent to the Company in accordance with the law.
- 2) It is for the performance of a contract to which you are a party or for proceeding as per your request before entering into such contract to prevent or stop danger to a person's life, body, or health.
- 3) It is for compliance with a legal obligation, or it is necessary for the performance of our duty in carrying out our mission for public interest or the performance of duty in exercising the power that the government has entrusted to us.
- 4) It is for our legitimate interest or the legitimate interest of other persons or juristic persons.
- 5) It is for the establishment of right, the exercise of right, the raising of defense to a claim, or requesting for consent.
- 6) It is for the preparation of a historical document or archive for public interest or for the purpose relating to research or statistics, in which case, the Company will put in place suitable measures to safeguard your rights and freedoms.

4.2. Purposes of collection, use and disclosure

- 1) To enable us to provide our services to you, such as verification and confirmation of your identity before using our products/services or before entering into transactions with us or in receiving complaints from you.

- 2) For customer relations management and communications between we and you, such as for notifying you of the result of your service application, for requesting for additional information, for presenting/offering products/services.
- 3) For the benefit of service quality improvement, such as for analyzing and evaluating your satisfaction with our services or analyzing data for product/service development to give you the best experience.
- 4) To comply with the laws to which we are subject.
- 5) To allow us to coordinate or carry out transactions with our business partners that you belong/are subject to.

We will collect and use your data to the extent necessary, taking into consideration data security which includes using such personal data in the form of anonymous data. If you do not give your consent with respect to such data, we may be unable to provide you with the services or proceed as per your request.

We will not collect personal data if we know it concerns a minor who is younger than 20 years of age or has not reached the legal age in the country in which you reside, unless consent is obtained from parents as required by law. Similarly, if it is personal data of a quasi-incompetent/person under disability or an incapacitated person, we will collect such data with the consent of the legal curator or the legal guardian.

5. Storage, collection, and use of sensitive personal data

It may be necessary for us to collect and process sensitive personal data specified under the personal data protection law. In the event that we will process your sensitive personal data, we will proceed as such only when we obtain explicit consent from you, or it is necessary for other purpose as specified under the law. In this regard, we will use our best efforts to provide adequate security measures to protect your sensitive personal data.

6. Security measures for personal data

We have put in place appropriate security measures where both technical and administrative security standards are implemented to prevent personal data from unauthorized loss, access, use, or disclosure, misuse, modification, and alternation. The measures are such as encryption and access control to ensure that only authorized persons have access to your personal data. We will always put in place and implement these protection standards even in the destruction process until completion of data destruction.

We provide appropriate measures in the event of loss, access, use, change, alteration, or disclosure of personal data by an unauthorized person or a person who have no duties related to that personal data.

We will review our security measures as necessary or as technology changes to ensure efficiency and appropriateness of the security measures.

We will provide trainings to employees in order to raise their awareness of the importance of personal data protection. We will require employees, personnel, agents, and recipients of data from the Company to have a duty to keep personal data confidential and secured in accordance with the specified measures when any action must be taken with your personal data.

We will appoint a data protection officer to inspect operations related to the collection, use, or disclosure of personal data to ensure compliance with the Personal Data Protection Act, B.E. 2562 (2019) and the Company's policies, regulations, announcements, and orders, and to coordinate and cooperate with the Office of the Personal Data Protection Commission and have other duties as prescribed by the Personal Data Protection Act, B.E. 2562 (2019), as may be amended and supplemented.

7. Data retention period and destruction policy

How long will we retain your data: We will retain your personal data for the period necessary to fulfill the purposes for each type of personal data.

In the event that the retention period cannot be clearly specified, we will retain the relevant personal data for a relevant period, such as throughout the time during which you remain using our products or services and/or throughout the time you remain having a relationship with us. However, we will retain the data for no longer than the period required by law.

We have a review system in place for erasure and destruction of personal data once the retention period has expired or when it is no longer relevant or no longer necessary for the purpose of collecting such personal data.

In the event that we use your personal data on the basis of your consent, we will process such personal data until you have notified us that you would like to withdraw your consent and we have completely proceeded as per your request. Nevertheless, we will remain retaining your personal data to the extent necessary for our record that you have withdrawn your consent to allow us to respond to your future requests.

8. Disclosure of personal data

To whom do we disclose your personal data: We may disclose your personal data to the following persons and entities:

- 1) Group of related companies and affiliated companies: We will share or exchange your personal data within the group.
- 2) External data processors, such as accounting firm and auditor.
- 3) Subcontracted external service providers, business partners launching co-branding products, including other business partners.
- 4) Financial institutions and payment system service providers for provision of services related to money/fund transfers.
- 5) Government agencies, government, organizations or entities with legal authority, for compliance with laws, orders, requests, for coordination with various agencies in matters related to legal compliance.

9. Transfer and/or sending of personal data to foreign countries

In the event that we transfer and/or send data to a foreign country, we will set standards for entering into a business agreement and/or contract with the entities and organizations that will receive personal data to ensure they have acceptable personal data protection standards in line with applicable laws. That is to ensure security of your personal data.

10. Your personal data security

Data is considered our property. We, therefore, attach great importance to the security of your personal data. We will always review and use up-to-date physical

and technical organizational security measures when processing your personal data. We have put in place policies and internal control measures to ensure prevention of your personal data from accidental loss or destruction, misuse, unauthorized disclosure and access by anyone who are not employees performing duties for us. Our employees are trained to handle personal data securely. Failure by an employee to proceed as trained will result in disciplinary action.

