



Compliance Policy

Electricity Generating Public Company Limited

1. Rationale

Electricity Generating Public Company Limited or EGCO gives priority and strives to follow the laws, regulations, principles, orders, announcements as well as the code of conduct related to EGCO's business ("regulations"). Thus, the Board of Directors establishes the Compliance Policy for EGCO Group's personnel to uphold.

2. Objectives

The Compliance Policy was established to guide and direct the business practice of EGCO Group's personnel, with the following objectives:

- 2.1 To ensure that EGCO Group conducts its business with strict conformity with both internal and external regulations.
- 2.2 To prevent the risk of violation of or noncompliance with the regulations that might cause damages to EGCO Group and its stakeholders.
- 2.3 To promote ethical behavior and honesty.
- 2.4 To be a reliable organization and accepted by all stakeholders of EGCO Group.

3. Scope of Application

- 3.1 This policy shall be applied to the directors, the President, executives, officers at all levels and all kinds of employees acting as the personnel of EGCO or its subsidiaries.
- 3.2 In case of Joint Ventures or Associates, if the Joint Ventures or Associates have its own compliance policy, its personnel shall follow such policy. However, in case the Joint Ventures or Associates do not have its compliance policy, EGCO encourages that this policy be applied to the extent that it is not contrary to the laws of Joint Ventures or Associates' country of residence.

4. Policy and Guidelines

- 4.1 Comply with the regulations of both domestic and international regulators and other related units, policies and rules laid by the Company related to EGCO Group's business operations, as well as the regulations with respect to the following:
 - 4.1.1 Management and confidentiality of the Company's insider information, including personal information, as well as the proper documentation and reporting
 - 4.1.2 Cyber security
 - 4.1.3 Anti-Corruption, bribery, and prevention of money laundering
 - 4.1.4 Fair trade and prevention of monopoly
 - 4.1.5 Prevention of conflicts of interest
 - 4.1.6 Protection of intellectual property
 - 4.1.7 Protection of human rights
 - 4.1.8 Safety in the workplace
 - 4.1.9 Environmental management
- 4.2 Be aware of and give priority to the conformity with related regulations. Thoroughly study all regulations related to each responsibility and region, and follow such regulations strictly.
- 4.3 Perform the duties with honesty and aim for the Company's rightful benefits. Do not take advantage of the gaps in the Company's rules and orders for wrongful purposes.
- 4.4 Consult with related units and discuss with supervisors for a proper solution before executing any procedures in case it is found that the Company's rules and orders differ from the regulations in effect in certain regions.
- 4.5 Establish a governing process within each department to ensure and strengthen the awareness and understanding of compliance with related regulations, and raise awareness and understanding among personnel.
- 4.6 Do not support any act that could be considered an avoidance or violation of a compliance with the regulations and Company's orders. Report the violation of regulations that is found through the channels provided by EGCO. The whistleblowers would be provided fair protection as detailed in the Whistleblowing Policy.
- 4.7 Constantly review and revise the working process to ensure an effective conformity with the regulations.

Complying with the laws, principles, regulations, rules and business ethics is essential to the sustainable success of the company. Therefore, EGCO is determined to preserve the culture of compliance that promotes ethical behavior in order to protect and maintain the benefits of all stakeholders.

I, hereby, declare that this policy must be strictly adhered to.

This policy shall be effective on June 23, 2023.

Announced on June 23, 2023.



(Mr. Kulit Sombatsiri)

Chairman