

[Translation]

Announcement

No. HR.003/04/2025

Re: Whistleblowing Policy

(Whistleblowing Policy)

(3rd Review)

Endorsed by TGH – Audit Committee on July 23, 2025
Approved by TGH – Board of Directors on August 14, 2025
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Offence Whistleblowing Policy (Whistleblowing Policy) :

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Whistle Blowing Policy

1. Introduction

Thai Group Holdings Public Company Limited (the "Company") and its affiliated companies have established a policy on whistleblowing offenses (Whistleblowing Policy) to demonstrate the commitment to transparent, honest, fair, and socially responsible management in accordance with the principles of good corporate governance. The Company's executives, employees, and business associates must operate in an ethical and ethical manner, giving importance to the prevention and suppression of all forms of corruption, both direct and indirect, that may occur inside and outside the organization. If it is found that there is a violation of ethics and the code of conduct in operation, there will be no leniency. Executives, employees and/Or those who are involved in business with the Company who do not comply with the Company's rules and regulations, including violating the Company's ethics and code of conduct, bribery, corruption or misconduct, can report wrongdoing through the channels specified in this Policy. Company and/or Thai Group companies. There is a process for conducting audits that are transparent, fair, and verifiable.

The Board of Directors at its meeting No. 4/2025 on August 14, 2025 resolved to implement the policy on whistleblowing offenses (Whistleblowing Policy) (3rd Review) as follows:

2. Objectives

2.1 Encourage and support directors Executives Employees and business associates with the Company Participate in expressing disapproval of suspected illegal actions. Rules, regulations, ethics, codes of conduct, bribery, corruption or misconduct, or contrary to the anti-bribery and corruption policy, can report whistleblows or complaints through the channels designated by the Company and its affiliated companies, in order to create an organizational culture that is free from bribery, corruption and all forms of wrongdoing.

2.2 To seriously deter wrongdoing and suppress bribery and all forms of corruption.

2.3 Establish safe channels for receiving whistleblowing and confidentiality of information in accordance with the standards for protection and confidentiality of whistleblowers or informants to ensure that the consideration of whistleblowing matters is conducted in a transparent and fair manner.

2.4 Protect whistleblowers or informants with fairness and safety from being harassed, intimidated, or change their job titles. Workplace, suspension, dismissal, or any other act that is characterized as unfair treatment, including keeping the information of the whistleblower or informant confidential.

3. Scope

Offense Whistleblowing Policy (Whistleblowing Policy) This shall apply to the Directors, Executives, Employees, employees of the Company and companies in the Thai Group subsidiary/associates strictly implement the In addition, it

is hoped that the business stakeholders of the Company and companies in the Thai Group will support the implementation of this policy.

4. Responsible Person and Supervisory Structure of Offense Whistleblowing Policy

Acknowledge	Anti-Corruption Committee
Certifier	Audit Committee
Approver	Board of Directors

5. Review and implementation of the Whistleblowing Policy

5.1 The Whistleblowing Policy

The Whistleblowing Policy must be reviewed and certified by the Audit Committee and approved by the Board of Directors every annually.

5.2 Implementation of the Whistleblowing Policy

The Whistleblowing Policy is effected from August 15, 2025.

6. Definitions

Definition	Meaning
Company	Thai Group Holdings Public Company Limited
Thai Group Companies	Thai Group Holdings Public Company Limited, "Subsidiaries" and "Associates"
Subsidiaries	A limited liability company or a public limited company with one of the following characteristics: (1) A limited liability company or a public limited company in which Thai Group Holdings Public Company Limited (the "Company") has control over the business; (2) A limited liability company or a public limited company whose subsidiaries under (1) have control over the business; (3) A limited liability company or a public limited company that is under the control of the Company's business under (2) hereinafter. Starting from being under the control of the Company's business under (2).
Associates	A limited liability company or a public limited company in which the company or its subsidiaries have the authority to participate in policy decision-making. However, it does not reach the level of control over such policies and is not considered a subsidiary. In the event that the company or its subsidiaries hold shares, whether directly or indirectly, a total of twenty percent but not more than fifty percent of the total

