

Whistleblowing Policy

NR Instant Produce Public Company Limited realizes the importance of responsible business operations, honesty, transparency and accountability in accordance with the principles of good corporate governance to show the intention and determination to combat all forms of corruption and corruption. The Company has established a mechanism for receiving complaints and taking action in case of fraud and corruption complaints, which includes measures to protect and provide fairness to whistleblowers in the fraud and corruption complaints policy (“This Policy”) with details as follows:

1. Objectives

- 1.1 To promote transparent, fair and accountable business operations in compliance with relevant laws, rules, regulations, policies and practices
- 1.2 To prevent fraud and corruption that may occur to the organization and reduce the risks that may cause damage to the company and its personnel
- 1.3 To set a channel for receiving complaints of any fraud and corruption that occurs with the company
- 1.4 To be a guideline for handling complaints appropriately, fairly and providing protection to whistleblowers in good faith as well as cooperating in the investigation or the alleged who has not yet been determined to be guilty not to be affected by such complaints

2. Definitions

Company	NR Instant Produce Public Company Limited, subsidiaries, associated companies and affiliated companies registered both in Thailand and abroad, which is under the control of NR Instant Produce Public Company Limited
Executives	Chief Executive Officer, C-level officer, Divisional Director and General Manager
People of the Company	Directors, executives and employees at all levels of NR Instant Produce Public Company Limited, subsidiaries, associated companies and affiliated companies registered both in Thailand and abroad, which is under the control of NR Instant Produce Public Company Limited
Fraud	Unlawful exploitation for oneself or others or taking personal advantage over the public, such as embezzlement of company assets, forgery of documents, malfeasance or misconduct False disbursement, etc.

Corruption	Bribery in all forms by offering promises of money, property or any other benefit to government officials government agency private agency or those who have duties whether directly or indirectly for such persons to perform or refrain from performing their duties which is given or maintain any other interests that are inappropriate for business except in the case where laws, regulations, announcements, ordinances are permitted.
Bribery	Accepting or giving gifts facilities, whether in the form of money, goods, or other benefits

3. Scope

This policy covers fraud and corruption complaints made against the Company, either proven or suspected of, which relate to the Company's people or stakeholders

4. Responsibilities

4.1 Board of Directors

- 4.1.1 Establish a policy for receiving fraud and corruption complaints. and/or other related policies
- 4.1.2 Set out requirements for an operational process throughout the investigation, complaint channel and protection mechanism for whistleblowers and related parties

4.2 Complaint recipient

- 4.2.1 In the case where the alleged is a Director, Chief Executive Officer or C-level officer, The Audit Committee is responsible for receiving such complaints.
- 4.2.2 In the case where the alleged is the people of the Company. Chief Executive Officer is responsible for receiving such complaints.

4.3 Executives

- 4.3.1 Develop guidelines and operational processes and channels for receiving complaints, including measures to protect whistleblower and those involved in an appropriate and fair manner
- 4.3.2 Provide communication to understand the policy, process and whistleblowing channel, including penalties for employees and stakeholders to be informed

4.4 Group Compliance and Internal Process

- 4.4.1 Scrutinize the information and report to complaint recipient for consideration
- 4.4.2 Coordinate, report progress or investigation results to the whistleblower, complaint recipient, alleged or the investigation committee

- 4.4.3 To provide support and cooperation to the relevant departments of the Company that is responsible for investigating facts
- 4.4.4 Prepare a summary of investigation results and store all company complaints
- 4.5 Employee
 - 4.5.1 Must notify the supervisor in the line of information or make a complaint immediately through the channels specified in this policy if found or have reason to believe that there is a fraud or corruption occurring in relation to the Company or people of the Company.
 - 4.5.2 To provide support and cooperation to the relevant departments of the Company that are responsible for investigation

5. Whistleblowing Channel

The Company has designated recipients of fraud or corruption complaints as 1) Audit Committee 2) Chief Executive Officer and set up the safe complaint channels without risk to whistleblower as follows:

- 5.1 E-mail
 - To the Chairman of the Audit Committee: AuditCommittee@nrinstant.com
 - To Chief Executive Officer: ceo@nrinstant.com
- 5.2 Company's website in the topic of "Whistleblowing Form"
<https://www.nrinstant.com/en/corporate-governance/anti-corruption/whistleblowing>
- 5.3 Postal Send a sealed letter to the Chairman of the Audit Committee, or Chief Executive Officer
at NR Instant Produce Public Company Limited,
518/5 Maneeya Center Building, 6th Floor, Ploenchit Road,
Lumphini, Pathumwan, Bangkok 10330
- 5.4 Complaint Box Send a sealed letter to the Chairman of the Audit Committee, or Chief Executive Officer in the complaint box,
which are installed in 2 points within the company's area, including
 - In front of the Company canteen
 - In front of the boiler control zone(Opened by the Audit Committee, Chief Executive Officer or a representative assigned by the Audit Committee or Chief Executive Officer)

6. Detail of the whistleblower

In order for the company to be able to ask for more information, communicate and notify the result of complaint consideration more conveniently and quickly, the whistleblower should provide the following information:

- 1) Whistleblower's information such as name-surname, position, contact method, etc.
- 2) Information of the alleged such as name-surname, position, etc.
- 3) Date of submitting the complaint
- 4) Details of the complaint such as date-time, location and details of the incident
- 5) Evidence of complaint (if any)

In the event that the whistleblower does not wish to disclose his identity, the whistleblower should include details of the incident or sufficient evidence for the Company to consider further investigation, where the Company may consider investigating the facts from the received complaints if it is believed that such complaints are truthful

7. Whistleblowing handling process

7.1 Complaint registration

When receiving a complaint, the complaint recipient will submit the complaint to the Group Compliance & Internal Process to register the complaint. In the subsequent action, the registration number of the complaint would be used instead of addressing complaints to protect whistleblowing

7.2 Preliminary review

Group Compliance & Internal Process reviewed the preliminary information and showed that the complaint had sufficient evidence with clarity or rationality, whether or not the complaint is identified with the name of the complainant. Group Compliance & Internal Process shall summarize the information and report to the Audit Committee or Chief Executive Officer to consider the following guidelines

- No complaints due to the view that the complaint does not have sufficient evidence, unclear or there is no data that may be investigated further
- Deemed appropriate to further investigate by the Investigation Committee

7.3 Investigation

7.3.1 Complaint to people of the Company

7.3.1.1 Chief Executive Officer considers the recommendations of the Group Compliance & Internal Process and appoints an investigation committee

- 7.3.1.2 Group Compliance & Internal Process notify the receiving of complaint to the whistleblower and informing the registration number of complaints to use in tracking progress
 - 7.3.1.3 The Investigation Committee investigates, draws conclusions, and makes recommendations on remedial measures, prevention of recurrence as well as penalties. This must be completed within 1 month after receiving the complaint or may extend the further period of no more than 1 month at a time
 - 7.3.1.4 The Investigation Committee reports the results of the investigation, remedial measures and prevention of recurrence as well as penalties for Chief Executive Officer to acknowledge and proceed according to the results of the investigation
- 7.3.2 Complaints to Directors, Chief Executive Officer or C-level officer
- 7.3.2.1 The Audit Committee considers the recommendations of the Group Compliance & Internal Process and appoints the investigation committee
 - 7.3.2.2 Group Compliance & Internal Process notify the complaint to the whistleblower and informing the registration number of complaints to use in tracking progress
 - 7.3.2.3 The investigation committee investigates, draws conclusions, and makes recommendations on remedial measures and prevention of recurrence as well as penalties. This must be completed within 1 month after receiving the complaint or may extend the further period of no more than 1 month at a time
 - 7.3.2.4 The investigation committee notifies the results of the investigation, remedial measures and prevention of recurrence as well as penalties for the Audit Committee to acknowledge and proceed according to the results of the investigation
- 7.4 Reporting the investigation results to the whistleblower
- Group Compliance & Internal Process promptly notify the investigation results to whistleblower . If the investigation is not completed within the allotted time, Group Compliance & Internal Process shall notify whistleblower as there is any progress
- 7.5 Reporting the investigation results to the Board of Directors

Complaint recipients, the Audit Committee or the Chief Executive Officer, will report the investigation results to the Board of Directors for acknowledgment

Notes: In the event that the alleged holds a position or is under the command of the Group Compliance & Internal Process, the company secretary shall act on his behalf.