11. Legal rights of a data subject

As data subject, you are entitled to the following rights with regard to the collection, use, or disclosure of your personal data under the law:

- 1) Right to access personal data (Right of Access)
- 2) Right to rectify personal data (Right to Rectification)
- 3) Right to erase or destroy personal data (Right to Erasure)
- 4) Right to suspend the use of personal data (Right to Restriction of Processing)
- 5) Right to object to the collection, use, or disclosure of personal data (Right to Object)
- 6) Right to withdraw consent to the collection, use, or disclosure of personal data.
- 7) Right to request to receive, send, or transfer personal data (Right to Data Portability)
- 8) The right to lodge a complaint in the event that you consider that the law regarding personal data protection has not been complied with.

You can notify your intention to exercise any such right from 1 June 2022 or when the law comes into effect onwards through the contact channels specified below.

12. Questions and suggestions

If you have any suggestions, would like to make any inquiries, or have any questions about this Policy or personal data, including where you would like to request to exercise your right regarding personal data, you can contact us through the following contact channels:

- 1) Data Protection Officer
- 2) E-mail at pdpa@scgjwd.com

- 3) By post at 36 Krungthep Kreetha Road, Hua Mak Subdistrict, Bang Kapi District, Bangkok 10240

4.11 Intellectual Property Policy

The Company respects other people's intellectual property and employ it after being granted permission only. Employees are requested to perform duty of protect and oversee SCGJWD intellectual property to prevent it from usage or dissemination without permission, with guidelines as follows:

- 1) The Company must not act in any way that violates other persons' intellectual property, verifying achievements of other external persons' rights obtained or to be applied with SCGJWD.
- 2) In conducting any contract or legal act, employees are requested to evidently agree upon intellectual property. Should there be any query, employees are advised to consult SCGJWD.
- 3) Every employee is requested to perform duty of protection and prevention of confidential data regarding the Company's intellectual property - to prevent particular data from leakage and to omit the Company's intellectual property of different types for personal or other persons' usage without permission.
- 4) The Company promotes knowledge and understanding regarding laws and damaged resulted from intellectual property violation.

4.12 Tax Policy

To efficiently and accurately manage its taxation, reduce tax risks, maximize benefits from tax planning, and promote sustainable development the Company sets forth policies and guidelines regarding taxation as follows:

- 1) Establish and improve tax governance processes that ensure tax compliance both domestically and internationally.
- 2) Improve tax efficiency by legally using available tax incentives without tax avoidance or tax haven intentions.

- 3) Properly pay taxes within the timeframe and filing for tax refunds for maximum benefits of the Company.
- 4) Work in a collaborative, transparent, and proactive way with relevant tax authorities.
- 5) Appropriately analyze and plan taxes particularly in the case of capital investment or special transaction e.g. merger and acquisition or transactions in which value is significant.
- 6) Seek advice from top-tier tax and accounting firms to obtain expert advice and opinions on tax matters as necessary

Part 5 Policies and Guidelines toward Stakeholders

5.1 Stakeholders Policy

The Company recognizes the importance of overseeing all stakeholder groups, including shareholders, customers, competitors, suppliers, employees, and creditors. Therefore, the Company has established policies for treating each stakeholder group, ensuring that their rights are protected and treated fairly. The Company commits to equal and non-discriminatory treatment of stakeholders, consideration of the community, society, and environment for sustainable development, anti-corruption and anti-bribery practices, respect for intellectual property, and respect for human rights. The Company will not engage in any actions that violate the rights of these stakeholders; the details are as follows:

5.2 Policies Toward Stakeholders

1. Policies and Guidelines for shareholders

The company operates with focusing on continuous long-term growth to generate good returns for shareholders while conducting business transparently. The Company has established an efficient internal control system and avoids any actions that might create conflicts of interest to ensure the best interests of shareholders. The company accurately, completely, and consistently discloses information, with policies and guidelines as follows:

- 1) Respect the ownership rights and treat all shareholders equally and fairly.
- 2) Operate in accordance with good corporate governance principles, which build trust and confidence among shareholders, leading to sustainable growth.
- 3) Continuously develop the company's operations to provide appropriate returns to shareholders.
- 4) Report significant information that affects or may affect shareholders' rights and benefits, including periodic financial reports and event-based disclosures, as required by law and relevant announcements, ensuring shareholders' rights to access company information are not restricted.
- 5) Provide a report on the board of directors' responsibility for financial reports in the annual report
- 6) Handle conflicts of interest prudently, rationally, and with full disclosure of information.
- 7) Protect the company's interests and assets as a prudent person would safeguard their own assets, eliminating any improper gain, whether direct or indirect financial reports in the annual report.

Practices Toward Shareholders

1. Rights of the Shareholders

The Company recognizes and places importance on the rights of its shareholders as owners of the Company and avoids any action that violates or undermines those rights including protecting the benefits of the shareholders and encourages all shareholders, both domestically and internationally, majority shareholders, minority shareholders, and institutional shareholders, to exercise their rights which cover the basic legal rights e.g. right to purchase, sell and transfer shares, right to receive a proportion of the profit of the company, right to receive sufficient information, right to appoint and remove directors at shareholders' meetings, right to appoint Company Auditors, right to vote on material

matters of the Company such as; dividend payment, amendment of regulations, memorandums, capital increases, or reductions etc.

