Announcement Power Line Engineering Public Company Limited

Subject: Policy and Guidelines for Preventing Procurement Fraud and Business Code of Conduct

Power Line Engineering Public Company Limited is committed to conducting business with integrity, transparency, fairness, and in compliance with the principles of good corporate governance. The Company does not tolerate any form of corruption, either direct or indirect. To ensure compliance, the Company has issued this "Policy and Guidelines for Preventing Procurement Fraud and Business Code of Conduct" as a written guideline for all personnel to follow.

Definitions

Corruption means bribery in any form by offering, promising, giving, committing to give, requesting, or receiving money, property, or other improper benefits to or from public officials, government agencies, private entities, or responsible individuals, either directly or indirectly, in order to induce or influence them to act or omit their duties for the benefit of the Company or to gain or maintain inappropriate business advantages. Exceptions apply only where permitted by law, regulations, official notices, local customs, or trade practices.

Gift Giving/Receiving refers to offering or receiving money, goods, compensation, or any benefit from customers, business partners, or government officials.

Entertainment refers to expenses related to business hospitality such as meals, sports activities, and other business-related expenditures or customary trade practices, including educational activities.

Charitable Donations refer to providing money, goods, or other benefits to external organizations.

Sponsorship refers to financial or material support, products, services, or other forms of assistance provided for social benefit or to promote the Company's business and image.

Political Contributions mean providing assets, money, goods, or other benefits in support of political parties, politicians, or individuals involved in politics, including political activities, directly or indirectly.

Public Officials include politicians, civil servants, local officials with permanent positions or salaries, employees or personnel of state enterprises or government agencies, local executives, local council members (excluding politicians), and any individual or group authorized to perform administrative powers on behalf of the state.

1. Policy and Guidelines for Preventing Procurement Fraud

1.1 Directors, executives, employees, stakeholders, and any individuals related to the Company are strictly prohibited from engaging in any form of corruption, including bribery—such as offering, promising, or agreeing to provide property or other benefits, or encouraging participation in any direct or indirect action—intended to gain advantages in bidding processes or collude in bidding with both government and private sectors. This includes improper benefits in procurement procedures or contract execution, whether before, during, or after contract signing, in violation of the Company's business ethics.

1.2 Directors, executives, employees, and stakeholders must not engage in other forms of corruption such as political contributions, charitable donations, sponsorships, or other payments that could be used as a pretext for corruption, such as gifts, hospitality, cash or cash equivalents, or bribes to public officials.

2. Business Code of Conduct in Procurement

To ensure proper, efficient operations in procurement and to maintain the Company's good reputation, the following procurement code of conduct is established:

2.1 Receiving Gifts, Entertainment, and Special Favors

2.1.1 Accepting gifts or gratuities violates procurement ethics. However, the Company recognizes the importance of maintaining good relationships with business partners. Directors, executives, and employees may give or receive gifts from individuals or organizations under the following conditions:

1. The value does not exceed 3,000 THB.
2. The exchange is open and not concealed.
3. The gift is given or received in the name of the Company, not personally.
4. The gift must not be intended to influence or reward any party to gain business advantage.
5. The gift must not be cash or a cash equivalent (e.g., gift cards or vouchers).
6. The action complies with the Company's regulations and applicable laws.
7. The gift is appropriate for the occasion and the position of the giver / receiver, such as during New Year or Chinese New Year celebrations.
8. During bidding processes, directors, executives, and employees must not offer or accept gifts or other benefits from participating vendors.
9. If receiving a gift that does not meet the above criteria and cannot be refused, the recipient must notify their supervisor using the Gift Receipt Report form for proper review.
10. When offering gifts to business partners during appropriate festive seasons, an internal memorandum with relevant supporting documents must be submitted for approval.

2.1.2 Entertainment should be considered carefully and avoided unless necessary. If needed, expenses should be alternated or shared fairly.

2.1.3 Avoid forming overly close relationships with specific partners that may lead to bias or unfairness, which could damage the Company's image and credibility.

2.2 Fair Procurement Process

2.2.1 Product specifications should not be deliberately tailored to favor specific suppliers unless there is a sufficient and necessary justification.

2.2.2 Bidders must be carefully selected and genuinely interested in the project. Inviting unqualified bidders just to fulfill regulatory quotas undermines fairness and quality.

2.2.3 All bidders must be given the same information and conditions.

2.2.4 If the bidding is cancelled, all participants must be notified. In future tenders, previous bidders must be treated equally.

2.3 Fair Treatment of Suppliers

2.3.1 Relationships with suppliers must be built on trust, honesty, and fairness, with respectful conduct.

2.3.2 Procurement procedures and regulations must be clearly communicated to suppliers, including any significant updates.

2.3.3 Inspections and payment processes must be prompt, thorough, and fair to suppliers.

2.3.4 Employees must refrain from aiding suppliers in avoiding tax obligations.

3. Responsible Units

3.1 The Executive Committee, Chairman of the Executive Committee, and the Executive Directors are responsible for establishing systems and promoting and supporting the policy and guidelines for preventing procurement fraud. They must communicate this policy to all employees and relevant stakeholders, as well as review the suitability of the policy, systems, and measures to ensure alignment with changes in business operations, regulations, rules, and legal requirements.

3.2 The Purchasing and Procurement Departments, including all units involved in procurement, are responsible for implementing the policy and guidelines for preventing procurement fraud and communicating them to employees under their supervision.

3.3 The Director/Manager of the Internal Audit Department is responsible for auditing and reviewing the operations to ensure they comply with the policy, guidelines, delegation of authority, operational procedures, and legal requirements, as well as relevant regulatory requirements. They must ensure that the internal control system is appropriate and sufficient to address potential corruption risks and must report their findings to the Audit Committee.