Hence, a chart of whistleblowing handling process can be viewed in Attachment

8. Appointment of the investigation committee

- The Audit Committee or Chief Executive Officer will appoint a committee to investigate for the purpose of collecting evidence or call a person with expertise in understanding of the issue of the complaint to testify, investigate, draw conclusions, make recommendations on remedial measures on the impact of complaints and measures to prevent recurrence as well as penalties, by requiring the above action to be prudent and fair to all related parties
- In the case where the alleged is the people of the Company, the Investigation Committee shall consist of at least 3 persons, or at the discretion of the authorized person appoint the Investigation Committee as follows:
 - 1) Chairman of the investigation committee which has a higher level than the whistleblower
 - 2) Group HR or a representative from Human resources and Administration Department
 - 3) Group Compliance and Internal Process or a representative from the Group Compliance and Internal Process or a representative from the Legal Department
 - 4) Other persons whom the Chairman of the Investigation Committee deems appropriate

However, if the supervisor in the alleged's line of work is involved, the supervisor must not be in the investigation committee. Instead, the supervisor must cooperate in the investigation process as requested

- In the case where the alleged is a Directors, Chief Executive Officer or C-level officer, the Investigation Committee shall consist of at least 3 directors, and the Group Compliance and Internal Process shall be the secretary of the investigation committee.

9. Protection of whistleblower, the alleged and related parties

- The Company will keep such complaints as confidential and restrict access to the whistleblower's information, complaint report, the alleged's information and the results of the investigation to those only involved except in cases where it is necessary to take legal action.
- The Company has established measures to protect whistleblowers and the person who provided information during the investigation in order not to be affected by work and not to suffer from injustice arising from complaints or providing such information

Even after the Company has conducted an investigation and found that there is no wrongdoing according to the complaint, the whistleblower or related parties shall not be punished, downgraded a position or be negatively affected by such action. Any person who bullies the whistleblower or discloses the information of the whistleblower with dishonest intent will be subject to disciplinary action or be prosecuted by law

- The Company will protect the the alleged who have not been proven guilty. The investigation process will act fairly, give the alleged a chance to explain the facts before considering that complaint's matter as well as informing the alleged about the results of the investigation.

10. Confidentiality

- Persons involved in such complaints must keep the received information confidential and not disclosed to any person unless it is necessary for the performance of work or is in compliance with the law.
- The investigation report shall not be disclosed to any person in order to avoid damaging the reputation of the accused person when later being found innocent and to prevent potential legal risks to the Company.
- In the event of being asked by a third party or a stakeholder, one shall declare that “I am not in a position to discuss or disclose this matter.”

11. Consideration of penalties

- If the result of investigation show that the alleged is indeed guilty, the Investigation committee should be requested to make recommendations on penalties including warnings, probation, suspensions, and termination of employment and/or penalties under relevant laws to the Audit Committee or Chief Executive Officer in order to acknowledge and consider such sanctions to the extent that it can be done
- Whistleblower who intentionally make false statements will not be protected under this measure and will be subject to disciplinary action or be prosecuted by law

12. Policy review

The Company requires that the policy be reviewed regularly at least once a year.



This policy was approved by the Board of Directors of NR Instant Produce Public Company Limited in the meeting No. 6/2022 on August 15, 2022, effective on 16 August 2022 onwards.

