

Whistleblowing

The Company has established measures for whistleblowing regarding any suspected acts of corruption by Company Directors, the Management and employees, or any acts to be considered violating policy and regulations related to anti-corruption. Additionally, procedures have been put in place to protect and treat such whistleblowers in a fully equitable manner.

1. Scope of Whistleblowing

1.1 Any suspected acts of corruption.

1.2 Any acts to be considered as violating the policy and regulations related to anti-corruption.

2. Whistleblowing Channel

Those who come across any evidence, are aware of any, or have a bona fide probable cause to suspect that Directors, the Management, or the employee have engaged in any acts or played a part in acts of corruption, whether directly or indirectly, or violated the policy and regulations related to anti-corruption, are able to raise whistleblowing in the following manner:

2.1 Make a complaint and inform, verbally or in a writing, to the immediate Superior; and if no response or action is taken, then inform the Superior Officer at the next level above, or Director of Human Resources Division.

2.2 Complain and inform via registered postal mail addressed to The Audit Committee, or Director of Human Resources Division, or Director of Internal Audit Office, or Chairman of Anti-Corruption Working Group, or The Company Secretary at the following mailing address:

Thai Wacoal Public Company Limited

132 Soi Charoenrat 7, Bangkhlo, Bangkholaem, Bangkok 10120

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2.3 Complain and inform via email or telephone, with contact details are as follows:

Agencies	Telephone Number	E-mail Address
The Audit Committee	-	auditcommittee@wacoal.co.th
Human Resources Division	0-2289-3100-9, Ext. 490	hr@wacoal.co.th
Internal Audit Office	0-2289-3100-9, Ext. 207 0-2291-0591	audit@wacoal.co.th
The Anti-Corruption Working Group	0-2289-3100-9, Ext. 385	cac@wacoal.co.th
Company Secretary	0-2689-8324	secretariat@wacoal.co.th

2.4 In the event that a Director or Executive Director is involved in any suspected illegal or improper activities or has played of part in any acts of corruption, the whistleblower should be submitted directly to the Audit Committee.

2.5 In the event that the whistleblower does not wish to reveal his/ her identity, then full detailed facts must be given or clear factual evidence that will sufficiently point to acts of corruption.

As such, the Company will maintain all such information received in strict confidence, together with taking into consideration the safety of whistleblower - unless it is obliged to disclose such information as specified by any applicable laws.

3. Definitions of 'involved persons'

3.1 **Whistleblower** means those who come across or is aware of or possesses clear evidence or has a bone fide probable cause to believe that the suspected wrongdoer has engaged in any acts or played a part in acts of corruption, whether directly or indirectly, or violated the policy and regulations related to anti-corruption.

3.2 **Whistleblower Recipient** means the Audit Committee, Director of the Human Resources Division, Director of the Internal Audit Office, Chairman of the Anti-Corruption Working Group, the Company Secretary, and the immediate Supervisor/ Superior of the informant or the Superior Officer at the next level above. All such persons have the responsibility to review the exact nature and adequacy of the information together with factual evidence received, in order to proceed with an initial review of the facts.

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3.3 The suspected wrongdoer means the person/ party within the Company or representing the Company, who is the subject of the complaint and suspected of engaging in any acts or playing a part in acts of corruption, whether directly or indirectly, or violating the policy and regulations related to anti-corruption.

In the event that the Investigation Committee finds other parties are also involved or have participated in or has supported the alleged illegal or improper activities, then such persons or parties will also be considered as being the supposed wrongdoers and subject of the complaints.

3.4 Informant means anyone within or outside the Company, who is asked to cooperate with the Investigation Committee and the associated process by providing additional information relevant to the complaint submitted.

4. Investigation procedures

The Company will undertake fact-finding investigations in a just, equitable and transparent manner; as well as will treat the suspected wrongdoer in both an equitable and just manner.

4.1 The whistleblowing recipient will forward the facts to the Chairman of the Anti-Corruption Working Group for considering the appropriate actions to be taken.

4.2 If it is a general matter, the meeting of the Anti-Corruption Committee will appoint an Investigation Committee with not more than 5 members, comprising of representatives from the Internal Audit Office, Human Resources Division, Legal Office or the involved division of the Company.