4. Disciplinary Actions

The Company has established a disciplinary process for personnel who fail to comply with the policy and guidelines for preventing procurement fraud. If an investigation confirms a violation, the offender will be subject to disciplinary actions in accordance with the Company's work rules, as follows:

4.1 Minor offense – verbal or written warning.

4.2 Moderate offense – written warning and suspension of annual salary adjustment.

4.3 Severe offense – dismissal or termination of employment.

In addition, offenders may also face legal consequences under the Criminal Code and may be liable for civil damages if the Company incurs losses.

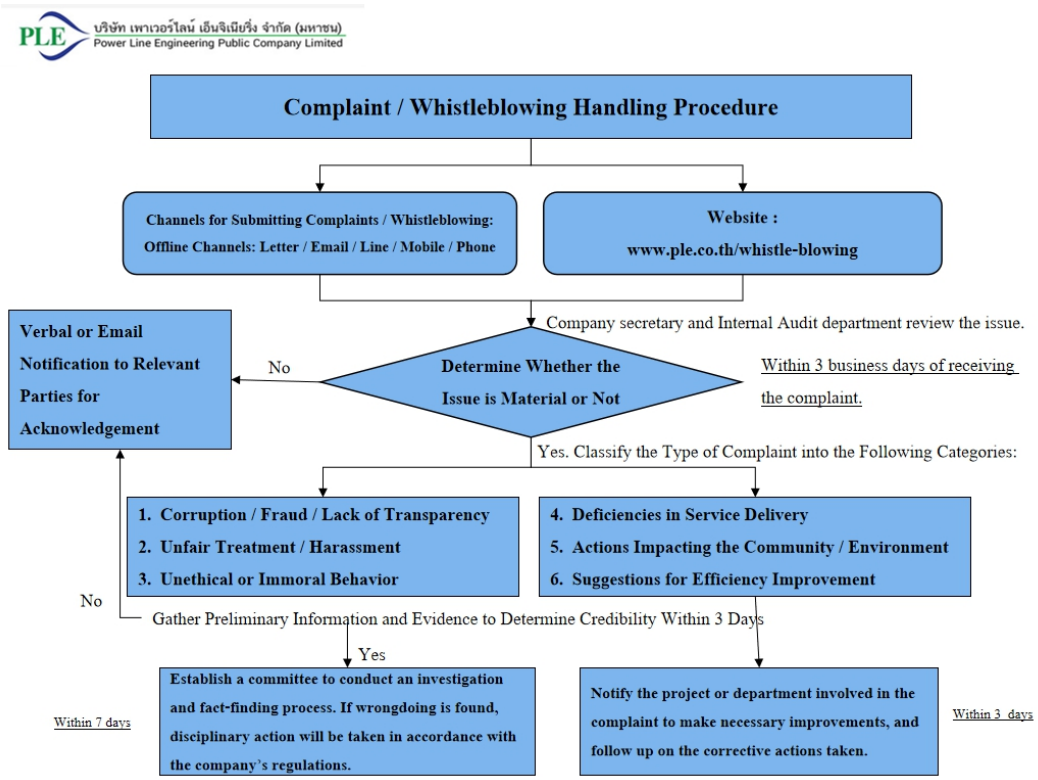
5. Whistleblowing Policy and Channels

The Company provides opportunities for internal and external stakeholders to report any conduct that may violate this policy, including misconduct or suspicious behavior related to the following:

1. Illegal acts, immoral behavior, or violations of the Company's business ethics.
2. Violations of Company procedures or regulations.
3. Corruption or fraudulent conduct.
4. Actions that cause damage to or negatively affect the Company's reputation.

5.1 Whistleblowing Channels

1. Website: www.ple.co.th → Investor Relations → Contact Us → Report Complaints
2. Email: internalaudit@ple.co.th
3. LINE ID: ia-ple
4. Telephone: 02-332-0345 ext. 1238
5. Mobile: 081-645-0732
6. Mail: Company Secretary, Power Line Engineering Public Company Limited 2 Sukhumvit 81 Road, Bangchak, Phra Khanong, Bangkok 10260



5.2 Whistleblower Protection Measures

The Company provides the following protections to whistleblowers to prevent retaliation, intimidation, or destruction of evidence:

1. The identity of the whistleblower will not be disclosed.
2. Information received will be kept confidential and only disclosed as necessary, with consideration for the safety and potential harm to the whistleblower or related parties.
3. If the whistleblower is a Company employee, no demotion, punishment, or negative impact will be imposed on them for refusing to participate in corruption.
4. If the whistleblower is found to have intentionally submitted false information, they will not be protected under this policy and may be subject to disciplinary action or legal prosecution.

6. Training

6.1 The Company provides training as part of the new employee orientation program under the topic "Anti-Corruption Policy and Practices" to promote understanding and implementation of the policy.

6.2 The Director/Manager of the Purchasing and Procurement Departments is responsible for training and communicating the "Policy and Guidelines for Preventing Procurement Fraud" to employees under their supervision.

7. Communication and Public Relations

The Company communicates and promotes the "Policy and Guidelines for Preventing Procurement Fraud" both internally and externally, including to stakeholders, via the Company's website:

www.ple.co.th → Investor Relations → Corporate Governance → Policy and Guidelines for Preventing Procurement Fraud

8. Policy Review

The Company requires that the "Policy and Guidelines for Preventing Procurement Fraud" be reviewed at least every 3 years to ensure it remains appropriate and aligned with business changes, regulations, rules, and legal requirements.

Announced on July 2, 2025

(Mr. Sawak Srisuchart)
Chairman of the Executive Committee
Power Line Engineering Public Company Limited