



นโยบายและแนวทางการปฏิบัติในการแจ้งเบาะแส  
(Whistle Blowing Policy)

Kijcharoen Engineering Electric Public Company Limited

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History of Document Amendments

<b>Revision No.</b>	<b>Date</b>	<b>Details</b>	<b>Approver</b>
00	20 February 2026	Initial Issue	Board of Directors (1/2026)

## นโยบายและแนวทางการปฏิบัติในการแจ้งเบาะแส (Whistle Blowing Policy)

Kijcharoen Engineering Electric Public Company Limited and its affiliated companies have established the Whistle Blowing Policy and guidelines in order to support and emphasize the importance of all stakeholders, whether internal personnel or external parties, to be able to report any clues or suspicions regarding corruption, fraud, violations of business ethics, or related regulations. This is intended to help improve, rectify, and ensure greater accuracy, appropriateness, transparency, and efficiency in business operations.

The Company encourages all stakeholders to promptly report any misconduct or suspicious behavior relating to unlawful practices, violations of applicable laws or regulations, corruption, fraud, or breaches of business ethics.

This policy is intended to ensure that the Company's operations are conducted properly, transparently, and efficiently, in line with the principles of good corporate governance and to prevent risks of potential damage that may arise.

The Company places importance on the whistleblowing process from all stakeholders and is committed to protecting whistleblowers acting in good faith. Information relating to the whistleblower and the reported matter shall be kept strictly confidential and shall not be disclosed to unauthorized persons.

### **1. Definitions**

- 1.1 “Whistleblowing” The act of providing information to the company regarding an operation or action believed to be a wrongdoing.
- 1.2 “Whistleblower” A director, employee, or stakeholder from any sector, whether internal personnel or an external individual.
- 1.3 “Recipient of a Whistleblowing Report” The Audit Committee and the Company Secretary.
- 1.4 “Whistleblowing Committee” Composed of directors and executives.

## **2. Implementation Guidelines**

- 2.1 Whistleblowers can submit a formal, written report, with their signature, to the Audit Committee or the Company Secretary through the designated whistleblowing channels.
- 2.2 The recipient of the report will maintain strict confidentiality and will not disclose the information to any other person. Any breach of this confidentiality will result in disciplinary action.
- 2.3 The Company Secretary or the recipient of the report will verify the information to determine if there is a plausible suspicion of wrongdoing or a behavior that warrants further investigation.
  - 2.3.1 In cases where the allegations do not fall within the scope of corruption or are not sufficiently suspicious to warrant an investigation, the director and executives will report the matter to the Audit Committee. If the Audit Committee has no further questions, the director and executives must inform the whistleblower of the reason for not proceeding with an investigation.
  - 2.3.2 In cases where the allegations fall within the scope of corruption or are sufficiently suspicious to warrant an investigation, the director and executives will report to the Audit Committee. The Audit Committee may then appoint an investigation committee to find the facts, recommend appropriate corrective measures, or take disciplinary action as deemed necessary.

## **3. Company's Principles for Consideration**

- 3.1 Whistleblowing information should be raised with good intentions and not for personal gain.
- 3.2 Cases without an identified whistleblower will not be considered or acted upon.
- 3.3 Individuals involved in a corruption investigation must keep all information and findings confidential.

#### 4. Whistleblower Protection Measures

Whistleblowers acting in good faith will receive appropriate protection. The company will keep all information and the identity of the whistleblower confidential. Should the company need to disclose any information, it will only reveal what is absolutely necessary, with the safety and protection of the whistleblower in mind.

#### 5. Penalties

Any personnel who violate the Company's Anti-Fraud and Anti-Corruption Policy shall be subject to disciplinary action, including verbal warnings, written warnings, suspension, and termination of employment, and/or legal penalties in accordance with applicable laws.

#### 6. Whistleblowing Channels

##### 6.1 Internal Complaints

- Company's internal complaint box
- Online complaint channel: (<http://www.kjl.co.th/Contact>)

##### 6.2 External Complaints

- Online complaint channel: (<http://www.kjl.co.th/Contact>)
- Email to the Audit Committee: ([AC@kjl.co.th](mailto:AC@kjl.co.th))
- Email to the Company Secretary: ([companysecretary@kjl.co.th](mailto:companysecretary@kjl.co.th))
- <https://www.facebook.com/KJLElectric>
- Registered mail

To: Audit Committee / Company Secretary

Kijcharoen Engineering Electric Public Company Limited

61, 61/5 Moo 8, Tha Mai Sub-district, Krathum Baen District, Samut Sakhon  
Province 74110

- Phone: 02-8085000 Fax: 02-8109355

The Company shall promptly investigate any reported matters while maintaining confidentiality and implementing measures to protect whistleblowers and related persons to ensure fairness and protection against any form of retaliation. All complaints shall be investigated, concluded, and reported to the Board of Directors within 30 days. If any misconduct is found, the Company shall establish corrective actions and preventive measures

clearly and shall review the Whistle Blowing Policy and practices and report to the Board of Directors at least once a year.

The Whistle Blowing Policy and practices were considered and approved by the Board of Directors' Meeting No. 1/2026 held on 20 February 2026.