Announcement
Power Line Engineering Public Company Limited
Subject: The Company's Anti-Corruption Policy
(Revised Edition, 2023)

Power Line Engineering Public Company Limited is committed to conducting its business with integrity, transparency, fairness, and in accordance with the principles of good corporate governance. The Company does not tolerate any form of corruption, whether direct or indirect, and requires all personnel to strictly comply with its Anti-Corruption Policy.
To ensure that the Company has clearly defined responsibilities, operational guidelines, and appropriate procedures to prevent corruption in all business activities, and to ensure that decisions and actions involving potential corruption risks are carefully considered and handled, the Company has established this "Anti-Corruption Policy" in writing. This policy serves as a clear guideline for business operations and the development toward a sustainable organization.

Anti-Corruption Policy

Directors, executives, and employees of the Company are prohibited from engaging in or accepting any form of corruption, whether directly or indirectly. This includes business operations of subsidiaries. Strict compliance with the Anti-Corruption Policy is required. Regular reviews must be conducted to ensure compliance, and the operational guidelines and procedures must be updated to reflect changes in business practices, regulations, laws, and other requirements.

Definitions

Corruption

Refers to bribery in any form, including offering, promising, giving, committing to give, soliciting, or receiving money, property, or any improper benefit to or from government officials, public or private entities, or any responsible party—directly or indirectly—to perform or omit an act to obtain or retain business, gain a business advantage, or maintain improper business interests. Exceptions apply only when permitted by applicable laws, regulations, announcements, customs, or local commercial practices.

Giving or Receiving Gifts

Refers to giving or receiving money, items, compensation, or any benefit from customers, business partners, or government officials.

Entertainment

Refers to business-related hospitality expenses such as meals, beverages, sports activities, or other directly related business expenses, including providing business insights or knowledge.

Charitable Donations

Refers to contributions in the form of money, items, or any benefits to external organizations for charitable purposes.

Sponsorships

Refers to providing financial support, goods, products, services, or any other form of assistance to recipients, with the aim of serving public interests or promoting the business and positive image of the Company or its group.

Political Contributions

Refers to providing assets, money, goods, or any benefits to assist or support political parties, politicians, or politically affiliated individuals or activities, whether directly or indirectly.

Conflict of Interest

Refers to any act in which a person gains or may appear to gain a personal benefit at the expense of the Company. This includes dealings with the Company's business partners, misuse of opportunities or information obtained through employment, involvement in competing businesses, or any external work that affects Company duties.

Facilitation Payments

Refers to small, unofficial payments made to government officials to expedite routine processes that they are already obligated to perform. These payments are not meant to influence the outcome but rather to accelerate lawful administrative procedures such as obtaining permits, certificates, or accessing public services.

Government Officials / Public Employees

Refers to individuals currently or formerly serving as government officials, politicians, or consultants to government agencies, who may use their relationships or internal knowledge to benefit a private company. Such actions may lead to conflicts of interest with regulatory bodies, unfair business advantages, or policy decisions that favor the private employer of the former official.

"Government Official"

Means individuals holding political office, civil servants, local administrative staff with official positions or salaries, employees or individuals working in state enterprises or government agencies, local executives, and members of local councils who are not political office holders. It also includes officers as defined by local administrative law, board members, subcommittee members, employees of government entities or enterprises, and individuals or groups authorized to exercise governmental administrative powers under the law, regardless of whether they operate within the bureaucratic system, state enterprises, or other government activities.

Duties and Responsibilities

1. The Board of Directors is responsible for establishing the Company's Anti-Corruption Policy and overseeing the implementation of an effective system to support anti-corruption measures. This ensures that the management recognizes the importance of anti-corruption efforts and instills it as part of the organizational culture.
2. The Audit Committee is responsible for reviewing the financial reporting and accounting system, internal control system, internal audit system, and risk management system to ensure compliance with international standards. The system must be strict, appropriate, up-to-date, and effective.
3. The Corporate Governance Committee is responsible for defining the framework and governance guidelines related to the Company's anti-corruption practices. The committee also reviews the Anti-Corruption Policy, provides recommendations and guidance, monitors, and evaluates the Company's anti-corruption performance.
4. The Risk Management Committee is responsible for overseeing and supporting anti-corruption risk management efforts by assessing corruption risks and reviewing the adequacy and appropriateness of anti-corruption measures.

