



Stakeholders Policy

of

CK Power Public Company Limited and its Affiliated Companies




CK Power Public Company Limited and its Affiliated Companies

Stakeholders Policy

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Objectives

CK Power Public Company Limited (“the Company”) realizes the role and importance of participation of stakeholders of all sectors, the Company therefore promotes the participation of stakeholders and emphasizes the transparent operations through enforcement of the “**Stakeholders Policy**”. In this regard, stakeholders’ participation is conducive to the Company’s assessment of the importance and understand of the stakeholders’ perspectives and expectations towards the organization and use of the results of the survey as a guideline in formulating strategies for managing and driving the organization. Moreover, stakeholders’ participation is also considered another tool to build confidence of business partners and joint ventures, which is a factor in enhancement of the organization’s business potential for long-term sustainable growth.

Scope

The Stakeholders Policy shall apply to the business operations of the Company and its affiliated companies in various dimensions which may directly or indirectly affect stakeholders of all sectors, including those who have influence on the operations of the Company, such as, government agencies or thought leaders, etc.

Guidelines for Treatment towards Stakeholders

1. Determination, Classification, Analysis, and Identification of Key Issues of Stakeholders

The Company determines, classifies, groups stakeholders and prioritizes stakeholders according to their relationships, both direct and indirect, in the business operations in order to enable it to completely and clearly identify key considerations and issues, as well as analyzing impacts on stakeholders of each group, by taking into account the different perspectives and expectations of the Company’s business operations towards stakeholders of each group in order to formulate guidelines for treatment towards stakeholders of each group.

2. Information Disclosure

The Company ensures accurate, clear, timely, thorough and transparent information disclosure so that stakeholders of all groups receive adequate information at the appropriate time, by revealing the true purpose and background of the information, as well as providing a transparent and timely reporting process to stakeholders.

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3. Participation

The Company provides opportunities for stakeholders of different groups to participate in matters which have an impact on stakeholders of any such group, by providing various channels for receiving suggestions, problems, and complaints, provided that the Company has disclosed the channels for receiving suggestions, complaints and whistleblowing in the Company’s Annual Reports and on the Company’s website page at www.ckpower.co.th. To that effect, the Company has a system in place for screening and keeping information of whistleblowers confidential and in accordance with the law. In this regard, in implementing the process of stakeholders’ participation, the Company provides information and receives information along with suggestions from stakeholders/communicates the stakeholders’ participation results and action plans based on such participation results, as well as requiring that the guidelines for practices and response to stakeholders shall be reviewed in a systematic, transparent and auditable manner, to ensure development of the guidelines for cooperation between the Company and its stakeholders in order to find any equitable, fair and sustainable approaches which benefit all parties.

4. Monitoring, Surveillance and Reporting

The Company has a process to follow up on suggestions, problems, complaints, anticipates risks, and monitors risks of potential cases or damages under such complaints on a continuous basis, including a report on the results of participation as well as the Company’s performance towards stakeholders to the Corporate Governance and Risk Management Committee for scrutiny and for proposal of the same to the Board of Directors for acknowledgment in order to lay down guidelines for proper treatment towards stakeholders, as well as providing the overall reporting on performance, following up, inspection based on the suggestions or complaints to the public openly via the Company’s website and Annual Reports.

Guidelines for Treatment towards Stakeholders of Different Groups

1. Shareholders

The Company values all of its shareholders; therefore, requires its directors as shareholders’ representatives, including executives and employees to perform their work mainly based on the corporate governance and good corporate governance principles for the maximum benefit of shareholders. The guidelines for treatment towards shareholders are as follows:

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1.1 The Rights of Shareholders

The Company recognizes the significance and equality of various fundamental rights of all shareholders, both minority shareholders and institutional investors, whereby all shareholders shall have right to accept profit sharing of the business, right to access adequate information and news of the business, right to attend meetings to exercise the voting right at shareholders' meetings for appointment or removal of directors, appointment of auditors, and right to participate in decisions on any matters which have an impact upon the Company, such as, allocation of dividends, determination or amendment of the Articles of Association and the Memorandum of Association, capital decrease or increase, and special transaction approval, etc.