Definition	Meaning
	number of voting rights of the limited liability company or public limited company. It is presumed that the Company or its subsidiaries have the authority to participate in decision-making under paragraph 1, unless proven otherwise.
Authority to control affairs	Relationships in one of the following: (1) Holding shares with voting rights in the company in excess of fifty percent of the total number of voting rights of the company. (2) The right to control the majority of votes at the shareholders' meeting of the Company whether directly or indirectly or for any other reason. (3) The authority to control the appointment or removal of directors from half of the total directors; Either directly or indirectly.
Board of Directors	The Board of Directors and sub-committees
Director	A person assigned by the Board of Directors to be the supervisor with the highest responsibility for the management of the Company.
Executives	Managing Director who is the first four executive office holders from the Managing Director downwards who hold a position equivalent to that of all fourth executive office holders and shall included Executive positions in accounting or finance that are at the level of manager or higher, or equivalent, or the chief executive of the department, regardless of what they are called.
Fact Investigation Committee	The Fact Investigation Committee appointed by the Audit Committee or the Managing Director of the parent company of the complainant
Disciplinary Investigation Committee	The Disciplinary Investigation Committee in accordance with the rules and regulations regarding the work of the complainant's parent company that have been notified to the Labor Protection and Welfare Group.
Employees	Executives, employees, employees, including probationary employees of the Company and Thai Group companies.
Business Related Parties	Agent Intermediaries, business partners, commercial contractors, independent contractors, consultants acting or acting on behalf of companies or companies in the Thai Group, as well as any person related to or having an interest in business.
Law	Laws, rules, orders, and regulations. Regulations and Notices Issued by External Organizations
Corporate Regulations	Regulations, Rules, requirements, orders, policies, and guidelines for employees to comply with.

Definition	Meaning
Whistleblowing Policy	Policies that companies and companies in the Thai Group Open to whistleblowing on various offenses related to the Committee, Executives, Employees, and Business related persons who do not comply with the law. The Company's rules, regulations, and regulations, including unethical conduct, Ethical conduct and misconduct that cause damage and harm to the image. The Company and its companies in the Thai Group have measures to protect and maintain the confidentiality of whistleblowers or informants.
Wrongdoing	Acts to exploit positions The role or authority that they have is improper, Illegal and Unethical, Rules, Regulations, policies, and laws for the benefit of oneself or one's associates. By causing direct or indirect damage to the company or companies in the Thai Group, such as conflict of interest, partisanship, intimidation, embezzlement, fraud, bribery or any other benefits. Offering or pledging to Requests for summonses or solicitations, whether in the form of property, money, goods, rights or any other benefits. Deception, concealment or provision of internal information of the Company or Thai Group companies for personal benefit or related others, including absenteeism of duties, etc.
Complaints	Complaints of whistleblowing, corruption, dereliction of duty, Misconduct and Failure to comply with laws and regulations, Ethics and Code of Conduct of the Complainant under this Policy
Corruption of duty	Performing or omitting any act in a position or duty, or performing or omitting any act in a manner that may cause others to believe that they have a position or duty even though they do not have such position or duty, or exercising power in a position or duty, in order to seek improper benefits for themselves or others.
Misconduct	An act that is not a dereliction of duty but a practice or omission of any act. By virtue of having a position or duty that violates the laws, rules, regulations, and regulations of the Company.
Whistleblower or Complainant	Persons who witness the actions or behavior of the Committee, Executives, employees, and people who are involved in business with companies that do not comply with the law. The Company can report or provide information about wrongdoing to the authorities or related persons in order to conduct an investigation by using the information and/or documents received as evidence to punish the offender.