5. The Executive Committee, Chairman of the Executive Committee, and Executive Directors are responsible for establishing systems and promoting the Anti-Corruption Policy, communicating it to employees and all relevant parties. They must also review the appropriateness of systems and measures to ensure alignment with changes in business, regulations, rules, and legal requirements.

6. The Director/Manager of Internal Audit is responsible for auditing and reviewing operations to ensure compliance with policies, practices, authority levels, operational procedures, and legal requirements as prescribed by regulatory bodies. This ensures the control system is suitable and sufficient to address potential corruption risks and must report findings to the Audit Committee.

Guidelines for Practice

1. All directors, executives, and employees of the Company must comply with the Anti-Corruption Policy and the Company's Code of Conduct. They must not engage in corruption, whether directly or indirectly.

2. Employees must not ignore or neglect any signs of corruption related to the Company. They are required to report such matters to their supervisors or responsible persons and cooperate in the investigation process. If there are any doubts or questions, they should consult with their supervisors or the designated person responsible for monitoring compliance with the Company's Code of Conduct via the specified communication channels.

3. The Company will treat employees fairly and provide protection to those who refuse to engage in corruption or report corruption-related matters involving the Company. This is carried out through whistleblower protection measures or measures protecting those who cooperate in reporting corruption.

4. Anyone committing an act of corruption is considered in violation of the Company's Code of Conduct and will be subject to disciplinary action according to Company regulations. Legal consequences may also apply if the act violates the law.

5. The Company recognizes the importance of disseminating knowledge and understanding to third parties who perform duties related to the Company or who may impact the Company, to ensure that they adhere to the Anti-Corruption Policy.

6. The Company is committed to fostering and maintaining an organizational culture that firmly upholds a zero-tolerance stance on corruption in both public and private sector dealings.

To support this, the Company has developed an "Anti-Corruption Measures Handbook" to clarify and provide practical guidance for appropriate conduct.

Operating Guidelines

1. This Anti-Corruption Policy shall cover all aspects of human resource management, including recruitment and selection, promotion, training, performance evaluation, and compensation. Supervisors at all levels are responsible for communicating and ensuring employee understanding and compliance in all business activities under their responsibilities, and for monitoring implementation efficiency.

2. All actions undertaken under this Anti-Corruption Policy must adhere to the guidelines set out in the Company's Code of Conduct, Corporate Governance Manual, Stakeholder Engagement Policy, and other related rules and operational manuals. This includes any further practices the Company may establish.

3. To ensure clarity when handling high-risk matters, the Company's directors, executives, and employees at all levels must exercise particular caution in the following areas:

3.1. Gifts, Entertainment, and Expenses: The giving or receiving of gifts or entertainment must comply with the Company's Code of Conduct.

3.2. Charitable Donations and Sponsorships: All donations and sponsorships must be transparent and legal, with assurance that the funds are not used as a pretext for bribery.

3.3. Government Relations and Procurement: Bribery is strictly prohibited in all forms of business dealings. Operations and government interactions must be transparent, honest, and fully compliant with applicable laws.

Training and Communication

The Company communicates the Anti-Corruption Policy and whistleblowing channels to both internal and external stakeholders. This includes onboarding programs for new employees to instill understanding and compliance, and external communication via the Company's website and other channels.

Disciplinary Action

The Company has established disciplinary procedures for personnel who fail to comply with the Anti-Corruption measures. Sanctions may include termination or compensation for damages incurred by the Company, depending on severity. Any direct or indirect violations of this policy shall be subject to disciplinary action as per the Company's internal regulations or legal penalties.

