

SIC-BC-PLC-007

Policy on Whistleblowing and Complaints Concerning Misconduct or Corruption**Silicon Craft Technology Public Company Limited****Objectives**

Silicon Craft Technology Public Company Limited (the “Company”) is committed to conducting its business with honesty, transparency, and integrity in accordance with the principles of good corporate governance and to opposing all forms of corruption. The Company supports and encourages directors, executives, employees, and personnel at all levels to perform their duties in accordance with these principles.

Accordingly, the Company has established this Policy on Whistleblowing and Complaints Concerning Misconduct or Corruption (the “Policy”) to provide support and channels for directors, executives, and employees of the Company and its subsidiaries, as well as various stakeholder groups, to report in good faith any actual or suspected conduct that is unlawful or in violation of the Company’s rules, regulations, or Business Ethics and Code of Conduct. This Policy also establishes procedures for receiving and handling whistleblowing reports or complaints, together with measures to protect whistleblowers, complainants, and persons who cooperate in fact-finding investigations.

Scope

Under this Policy, whistleblowers or complainants may report or submit complaints concerning significant matters that may have a material adverse impact on the Company, including the following:

1. Illegal acts or failure to comply with policies relating to corporate governance, Business Ethics and Code of Conduct, or anti-corruption;
2. Violations of the Company’s rules, regulations, or requirements;
3. Inaccurate financial reporting, deficiencies in the internal control system, or falsification of financial documents; and
4. Acts giving rise to conflicts of interest.

Whistleblowing, Complaint, and Feedback Channels

To ensure that the provisions of the Company’s Business Ethics and Code of Conduct are effectively implemented, the Board of Directors provides employees and stakeholders with channels through which they may submit complaints, provide feedback, or report illegal acts or conduct that does not comply with the Company’s requirements, as follows:

1. Supervisors or executives;
2. Human Resources Department; or



3. Other whistleblowing and complaint channels provided by the Company, as follows:

- By post
Addressed to: Chairman of the Board of Directors or Chairperson of the Audit Committee
Silicon Craft Technology Public Company Limited
40 Thetsabanrangsan Road, Ladyao, Chatuchak, Bangkok 10900, Thailand
- By email
Audit Committee: ac@sic.co.th
Company Secretary Department: comsec@sic.co.th
- Through the Company's website: <https://investor.sic.co.th/en/corporate-governance/whistleblowing-channel-form>
- By telephone +66 2 589 9991

Procedures Upon Receipt of a Complaint

1. Fact Gathering: The recipient of a complaint shall gather the facts relating to any violation of, or failure to comply with, the Company's Business Ethics and Code of Conduct.
2. Reporting and Consideration of Complaints: The recipient of a complaint shall report the relevant facts to the executives and/or an independent director and/or a member of the Audit Committee, as appropriate, for further investigation. Whistleblowing reports shall be reported to the Audit Committee on a quarterly basis. The Audit Committee, which performs its duties independently, shall consider and provide directions in accordance with the Company's complaint-handling procedures and report the matter to the Board of Directors. The Audit Committee shall also ensure compliance with measures for protecting the rights of persons providing information and maintaining the confidentiality of whistleblowers' information.
3. Corrective Measures: The executives and/or an independent director and/or a member of the Audit Committee shall investigate the complaint or feedback to establish the facts and determine appropriate measures to cease or remedy any violation of, or failure to comply with, the Company's Business Ethics and Code of Conduct in a prompt, appropriate, and fair manner.
4. Reporting of Results: The executives, an independent director, or a member of the Audit Committee, as applicable, shall notify the complainant of the investigation results where the complainant has disclosed their identity. In the case of a significant matter, the results shall be reported to the Chairman of the Board of Directors and/or the Board of Directors for acknowledgement.



Protection of Whistleblowers and Complainants

To provide assurance that whistleblowers or complainants who submit reports or complaints in good faith will be protected by the Company, the following measures shall apply:

1. The Company shall not disclose the name, surname, address, or any other information that may identify a whistleblower, complainant, or person cooperating in a fact-finding investigation. The Company shall investigate the matter to determine whether the report or complaint has merit.
2. The Company shall keep all relevant information confidential and disclose it only to the extent necessary, taking into consideration the safety of, and potential harm to, the whistleblower, complainant, person cooperating in the fact-finding investigation, source of information, or any other person concerned.
3. Where a whistleblower, complainant, or person cooperating in a fact-finding investigation believes that they may be exposed to danger, hardship, or damage, such person may request the Company to provide appropriate protective measures. The Company may also provide protective measures without a request where it considers that the matter is likely to expose the whistleblower, complainant, or person cooperating in the fact-finding investigation to hardship, damage, or danger.
4. Any person who suffers hardship or damage shall be provided with appropriate and fair remedial measures.
5. The Company shall not subject any whistleblower, complainant, or person cooperating in a fact-finding investigation to unfair treatment, including any change in position, duties, or workplace; suspension; intimidation; interference with work; termination of employment; or any other action constituting unfair treatment.

False Whistleblowing Reports or Complaints

Where the Company finds, based on supporting evidence, that a whistleblowing report, complaint, statement, or any information has been made in bad faith, is false, or is intentionally provided to cause damage, the employee concerned shall be subject to disciplinary action in accordance with the Company's regulations. Where the person concerned is an external party whose conduct has caused damage to the Company, the Company shall consider taking legal action against such person, as appropriate.

This Policy shall be reviewed at least once a year or whenever there is a material change.



Initial Approval	Approved by the Board of Directors at Meeting No. 3/2017 held on 15 May 2017.
Latest Approval/Review	Approved/reviewed by the Board of Directors at Meeting No. 4/2026 held on 25 June 2026.

Announced on 25 June 2026.



(Dr. Bodin Kasemset)

Chief Executive Officer



Approval and Revision History		
SIC-BC-PLC-007: Policy on Whistleblowing and Complaints Concerning Misconduct or Corruption		
Revision	Board Resolution	Details
Initial Approval	BOD 3/2017: 15 May 2017	Approved the Policy on Whistleblowing and Complaints Concerning Misconduct or Corruption.
Revision No. 1	BOD 3/2018: 15 August 2018	Annual review with no material changes.
Revision No. 2	BOD 2/2019: 19 April 2019	Annual review with no material changes.
Revision No. 3	BOD 3/2020: 14 May 2020	Annual review with no material changes.
Revision No. 4	BOD 2/2021: 18 March 2021	Annual review with no material changes.
Revision No. 5	BOD 2/2022: 17 March 2022	Revised the channels for receiving complaints, feedback, and whistleblowing reports to enhance clarity and comprehensiveness.
Revision No. 6	BOD 4/2023: 21 July 2023	Annual review with no material changes.
Revision No. 7	BOD 4/2024: 18 July 2024	Annual review with no material changes.
Revision No. 8	BOD 4/2025: 17 July 2025	Annual review with no material changes.
Revision No. 9	BOD 4/2026: 25 June 2026	Annual review with no material changes.