Other than the aforementioned fundamental rights, the Company has a policy to facilitate matters in relation to supporting shareholders to exercise their rights and attend the meeting as follows:

1.1 Shareholders' Meeting

The Company schedules the annual general meeting of shareholders within 4 months after the end of the fiscal year. If there is an emergency agenda to be submitted as a special acceptance which effects or is related to the benefit of our shareholders or related to the conditions or regulations and enforced laws it must be approved by shareholders and the Company shall convene a shareholders meeting on a case-by-case basis whereby; the date, time, and venue of the meeting will be determined to facilitate the shareholders

a) Prior to Shareholders' Meeting

- 1) The Company encourages the Board of Directors, management, and any related departments including auditors to attend the shareholders' general meetings simultaneously in order to adequately provide information to the shareholders.
- 2) The Company will send an invitation letter providing sufficient information on the venue, date, and time of the meeting along with the meeting agenda and supporting information related to the meeting, not less than the time required by law prior to the meeting, so that the shareholders have time to study the information related to the meeting in advance. Moreover, the invitation letter and supporting documents are to be publicized on the Company's website in advance and on newspaper, as a notice of the meeting appointment, for 3 consecutive days prior to the proposed meeting date
- 3) To facilitate institutional shareholders and shareholders whose shares are under a custodian account, the Company allows to check information and registration documents including registration of shareholders before the meeting for a quick and efficient registration procedure on the Shareholders' meeting date.

b) At the Shareholders' Meeting

- 1) The Company shall not limit the right to attend the meetings of shareholders in any way. All shareholders are entitled to attend the meeting for the duration of the meeting. The company facilitates all shareholders at the meeting by arranging adequate number of staff to welcome and check registration documents as well as using an appropriate system i.e. Barcode system for a quick and efficient registration procedure. In addition, the stamp duties for affixing on the proxy forms are also provided free of charge.
- 2) Chairman of the Meeting will inform the Shareholders of the rules of the Meeting and voting procedures and the right to express opinion including asking questions on each agenda items. In this regard, during the meeting all Shareholders will be treated equally in expressing their opinion and raising questions in the Meeting.
- 3) Chairman of the Meeting shall carry out the meeting as specified in the agenda enclosed with the Meeting notice. Additional agenda items shall not be imposed without informing the Shareholders prior to the Meeting in order to allow Shareholders to have significant time to study all relevant information before making any decision.
- 4) The Company arranges the presence of independent individuals for vote counting and checking in the Shareholders' meeting such as auditors, external legal consultants, or voluntarily shareholders, or a shareholder who is approved by the Meeting etc.
- 5) After the Meeting has started, shareholders are allowed to join the Meeting as well as to exercise their votes for any Agenda Item still being considered at the time or thereafter, for which votes have not been taken.
- 6) The Company will identify the Board of Directors that have a conflict of interest in the Meeting invitation. If any of the Board of Directors has a conflict of interest or involvement in any agenda, the Chairman will let attendees know prior to the meeting as well as such Board of Directors shall not participate in the meeting and abstain from voting in any agenda.

c) After the Shareholders' Meeting

- 1) The Company shall disclose resolution and voting results of each agenda via SETLink and the Company's website immediately on the day the board has made the resolutions or the latest by 9.00 am of the following business day.
- 2) The Minutes of Meeting shall be recorded completely and accurately and shall record all questions and answers for the shareholders to verify.
- 3) The Minutes will be submitted to the Stock Exchange of Thailand within the timeframe as stipulated by law. Minutes of the Meeting will also be posted on the Company's website.

1.2 Right to Receive Dividend

The Company discloses its dividend payment policy, together with reasons and supporting information for dividend payment in the Meeting invitation and on the Company's website.

1.3 Right to Consider Remuneration of Directors

The Nomination, Remuneration, Corporate Governance and Sustainable Development Committee is responsible to consider form and criteria of remuneration by positions of the directors by taking the Company's operating results, roles and responsibilities, and performance of each director including comparing with other listed companies in the same industry into account and propose in the Shareholders' meeting for consideration every year.

1.4 Right to Appoint Auditor and Determine Audit Fee

The Audit Committee is responsible for selecting and determining audit fees and propose in the Board of Directors' meeting and the Shareholders' meeting for consideration and approval. Details of the proposed auditors such as qualification, experience, independency and remuneration shall be presented for consideration of the shareholders.

2. The Equitable Treatment of Shareholders

The Company has a policy to treat all shareholders equitably and fairly regardless of managerial shareholders, non-managerial shareholder, Thai shareholders, foreign shareholder, major or minority shareholders in order to ensure the shareholders that the Board of Directors and management team has effectively managed investment of shareholders according to the following principles.

2.1 Propose Agendas and Directors by Minority

To promote the equitable treatment of shareholders, the Company facilitates for minority shareholders to propose agenda items for the Annual General Meeting of Shareholders and to nominate candidates for directorships within given timeframe and in accordance with criteria. The Company shall review the proposed agenda items and select appropriate candidates for the consideration of the Board of Directors. In this regard, the Company shall disseminate the criteria via SETLink and the Company's website.

2.2 Right Appoint a Person to Attend the Meeting

In the case where shareholders are unable to attend the meeting in person, the Company sends the proxy form (Type B) and specify the documents and simple proxy-giving instruction together with the Meeting invitation. Shareholders may appoint a person they deem appropriate or independent director to attend the meeting and vote on their behalf. At least one independent director shall be proposed in the Meeting invitation as an alternative for shareholders to appoint as their proxy. The Company also advertised Meeting invitation, the proxy forms (Type A, B and C), and related procedures on the Company's website.

2.3 Assignment of Independent Director to Minister Shareholders

Independent directors are assigned to minister the shareholders whereby the shareholders may express or recommend their opinion whereby the independent directors shall consider and take actions as deemed appropriate. In case of a complaint, the independent directors shall investigate and take necessary and appropriate actions. In case of a recommendation, the independent directors shall consider and if they deem significant or may impact stakeholders or the Company's

business, the independent directors shall propose such matter to the Board of Directors' meeting to consider and propose in the Shareholders' meeting.

2.4 Accessibility of the Company's information

There is no discrimination among the shareholders. All shareholders have the right to access the Company's information which is disclosed to the shareholders and investors on the Company's website to allow the shareholders to be informed of news and information disclosed as required by regulation. All information shall be posted on the Company's website in Thai and English after the disclosure to the Stock Exchange of Thailand. Also, the Company arranges communication channels on the Company's website by means of telephone or Email as specify directly.