Definition	Meaning
Providing information	Providing information, evidence or statements in the event that the director Executives, employees, and business related persons who do not comply with the law. The Company's rules, regulations, and regulations, including unethical conduct, code of conduct and misconduct, which are useful for the purpose of investigating the facts.
Fraud	<p>Any act to seek unlawful benefits for oneself or others, including:</p> <p>(1) "Burglary" means taking property of another person or owned by another person. They want to possess the property for themselves or sell it or to a third party.</p> <p>(2) "Asset misappropriation" means the possession of property belonging to another person or which is owned by another person. Then they fraudulently encroach on the property belonging to themselves or a third party.</p> <p>(3) "Embezzlement" means deceiving another person by making a false statement or concealing a true statement that should be notified by such deception to obtain property from the deceived person or a third party, or causing the deceived person or a third party to do so. Withdraw or destroy the right document (Dictionary of the Royal Academy of Sciences, 2011)</p> <p>(4) "Financial Statement Fraud" means the manipulation of accounting figures by taking advantage of the vulnerability of accounting principles and alternatives. In order to measure the value and disclosure of accounting information in order to change the information in the financial statements to be as desired for improper purposes.</p> <p>(5) "Corruption" means soliciting, receiving, or accepting, giving, requesting, or offering, or promising, or promising to give. Property or any other benefit to government officials. Government Agencies Officials of private agencies Private agencies so that those persons or agencies can use their existing powers and duties to act. Do not commit, hasten or prosecute any act that is unlawful in accordance with the authority or duties, which is the acquisition of unlawful benefits, whether for oneself or others, or to maintain business or any other interests that are not appropriate for business, except in cases where laws, customs and customs require it.</p>
Recipients of complaints	The recipients of the Company's complaints include Chairman of the Board of Directors or Chief Executive Officer or Chairman of the Audit Committee or Audit Committee or the head of Internal Audit Office.

Definition	Meaning
Stakeholders	Individuals, groups of individuals, or organizations that are affected and/or affected by the organization, with stakeholders being individuals inside or outside the organization. The Company's stakeholders include directors, and Directors, Executives , Employees and Employees, Business stakeholders, as well as the community and society.
Respondent	Employees and/or individuals who (a) is accused by the complainant of committing a fraudulent act; Corruption of duty, Misconduct and non-compliance with laws and regulations are complained about through the channels and methods specified in this policy, or (b) There are circumstances that appear to be bribery, corruption, corruption, dereliction of duty. Misconduct and non-compliance with the law The supervisor has made a complaint through the channels and methods specified in this Policy, or the Company may raise the cause of such circumstances to continue to implement this Policy. This is the basis that will lead to an investigation of the facts. and disciplinary investigations, and includes employees and/or persons who are the principals. Users or sponsors of such actions.
Anonymous letter	A letter of indictment or blame against others without signing the author's real name or surname.

7. Roles, Duties and Responsibilities of Related Persons

7.1 Board of Directors

It is responsible and responsible for formulating and approving the policy on whistleblowing offenses and supervising the establishment of a system that supports effective whistleblowing to ensure that the management recognizes the importance and implements it into the culture of the organization.

7.2 Audit Committee

(1) The Board of Directors assigns the Audit Committee to supervise and determine guidelines for the management of complaints or clue information that passes through the channels specified in this Policy.

(2) Review the Company's internal controls to ensure that there is adequate internal control over whistleblowing, review compliance with the policy and guidelines for whistleblowing offenses, and report to the Board of Directors.

(3) Receive whistleblowing reports of wrongdoing to the extent specified in this Policy, Consider complaints as notified, instructed the Internal Audit Office to conduct a confidential investigation and report the results of the

investigation to the Audit Committee for consideration. If there are grounds, the Audit Committee shall appoint a Fact-Finding Committee.

If the Audit Committee considers that the whistleblowing of wrongdoing is bribery, corruption or misconduct, the Audit Committee shall notify or request it. Anti-Corruption Committee, Thai Group Holdings Co., Ltd. (Public Company) Continue to operate within the framework of the authority and duties of the Anti-Corruption Committee.

7.3 Anti-Corruption Committee

Consider complaints related to corruption of the Company and/or Thai Group companies received from the Internal Audit Office.

7.3.1 In case it is deemed that an in-depth investigation is required or a matter is considered to be complicated, the Office of Special Investigation may be instructed to conduct a special investigation or set up a preliminary fact-finding committee or a fact-finding committee.

7.3.2 In the event that the matter is deemed to be uncomplicated, the matter will be sent to the parent company of the complainant to carry out its authority and duties and report the results of the action to the Anti-Corruption Committee.

7.4 Managing Director

It is responsible and responsible for providing a system. Promote, support and supervise executives, employees and related parties. All parties, including those involved in the Company's business. Compliance with policies and guidelines for whistleblowing offenses, as well as reviewing the appropriateness of measures to comply with changes in business, risks, regulations, and legal requirements.

