



## Whistle Blowing Policy

To promote compliance with the good corporate governance principles and the Company's Code of Conduct and Anti-Corruption Policy and to protect the best interest of all stakeholders, the Company has established the Audit Committee which is responsible for reviewing the Anti-Corruption Policy and the changes thereto, reviewing the reports on internal control and audit, assessing the corruption risk assessment, handling internal fraud complaints by initiating investigation of the reported cases and escalating the cases to the Board to jointly identify applicable punishments or solutions.

In this connection, the Company has established whistle blowing channels and whistle blower protection program as well as encourages executives, employees and stakeholders to report suspicious incidents or behaviors via the following channels:

### Whistle Blowing Channels

Executives, employees and stakeholders are encouraged to submit whistle blowing complaints which contain information about their names, e-mail addresses, and telephone numbers and details of such cases to:

- Mrs. Saowanee Kamolbutr                      Independent Director / Member of the Audit Committee  
E-mail: saowanee@fnoutlet.com
- Mrs. Pratana Mongkolkul                      Independent Director / Member of the Audit Committee  
E-mail: pratana@fnoutlet.com
- Company Secretary  
E-mail: corporatesecretary@fnoutlet.com

Whistle blowers and persons assisting with the investigation and interrogation are protected. Their names, surnames, addresses and photos including other indications of their identity as well as information supplied will be treated with anonymity and confidentiality for the purposes of safety protection and harm prevention for them. The policy concerning this matter is published on the Company's website.

### **Actions when found to be unethical**

The company has a system for receiving complaints and reporting clues. (Whistleblowing System), which is in accordance with international principles. In case of you know or seen the action or is a victim of damage related to corruption Failure to comply with the law, rules, regulations of the Company and the Code of Conduct, you can provide information by doing the following:

- Notify to the recipient of the complaint according to the specified channel, provided that it must not be a complaint of false information or harassment which the company considered violating the discipline according to the personnel management regulations
- The company has a process to take action when receiving complaints. and there is protection for employees who report complaints and report clues.

### **Protection and fairness policy for employees who Notify the information or Notify the clues**

The company has a policy to protect and provide fairness to employees who give information or give clues. Fact-finding task force investigative committee regarding corruption or non-compliance with laws, rules, regulations, and the Whistleblowing Policy as follows:

1. In case of the complainant disclose their names the company can report the progress, clarify the facts or mitigate damage to complainant more conveniently and quickly.
2. The company considers keep relevant information confidential and will disclose as necessary by considering the safety and damage of the complainant, information source or related persons.
3. In case of the complainant believes that they may be unsafe or may be subject to any kind of damage, the complainant may request the company to specify appropriate protection measures or the company may specify protection measures without any request from the complainants if the company foresees that the matter is likely to bring about damage.
4. Those who have suffered damage will be mitigated by appropriate and fair procedures.