Announced at 16 August 2022

(Mrs. Kesara Manchusree)

Chairman of the Board of Directors

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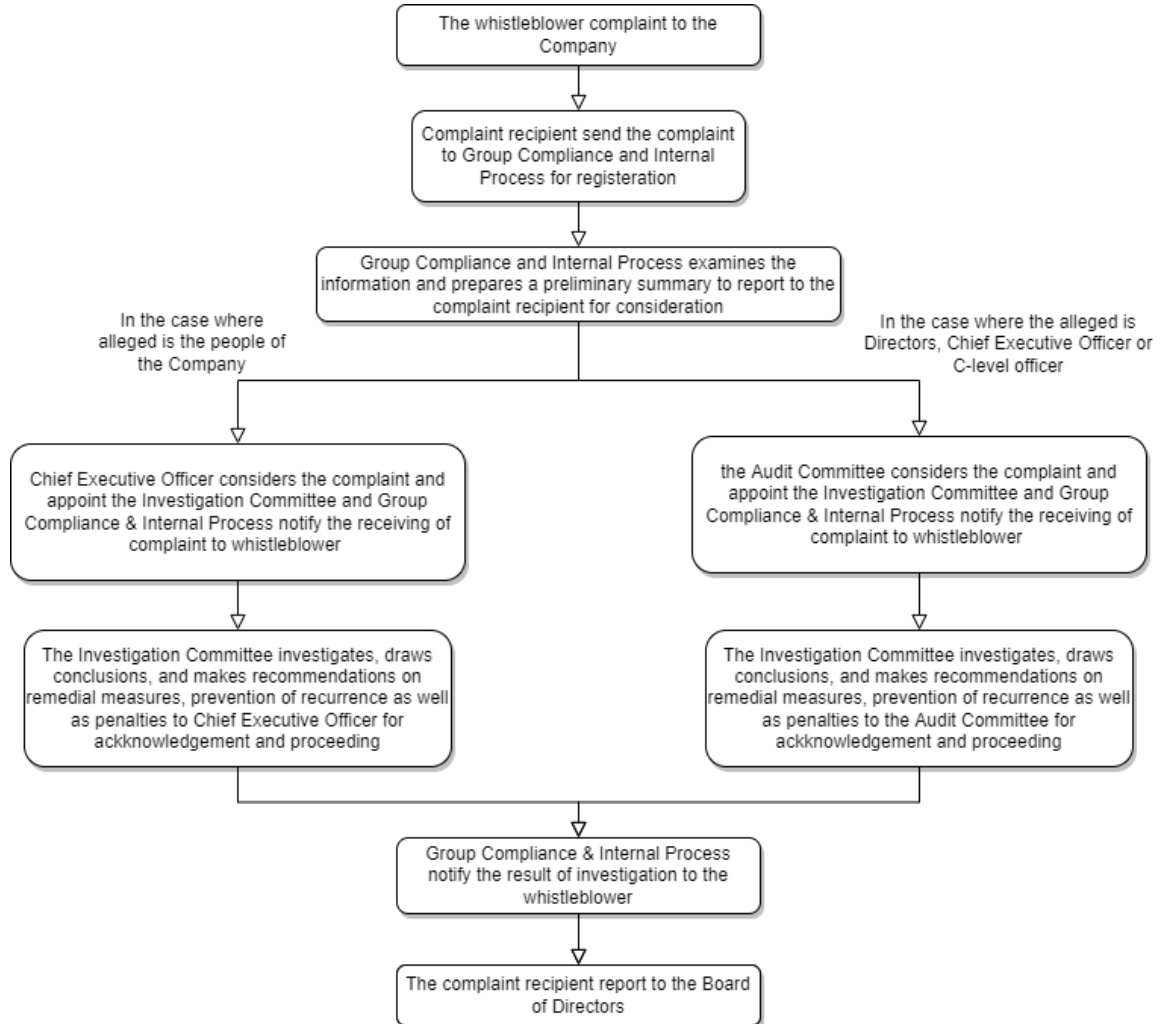
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