Whistleblowing Policy

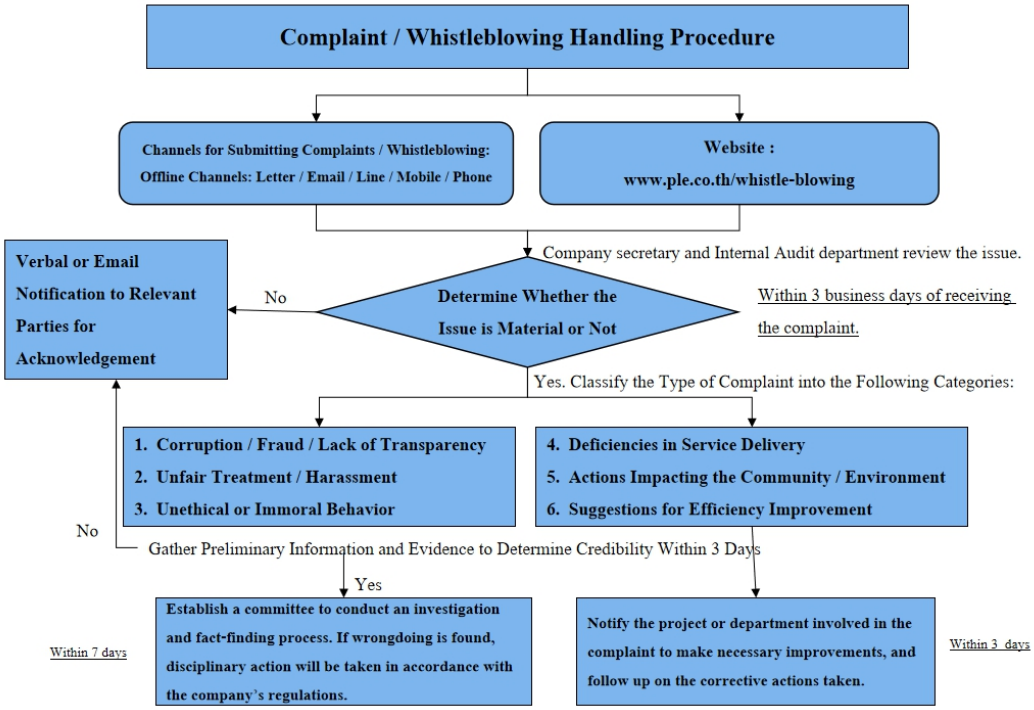
The Company is committed to enabling internal and external stakeholders to report any behavior that violates this policy, any misconduct, or any suspicious acts related to the following:

1. Illegal, unethical, or immoral behavior, or violations of business ethics.
2. Actions that breach Company policies or procedures.
3. Corruption or fraudulent activities.
4. Actions that cause damage to or tarnish the reputation of the Company.

Whistleblowing Channels:

1. Website: www.ple.co.th → Main Page → Investor Relations → Inquiry/Complaint.
2. Email: internalaudit@ple.co.th
3. LINE ID: ia-ple
4. Phone: 02-332-0345 ext. 1238
5. Mobile: 081-645-0732
6. Postal Mail:

   Company Secretary
   Power Line Engineering Public Company Limited
   2 Sukhumvit 81 Road, Bangjak ,Phra Khanong, Bangkok 10260



Whistleblower and Complainant Protection Measures

The Company has established measures to protect whistleblowers or complainants from retaliation, threats, or the destruction of evidence, as follows:

1. The Company will not disclose the identity of the whistleblower or complainant.
2. All received information will be treated as confidential and disclosed only as necessary, with consideration for the safety and potential impact on the whistleblower, complainant, or other involved parties.
3. If the whistleblower or complainant is a Company employee, the Company will not demote, punish, or take any negative action against the employee for refusing to participate in corrupt activities.
4. However, any whistleblower or complainant who intentionally provides false information will not be protected under this policy and may be subject to disciplinary action or legal prosecution.

Announced on March 27, 2023

Mr. Somprasong Boonyachai
Chairman
Power Line Engineering Public Company Limited

Anti-Corruption Measures Handbook

To ensure clarity in handling matters with a risk of corruption, the Board of Directors, executives, and all levels of employees of the Company and its group must understand and strictly comply with the following anti-corruption measures:

1. Political Contributions

Definition: Political contributions refer to financial or other forms of support given to political persons, politicians, political parties, or movements, or encouraging employees to participate in political activities in the name of the Company, either directly or indirectly, for any reason including obtaining unlawful privileges or business advantages. Exceptions include support for democratic processes as permitted by law or employees' participation under personal rights.

