

Whistleblowing Policy

The Board of Directors of Thonburi Healthcare Group Public Company Limited (the “**Company**”) has given the opportunity to directors, executives, employees and internal and external stakeholders of the Company and its subsidiaries to report suspected illegal acts, complaints or recommendations relating to illegal or unethical acts, incorrectness of financial reports, corruption or deficiency in internal control system of the Company or its subsidiaries. The Company shall investigate and find facts relating to such report, complaint or recommendation in order to determine appropriate measures or actions. Such information can be reported via the following channels:

Via Phone 02-159-0336-7 or Head of the Internal Audit Department
081-613-3539

Via E-mail BOD@thg.co.th , AC@thg.co.th
Internal Audit Department IA@thg.co.th

Via Website www.thg.co.th

Via Mail Submit Whistleblower Report Form (as enclosed)
To **Board of Directors, Chairman of the Audit
Committee, Head of the Internal Audit Department**

Thonburi Healthcare Group Public Company Limited
518 Kampangetch 2 Road, Chatuchak Sub-district,
Chatuchak District
Bangkok 10900

Whistleblower Procedures

The internal audit department shall preliminary monitor, collect, search for facts and verify the information and prepare summary on complaints to the Chief Executive Officer. The Chief Executive Officer shall set-up Investigating Committee to verify the information and investigate. Members of the Investigating Committee who shall participate and observe in considering the complaints include Director of Human Resource Department or a representative of the unit, supervisor of the informant who shall not have any conflict of interest with the informant, a representative from the Risk Management Committee, Secretary of the Audit Committee or a representative from the Audit Committee.

Following the investigation, the Internal Audit Department shall prepare a report and propose measures for complaints to the Audit Committee. In case of complaints relating to reputation, image or financial positions of the Company or any matter contrary to policies on the Company's business operations or relating to high-level executives, the Audit Committee shall propose such complaints to the Board of Directors for consideration.

Whistleblower Protection Policy and Confidentiality

The Board of Directors has set a policy and procedures for protection of whistleblowers. Information from whistleblowers shall be kept confidential. The person obtaining information from performance of his/her duty relating to such matter shall keep information, complaint and documentary evidence of whistleblowers confidential. Information should not be disclosed to non-related persons, unless the information is required to be disclosed according to the laws.