



Whistle Blowing Policy

Srithai Superware Public Company Limited

The Company is committed to compliance with laws, regulations, and relevant rules. It has established an adequate internal control system to reduce risks and prevent misconduct or fraudulent activities. To enhance the effectiveness of monitoring and addressing such cases, the company provides stakeholders with an opportunity to report misconduct, fraudulent activities, or non-compliance with laws and regulations. This policy aims to prevent and suppress violations while minimizing the risk of corruption through a fair and appropriate review process.

Procedures

1. Complaint/Whistleblowing Method

The Company requires that complaints or whistleblowing reports regarding fraud or non-compliance be made in writing only.

2. Channels for Reporting Complaints

Complainants may submit their complaints directly to any independent director through the following methods:

2.1 E-mail Address

Complaints can be submitted via email through the company's Whistle Blower section on its website. Complainants may choose to send reports to any or all of the following independent directors:

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| 1. Mr. Enghug Nontikarn | Email: enghug_non@srithaisuperware.com |
| 2. Mr. Suchat Boonbanjerd Sri | Email: suchat_boo@srithaisuperware.com |
| 3. Ms. Siriporn Saisuth | Email: siriporn_sai@srithaisuperware.com |
| 4. Mr. Supachoke Liamkaew | Email: supachoke_liam@srithaisuperware.com |

2.2 Postal Mail Submission

Complainants may send a letter to the respective Independent Directors, address to :

Srithai Superware Public Company Limited or P.O. Box 84, Rasburan, Bangkok 10140

2.3 Submission via Internal Audit Department

Complainants may also submit a sealed complaint letter addressed to the Independent Directors through the Secretary of the Audit Committee (Head of Internal Audit Department).

Reports submitted under the above criteria do not require the complainant to disclose their identity. However, if the complainant chooses to identify themselves, they are encouraged to provide their full name, phone number, fax number, or email address, which will allow the company to provide updates or request additional details.



3. Investigation Process

3.1 Initial Review

At least one independent director (or the entire Independent Director Committee) will be assigned to investigate the complaint. The director may invite the company's auditor, head of internal audit, or other executives (who are not involved in the complaint) to assist in verifying the facts.

The investigation must be completed, or an update must be provided, within 30 days from the date the complaint is received.

All information obtained during the investigation is considered confidential and will only be disclosed when necessary, prioritizing the complainant's safety and protection from harm.

3.2 Submission of Findings

Once the investigation is complete, the independent director(s) will submit the findings to the Audit Committee. The Audit Committee will then determine appropriate corrective actions and present the findings to the Board of Directors for acknowledgment or further decisions.

4. Protection of Whistleblowers

4.1 Whistleblowers must not disclose their identity or share information related to their complaint with the general public.

4.2 Responsible parties and board members handling complaints must implement strict confidentiality measures to prevent the complainant's identity from being leaked or disclosed to unauthorized individuals.

4.3 If, during the investigation, the whistleblower is found to be at risk of harm or potential damage, they may request the company to implement protective measures before the investigation is completed.

5. Disciplinary Actions Against Wrongdoers

Any individual found guilty of committing or neglecting fraudulent acts—including directors, executives, or employees—that violate laws, regulations, or corporate policies, will be subject to disciplinary action in accordance with the company's Good Corporate Governance guidelines. Furthermore, if the act is determined to be a deliberate fraudulent act intended for personal or illicit gain, whether directly or indirectly, legal action will be taken against the offender as per applicable laws.

This policy is hereby announced for acknowledgment and compliance.

(*Mr. Sanan Angubolkul*)
Chairman