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## Treatment on Whistle Blowing

### v2021-1

—11 January 2021—

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### Introduction

Namyong Terminal Public Company Limited and its subsidiary company (“**the Company**”) encourage the Company’s employees and stakeholders having trusted channels to report fraud, corruption, dishonest practices or other improprieties in the workplace and the Company’s activities as well as ensuring the such report shall be treated by independent investigation, confidentiality preserving and appropriated following up action.

The Executive Committee has approved Treatment on Whistle Blowing as a part of Whistle Blowing Policy to be a guideline of the Company accordingly.

### Methods and Procedures

The Company has provided “**Complaint or report channels**” and procedures for stakeholders to report or file complaints through various channels as provided, in case the Company is in risk of damages, including cases of violation of rights. The Corporate Secretary shall be the central agency to receive the reports and complaints which the Company may be in risk of damages and shall then submit the information received to the Executive Committee. The Executive Committee shall screen and propose to the Audit Committee and the Board of Directors for acknowledgement.

For employees or whistle blowers who report unfair treatment by the Company; violation of the law; unethical actions; or is harassed, threatened, or disciplinary sanctioned such as being suspended, expelled or discriminated by ways in violation of the conditions of employment, the Company shall provide protection measures to protect the employees or whistle blowers who report such acts by not disclosing the name, address or any information that could identify the complainant and keeping this information confidential. After receiving such complaint, the Executive Committee will examine and investigate the facts of the complaint; provide an appropriate solution; and follow up with the results from periodically. The person who is assigned by the Executive Committee will notify the results of investigation to the complaint accordingly.

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## Guideline for Consideration on Whistle Blowing

1. The details of whistle blowing shall be true and clear for further action and not be in a form of anonymous letter.
2. The employee or the whistle blower who reports false information on bad faith or defame others may be subject to disciplinary punishment or legal punishment sanction according to relevant laws.
3. The period for fact finding depends on the complexity and sufficiency of the information provided by the employee or the whistle blower.
4. In the case the employee or the whistle blower or other person, who cooperates with the fact finding, views that he or she is in danger or may be in trouble, such person may request the Company to arrange for an appropriate protection measure.

## Protection Measure to Employee or Whistle Blower

The Company will not proceed any unfair treatment to the employees, either in a way of change of position, work description or working place, suspension, threat, interference with work operation, employment termination or any other unfair actions to such employees.

For the whistle blowers that are not employees, they will be protected with confidentiality and keeping their information undisclosed, unless required by law.

The protection measure will be provided to the employees and whistle blowers who:

1. report any action in violation against the law or the ethics of the Company;
2. report, give information, cooperate or assist in any circumstance to the directors, executives, and government agencies for the benefit of consideration or investigation of the incident in suspicion to be unlawful or against the laws, rules, or ethics.

## Complaint or report channels

- The Company's website  
www.namyongterminal.com under the icon "Complaint"; and  
www.namyongterminal.com under the icon "Chairman of the Board of Directors contact"
- Contact details of the Corporate Secretary  
Email csnyt@namyongterminal.com  
Postal Mail Corporate Secretary  
Namyong Terminal Public Company Limited  
1168/52 (Lumpini Tower 19<sup>th</sup> Floor)  
Rama IV Road, Thungmahamek, Sathorn,  
Bangkok 10120

## Conclusion

### Implementation of Treatment on Whistle Blowing

This Treatment on Whistle Blowing is effective from 11 January 2021 until the Executive Committee approves a new treatment on whistle blowing.