2. Policies and Guidelines for employees

Employees are the most valuable resource of the Company and is a key to success of the Company's growth. Therefore, the Company establishes policies to treats employees fairly in terms of appropriate remuneration, welfare benefits and safety and good work environment as well as opportunities for advancement in the Company. Policy and guidelines for treatment toward employees are as follows:

- 1) Treat employees with respect for their honor, dignity and human rights and protect employees' information.
- 2) Strictly comply with rules and regulations in relation to labor law and rules or regulations regarding employees.
- 3) Promote equal employment opportunity without discrimination of skin color, race, religion, physical disability, and any other personal traits or status that are not directly related to the undertaking of the assigned work.
- 4) Support and give importance to knowledge and training to equally enhance skills and competency of employees which are beneficial for career advancement depend on the potential of each employee according to the vision, mission, and strategy of the Company e.g. professional skills development, importance of safe working environment etc. In addition, the

Company arranges seminar and training on good corporate governance, business ethics and anti-corruption to all employees which must be strictly followed.

- 5) Promote participation of employees to propose or set working guidelines and assist in development of the Company as well as be open to suggestions and recommendations from all employees regardless of their levels.
- 6) Give remuneration of various types to employees fairly, appropriately, and according to their knowledge, competence, experience, positions, responsibilities, and individual performance which are taken into consideration in line with the operating results of the Company both short and long term e.g. annual bonus and annual raise according to their performance.
- 7) Provide appropriate welfare and other benefits for employees such as group life and health insurance, provident funds, and annual health check-ups etc.
- 8) Arrange a communication channel for employees to submit complaints and any recommendations related to work which will be taken into consideration and action will be taken for the overall benefit and relationship of all parties.
- 9) Promote participation of employees regarding corporate social responsibility activities of the Company.
- 10) Provide necessary facilities as well as a good working environment by taking sanitation and the safety of employees into consideration in order to improve the quality of employee work life e.g. drinking water sanitation tests and air filter replacement etc.

3. Policies and Guidelines for customers

The Company realizes that satisfactory and confidence of customers are the key to its business success. The relevant policy and guideline are established as follows:

- 1) Operate its business with awareness of consumers' safety and friendly environment.
- 2) Operate its business with the determination to develop and improve the products and services as well as invent innovation to add value to the products and

services to fulfill the need of customers including providing complete and accurate information about the products and services.

- 3) Conduct business with honesty and integrity under the fair operating practices and do not violate any right of customers, maintain customers' sensitive information and customer information, and refrain from seeking personal gains for oneself or related parties by exploiting such information.
- 4) Do not solicit, accept or give any undue benefits from customers whether directly or indirectly
- 5) Strictly comply with terms and conditions made to customers. Notify the customers immediately in advance in the case of inability to fulfill any agreement made with customers in order to jointly find solutions to the problem and prevent damage.
- 6) Provide communication channels or customer service systems that allow customers to contact the company easily and quickly.

4. Policies and Guidelines for suppliers

The Company shall treat its suppliers with equity and consider the mutual interest of both parties as follows;

- 1) The Company shall treat its suppliers's family and not solicit, accept or give any undue benefit in dealing with suppliers, and honor and strictly comply with the conditions stipulated in the contracts based on the principle of fair competitor so as to build good business relationship.
- 2) The Company sets criteria to select its suppliers to ensure that business of trade partners is legitimate, environment-friendly, in accordance with safety and bio-sanitation standard, and do not violate human rights as well as have transparent measure of checking and screening suppliers e.g. price comparison, consideration of qualification, expertise, financial situation, business reputation and background check.
- 3) Maintain suppliers' sensitive information and refrain from seeking personal gains for oneself or related parties by exploiting such information.

- 4) Build good relationships, exchange knowledge and jointly develop and add value to the products and services for sustainable development.
- 5) Strictly comply with trade contracts and provide accurate information. Negotiate with suppliers in advance in the case of inability to fulfill any agreement made with suppliers in order to jointly find solutions to the problem and prevent damages.
- 6) Do not solicit, accept or give any undue benefits in dealing with business partners.

5. Policies and Guidelines for competitors

The Company supports and compete under the rules of free and fair business competition as well as refrain from dishonest or illegal means by having guidelines to treat its competitors as follows:

- 1) Compete under the rules of fair competition.
- 2) Do not discredit competitors through slandering.
- 3) Do not seek confidential information of the business competitors through dishonest or illegal means or do not violate the covenant to maintain competitors' sensitive information by which received from customers or other parties.
- 4) Support undertaking of businesses with trade partners which benefits the customer and not for a purpose of taking exclusive control of market shares, decreasing quality of products and services, determining market prices which will affect consumers.

6. Policies and Guidelines for creditors including guaranteed creditors

The Company focuses on strategy to manage capital and cash flow to ensure full- and on-time payment to its creditors as well as creating mutual trust and confidence from creditors by strictly complying with agreements, obligations, covenants and responsibility in the collaterals. Details of which are as follows:

- 1) Provide equitable treatment to all creditors.
- 2) Strictly complying with agreements, obligations, covenants and responsibility in the collaterals.
- 3) Provide creditors information regarding financial situation in a timely and accurate manner.
- 4) Undertake and enter into a fair agreement and commit to act in strict accordance with the terms and conditions of the agreement. In addition, the Company shall ensure that it will repay, in full and on time as required, all types of loans and borrowings and take full responsibility for any collateral as stipulated in the agreement (if any).
- 5) In case of non-compliance or default, notify creditors immediately to jointly explore proper solutions on a rationality basis.
- 6) Create a strategy to maintain appropriate capital structure in order to support the business operation of the Company as well as have liquidity management to ensure the ability to timely repay all debts to creditors.