7.5 Fact Finding Committee

It has the duty and responsibility to investigate the facts and report the results of the operation to the Audit Committee. In case of bribery, corruption and misconduct, report to the Anti-Corruption Committee of Thai Group Holdings Co., Ltd. (Public Company)

7.6 Disciplinary Investigation Committee of the Complainant's parent company

The Audit Committee shall have the duty and responsibility to investigate the discipline of the employee who is accused of committing a serious disciplinary offense or the accused employee if committing an offense according to the report on the results of the investigation of the facts received from the Fact Finding Committee and/or the Anti-Corruption Committee and/or the Audit Committee and propose penalties as stipulated in the rules and regulations regarding the work of the parent company of the complainant to the competent authority for consideration and order.

7.7 Internal Audit Office

The Internal Audit Office is independent in its operations and reports directly to the Audit Committee with the following duties:

- (1) To receive whistleblowing for wrongdoing according to the channels specified in Clause 10.

(2) Responsible for managing, collecting, screening, investigate complaints or clues received. If there is factual information, the investigation will be conducted to collect evidence and witnesses to be submitted to the Audit Committee. In case it is found that there are grounds related to corruption, the matter shall be submitted to the Anti-Corruption Committee for consideration and further action according to its authority and duties, and the information shall be reported to the Audit Committee for acknowledgement.

(3) Report on the results of the investigation as assigned to the Audit Committee on a quarterly basis, or as the case may be.

(4) The Company is responsible for reviewing the Whistleblowing Policy in accordance with the recommendations of the Audit Committee and/or changes in the Company's policy or in accordance with the laws currently promulgated.

7.8 Human Resources and Training Department

It is responsible for communicating policies and measures for whistleblowing offenses. Establish guidelines and channels for communication, as well as provide additional training for Directors, Executives, Employees, to have sufficient potential to comply with the policy of whistleblowing offenses effectively.

7.9 Director-Executives-Employees and people related to the Company's business

(1) Acknowledging and complying with the policy on whistleblowing offenses.

(2) The Company will notify the complainant or whistleblower of the action, correction, and improvement based on the complaint or clue received within a reasonable period of time.

(3) Report to superiors or report wrongdoing through channels as specified by the Company. When a wrongdoing is witnessed or there are reasonable grounds to believe that a fraudulent act has occurred.

(4) Cooperate in accessing information, documents, and evidence, or assist the agencies in investigating the facts based on the clues that the Company has been informed.

8. Scope of Whistleblowing or Complaints

Whistleblowers can report clues or complaints about acts that fall under the category of any kind. As follows:

(1) Directly or indirectly witnessing fraudulent acts related to the Company and/or Thai Group companies, such as seeing executives, employees and/or people related to the Company's business receive or giving bribes.

(2) Violating the procedures according to regulations and operating manuals or affecting the Company's internal control system, it is suspected that it may be a channel for wrongdoing.

(3) Witnessed actions that may result in the Company and/or Thai Group companies damage or loss of benefits, and/or affect the company's reputation and image.

(4) Violating the Company's laws, rules, regulations, policies, and guidelines, as well as violating the provisions of the Company's Code of Ethics and Code of Conduct.

The Company will not accept complaints as follows:

- (1) Matters that are not related to the Company and/or Thai Group companies
- (2) Matters that do not state sufficient facts unless there are clear circumstances that can continue to investigate the facts.
- (3) The matter that has been investigated in accordance with the company's regulations has been completed and there is no new evidence which is of additional importance.

9. Persons who can report whistleblowers or complaints

- (1) Any person or employee of the Company and/or a company in the Thai Group who witnesses the wrongdoing.
- (2) Employees of the Company and/or Thai Group companies who are bullied, threatening, being subject to disciplinary action, such as being reduced in salary, suspended from work, or discriminated against by undesirable means related to employment conditions. This is due to the fact that they have complained to provide information or will provide information and assist in the investigation process. Investigate or gather facts for the recipient of the complaint, including prosecution, Witnessing Giving any statement or cooperation to the court or government agency.
- (3) In case there is sufficient clear evidence that the complainant has informed or accused the complainant in bad faith. The Company and/or its affiliates are required to take steps to protect the reputation of the Respondent. As follows:
 - (a) In case the complainant is an employee of the Company, an investigation shall be conducted to consider punishment in accordance with the regulations of the parent company of the complainant.
 - (b) In case the complainant is a third party and the company and/or a company in the Thai Group has suffered damages. The affected or potentially damaged company will also consider taking legal action against the complainant.

