

## - Translation -

### Whistle Blowing Policy

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1. Principles of good corporate governance for listed companies require the committee to proceed as follows.
  - 1.1 Establish a channel for reporting clues or complaints about illegal activities or ethics or incorrect financial reporting or a defective internal control system, such as through independent directors or audit committee.
  - 1.2 There is a mechanism to protect whistleblowers, such as not disclosing the name of the whistleblower.
  - 1.3 Determine the process for acting after someone reports a clue.
    - Data Verification
    - Reporting process to the committee
2. To continuously maintain standards of compliance with the principles of good corporate governance at the same standard as other leading companies, Bangchak Sriracha Public Company Limited ("Company") has established guidelines for whistleblowing and mechanisms for protecting whistleblowers as follows:

#### **Matters that receive clues or complaints.**

- It is a violation of the law, corruption, company regulations, policies, or violation of the ethics of employees and executives.
- Irregularities in financial reports Defective internal control system
- It is a matter that affects benefits or the reputation of the company.

#### **Channels for reporting clues or complaints**

Electronic mail [iabsrc@bangchak.co.th](mailto:iabsrc@bangchak.co.th)

Postal mail to Internal Audit Department

#### **Methods of operation**

##### 1. Registration

The Internal Audit Department receives complaints and consider determining the type of story to deliver to the Senior Executive Vice President and/or the highest responsible person of the business line that the complainant belongs to.

##### 2. Monitoring and collecting information

Senior Executive Vice President and/or the highest responsible person of the business line is considered or assigned to the commander or the head of the department of the person being complained check the accuracy and adequacy of the information, including all facts.

3. Investigation

Senior Executive Vice President and/or the most responsible person of the business line should take it to the Chief Executive Officer and/or the President to acknowledge and consider the investigation guidelines, including the need to set up a special investigative committee, to carry out the investigation by considering to be in line with the company's regulations.

4. Notification of results to whistleblowers

When the investigation process has been completed the results of the investigation and actions to be taken against the complainant must be submitted to the Internal Audit Department Manager or assigned person to inform the summary results to the whistleblowers and keep all related files confidential.

5. Reporting to the committee.

The Internal Audit Department presents a summary of the matters raised or complained and proceeding to the Audit Committee for information.

**Principles of operation**

Implementation at every step must be treated as confidential, acknowledged only by the assigned personnel directly involved. The identity of the whistleblower or complainant must remain undisclosed under all circumstances. Strict adherence to this protocol is mandatory.

**Mechanism for protecting whistleblowers.**

- Create a database system to keep information of whistleblowers secret. and impose penalties for the officials responsible for such information when the information is disclosed.
- Access to the database must be accessible only to executives at the level of Executive Vice President.
- It is considered the duty of the supervisor or head of the department of every person who is complained of. in using discretion to give orders that are appropriate to protect the complainant Witnesses and persons providing information in investigations. Investigate so as not to suffer harm or unfairness resulting from complaints, testimony, or provision of information.

**Benefits you will receive from reporting clues or complaints.**

Any unethical or illegal action of the company's employees or irregularities in financial reports Defective internal control system Including matters that affect benefits or the reputation of the company will cause damage to the company in terms of negative effects on the image and credibility of the company. As well as creating a risk of financial burden that may increase in the future.

In this regard, the company's employees and other stakeholders have already participated in the monitoring. It will have good results for both the company, employees, and stakeholders. Have a good image and credibility to be an organization that develops sustainably.

Mr. Bundit Hansapaiboon  
Chief Executive Officer