7. Policies and Guidelines for communities and community development

The Company conducts its business by taking its responsibility towards communities, societies, and local traditions into consideration in order to preserve good public relations and societies under the following guidelines:

- 1) Refrain from any actions that will damage the community and will not violate any rights of people in the communities.
- 2) Promote and raise social and environmental awareness among employees of all levels.

- 3) Come up with countermeasures and be responsible for rectifying any danger that society is apprehensive of that may have been caused by the Company's business operation.
- 4) Promote activities which maintain good tradition and culture.
- 5) Cooperate with authorities to improve communities.
- 6) Support any activities that are beneficial to communities and society as a whole.
- 7) Build a good relationship between the Company and the communities in which the company's place of business is located based on the principle of lawfulness, fairness, and transparency.

8. Policies and Guidelines for government agencies

The Company strictly comply with laws and regulations and shall refrain from any action that may attract governmental agencies to commit a wrongful act. Also, the Company cooperates with the government agencies both academically and extracurricular as well as be open to opinions or any suggestion or complaint by the government agencies.

5.3 Dividend Policy

The Company

The Company has established a dividend policy for shareholders at a rate of not lower than 40% of net profit from the Company's separate financial statements after the deduction of corporate income tax and legal reserve requirements. However, the Company may consider paying the dividend differently from that specified in the policy under the conditions that such action shall produce the highest returns for the shareholders of the Company while increasing business profits, enhancing financial stability and liquidity, and supporting necessary spending for business operations and expansion in all economic conditions.

Subsidiaries

The subsidiary companies have established a dividend policy for shareholders at a rate of not lower than 40% of net profit from the subsidiary companies' separate

financial statements after the deduction of corporate income tax and legal reserve requirements. However, the Company may consider paying the dividend differently from that specified in the policy under the conditions that such action shall produce the highest returns for the shareholders of the Company while increasing business profits, enhancing financial stability and liquidity, and supporting necessary spending for business operations and expansion in all economic conditions.

5.4 Antitrust and Fair Competition Policy

The Company adheres to the legitimate and fair business operation and therefore formulates Anti-Trust and Fair Competition policies to prevent monopoly as well as promote and instill in all managements and employees the knowledge and compliance regarding the anti-trust competition as follows:

- 1) As to price determination, the Company shall ensure that the price is not extremely low and lower than cost of production to be considered 'selling below cost' in order to drive out competitors from the market.
- 2) Refrain from any actions which mutual agreement may be formulated between competitors to monopolize and restrict competition in the market such as price fixing, bid rigging or market division or allocation scheme.
- 3) Consider and ensure that mergers and acquisitions will not create a monopoly or unfair competition in the market.
- 4) Avoid unfair trade practice or deceptive acts and practices that prohibit or limit a party's choice or abuse of superior bargaining position such as discrimination among suppliers. Encourage and support free and fair trade.
- 5) The Company promotes collaboration with its competitive business partners that are of consumer benefits -- not for monopoly in terms of revenue allocation nor market share, product and service quality reduction, product and service pricing determination - which may result in disadvantages for overall consumers.

5.5 Supplier Code of Conduct

The SCGJWD Group adheres to the business operation with responsibility, honesty, transparency, fairness and verifiability according the Good Governance Principle, with consideration of the economic, social and environmental impact on both internal and external organizations' stakeholders in relation to the sustainable development. The Company treats its suppliers with fairness and honesty by respecting the condition agreed upon by both parties. Besides, the Company identifies Supplier Code of Conduct for its supplies to employ as the operational guideline in accordance with the laws and ethics of the SCGJWD Group and those of international standards.

The SCGJWD Group places emphasis and support its suppliers in operating their businesses with transparency in consideration of the human rights, the fair treating of labor, the compliance of the Occupational Health, Safety and Environment - including the monitoring of the operation to be strictly aligned with this code of conduct.

The Company communicates its Supplier Code of Conduct, applicable to both domestic and international business partners, in English. Such communication is carried out through the Company's official channels, including the Company's website, email, the Annual Report (One Report), the Sustainability Report, and other relevant communication platforms.

Guidelines

1. The Business Operation in accordance with the Law and Regulation

The Company strictly emphasizes on the compliance with the directly and indirectly related law and regulation with honesty, ethics, transparency and verifiability. The Company shall not operate any action that may be considered corruption in every form, but shall act to acquire quality products and services with optimum benefit to the Company and with fairness to its stakeholders of every party by identifying the following operation:

1.1 Mutual confidentiality protection

The Company's business partners are requested to apply the received information as a result of the service to the Company with caution and in accordance with the specific objective for particular services by collecting the information in relation to the designated condition. In addition, business partners are obliged to employ the information security guideline no disclosure nor application of the Company's information illegally together with arranging the access denial for those unrelated to the Company's service provision, the protection of the information leakage and the usage of the information as opposed to the related law, regulation and mandatory.

- 1.2 The Company's business partners are requested to refrain from any action that may create benefit contradiction and/or conflict of interest.
- 1.3 The Company's business partners are requested to respect the intellectual property with no misapplication nor employment of the Company and others illegally and with obligation to prevent any intellectual property violation. The application of others' intellectual property must be conducted with permission. In addition, the appropriate prevention measure must be identified to prevent the disclosure and the application of the intellectual property prior to being given permission.
- 1.4 The Company's business partners are requested to participate in social development with social responsibility.
- 1.5 The Company's business partners are requested to comply with the related law and regulation.
- 1.6 The Company's business partners are requested to reveal any conflict of interest that may occur and to properly manage the matter certifying that the individual with significantly related benefits has no participation in the decision-making of the particular topic.
- 1.7 The Company's business partners are requested to refrain from asking for any other benefit whether it be cash, gifts or any other compensation or reception for ones' own and families' benefits as well as involved people; including the creation of the relationship and channel, or giving opportunities for improper business benefits that may lead to corruption and conflict of interest.
- 1.8 The Company's business partners are requested to abstain from creating unfair competitive advantages, to oppose the monopoly and to avoid any trade discrimination.