In addition to the aforesaid fundamental rights, the Company also proceeds with various matters which support and facilitate shareholders' exercise of the rights in key issues as follows:

(1) Access to Information on Shareholders' Meetings and Information Memorandum of the Company

- The Company gives prior notice of the schedule of a shareholders' meeting and agenda items of such meeting, including the record date for the right to attend the meeting and for the right to receive dividend (if any) via the news system of the Stock Exchange of Thailand ("SET") and on the Company's website immediately after resolutions by the Board of Directors' Meeting or the ordinary general meeting of shareholders.
- The Company sends an invitation letter to attend a shareholders' meeting and its supporting documents to each shareholder at least 7 days or 14 days (as the case may be) in advance. Such invitation letter contains clear details on agenda, various documents in support of the agenda, together with opinions of the Board of Directors, proxy forms as specified by law, and the list of independent directors, proxy, as an option to facilitate shareholders' appointment of a proxy to attend the meeting on their behalf, including map of the meeting venue. Furthermore, such invitation letter and supporting documents are disclosed via the news system of the SET and on the Company's website. Moreover, the Company will also prepare the minutes of the shareholders' meeting, which contain correct and complete information, including constructive questions of shareholders, within 14 days from the meeting completion date and submit the minutes of the shareholders' meeting to relevant authorities within the specified period of time, and disclose such draft minutes on the

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Company’s website, as another channel of perception for all shareholders to access information conveniently, widely and transparently. In addition, the shareholders’ meeting is also recorded as a video clip to be made available on the Company’s website in order for the shareholders who are unable to attend the meeting to equally receive the information and view the atmosphere of the shareholders’ meeting on an annual basis.

- The Company encourages the Board of Directors and executives to attend the shareholders’ meetings, particularly the Chairman of the Board of Directors and chairpersons of various subcommittees, to jointly clarify matters or answer questions raised by shareholders in each meeting. The Company also allows shareholders to have equal rights to fully make inquiries and offer opinions and suggestions, all of which are greatly appreciated and welcomed by the Company for consideration and further actions as appropriate.
- The Company prepares the Annual Registration Statement in the bilingual version, namely, Thai and English, to make it conveniently accessible to all shareholders. Such Annual Registration Statement will be submitted to the Office of the Securities and Exchange Commission (“SEC Office”) prior to the due date on March 31 each year and the Annual Report will be submitted in the form of QR Code to shareholders prior to the due date within 120 days from the ending date of the accounting period, together with the invitation letter to attend the annual ordinary general meeting of shareholders. Moreover, the Annual Reports have been disclosed on the Company’s website in order to facilitate shareholders’ easy and timely access to information on the Company’s operations.

(2) Participation in Shareholders’ Meetings

The Company has held the meetings at the Company’s head office which is situated in the convenient location for shareholders’ commute to attend the meetings by various modes of transportation, and has arranged for a reception for shareholders at the meeting venue. The Company has used a computerized registration system which is capable of instant result processing after the end of each meeting agenda item. Such system renders it convenient to make the voting results verifiable precisely. Furthermore, the legal advisors are assigned to verify the counting of votes, and representatives of shareholders are also present to witness the counting of votes in each agenda item throughout the meeting time. The proportion of votes required for each agenda item to be approved and the actual votes of such agenda item will be



clearly displayed after the end of collection of votes in each agenda item during the meeting in order to ensure confidence in the counting of votes and encourage shareholders to regularly participate in the meetings. Moreover, shareholders are allowed to ask directors questions during the meetings to ensure that the shareholders present are facilitated and have actual participation in the meetings.

(3) Participation in Management

The Company will invite shareholders to propose any agenda items and nominate candidates for selection as independent director via the news system of the SET and on the Company's website at least three months before the end of each year in order to allow minority shareholders to share their useful opinions with the Company.

Moreover, the Company has allowed shareholders to inquire about the Company's operational results, or request any relevant documents directly from the Company throughout the year via the Company's email at ir@ckpower.co.th.

