



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

Policy on Protection for Employees Who Inform on or Disclose of Wrongful Conduct or Non-Compliance

(Whistle Blower Policy)

Regional Container Lines Public Company Limited

1. Definitions

Complainant refers to employees of Regional Container Lines Public Co., Ltd. (“RCL”) and the subsidiary companies of RCL whether they are full-time employees or employees who have a special hiring contract.

Persons Handling Complaints refers to President

2. Complaints or Information

The corruption or any action that violates the laws, regulations or the Code of Conduct that affects the reputation, image, value, financial status of the Company or conflicts with the business operation policy and is related to high-ranking executives.

3. Channels of complaint or giving information

3.1 Send an e-mail to complaints@rclgroup.com

3.2 Complain verbally or in writing to the President, or Group Head of Human Resources, or Head of Compliance.

4. Guideline for Submitting Complaints

4.1 The complainant does not need to disclose his/her identity. However, if he/she does disclose his/her identity, this would allow the Company to report him/her the outcome of the investigation concerning the matter of complaint.

4.2 If the complainant chooses not to disclose his/her name, he/she must provide sufficient factual details or clear evidence to show that there are grounds to believe that an action occurred in the business practices of the Company. He/she should also inform the Company of his/her contact details so that the Company is able to report him/her the outcome of the investigation concerning the matter of complaint. The complain shall be deemed confidential.

5. Procedure for Investigating Facts

5.1 The person handling complaints will be the one to investigate the facts or may authorize a person or group of person to investigate the facts.



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- 5.2 If the investigation reveals that a violation did occur and affects the reputation, value and image of the organization, the person handling complaints shall submit the matter to the Executive Directors and present to the Audit Committee consecutively for consideration of courses of action according to company rules and regulations.
6. Protection of the Complainant or Informant
- 6.1 The protection will be provided immediately the complaint is submitted.
- 6.2 The Company will regard the related information as secret and will disclose only so much of it as necessary to ensure the safety of the complainant.
- 6.3 If the complainant believes that he/she will not be safe or incur harm, he/she may ask the Company to provide appropriate protection, or the Company provides such protection without the complainant's request if it is believed that danger or harm is likely to occur.
- 6.4 The Company provides protection and shall not penalize, demote, or cause any negative repercussions against those who refuse to participate in bribery or corruption. Furthermore, the Company will not penalize, demote, or take legal action against any whistleblower who reports in good faith, even if such actions result in the loss of business opportunities or if subsequent investigations find no evidence of wrongdoing or violation as reported.
- 6.5 Any harassment or demotion of an employee who refuses to engage in corruption is strictly prohibited. Those found to be responsible for such victimization or retaliation will be subject to the highest level of disciplinary action.

Signature

(Dr. Twinchok Tanthuanit)

President



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Revision Log: Whistle Blower Policy

Version	Approve Date	Processed By	Description and Rationale
1		Corporate Governance	To ensure transparency, accountability, and compliance with good corporate governance, this policy serves as a vital mechanism for early detection and prevention of misconduct. It aims to mitigate risks and safeguard the company's interests and reputation in the long term.