- 1.9 The Company's business partners are requested to refrain from obstruct or cooperate with others to hamper any action that may generate unfair trading competitions.
- 1.10 The Company's business partners are requested to manage ethical issues with efficiency and transparency.
- 1.11 The Company's business partners are requested to respect others' intellectual property with no violation of any intellectual property.
- 1.12 Regarding gift presentation or reception, the Company's business partners are requested to abstain from giving gifts, gratuity, bribery, fees, services, discounts, special privileges or any other benefits as well as reception to SCGJWD Group's executives that may be interpreted as improper and unfair benefits for particular suppliers. Besides, they are requested to refrain from presenting gifts or any other form of compensation including reception to SCGJWD Group's executives and employees - including other people performing duties on behalf of the SCGJWD Group in every festival and opportunity.
- 1.13 As for the anti-corruption, the Company's business partners are requested to abstain from performing any action that may be in the scope of or may be at risk for actions against the law regarding corruption.
- 1.14 Compliance with Animal Welfare Laws and Regulations The Company complies with applicable animal welfare laws and regulations in the countries or jurisdictions where it operates. The Company ensures that animals are treated appropriately, humanely, and in accordance with recognized animal welfare principles.

2. The Code of Conduct, Ethics and the Compliance of the Law

- 2.1 The Company's business partners are requested to strictly conduct their businesses with morality, ethics and in compliance with the law.
- 2.2 The Company's business partners are requested to conduct their businesses without bribery in every form.
- 2.3 The Company's business partners are requested to operate their businesses with fair competition.
- 2.4 The Company's business partners are requested to process business accounting correctly and completely.

2.5 The Company's business partners are requested to protect the customer's confidentiality.

3. The Human Rights and Labor

The Company supports and respects the human rights' principle domestically and internationally, including the inspection of its operation to be involved with the human rights violation with the acceptance of the practice beneficial to the world society such as the United Nations' human rights. In this regard, the Company identifies that:

3.1 The Company's business partners are expected to respect the human rights, with consideration of human dignity regardless of differences of race, nationality, religion, skin color, gender, age, education, disability, civil rights, sexual orientation or any other topic; and to treat their employees with fairness according to the international standard and the law.

3.2 The Company's business partners are requested to abstain from forced labor against their employees.

3.3 The Company's business partners are requested to abstain from hiring child labor, pregnant women and foreign workers. In this regard, the hiring must be conducted in accordance with that specified by the labor law.

3.4 The Company's business partners are requested to pay their employees the wage, overtime payment, the wage for holiday work and other benefits the employees are expected to receive correctly with fairness - not lower than the rate specified by the law and on time.

3.5 The Company's business partners are requested to employ the policy of the freedom for association and the freedom of group negotiation according to the labor law. In addition to legal compliance, business partners must respect workers' rights to freely form or join trade unions and to engage in collective bargaining without intimidation, interference, or discrimination, in accordance with human rights principles and international labor standards.

3.6 The Company's business partners are requested to refrain from allowing their employees work beyond the duration specified by the law. In this regard, should it be necessary to work overtime, the work must be performed voluntarily - with holidays and leaves not fewer than that specified by the labor law.

3.7The Company's business partners are requested to abstain from actions or supporting forced labor together with labor violation or threatening in every form.

3.8The Company's business partners are requested to employ clear employment standards in accordance with the law and regulation.

3.9The Company's business partners are requested to organize training sessions regarding the knowledge and awareness of the Occupational Health, Safety and Environment as well as other social issues to promote social and community responsibility among their employees, customers, trading/ business partners and stakeholders.

4. The Occupational Health, Safety and Environment

The Company consistently places emphasis on the operation considering the standard for quality, safety and occupational health management - with determination and revision of the policy for the quality, safety and occupational health as well as good practices for sustainable development by identifying that its trading partners conduct the operation as follows:

4.1 The trading partner is requested to employ the clear policy of environmental responsibility in compliance with the related law, regulation, mandatory and environmental standard - with commitment in efficient resource usage in addition to economical and appropriate energy consumption.

4.2The trading partner is requested to prepare working environment with the involved procurement in accordance with the Act related to occupational health, law and mandatory for the safety and hygiene of their employees besides providing adequate and appropriate personal protection equipment for their employees.

4.3The trading partner is requested to prepare for emergency situations by employing the situation assessment, measure for impact management, warning plan as well as providing training sessions for their employees constantly and properly.

4.4The trading partner is requested to strictly abide by the law regarding Occupational Health, Safety and Environment.

4.5The trading partner must be ascertained that there are proper and safe systems for waste elimination and management in addition to air, land pollution and drain water management in the production process - by

providing the consistent supervision, quality control and examination to ensure that the waste and product released to the environment cause no pollution in both short and long terms.

4.6 The trading partner is requested to provide adequate and ready-to-use personal protection equipment for its employees in accordance with the risk together with ensuring that its employees apply the equipment to their operation properly.

4.7 The trading partner is requested to conduct environmentally-friendly businesses with consideration of environmental impact, in addition to the prevention of possible pollution and the reduction of resource consumption.

4.8 The trading partner is requested to participate in the environment conservation by efficiently utilizing natural resources, in cooperation with the Company to promote sustainable development in terms of environment.

