



Global Whistleblowing Policy

Humanica Public Company Limited

Contents

A. PURPOSE.....	1
B. STATEMENTS.....	1
C. SCOPE OF POLICY.....	1
D. ROLES AND RESPONSIBILITIES.....	1
E. COMPLAINTS CHANNELS	1
F. SCOPE OF COMPLAINTS	2
G. WHISTLEBLOWING PROCESS	2
H. PROTECTION OF EMPLOYEES AND CONFIDENTIALITY	3
I. POLICY OWNER.....	3
J. REVIEW & DOCUMENT MANAGEMENT	4

Global Whistleblowing Policy

A. PURPOSE

Group of Humanica Public Company Limited ("COMPANY") strives to listen to complaints from all stakeholders either within or outside the organization. This Policy is drawn up to provide clear guidance how to report, in good faith, any suspected wrongdoing, misconduct, or violation of laws, regulations, or corporate policies. This is to ensure that COMPANY upholds ethical business conduct and good corporate governance principles and serves as a safeguard against improper actions.

B. STATEMENTS

COMPANY is committed to maintaining the highest standards of integrity and transparency. Employees are encouraged to report any suspected wrongdoing, and all reports made in good faith will be taken seriously.

COMPANY shall protect the identity of whistleblowers, along with people who cooperate in the investigation, and maintain confidentiality throughout the process, and shall not tolerate retaliation, harassment, or any form of adverse treatment against individuals who raise concerns in good faith.

COMPANY shall investigate all reports thoroughly, objectively, and fairly, ensuring that decisions and actions are based on facts and evidence.

C. SCOPE OF POLICY

This policy applies to all employees under Humanica Public Company Limited and its subsidiaries. Certain provisions of this policy shall also extend to external stakeholders, including suppliers, service providers, business partners, and those with business relationships with COMPANY.

This policy supersedes all other policies regarding Conflicts of Interest Policy.

D. ROLES AND RESPONSIBILITIES

- Whistleblowing Committee: a group committee consists of Group CEO, CFO, CPO and designated person from Board of Directors and/or the Audit Committee who shall be informed when the complaint comes through the above complaint channels.
- Secretary to Whistleblowing Committee: Group COMPANY Secretary who holds records of whistleblowing registration number, conducts investigation or assigns others with whistleblowing committee's approval and responsible for tracking the complaint progress and summary.
- Whistleblowers: Employee or external stakeholders who file the complaint
- Stakeholders: Employee of COMPANY and external stakeholders.

E. COMPLAINTS CHANNELS

- Report via website: www.humanica.com
- Send an e-mail to the Chairman of the Audit Committee or the Board of Directors at: HumanVoice@humanica.com

F. SCOPE OF COMPLAINTS

Scope of complaints which can be submitted via Whistleblower channel covers fraud, misconduct or legal breach as well as other matters relating to business ethics, human rights, discrimination, sexual and non-sexual harassment that may affect all stakeholders, including vulnerable groups such as children, person with disabilities, woman, local communities, LGBTQI+, elder persons, pregnant women and employee behaviour that conflicts with COMPANY's core values, rules and regulations and conflict of interests.

The scope shall NOT include:

- Matters that the Board of Directors or the Audit Committee or the Group Chief Executive Officer have given resolutions or final decisions and there is no new, additional, material evidence.
- Matters that are being filed in the court or have reached the final judgement of the court.
- Matters that are not related to COMPANY, its subsidiaries or companies in which COMPANY holds shares.
- Matters that COMPANY has considered or are in the process of being processed.
- Matters that do not have specific evidence, facts, or circumstances that are sufficient to enable further investigation.

G. WHISTLEBLOWING PROCESS

1. Whistle-blowers make a report through the channels provided in Item E., and provide the following information:

- 1.1. Whistle-blower's name - last name, phone or mobile phone number, email address or other contact information.

Whistle-blower may choose to remain anonymous; however, disclosure would help in the case that COMPANY may require additional information to establish the facts and conclude the investigation.

- 1.2. Complaint details which shall comprise of:

- Name - last name of the person accused in the complaint (if applicable)
- Factual incident or situation details of complaints with dates and places
- Support documents or evidence such as email, pictures, voice record etc. related to the incident or situation referring to

2. COMPANY receives a complaint.

- 2.1. Secretary to Whistleblowing Committee conducts an initial review of the complaints and issue a registration number. This registration number will replace the complainant's real name or personal information and identity during the investigation process to protect and secure the identity and personal details of complainants or witnesses. Then, the complaints will be reported to the Whistleblowing Committee and/or the Audit Committee within 7 days.

- 2.2. COMPANY may correspond to the complainant in the following ways:

- To confirm receipt of the complaints or registration for complaint filing within five business days.
- To request additional details and information
- To inform and update the progress or inform the result of the complaint
- Other correspondence deemed necessary

3. COMPANY investigates the matter.

- 3.1. The Whistleblowing Committee may either investigate the matter itself or establish an Investigation Committee to conduct investigations, seek facts and report results to a higher committee.

The duration of the investigations may vary; however, COMPANY will endeavor to conclude the investigation in a timely, fair, and impartial manner.

- 3.2. Consideration or investigation processes and determination of penalties will be in accordance with the rules, regulations or guidelines issued by the Group COMPANY, Subsidiary Company related in complaint matters, or any relevant rules, regulations and laws of the local government and company.
- 3.3. COMPANY may not provide details of the investigation process or any disciplinary action taken if these are deemed to be private and confidential.
- 3.4. If an investigation finds that there is no evidence of misconduct or fraud, the executive or employee who made the report will not be penalized if his or her suspicions were communicated in good faith.

However, if it can be shown that an executive or employee made an unfounded accusation, or willfully provided false information intended to harm COMPANY or any of its employees, he or she may be subject to disciplinary action resulting in a verbal or written warning, suspension from work, termination of employment, or even legal proceedings.

H. PROTECTION OF EMPLOYEES AND CONFIDENTIALITY

- COMPANY will provide protection for employees who report misconduct in good faith and/or assist an investigation.
- COMPANY will not tolerate any retaliation or adverse treatment toward the whistleblower or person cooperating in the investigation. Any executive or employee who punishes a whistle-blower will be subject to disciplinary action.

If an employee is threatened in any way, he or she must immediately report the incident to the Head of Human Resources, Humanica Public Company Limited to arrange necessary protection.

- All persons involved in the process must treat any information obtained as strictly confidential and only disclose this information to persons who have a legitimate need to know.
- Personal data received in the process will be treated in accordance with applicable laws and policies related to personal data protection, for the sole purpose of conducting the investigation.

I. POLICY OWNER

Human Resources Department – Humanica Public Company Limited

J. REVIEW & DOCUMENT MANAGEMENT

The policy owner will review and update this policy every three (3) years or more frequently where changes in the business environment demand such a review.

Version	Date of Issue	Effective date	Purpose of change
1	14 TH November 2025	14 TH November 2025	Elevation from local to global policy

This Policy becomes effective on 14th November 2025.



(Mr. Anotai Adulbhan)

Chairman of the Board of Directors
Humanica Public Company Limited