



Whistleblowing Policy

MK Restaurant Group Public Company Limited

1. Purpose

MK Restaurant Group Public Company Limited (The Company) commits to conducting business with integrity, honesty, transparency and good corporate governance and also support all practices of anti-corruption. In addition, the Company expects the directors, executives and employees of the Company to commit to conducting their duties in accordance with the aforementioned principles.

With its commitment, the Company has established the Whistleblowing policy in order to support and be a channel for directors, executives, employees of the Company and its subsidiaries and stakeholders for reporting the whistleblowing or complaints with good faith in case of founding or suspecting any actions that are considered as a violation of laws, regulations and the Company's code of conduct.

2. Scope

According to this policy, the whistleblower or the complainant can report the complaints that have significant negative impact to the Company in the following matters:

- 2.1 Breach of law or violation of Corporate Governance Policy, Code of Conduct and Anti-Corruption Policy
- 2.2 Violation of the Company's rules and regulations
- 2.3 Inaccurate financial reporting, improper internal control system and fraudulent financial documents
- 2.4 Conflict of interest

3. How to Report the Whistleblowing

The Company has provided the opportunity for both internal and external stakeholders to report the whistleblowing according to the matters mentioned in No.2 through the following channels and procedures:

- 3.1 Identify name, address and telephone number of the whistleblower clearly as well as an offender's name including incident with reliable information, evidence or witness (if any)

The whistleblower may decide not to disclose his identity if such disclosure may cause danger or damage. However, the self-disclosure will help the Company to report the progress, clarify the fact or mitigate the damage conveniently and rapidly.
- 3.2 Both internal and external stakeholders who became aware of any misconduct as specified in No. 2 may report the complaints through any of the following channels, as deemed appropriate:

3.2.1 Channels for the Company's internal personnel

- (1) Submit the complaint through the HUMATRIX system, which is accessible to all Company personnel.
- (2) Report the matter directly to the responsible supervisor or a supervisor whom the individual trusts.
- (3) Report the matter directly to the Internal Audit Department or submit the complaint via email.

3.2.2 Channels for external parties

- (1) Submit a written complaint addressed to the Chairman of the Audit Committee, a Director of the Company or the Internal Audit Department at the following address:
MK Restaurant Group Public Company Limited
1200 Debaratna Road, Bangnatai Sub-district, Bangna District
Bangkok 10260
- (2) Report the matter directly to the Company's Internal Audit Department at +66 2836 1000 ext. 1090

4. Procedures for Whistleblowing

- 4.1 When the Company receives the complaint, the Company will assign internal audit department or other appropriate department to collect relevant facts from the whistleblower. In the event that the violation is proven, internal audit department or other appropriate department will propose to Audit Committee and Board of Directors to consider and set the action plan including forming the investigation committee.
- 4.2 After investigating the case, the investigation committee will propose the guidance to Audit Committee and Board of Directors for the corrective action and punishment.

5. Measures to Protect the Whistleblower

To create the confidence for the whistleblower who reports the complaints with good faith, the Company has the measures to protect the whistleblower as follows:

- 5.1 The Company will not disclose the name, surname, address and any personal information to protect the whistleblower's identity. In addition, the Company will investigate whether the complaint is valid or not.
- 5.2 The Company will keep the information confidential and will disclose as deemed necessary to ensure the safety and prevent the damage to the whistleblower or the complainant or those who cooperate in the investigation of fact, source of information or related persons.
- 5.3 If the whistleblower or the complainant or those who cooperate in the investigation perceives that he may not be safe or may suffer, he may ask the Company to provide the appropriate protection or the Company may provide such protection without any request if the Company perceives that the danger or damage is likely to occur.
- 5.4 Those who incur harm will be compensated in a fair and appropriate manner.

5.5 The Company shall not conduct unfair treatment to the whistleblower or the complainant such as changing the job position, job description or workplace, job suspension, intimidation, interruption, dismissal or any unfair conduct.

6. False Whistleblowing

If the Company has found that the whistleblowing or the complaint or any statements or information is proved to be the conduct that is dishonest, untrue and intended to cause the damage, in case that the whistleblower is an employee, he will be penalized according to the Company's regulations. In case that the whistleblower is a third party whose conduct causes damage to the Company, the Company will pursue the legal action against that person.

This policy was effective from August 14, 2026 onwards.