

REAL GROWTH ENERGY CO., LTD.

Room No. 2006, Level -20, Office Tower (2), Times City, (7) Quarter, Kamayut Township, Yangon, Myanmar

DOCUMENT CODE: RGE-GOV-WBP-2026-V1

WHISTLEBLOWER PROTECTION POLICY

1. PURPOSE: Real Growth Energy Co., Ltd. (RGE) is committed to maintaining an environment of open communication and high ethical standards. This policy provides a secure mechanism for employees, contractors, and trade partners to report genuine concerns regarding unethical behavior, bribery, financial fraud, or regulatory non-compliance without fear of retaliation.

2. REPORTABLE MATTERS

This policy covers good-faith reporting of:

- Bribery, corruption, extortion, or illegal facilitation payments.
- Breaches of RGE's Code of Business Conduct or internal financial controls.
- Money laundering, trade sanctions non-compliance, or fraudulent public disclosures.
- Health, Safety, and Environment (HSE) violations endangering field staff or local communities.

3. REPORTING CHANNELS & CONFIDENTIALITY

Disclosures can be submitted directly through secure corporate channels:

- **Dedicated Compliance Email:** compliance@rge.com.mm
- **Confidential Mail:** Compliance Committee, Real Growth Energy Co., Ltd., Level 20, Times City Office Tower 2, Yangon, Myanmar

All reports are treated with strict confidentiality. Identity disclosures will only be made where legally required by regulatory bodies.

4. PROTECTION AGAINST RETALIATION

RGE guarantees that no individual who submits a report in good faith will suffer harassment, dismissal, demotion, discrimination, or adverse career consequences. Any employee found engaging in retaliatory behavior against a whistleblower will face immediate termination of employment.

Approved by Executive Management — Real Growth Energy Co., Ltd.