5. The Environment and the Response to the Climate Change

The Company supports its business partners to be in consideration of environmental impact, environmental conservation and adjustment in relation to climate change – including sustainable natural resource, energy and water consumption through the operation with ecology efficiency and circular economy. The Company also promotes the reduction of air pollution release as well as non-hazardous and hazardous waste generation, the conservation of biodiversity and ecology with the commitment to create the net positive impact in terms of nature to cover its direct and indirect business partners and service providers. Moreover, the Company operates activities in relation to 4R principle: Reduce, Reuse and Recycle in addition to Replenish.

5.1 The Company cooperates with involved parties in the monitoring, the improvement, the information presentation and the disclosure of greenhouse gas release and environment according to the SCGJWD organization and its stakeholders.

5.2 The Company promotes and supports the policy, the goal, the plan or the activity creating the participation in environmentally-friendly business operations in consideration of the environmental impact, the adjustment to the climate change. The Company also strengthens the sustainable consumption of natural resources, energy and water, the reduction of air pollution release as well as non-hazardous and hazardous waste generation,

the conservation of biodiversity and ecology. Moreover, it enhances the participation in the minimization of environmental impact, resources and greenhouse gas release.

5.3 The Company organizes training sessions to enhance the knowledge and awareness regarding environment and climate management for its employees, customers, trading/ business partners and stakeholders.

6. The Report of Complaint and Whistleblowing

As for any complaint and whistleblowing; in case it is found that SCGJWD personnel or any person performing duties on behalf of SCGJWD and its business partners abstains from complying with SCGJWD Code of Conduct or is in trouble, being damaged as a result of any corruption, no compliance with the law, regulation and mandatory, please send messages regarding the particular matter to the channel specified in the Whistleblowing Policy. For more information, please visit <https://www.scgjwd.com/sustainability/corporate-governance>. SCGJWD will maintain confidentiality of the person making complaints or the whistleblower, and will consequently act in relation to the regulation.

5.6 Policies and Guidelines on Respecting the Law and Human Rights Principles

Respecting and complying with laws is an important foundation in the Company's business operation -- including domestic and international laws, traditions, customs and cultures related to performance - to aim at elevating its operation to exceed that specified by laws.

The Company supports and respects human rights protection, overseeing that none of its operation is involved with human rights violation such as Forced Labor and Anti-Child Labor as well as determining working hours in relation to labor laws. The Company respects and treats its stakeholders of every party with fairness on the basis of human dignity, no prejudice, no discrimination of birth origin, nationality, gender, age, skin color, religion, physical condition, economic status and family background. The Company also promotes supervision of human rights requirement compliance in the Company and supports its subsidiaries, venture partners, business partners and stakeholders of every party to comply with human rights principle according to international standard. Furthermore, the Company protects

stakeholder rights that are blemished by violation as a result of the Company's business operation. In case it is necessary to indemnify for damages, the Company considers compensation of not lower than that identified by laws.

5.7 Diversity and Inclusion Policy

The Board of Directors, executives and employees of every level realize and promise to respect diversity and valuing; and accept individual differences - physical appearance, mind, race, nationality, origins, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other topics in accordance with laws by

- 1) Treating everyone with equality, respecting diversity and accepting individual differences, internal and external organizations as well as the public - in addition to listening and promoting opinion voicing by other people, creating working atmosphere and corporate culture of respecting diversity and accepting individual differences.
- 2) Promoting corporate culture as an example of diversity respect and individual difference acceptance, with no consent of discrimination and prejudice.
- 3) Communicating and publicizing the policy, promoting knowledge and understanding, determining guidelines and providing supports of other forms to employees, trading parties, business partners in business value chain - including joint ventures to participate in business operation with fairness, respect and treating everyone in accord with this policy as well as revising all these topics for understanding consistently.
- 4) Promoting the selection of the Board of Directors or other positions in organizations, with consideration of diversity and individual difference acceptance as criteria for appropriate director recruitment of every level.
- 5) Strictly applying diversity respect and individual difference acceptance to human resources management -- covering employee recruitment, employee development, career growth, performance management, remuneration, retirement etc.
- 6) Being cautious in performing duties to prevent risks for human rights violation, overseeing diversity respect and individual difference acceptance, no

negligence when encountering actions that may be of personal rights related to the Company. Employees are requested to report evidences to their supervisors or responsible persons and be cooperative to examine facts. Should there be any query, employees are advised that they consult their supervisors or responsible persons through specified channels.

- 7) Providing up-to-date and efficient channels of receiving evidences and complaints, with fairness and protection of persons reporting human rights violation in relation to the Company by applying measures to protect people making complaints and people cooperative in reporting human rights violation as stated in the Company's Whistleblower Policy.

5.8 Safety, Occupational Health, and Work Environment Policy

With realization that employees are key factors contributing to the Company's success and determination of conducting businesses according to Occupational Safety Health and Environment; the Company identifies the policy of Occupational Safety, Health and Environment at Workplace as guideline to prevent and control any danger resulting from working operation in safety, health and environment aspects. It is regarded duty and responsibility of every employee to cooperate in supervision and monitoring working environment to be in safe conditions with guidelines as follows:

- 1) Employees are requested to comply with standard for safety in health and environment aspects for every employees.
- 2) The Company supports consistent working condition improvement and safe environment.
- 3) Every employee is requested to regard one's own, colleagues' and the Company's assets safety as utmost importance all through entire working periods.
- 4) Every employee is requested to keep operation areas clean and tidy.
- 5) Every employee has rights to voice opinions to improve working conditions, working sites and the Company's environment.
- 6) The Company supports and promotes participation in terms of safety in different aspects to enhance employees' awareness such as training, persuasion as well as public relations of safety and health.

- 7) Promotion of knowledge in topics of health and safety for employees of every level, in addition to support of methods and practices in accordance with measures for environment conservation in relation to industry laws
- 8) Supervisors of every level are requested to be fine examples - persuading employees to operate their work with safe methods.