Guidelines:

1.1. The Company remains politically neutral and will not engage in or support any political entity in any area or level.

1.2. Company directors, executives, and employees have the freedom to participate in political activities personally under constitutional and legal frameworks. However, they must not use the Company's name, resources, or assets in such activities.

2. Charitable and Public Benefit Donations

These may pose a corruption risk as they involve spending without a return and may be misused as a pretense for bribery.

Guidelines:

2.1. Must be transparent, legal, moral, and not harmful to society.

2.2. Must not be in exchange for any benefit or used as a cover for corruption.

2.3. Donations may be in cash or in-kind (e.g., educational equipment).

2.4. Must include proof that the donation supports a genuine charitable/public project that aligns with the Company's CSR.

2.5. Requires an Internal Memorandum stating recipient and purpose, with supporting documents and supervisor approval.

3. Sponsor-ships

Unlike donations, sponsor-ships promote business reputation and are more prone to corruption due to difficulty in tracking usage.

Guidelines:

3.1. Must be transparent, legal, and ethical.

3.2. Must not be disguised bribes.

3.3. Can be cash or equivalent (e.g., accommodation, materials).

3.4. Must include evidence that the support was used as intended and benefits society, aligning with CSR.

3.5. Requires an Internal Memorandum specifying the recipient and purpose, with supporting documents and supervisor approval.

4. Giving/Receiving Gifts, Hospitality, or Other Benefits

To foster business relations, such actions are allowed under these conditions:

4.1. Value must not exceed 3,000 THB.

4.2. Must be open, not concealed.

4.3. Done in the Company's name, not personally.

4.4. Not intended to influence or gain business advantage.

4.5. Not in the form of cash or cash equivalents.

4.6. Must follow Company rules and laws.

4.7. Must be appropriate for the occasion and position.

4.8. No gifts during bidding processes.

4.9. If unable to reject gifts outside the criteria, report to supervisor using the Gift Report Form.

4.10. For giving gifts, prepare an Internal Memorandum with details and seek approval.

5. Business Entertainment

Expenses for business meals, sports activities, or trade-related hospitality are allowed if reasonable and do not influence decision-making or create conflicts of interest.

6. Facilitation Payments

6.1. Prohibited as they may lead to corruption.

6.2. The Company does not permit any facilitation payment directly or indirectly.

7. Employment of Government Officials

7.1. No employment of current government officials (except legal SOE representatives).

7.2. A 2-year cooling-off period is required for former officials related to regulatory agencies.

7.3. Due diligence must be conducted before appointing any former official.

7.4. Disclosure of government secrets and contact with previous agencies is prohibited.

7.5. Company must disclose names and reasons for hiring such individuals in official documents.

8. Related Parties and Business Affiliates

8.1. Subsidiaries/Controlled Companies: Must adhere to the same anti-corruption standards.

8.2. Agents/Business Intermediaries: Must not be hired to facilitate bribery.

8.3. Suppliers/Contractors: Procurement must be fair and transparent. The Company reserves the right to terminate contracts if corruption is detected.

If you have any questions or suspicions, please contact:

Company Secretary Division / Internal Audit Department

Tel: 02-332-0345

Email: internalaudit@ple.co.th

Gift Receipt Explanation Form

I, _____ Last name _____, would like to explain the receipt of a gift which I was unable to decline. The gift has a value exceeding 3,000 Baht or does not meet the conditions permitted by the Company.

Gift Details:

Total Value: _____ Baht

Purpose of Gift: _____

Business Relationship: _____

Date Received: _____

Received From (Company/Organization): _____

Signature: _____ (Recipient)

(_____)

Position: _____

Date: _____ / _____ / _____

For Human Resources Department Review

☐ To be used as a prize for employees

☐ To be used as a gift for Company activities/New Year events

☐ To be donated for charity

☐ Other (please specify): _____

Signature: _____ (_____) Vice President, Human Resources Date: _____ / _____ / _____	Signature: _____ (_____) Company Secretary Date: _____ / _____ / _____