



Whistle-Blowing Policy

TTW Public Company Limited (“the company”) insists to conduct business with honesty, integrity, transparency and in accordance with good corporate governance and anti-corruption principles. In addition, the company expects that the directors, executives and employees of the company and its subsidiaries will adhere to perform duties with determination in accordance with the mentioned principles. Therefore, the company has established a whistle-blowing policy to support and serve as a channel for directors, executives and employees of the company and its subsidiaries, and groups of stakeholders to report clues or complaints with good intention that they found (both appeared and suspected) an action or suspected of being unlawful regulations and the company's business code of conduct.

1. Scope of Whistle-Blowing or Complaints

Under this policy, a whistle-blower or complainant can report clues or complaints about important matters which may have a negative impact on the Company's business operations as follows:

- 1.1 An illegal action or an action that does not comply with the corporate governance policy, code of business conduct, and anti-corruption policy.
- 1.2 The violation of the rules and the company's articles of association.
- 1.3 An inaccurate financial reports, a defective internal control system, and the fabrication of false financial documents.
- 1.4 An action that may result in conflicts of interests.

2. Reporting Clues or Complaints Method

The company provides opportunities for stakeholders both inside and outside the company to report clues or complaints about offense as specified in section 2 by the following methods:

- 2.1 Clearly inform the name, address, and phone number of the whistle-blower or the complainant, including the name of the person who commits the offense and the incidence of



such offense that is reliable information with evidence and witness (if any). However, the whistleblower or the complainant can remain anonymous if they see that the revelation will cause any insecurity or damage, but if they revealed themselves, it will help the company can report of progress, clarify the facts, or relieve the damage more convenient and faster.

2.2 If found any offense as specified in section 2, can report clues or complaints through the channels as appropriate as follows:

- a) Notify the supervisor who is directly responsible and/or the trusted person.
- b) Send an electronic letter to the supervisor or an internal audit division.
- c) Send by post to the chairman of the audit committee or managing director at the

following address:

TTW Public Company Limited
30/130 Moo12, Buddha Monthon Sai 5 Road,
Raikhing, Sampran, Nakhon Pathom 73210.

3. Process When Received Whistle-Blowing or Complaints

3.1 When received whistle-blowing or complaints, the company will assign the internal audit division or appropriate agency to compile relevant facts to consider and screen the received information. If it was found that it was true, the assigned agency will propose the information or facts to the audit committee or the Managing Director for acknowledgment and consideration to manage to the related parties, and also appoints a committee to investigate facts for further consideration.

3.2 After the committee have investigated such facts, they will express opinions and guidelines about operating for the audit committee or the Managing Director for consideration and determination of solutions and penalties.

4. Whistle-blowers or Complainants Protection

In order to create confidence for whistle-blowers or the complainants with good intention, the whistle-blowers or complainants will be protected by the company in accordance with the following measures:



4.1 The company will not disclose the name, address, and any other information that can identify the informant or who cooperate in the investigation of facts, and then proceed to investigate that there is any factual basis or not.

4.2 The Company will secretly keep the relevant information and will disclose it as necessary by taking into account safety and damage of whistle-blowers or the complainants or who cooperate in the investigation of the information's source or the relevant person.

4.3 In the case of whistle-blowers or complainants or who cooperate in the investigation of facts found that they are insecure or may cause damage, they can request the company to determine appropriate protection measures, or the company may establish the protection measures for the whistleblower or the complainant or who cooperate in the investigation of facts if the company found that it causes damage or insecurity.

4.4 A person who have got damage will be relieved by appropriate and fair process.

4.5 The company will not perform unfairly to whistleblowers or complainants such as changing of position, nature of work, workplace, suspension, intimidation, interfering with work, termination of employment, or any other act that is unfair to the whistleblowers or the complainants or who cooperate in the investigation of facts.

5. False Whistle-Blowing or Complaints

If the company finds that the whistle-blowing or complaints or giving an information with evidence that indicates the intention of the dishonesty, untruth, or intends to cause damage. If a person is an employee of the company, she or he will be punished according to the company's regulations. However, if a person is an outsider that any action of she or he causes damage to the company, the company will proceed an action against such person.