



# Mega Lifesciences Public Company Limited and Subsidiaries

## Whistle Blower Policy

### 1. Objective

The purpose of this policy is to promote transparency in Governance and ensure fair treatment of all stakeholders in the company.

### 2. Implementation

Any person who has a concern about the business practices of Mega Lifesciences Limited or its subsidiaries relating to accounting, auditing, Internal control matters or any other matters related to corporate governance may write in person or confidential or anonymous manner to:

Audit and Corporate Governance Committee

[Audit.Committee@megawecare.com](mailto:Audit.Committee@megawecare.com)

Mega Lifesciences Public Company Limited

384 Soi 6, Pattana 3 Road,

Bangpoo Industrial Estate,

Samutprakarn 10280, Thailand

All reports shall be investigated promptly and handled in a confidential manner. Mega's protection mechanism shall apply in all these dealings.

### 3. Protection Mechanism

No employee who in good faith reports a matter shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates



against someone who has reported a violation in good faith is subject to discipline as found appropriate by the management. The Audit and Corporate Governance Committee of the Board of Directors shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The matter brought up shall be treated confidential and will be handled in a fair manner.