If it is an urgent matter or a matter expected to cause potential damages for the Company or a potential loss of business amounting to more than Baht 1 million, or will have an impact on the overall image and reputation of the Company, then the Chairman of the Anti-Corruption Working Group will report the matter to the Managing Director, who will then appoint an Investigation Committee with not more than 7 members, consisting of representatives from the Internal Audit Office, Human Resources Division, Accounting and Finance Division, Legal Office or the involved division of the Company. Further, the Investigation Committee is able to invite any Directors, the Management and employee of the Company together with any business partners or any Stakeholders involved with the business of the Company to come meet with the Committee and to provide additional information, or to request for additional documented information to be given to the Committee.

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As such, the members of the appointed Investigation Committee must not be involved in any way or have any vested personal interest with the matter or issue being investigated; whereby the fact-finding investigation process must be completed within 45 days from the date of the information/complaint being received from whistleblower. However, if the fact-finding cannot be completed within this deadline, then a report is to be made to the Managing Director so as to request for an extension of an additional 30 days for the fact-finding investigation process.

4.3 The Investigation Committee will then report the results and findings to the Anti-Corruption Working Group, for submitting a report to the Managing Director. As such, if the findings indicate the complaint to be true, then the Investigation Committee is also required to propose the appropriate punishment and disciplinary actions to be taken or the means to provide relief to those who have suffered any loss or damage as appropriate and just, through considering both these aspects jointly together with the Anti-Corruption Working Group.

4.4 The Managing Director will approve the punishment or disciplinary action or the means of providing relief to the party who has suffered any loss or damages as considered just and appropriate, together with undertaking the following associated actions :

- If it is an urgent issue or a matter with potential damages for the Company or a potential loss of business amounting to more than Baht 1 million, or will have an impact on the overall image and reputation of the Company, then the Managing Director is required to report the matter to the Board of Directors immediately.
- If it is a general matter, the Managing Director will report it to the Audit Committee and the Corporate Governance and Sustainable Development Committee for acknowledgement, and then to report the summary of the opinions of the Audit Committee and the Corporate Governance and Sustainable Development Committee to the Board of Directors for acknowledgement at the next scheduled Board Meeting.

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4.5 In the event that the suspected wrongdoer is a Director or an Executive Director, the whistleblowing recipient will report the incident and information to the Chairman of the Board of Directors or the Chairman of the Audit Committee who will appoint an Investigation Committee. The Investigation Committee will then report the results and findings to the Chairman of the Board of Directors or the Chairman of the Audit Committee directly.

4.6 In the event that the whistleblower reveals his/ her identity, the result of the investigation will be given to him/ her in writing.

5. Whistleblower Protection

The Company will, protect the rights of the bona fide whistleblower; whereby this will be in accordance with the established whistleblower protection measures specified in the code of conduct for Company Directors, the Management and employees.

5.1 The whistleblower or informant can choose whether, or not, to reveal his/ her Identity, if revealing the identity will make the person feel insecure and unsafe, or will subject the person to any loss or damage. As such, if the person chooses to reveal his/ her identity, it will better enable Company to feedback any progress relating to the information given and to disclose the true facts or provide some relief for any loss or damages suffered in a more effective and convenient manner.

5.2 The Company will keep confidential the name or any other personal information that will facilitate the exact identification of the whistleblower or informant; whereby the whistleblowing recipient as well as the person(s) handling the investigation will maintain absolute confidentiality of the information and relevant data - unless required to disclose such information as specified by any applicable laws.

5.3 The Company will prevent and ensure that the whistleblower or informant is not threatened or his/ her rights are not violated during the investigative process, as well as will punish anyone who threatens or violates the rights of the whistleblower.

5.4 The Company will undertake extra special protective measures corresponding to the potential degree of danger for the whistleblower.

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5.5 In the event that the investigative process is completed, and there is no evidence of the any actual wrongdoing as informed, the Company will not punish or discipline the whistleblower if the information was given in a genuinely honest manner or with good intent. And, if anyone has suffered any loss or damage as a result of the information received, then he/ she will also be compensated and given any relief for the loss or damage suffered as appropriate and in an equitable manner.

5.6 The Company will not demote, punish, or take any negative actions against any employee who is a bona fide whistleblower, anyone cooperating in any associated investigation process, or anyone refusing to pay bribes, even if such refusal may result in the company losing business.

5.7 However, in the event that it is clearly evident to sufficiently indicate that the information or complaint received from the whistleblower is made with a dishonest or malicious intent, so as to result in damages for the suspected wrongdoer or the Company, then the Company will investigate and, if so, impose disciplinary punishment in accordance with the regulations and/or also take legal proceedings against whistleblower who is an employee of the Company. If the whistleblower is an external person/ party, then the Company will consider taking legal proceedings in accordance with the applicable laws.