บริษัท อาร์ ซี แอล จำกัด (มหาชน)
Regional Container Lines Public Company Limited

Sustainability Policy

Regional Container Lines Public Company Limited

1. Purpose
   Regional Container Lines Public Company Limited and its group of companies (the "Company") are committed to conducting business in accordance with the principles of sustainable development, with responsibility toward the environment and society, while taking into account all stakeholder groups. The Company adheres to international standards and requirements set by the International Maritime Organization (IMO), complies with global sustainability principles under the United Nations Global Compact (UNGC), and aligns with the United Nations Sustainable Development Goals (SDGs). These frameworks serve as a foundation for the Company's sustainable organizational development, encompassing all three dimensions of sustainability - environmental, social, and governance - in the conduct of its business operations.

2. Scope of Applicability
   This Sustainability Policy applies to all employees of Regional Container Lines Public Company Limited and employees of its group of companies (the "Company").

3. Policy Statement

   Environmental Dimension

   - Conduct business operations in compliance with applicable environmental laws, regulations, measures, and policies.
   - Recognize and manage environmental impacts arising from business operations by implementing measures to reduce such impacts and address climate change. This includes setting targets to reduce greenhouse gas emissions from operations, as well as selecting business partners and suppliers with appropriate environmental management policies and practices.

Social Dimension

- Respect the human rights of all stakeholders by ensuring fair and equitable treatment, without discrimination.
- Promote employee well-being by providing fair and appropriate welfare and benefits, ensuring occupational health and safety in accordance with international standards, enhancing employee capabilities through continuous innovation and development, and encouraging open communication and feedback from employees.
- Promote and support engagement with, and sustainable development of, communities, society, and the environment.

Governance Dimension

- Conduct business in accordance with good corporate governance principles, emphasizing transparency, fairness, compliance with applicable laws and regulations, and a zero-tolerance approach toward all forms of corruption.
- Establish channels for complaints and whistleblowing, ensure the protection of personal data, and maintain information security and the stability and security of information technology systems.
- Disclose and communicate sustainability-related information to stakeholders in a transparent and appropriate manner.

Accordingly, all members of the Board of Directors, executives, employees, and staff of the Company are required to understand and have a duty to support, promote, and comply with this Sustainability Policy, in order to ensure the Company's business operations and organizational development are carried out in a sustainable manner.

Revision Record of the Sustainability Policy

Version	Approve Date	Processed By	Description and Rationale
1	08 May 2026 by the Board of Directors Committee	ESG Sustainability	To integrate environmental, social, and governance (ESG) considerations into the Company's core business strategy, ensuring the organization remains resilient, competitive, and committed to responsible growth for all stakeholders.