



Whistle Blowing Policy

Asia Sermkij Leasing Public Company Limited (the “Company”) and its subsidiaries (the “Group”) are committed to conducting business with integrity and in accordance with good corporate governance principles, while remaining steadfast in their responsibility to society and all stakeholders. To this end, the Company has established a Whistleblowing Policy to provide a dedicated channel for directors, executives, employees, and all stakeholder groups to report complaints or disclose information regarding significant, severe, or concerning acts of fraud and misconduct—such as illegal acts, violations of regulations or company policies, and breaches of the Code of Conduct or business ethics—in order to collectively ensure corrective action, appropriateness, transparency, and fairness. All information pertaining to the whistleblower and the reported matter shall be kept strictly confidential to safeguard against potential infringements of rights.

Purpose

To be used as a channel for directors, executives, employees and all stakeholders to be able to file a complaint or to report cases of corruption or fraud in significant matter such as the illegal act, act against the rules or the Company’s policies, or against business ethics, to help improve or perform action with accuracy, adequacy, transparency, and fairness.

Scope

1. Applies to all directors, executives, managers and staffs .It also applies to any person performing duties on behalf of the company, including temporary external contractors, as well as our subsidiaries and affiliates of ASK (the “Company)
2. This policy covers associates, and other entities controlled by the company, as well as business agents.

Procedure

1. Any staff/ outsider with concern may report such concern through the Company’s Head of Internal Audit. All allegations raised should be made in writing and finally sent to the Company’s Head of Internal Audit. The Head of Internal Audit shall make preliminary study to decide whether the raised allegation is a suspected fraud event and an investigation is necessary.

Details of complaint and whistleblowing channels are as follows:

- (1) Internal Audit First Vice President

Name : Mr. Kaweewat Chouthong
Telephone: 0-2030-0999, 0-2679-6226 and 0-2679-6262
E-mail address: kaweewat.ch@ask.co.th

- (2) Regular mail: Internal audit First Vice President,

Address: No. 129, JLK Tower, 20 FL., Sukhumvit Rd., Khlong Toei Nuea,
Wattana, Bangkok 10110
Facsimile: 02-679-6241-3

บริษัท เอเชียเซริมกิลีสซิง จำกัด (มหาชน)

129 อาคารเจแอลเค ทาวเวอร์ ชั้นที่ 19-21 ถนนสุขุมวิท แขวงคลองเตยเหนือ เขตวัฒนา กรุงเทพฯ 10110

โทร: 0-2030-0999, 0-2679-6226, 0-2679-6262

www.ask.co.th



2. In case that the allegation does not stand for a suspected fraud event and no investigation is needed, the Internal Audit Vice President will inform the initiator who raises the concern of the reason not to start an investigation.
3. If the suspected fraud event is a subsidiaries' case and without concern of materiality or interest conflict, the Head of the subsidiaries concerned will be informed of the case.
4. As the suspected fraud event is considered material or concerned with interest conflict or considered the Company's case, the Internal Audit Vice President is responsible for carrying out the subsequent investigation and reporting to the Audit Committee and MD of the investigation result. The MD is to instruct the actions to be taken and inform the Audit Committee.
5. If the suspected fraud event involves senior management of the Company, the investigation report will be submitted to the Audit Committee.
6. The Human Resource Department shall be responsible for the subsequent disciplinary meeting as instructed by the MD of the Company.
7. The summary report of a material case shall be informed to Audit committee.
8. As the case is closed, the Internal Audit Vice President may inform the initiator of the result.
9. Principles
 - 1) The allegation should be raised in good faith, not for personal gain.
 - 2) Anonymous Event Note will not be considered and no action will be taken.
 - 3) All participants in a fraud investigation shall keep the details and results of the investigation confidential.
10. Contact Information will be accessible on the Company's Web site: www.ask.co.th. The record of each allegation and related documents shall be kept by the Internal Audit of ASK confidentially. The retaining period should not be less than three years
11. Approval and review, these procedures shall be reviewed periodically and amended if necessary.

Protection Measures for Complainants or Whistleblowers

Employees or external parties who submit complaints or report tips in good faith shall receive appropriate protection from the Company as follows:

- 1) The Company shall keep all information and identities of complainants, whistleblowers, and accused individuals strictly confidential.
- 2) In cases where disclosure of information is deemed necessary, the Company shall disclose only essential information, taking into account the safety and potential harm or damages to complainants and whistleblowers.