10. Channels for whistleblowing or complaints

When the Directors, Executives, Employees, or Third parties know the director Executives, employees, or persons related to the Company's business commit offenses or engage in behaviors that are inconsistent with bribery. Corruption and misconduct can provide information or report wrongdoing through the following channels:

- (1) Letter to
 - Chairman of the Board of Directors or
 - Chief Executive Officer or
 - Chairman of the Audit Committee or
 - Audit Committee Member or
 - Head of Internal Audit Office

Send to Thai Group Holdings Public Company Limited.

315, 10th Floor, Thai Group Building, Silom Road, Silom Sub-district, Bangrak District, Bangkok 10500.

(2) E-mail to ztc@tgh.co.th

(3) Company Website <https://www.tgh.co.th/ztc>

(4) Deliver in person at the Whistleblowing Center, Internal Audit Office

(5) Phone 02-631-1311 Continue 5830 (Business Hours)

(6) Hotline Phone 065-936-2404

(7) Line ID @ZTCTGH

(8) Whistleblower Box : Silom Building and Surawong Building, Floor L, Hall Area

(9) Intranet : Tell Cho

(10) Application : iAroon on Line Platform

11. How to blow a whistle or complaint

Director, Executives, Employees, or Third parties can provide information or whistleblowing. When know or suspecting that the Director, Executives, Employees and/or persons related to the Company's business commit offenses. Engaging in behaviors that are inappropriate in the form of bribery, corruption and misconduct or other behaviors that are inappropriate for the position and duties through the channels specified by the policy. As follows:

The whistleblower or informant must:

(1) Clearly specified the name and address of the whistleblower or informant. (If there is a wish.) In the case of whistleblowing without the name of the whistleblower being revealed. (**Anonymous letter**) The whistleblower will consider taking action according to the criteria for considering whistleblowing cases. In the manner of the Anonymous Letter as specified in this Policy.

(2) Provide a phone number or e-mail. (Email) who can contact the whistleblower.

(3) Identify the facts or circumstances that you have seen or suspect that the Directors, Executives, Employees and/or persons related to the Company's business commit offenses. There are behaviors that are insidious in the way of bribery, corruption and misconduct.

(4) Name of Director Executives, Employees and Job Titles (If you know,) or the name of a person who is involved in the business of the Company whose information is suspected of committing an offense and identifies witnesses. Documentary Witnesses, objects, or photographs or video clips. (If there is one.) to be able to conduct a quick and effective investigation of the facts.

(5) The clues reported must be true and well-founded, not hoping to create a buzz or create damaging news to the Company and/or its Directors, Executives, employees and/or persons related to the Company's business who bring false information to cause damage to others. That person may be liable under the Criminal Code.

In addition to the above criteria, it shall be at the legitimate discretion of the Audit Committee and/or the Managing Director of the parent company of the complainant. In considering the whistleblowing matter, it is considered that it is a matter of bribery, corruption and misconduct, whether or not the matter will be accepted, which may be considered on a case-by-case basis.

The whistleblower should provide information. “Name, address and phone number” This is to be used to contact and report the results of the complaint handling. Whistleblowers must cooperate in providing information and facts. to the Fact Finding Committee or the Fact Investigation Committee. In order to consider whether the directors Executives Whether the employees and/or persons related to the Company's business have committed any wrongdoing. The Company and its parent company will keep the relevant information confidential and not disclose it to any other person, and the right of access to the information will be limited only to the person in charge of investigating the facts appointed or assigned by the company or the parent company of the Complainant. Taking into account the safety and damage of the whistleblower, as well as the source of the information or the person involved, unless it is necessary in the procedure as prescribed by law.

12. Criteria for considering whistleblowing or complaints in the form of a Anonymous Letter

12.1 When the recipient of the complaint or the supervisor of the complainant Received the blame to be considered confidential. If it is a Anonymous Letter, consider only those who provide evidence. In the case of the surroundings, it is obvious that witnesses can only be pointed out.

(1) The letter must provide evidence in case the environment is obvious. In other words, clues must be pointed out by clearly stating the relevant evidence. This is so that the Internal Audit Office or the Preliminary Fact Investigation Committee or the Fact Investigation Committee will use it as information to determine whether the matter against the director is not ambiguous. Is there any reason or circumstance that is sufficient to be believed that the Company's executives, employees and/or business associates committed the offense?

