



Social Media and Online Conduct Policy

This policy outlines the principles and expectations governing the use of social media and internet-based platforms by shipboard and shore-based personnel of Queensway Navigation Co. Ltd. It applies to all use of social media, both during and outside working hours, on either Company-provided or personal devices.

Queensway Navigation Co. Ltd expects all employees to conduct themselves online in a professional and responsible manner, ensuring that the Company's reputation, confidentiality, and legal obligations are upheld at all times.

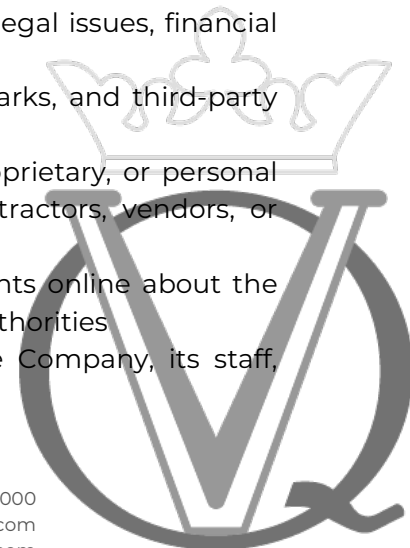
This policy applies to the use and misuse of social media platforms and websites, including but not limited to:

- Social networking platforms such as Facebook, Instagram, LinkedIn, X (formerly Twitter), VK
- Video-sharing and short-form media platforms such as YouTube, TikTok
- Messaging or group-based discussion platforms such as WhatsApp (when used for group discussions), Reddit, Discord
- Microblogging and blogging platforms such as Medium, Tumblr, and X (formerly Twitter)
- Collaborative and knowledge-based platforms such as Wikipedia, GitHub
- Online news websites with interactive content, where users may post comments (e.g. TradeWinds, Bloomberg, MarineLink)
- Any other website, app, or platform that allows public or semi-public posting, sharing, or discussion of user-generated content

This policy covers online activity during both working and non-working hours, and on any internet-enabled device, including desktops, laptops, tablets, and smartphones.

The Company recognizes the value of social media and supports responsible, professional use. The following principles must be observed by all personnel:

- Refrain from posting photographs, videos, or content involving the Company's vessels, facilities, logos, uniforms, or personnel without prior authorization
- Do not post or comment on Company-related matters, including legal issues, financial information, strategy, or competitors, unless officially authorized
- Respect intellectual property rights, including copyrights, trademarks, and third-party material
- Maintain confidentiality at all times. Do not disclose sensitive, proprietary, or personal information about the Company, its employees, customers, contractors, vendors, or business partners
- Never make defamatory, obscene, harassing, or offensive comments online about the Company or others, including colleagues, clients, competitors, or authorities
- Social media must not be used to insult, criticize, or attack the Company, its staff, stakeholders, or affiliates





QUEENSWAY NAVIGATION CO. LTD

- Use of the Company logo on social media is strictly prohibited without express permission
- In the event of uncertainty, or if an employee notices an inappropriate or concerning comment related to the Company, he/she should contact the Designated Person Ashore (DPA) or HR Manager for guidance
- Do not engage in online discussions if contacted regarding content you have posted about the Company; such queries must be referred to the designated Company contact

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment, depending on the nature and impact of the violation.

