

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

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 (4001)

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

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