

STP&I Public Company Limited

Whistleblowing Policy and Whistleblower Protection Measures

(This policy has been approved at the Board of Directors' Meeting No. 6/2025
on 12th December 2025)

Whistleblowing Policy and Whistleblower Protection Measures

STP&I Public Company Limited

It is to ensure that the Company has good corporate governance as well as gives all employees and all groups of stakeholders the right to report any illegal act or business ethic. The Company provides a channel for whistleblowing and complaint to

1. Chairman of The Audit Committee
2. Independent Director

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Process when receiving a whistleblower or complaint

1. When witnessing an event that violates or does not comply with government laws and regulations, corporate governance principles, business ethics, company policies or regulations, including actions that may indicate corruption by directors, Executives, and employees of the complaining company, can report the matter through complaints and whistleblowing channels. In the case of employees who see such events, they should ask or consult with their supervisors first if they need more clarification. If you are uncomfortable, please report the matter through complaints and whistleblowing channels.
2. When the complainant receives the complaint, consider whether the information or evidence is clear enough. If it is not clear enough, report back to the complainant if the complainant reveals his identity. However, if it is clear enough, notify the corporate secretary of the receipt of such complaints to register the complaint.
3. The recipient of the complaint can consider taking appropriate action or send the matter to the relevant person (complaint investigator) by considering the independence of

proceeding according to the content or issues received in the complaint to investigate and find out the facts as well as following up on progress to ensure that appropriate action is taken with complaints received with the following guidelines:

- 3.1 If the complaint is an action that violates or does not comply with human resource policies and procedures, it must be submitted to the Human Resources Manager.
- 3.2 If the complaint concerns an action that violates or does not comply with government laws and regulations, corporate governance policies and principles, business ethics, or company regulations, it must be submitted to the company secretary.
- 3.3 If the complaint is an action that may indicate corruption, this means any action that shows unlawful benefits for oneself or others, such as embezzlement, corruption, fraud, etc., must be submitted to the Audit Committee.
- 3.4 In the case that the complaint under (1), (2), and (3) is complex or involves multiple agencies, it shall be submitted to the Managing Director to appoint a committee to investigate the facts (The Investigation Committee) is responsible for investigating the matter.

4. Then, the complaint investigator will report the receipt to the company secretary to register the complaint and record the information to follow up on the progress of the complaint processing.
5. As a crucial part of our operations, the complaint investigators, as per steps 1, 2, 3, and 4, are responsible for thoroughly investigating and uncovering the facts. When violations or non-compliance with company laws and regulations, or even fraud, are discovered, disciplinary action will be considered following our company regulations. If deemed illegal, this action may also be subject to legal punishment.
6. When the investigation of the complaint has been concluded, the complaint investigator, according to 1 2 3 4, must report the conclusions of the inquiry to the recipient of the complaint to inform the complainant further (in cases where the complainant discloses identity)

It is of utmost importance that the process, from the initial receipt of the complaint to the final report to the complainant, is carried out promptly and within a reasonable period.

Whistleblowing Procedure

1. The person who informs the whistleblower or the person who cooperates in the investigation can choose not to reveal themselves if it is seen that the disclosure will

cause unsafe or damage, But if there is a self-disclosure, the company can report the progress, clarify the facts or alleviate damage easily and faster.

2. The company will consider the information of the whistleblower, the complainant or the person who cooperate in the investigation including confidential information. The disclosure is done with caution and as necessary by taking into account the safety and damage of those who report clues to the complainant or those who cooperate in the investigation source of information or related person.
3. In the case of whistleblower, the complainant or the person who cooperates in the investigation of the facts, he / she may be unsafe or may cause damage can request the company to set appropriate protection measures. The company may impose a protection clause where the person who makes a complaint or who cooperates in the investigation if it is considered to be a problem that is likely to cause damage or insecurity.
4. Those who have suffered damage will receive relief through the process that is appropriate and fair.

Communicate with the Board of Directors (without the acknowledgement of the company's executives)

The company provides additional channel for stakeholders to communicate with the Board of Directors directly to the Board (without the acknowledgement of the company's executives) in order to receive any suggestions or opinions including claimants such as the operation of the Executives, the unfair practices and any other acts that against the code of conduct. Stakeholders can submit the document that clearly specified name, address, the convenient telephone number and e-mail address (if any) to

The Audit Committee
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32/24 Sukhumvit 21 (Asoke) Road,
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The Audit Committee will consider and manage such matters by directly report to the Board of Directors (without the acknowledgement of the company's executives) case by case. The company assures that whistle blowers must not be harmed according to the whistleblowing policy.