5.9 Environment and Resource Efficiency Policy

To create confidence in efficiency of environment and safety operation in addition to promotion of executives and employees to realize efficient resource usage; the Company strictly complies with laws, regulations and requirements regarding environment and safety in accordance with international standards such as ISO and OHSAS. Operating results, environment and safety quality assessment are systematically stored and monitored from Safety Department consistently. Evaluation results are subsequently submitted to related government units within designated time periods. The Company possesses guidelines concerning business operation under environment standard and efficient resource usage as follows:

- 1) The Company conducts businesses in accordance with laws, regulations and environment policy, with realization of impacts on natural resources and environment -- in addition to regular revision and evaluation of operation regarding environment.
- 2) The Company cultivates corporate culture and awareness among employees of every level to collaborate and be responsible in environment management, efficient and sustainable resource usage such as reduction of paper in working processes, campaigning for 2 - sided paper usage, turn-on and turn-off electricity and air-conditioners at times in addition to promoting of water-saving among employees.
- 3) The Company promotes sharing knowledge and training session regarding environment for employees
- 4) The Company supports environment management system -- ranging from a prudent use of resource, treatment and replenishment measure, replacement, supervision and prevention of impacts on sustainable natural resources and environment.

- 5) The Company selects partners that conduct environmentally friendly businesses.

5.10 Environment and Climate Policy

The Company strives to be the largest integrated logistics and supply chain service provider in ASEAN Region - concentrating on applying resources for optimum benefits under sustainable development frame and aiming at being “Green Logistics” through the concept of ESG (Environment, Social, Governance) - focusing on environment conservation. The Company realizes that an important element driving business with sustainable growth is environment and climate management. As a consequence, the Company determines the policy and practice guideline contributing to efficient and effective environment and climate management - with coverage of the Company and its subsidiaries’ performance and operations all through the entire value chain - ranging from upstream to downstream in procurement processes of products, services, solutions, distribution, logistics, process waste management in addition to its business partners’ as well as direct and indirect service providers (Tier 1 and NonTier 1). The Company identifies guidelines as follows:

1. The Company operates its businesses at the foundation of laws, in accord with world issues and in realization of local concerns - in relation to SCGJWD sustainable development guideline and other related policies.
2. The Company conducts businesses by taking consideration of environmental impact minimization, climate change adaptation, environment conservation; sustainable natural resource, energy and water usage; supply chain management, environmentally-friendly procurement, alternative energy as well as ecological products, services, and solutions.
3. The Company arranges environment management as a part of its business operation, including constant development and management evaluation in accordance with quality standards in relation to environment to elevate environmental performances consistently.
4. The Company promotes sharing knowledge and awareness of environment and climate management among its employees, customers, business partners and related stakeholders.

5. The Company prepares data and presents environment and climate performance data report.

For this policy of environment and climate to be applied as part of the guideline for the Company and its subsidiaries' application to their environment management - according to their performance, policy and organization management principle.

5.11 the Procurement and Selection of Trading/ Business Partners

The Company is committed to the significance of the strategy and supply chain management -- emphasizing on product and service quality. As a consequence, it determines the process of the procurement and selection of trading/ business partners, the evaluation of product and service quality, the risk assessment in terms of ESG, the risk management covering environment, society and corporate governance - to determine the direction for the operation of the improvement and development of trading/ business partners in accordance with the respective risk level, in consideration of the received quality of product and service delivery as well as the requirement in relation to the labor law, the environment law and the quality management to prevent and minimize the risk that may affect the quality and quantity of product and service delivery as well as the trust of the organization's stakeholders relating to its operation. In addition, it produces the code of conduct for treating its business partners and the code of conduct for the operation for both its business partners and employees to strictly adhere to and comply with. The content and scope of the operation guideline within the related regulation, mandatory and law covering business ethics, the human rights as well as occupational health, safety and environment including social and environmental responsibility issues are included in the code of conduct.

Definition

Procurement means the procurement, the hiring for production, the service contract hiring, the transportation hiring, the renting and the leasing.

Trading/ Business Partners means the seller, the contractor, the service provider, the lessor or the leasing person delivering products or services to SCGJWD.

Vendor List means the trading or business partner with the transaction - enlisted in the SCGJWD system.

Approved Vendor List means the trading or business partner enlisted in the SCGJWD vendor list, whose operation has already passed the selection and performance assessment process in the product and service category that SCGJWD specified.

Procurement and Selection of Trading/ Business partners

The Company shall conduct the procurement systematically according to the regulation and method for the procurement -- by identifying the manual for sustainable procurement with the process for selecting trading/ business partners, qualification criteria, vendor listing as well as analyzing and determining Critical Suppliers, Critical Non-Tier 1 and Non-Critical Supplier in addition to the assessment of the trading/ business partner, the rectification and the monitoring after the rectification action to minimize the risk in the operation. The Company also promotes the development of the trading/ business partner to enhance their trading/ business partner potential regarding sustainable development as well as the monitoring for the compliance of the Supplier Code of Conduct as specified by the Company. Furthermore, the Company shall control and inspect the operation strictly, with consideration of the need in terms of quality, price, quantity, time, servicing, delivery, after-sale service, guarantee and other conditions - employing no transaction with the individual nor the juristic person committing legal acts, dishonest and whose behavior suggesting corruption.

Local Procurement

The Company supports the procurement of products and services from local trading partners. (Local means the procurement within the respective provinces in Thailand where the Group locate.) The Company also promotes the procurement from the area the Group is situated to support the economy, the job and the income for local people - with the advantage of lower cost and faster transportation. This expresses the Company's dedication to enhance the long-term relationship with the community - leading to receiving the trust from the community in the business operation. In addition, the Company promotes the social and community responsibility and the procurement of local products and services to reduce product costs whereas supporting local procurement.