(2) The letter must definitely be able to point to a witness. In other words, the whistleblower must identify the witnesses who and who they are so that the Internal Audit Office or the Preliminary Fact Investigation Committee or the Fact Investigation Committee can consider inviting them to give statements, question and find out the facts. The witnesses specified should be persons who have seen, heard or heard statements related to the matter that the accused has committed the offense.

12.2 The Office of Internal Audit or the Preliminary Fact Finding Committee Conduct a secret investigation of the facts. If there are no grounds, it shall be proposed to the Audit Committee to consider settling the matter. If there are grounds that the employee has committed a serious disciplinary offense or the employee is accused of committing an offense, the matter shall be submitted to the Disciplinary Investigation Committee of the parent company of the complainant. Conduct disciplinary investigations in accordance with the rules and regulations related to work and report the results of the operation to the Audit Committee at least once a quarter. If it is a matter of bribery, corruption or

misconduct, the Anti-Corruption Committee shall be notified or requested to be considered by the Anti-Corruption Committee in accordance with the framework of its authority and duties.

13. Measures to Protect and Maintain the Confidentiality of Whistleblowers or Informants

Whistleblowers or informants are protected as follows:

13.1 The Company and the Parent Company of the Complainant The Whistleblower or Informant shall not disclose the name or any information that would make it known who provided the information or testified, unless requested by a legal authority or the whistleblower or informant voluntarily gives consent.

13.2 The Company and its parent companies of the Complainant It will protect whistleblowers or informants. If it is seen that the whistleblower or informant may suffer or be unsafe, or there may be damage to himself. The Company may request the Company to provide appropriate protection, or the Company and its affiliates of the Complainant may provide protection without request. If it is deemed that there is a reason to cause trouble, damage or insecurity.

13.3 The whistleblower shall be well aware and understand that the whistleblower must be made in good faith, must not have the intention to bully an organization or individual, or with the intention of dishonesty or unfairness. If the whistleblower has provided false information, the company and the parent company of the complainant Sanctions will be taken in accordance with the Company's rules and regulations, including penalties in accordance with relevant laws.

14. Whistleblower Protection

The Company and its affiliated companies in the Thai Group have established measures to protect and maintain the confidentiality of whistleblowers in order to ensure that whistleblowing or information will not cause whistleblowers to suffer and damage as follows:

14.1 In case the whistleblower specifies his name and address. Phone Number Upon receipt of the matter, it shall be considered a confidential matter of the Company and send a copy with the name of the whistleblower to the Fact Investigation Committee. Conduct a secret investigation of the facts of the whistleblowing report.

14.2 The Company and its affiliates shall protect those who cooperate in whistleblowing or providing information, or deny any corruption related to the Company and its affiliates, from any suffering, harm or unfairness arising from such whistleblowing.

14.3 In case the whistleblower is an employee of a company or a company in the Thai Group, he or she will not be affected in any way, such as reduction in position. Punish, transfer, or give negative consequences to the Company's employees who report wrongdoing or deny corruption, even if such actions result in the loss of business opportunities for the Company and its affiliated companies.

14.4 In case it is found that the Directors, Executives, Employees and/or persons related to the Company's business. Treating another person in an unfair manner or causing damage to another person with a motive from the fact that the

other person has reported the offense or refusing to give bribes, corruption and misconduct shall be considered as a disciplinary offense.

14.5 Whistleblowers and Related Persons in the process of investigating the facts regarding the wrongdoing involving bribery, corruption and misconduct, the investigation and investigation of the facts must be carried out in accordance with the regulations. The guidelines set by the company that conducts the investigation and must keep the whistleblower's personal information strictly confidential. If any person violates the disclosure of such personal information without permission from the Investigation Office, That person must be subject to disciplinary action or legal action.

15. Investigation of Facts

15.1 Upon receive of a whistleblower report of wrongdoing. The Internal Audit Office is responsible for registering and supervising the receipt of complaints, at least consisting of: Channels for receiving whistleblowing reports The date and time of receipt of the matter. The Head of the Internal Audit Office is required to notify the whistleblower of the status of receiving the complaint within 24 hours. Since the recipient of the complaint received the whistleblower of the wrongdoing.

