

Whistleblowing System

The Company provides communication channels for stakeholders to directly contact the Audit Committee Chairperson to report whistleblowing and complaints. Stakeholders can also submit reports via the Company's website under the 'Whistleblowing Channel' menu in the 'Corporate Governance' section. Additionally, the Company implements whistleblower protection measures to safeguard individuals who disclose information with clear identification while ensuring their anonymity remains protected. All information received is kept confidential and may be used for management analysis or as evidence for further communications with the Company.

Contact Channel

Postal Mail: Audit Committee Chairperson

Chememan Public Company Limited

195/11-12 Lake Rajada Office Complex 2, 10th - 11th floor, Rajadapisek Road, Klongtoey, Bangkok 10110

Telephone: +66 (0) 2661-9734 ext. 102

Email: TH_whistleblowing@chememan.com

Website:

www.chememan.com

“Corporate Governance” section, “Whistleblowing” menu

Additional Whistleblowing Channels for Employees

To cultivate a culture of openness and integrity within the organization, the Company further provides the following channels for employees to raise concerns or complaints:

- 1. Direct Reporting to Supervisors/Managers:**

Employees may confidentially discuss issues directly with their immediate supervisor, line manager, or department head.



2. **Private Consultation with HR:**

Employees may request a private meeting with the Human Resources (HR) Department, ensuring a safe and supportive environment for voicing concerns.

3. **Suggestion/Comment Box:**

Employees may submit their feedback or concerns anonymously via the designated comment boxes.

All channels ensure that information submitted will be handled discreetly, and the identity of whistleblowers will remain protected as per the Company's related policies. The Company is committed to timely, fair, and impartial investigation of all reported cases to uphold good corporate governance and reinforce stakeholder trust.