

Whistleblowing Policy



Sikarin Public Company Limited

Whistleblowing Policy

Sikarin Public Company Limited (“the Company”) is committed to conducting business with transparency, fairness, and accountability in accordance with the principles of Good Corporate Governance and integrity. The Company emphasizes providing opportunities for employees and all internal and external stakeholders to express opinions, file complaints, or report any misconduct, illegal actions, or ethical violations safely and effectively.

This policy has been established to define the procedures for whistleblowing, complaint handling, and thorough fact-finding investigations. It also sets forth protective measures for whistleblowers and all involved parties to ensure fair treatment and safeguard them from retaliation or any form of reprisal, in alignment with the standards prescribed by the Securities and Exchange Commission (SEC), the Stock Exchange of Thailand (SET), and the Thai Institute of Directors (IOD), as well as international practices for whistleblower protection.

Sikarin has established the following whistleblowing guidelines:

- Establish whistleblowing channels that are accessible to all stakeholder groups, including internal employees, customers, patients, business partners, suppliers, shareholders, community members, or the general public. These channels must offer both identified and anonymous options to allow secure, convenient, and trusted information submission.
- Demonstrate transparency by publicly disclosing the whistleblowing channels via the Company’s website, internal hospital noticeboards, contract documents with business partners, and across all corporate communications to ensure equitable access.
- Receive complaints through officially designated channels, including:
 - dedicated email
 - on-site complaint boxes
 - online forms on the Company website
 - postal mail or telephone (as specified in the current announcement).
- Ensure that the reported information is complete and factual, such as the misconduct involved, parties concerned, location, date and time, and any supporting evidence, if available.
- Refrain from submitting a whistleblowing report with malicious intent to defame, harass, or seek improper personal gain.

- Assess the credibility and urgency of the report through an independent body, such as the Audit Committee or the Corporate Governance Committee, and then assign a responsible person with no conflict of interest to conduct a fact-finding investigation.
- Conduct the investigation process with strict confidentiality and in four steps: Receipt:
 - Record the information, with anonymity preserved if requested.
 - Preliminary Review: Assess plausibility and risk level.
 - Fact-Finding Investigation: Carried out by an independent investigator.
 - Result Reporting and Action: Recommend follow-up actions and disciplinary measures, if applicable.
- Report the investigation results to the Board of Directors and execute disciplinary or legal measures based on the severity of the misconduct. Notify the whistleblower of the outcome within appropriate boundaries (if identity is disclosed).
- Maintain whistleblowing-related data systematically, separately from employee or third-party databases, to prevent unauthorized access.
- Protect whistleblowers by prohibiting any retaliation, harassment, or discrimination, whether direct or indirect. The Company will take decisive action if any violations of whistleblower protection measures are found.
- Evaluate the effectiveness of the whistleblowing system at least once a year. The evaluation results shall be reported to the Audit Committee, and continuous improvements to the channels and procedures shall be made to ensure modernity, security, and stakeholder confidence.

This Whistleblowing Policy is revised Version 2, effective from 22 February 2025, onward, as approved by the Board of Corporate Governance Committee in Meeting No. 1/2025 on 21 February 2025.



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Mr. Seni Chittakasem
Chairman of Corporate Governance Committee