15.2 Present the details of the whistleblowing and supporting documents for consideration (if any) to Audit Committee. The Internal Audit Office shall conduct a preliminary investigation of the facts. If it is deemed that there are grounds, it shall report to the Audit Committee to consider and order the establishment of a fact-finding committee. If the matter is related to corruption, the matter shall be submitted to the Anti-Corruption Committee for further action within the framework of its authority and duties.

15.3 If the whistleblowing of wrongdoing is unfounded. The Audit Committee considered and ordered the closure of the matter.

15.4 Stakeholders are prohibited from investigating or investigating the facts.

15.5 The Internal Audit Office or the Fact Finding Committee Members can be invited Director, Executives, employees, or persons related to the business, or any person who provides information or requests the delivery of any documents related to the investigation of the facts.

15.6 If the investigation finds that the complaint is true. The parent company of the complainant The following must be done:

(1) In the case of a complaint related to wrongdoing. Regulations Guidelines The Company's Code of Business Conduct or the Company's Work Regulations shall propose the results of the investigation to the Audit Committee.

(2) In the event that the complaint is a serious matter, such as affecting the image and reputation of the company and/or the financial position of the Company and/or the Thai Group companies, or contrary to the Company's business policies, or related to senior management, etc., the results of the investigation shall be submitted to the Board of Directors for further consideration.

16. Fact Finding Period

The fact check must be completed within 45 Business Days but Not Exceeding 60 Working days from the time of receipt of whistleblowing and complaints. The specified period may be extended as necessary no more than one time. 30 The Chairman of the Audit Committee shall present the necessary reasons for the extension of the period. To consider and approve the extension of the period.

17. Reporting to the Whistleblower

The Head of the Internal Audit Office will notify the results of the investigation of the facts according to the resolution of the Audit Committee to the whistleblower internally. 7 Working days from the date of receipt of the summary of the investigation of the facts or as the case may be.

18. Communication/Employee Training

18.1 Directors Executives, employees, and people involved in the Company's business must be trained or acknowledged about the Whistleblowing Policy in order to be aware of this policy, including:

(1) Communicate that the company has a policy not to reduce its position. punishing or giving negative consequences to the Directors, Executives , employees, business partners and business partners who refuse to give bribes and corruption, even though such actions cause the company to lose business opportunities.

(2) When seeing or suspecting that there is a Director, Executives, employees, and people related to the Company's business do not comply with the Law, Rules, regulations, and regulations, including misconduct and misconduct that may cause damage and damage to the Company's image.

(3) As part of an orientation or before taking office as a Director, Executives and new employees, as well as those who are involved in the Company's business, have contracts with the Company.

(4) Disseminate measures and policies for whistleblowing offenses to Directors, Executives , employees and/or those related to the Company's business can easily acknowledge and access information about the measures to whistleblower the Company.

(5) Provide knowledge and understanding tests on offence whistleblowing measures to evaluate the effectiveness of the training and to ensure that the Director, Executives, employees and/or those related to the Company's business can implement it correctly.

18.2 Related Departments must be communicated the policy on whistleblowing offenses to those involved in the business as appropriate.

19. Penalties for Violation or Non-Compliance with the Policy

19.1 Those who deliberately or negligently, ignore, neglect, or fail to comply with this policy, including bullying behavior. Intimidation or discrimination in unlawful ways due to whistleblowing. To the whistleblower or informant or other person involved in the implementation of this policy, such person shall be deemed to have committed a disciplinary offense and shall be responsible for any damages caused. Both to the organization and those affected by the act, as well as to continue to be liable for civil and/or criminal liability or under other laws.

19.2 In the event that the whistleblower or informant provides information that has been proven to be false due to the intention of distorting the facts or slandering others. The Company will take legal action against whistleblowers or false informants.

20. Provisional Chapter

20.1 Any operation that is in progress and has not been completed. On the effective date of this Policy, continue to operate in accordance with the Policy until the completion of the operation or until the implementation of this policy can be implemented.

20.2 In the event of a resolution, order, rules or guidelines apply as of the effective date of this Policy. If it does not contradict or contradict these Terms, it shall continue to be observed until otherwise determined.

21. References

- 21.1 Anti-Bribery and Corruption Policy
- 21.2 Conflict of Interest Policy
- 21.3 Ethics and Code of Conduct in the Company's Business Operations
- 21.4 Regulations on the work of the Company and its affiliated companies.

Announced on August 15, 2025

(Mr. Chotiphat Bijananda)
Chairman of the Executive Committee