



Whistle Blowing Policy

(Policy on Receiving Whistleblowing Reports or Complaints)

Don Muang Tollway Public Company Limited

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The Company, including its subsidiaries and affiliated companies (if any), adheres to the principles of ethical business conduct and good corporate governance, with a firm commitment to social responsibility and accountability toward all groups of stakeholders. To uphold these values, the Company has established a Whistle Blowing Policy as a formal mechanism to enable directors, executives, employees, and all stakeholders to report or lodge complaints in cases where they encounter or observe any act that is suspected to be or may potentially be in violation of the law, work regulations, operational procedures, or the Company's policies. This policy also covers behaviors that may indicate fraud, corruption, unethical conduct, or breaches of the Company's code of ethics and business conduct, whether committed by employees or other stakeholders. The purpose of this policy is to encourage collaboration in improving, correcting, and ensuring appropriate and transparent decision-making, while maintaining fairness to all parties involved and fostering a culture of integrity and accountability within the organization.

Protection Measures for Employees or Whistleblowers The Company has established a confidentiality and data protection system to safeguard all information related to whistleblowing reports or complaints. All information, documents, and evidence pertaining to any report or complaint shall be kept strictly confidential and may only be disclosed to the extent necessary, taking into account the safety and potential impact on the whistleblower, complainant, or any person cooperating in the fact-finding process. Whistleblowers, complainants, and individuals cooperating in the investigation—whether employees or external persons—are entitled to protection and fair treatment. These individuals may also choose to remain anonymous, without revealing their names, addresses, or personal identities.

If the whistleblower or complainant chooses to disclose their identity, the Company shall strictly protect their personal information and ensure that it is not disclosed to any employee, executive, director, or committee who is not directly involved in handling the matter. This measure is intended to prevent retaliation, harassment, or any unfair treatment that could arise as a result of the report. The Company is committed to protecting employees and whistleblowers who act in good faith and provide honest and factual information. Additional details or evidence provided by such individuals will be handled with care to minimize any potential harm and ensure that any necessary corrective actions can be taken promptly and effectively. Furthermore, the Company shall not engage in any unfair treatment against employees or individuals involved in whistleblowing, including but not limited to changes in position, job duties, or

workplace location, suspension, threats, interference with work performance, dismissal, or any other form of discriminatory or unjust conduct. These measures aim to foster a safe, transparent, and fair working environment, encouraging employees and stakeholders to report misconduct or unethical behavior without fear of reprisal.

Whistleblowing and Complaint Channels

The Company has established “Whistleblowing and Complaint Channels” through which all stakeholders can report or file complaints regarding any matter of concern. These channels serve as a direct communication path for stakeholders to contact the Corporate Governance Working Committee, which is responsible for reviewing, screening, and addressing complaints or whistleblowing reports in collaboration with the relevant departments. The Committee shall then prepare and submit a report on the findings and corrective actions to the Board of Directors or the committee appointed by the Board for acknowledgment and further consideration, in accordance with the “Measures/Procedures for Compliance with the Whistleblowing Policy (Whistle Blowing Procedure).”

Stakeholders may report or lodge complaints through any of the following whistleblowing channels

1. Company Website

www.tollway.co.th/th (Under the section “Whistleblowing and Misconduct Reporting Channel”)

2. Contact the Chairman of the Audit Committee

Email: somnuk.cha@tollway.co.th

3. Contact the Company Secretary

Email: companysecretary@tollway.co.th

4. By Postal Mail:

Company Secretary

Don Muang Tollway Public Company Limited

40/40 Vibhavadi Rangsit Road, Sanambin Sub-district,

Don Muang District, Bangkok 10210, Thailand

5. Suggestion/Complaint Boxes:

Located at the main lobby reception area of the Company’s headquarters and at all nine toll plaza offices.

Enforcement

To ensure effective implementation of the Whistle Blowing Policy, the Chairman of the Corporate Governance Working Committee, in collaboration with the Human Resources and Quality Management System Department and the Legal and Regulatory Department, shall prepare, review, or revise the “Measures/Procedures for Compliance with the Whistle Blowing Policy (Whistle Blowing Procedure)” as necessary. Once completed, the revised or newly prepared procedures shall be submitted to the Managing Director for consideration and subsequently proposed to the Audit Committee for approval, after which they shall become officially effective and enforceable within the Company.