1.2 The Equal Treatment for Shareholders

The Company has guidelines to ensure equal and fair treatment and protection of rights of all shareholders, whether Thai or foreign shareholders, major or minority shareholders, through operations by various means as follows:

(1) Disclosure of Information in Support of Shareholders' Meetings

The Company allows minority shareholders to propose agenda items in advance prior to the shareholders' meetings and nominate candidates for appointment as directors in advance on October 1 to December 31 of every year. The meetings are conducted in accordance with the Articles of Association and the principles of good corporate governance, with shareholders being given clear notice of the same in the invitation letter sent to shareholders by registered mail, which has been publicized on the Company's website, and disclosed via the SET's website, and shareholders will be informed again prior to starting each shareholders' meeting. The shareholders' meetings will be conducted in accordance with agenda items as notified in the invitation letter, and full details of each agenda item have been provided, together with adequate supporting information. In addition, any items which have not been made known to shareholders in

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advance may not be added to the agenda, especially for such matters on which shareholders must take time to consider relevant information prior to making a decision.

(2) Prevention of Conflicts of Interest

The Company realizes the significance of transparent consideration of various transactions or related party transactions in accordance with the guidelines for entering into related party transactions of the Company which are useful for the Company and shareholders, and then adopts a guideline to prevent any transactions or related party transactions which may give rise to a conflict of interest, for instance, prevention of insider information, report on conflicts of interest of directors and executives, including proposal of connected transactions to the Audit Committee for consideration and approval prior to seeking the Board of Directors' approval in accordance with the principles of good corporate governance and ensuring compliance with the rules specified by the SET and the SEC Office.

(3) Prevention of Insider Trader

The Board of Directors imposes measures against misuse of insider information for insider trading by any persons in connection with the Company's material internal information or that affecting the prices of its securities, including directors, executives, staff, and employees, together with their respective spouses and minor children, and also imposes punishments for improper disclosure or misuse of the Company's information. The directors and the executives shall inform to the Company their intention to trade the Company's securities at least 1 day in advance prior their securities trading, and have acknowledged and realized their duty to report on their respective holdings of securities in the Company, including holdings of securities by their respective spouses, and minor children, as well as report on any change in such securities holdings to the SEC Office. In this regard, the Company will give written notice of a silent period of the Company's securities at least one month prior to the date of disclosure of the financial statements and at least one day after approval of the financial statements, in every quarter, in order for directors and executives to refrain from trading or avoid any change in their respective holdings of the securities during such period, in compliance with the regulations on insider trading. The Company also requires its directors and executives, including their

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respective related persons, to quarterly report to the Corporate Governance and Risk Management Committee’s Meeting and the Board of Directors’ Meeting on any change in their respective holdings of the Company’s securities and the latest number of their respective securities holdings.

(4) Interests of Directors and Executives

- Report on Conflicts of Interest of Directors

The Company requires its directors and executives to report to the Company for acknowledgement on their own interests and their related persons’ interests, upon their holding of office for the first time and each change therein. In this part, the Company will regularly inquire about any change on their interests on a yearly basis. The Company also requires its directors and executives to disclose their and their related persons’ directorships or executive positions in other legal entities to update information relating to their interests. These arrangements can assure the Company of transparency in consideration of execution of transactions, including in arrangements of various matters, without involvement of any directors or executives who may have a conflict of interest with such transactions in compliance with the relevant laws and regulations. In this regard, the Company Secretary shall review and keep such reports on conflicts of interest at the Company’s head office.

- Interested Directors’ Participation in Meetings

The Board of Directors sets out a policy to prohibit its directors and executives who are connected persons or interested persons in relation to any agenda items from participating in the meeting and voting on such items, whereby such directors and executives are allowed to be present at the meeting only for presentation of information. Considering any interested person or connected person is based on such report on conflicts of interest, together with facts, to ensure actual compliance with the principles of good corporate governance.

2. Staff

The Company has its personnel management policy to demonstrate its commitment to valuing all staff as an underlying mechanism in facilitating the organization’s development and business operations to



achieve the sustainable growth in the future. The Company therefore focuses on its staff's continuing development of competency, knowledge, abilities and skills in various fields, while attending to staff hygiene and safety at workplace, both headquarters and power plant sites invested in by the Company, as follows:

(1) Nomination and Employment

The Company employs personnel nomination systems which meet standards through a variety of channels to nominate candidates who are the most qualified for each position as well as promoting their awareness of good values of the organization by means of continuous and broad communication through various channels.

(2) Structure and Evaluation

Despite the fact that the Company's corporate structure and evaluation meet standards, the businesses invested in by the Company had gradually commenced their respective commercial operations, as a result, the Company's scope of operations was expanded extremely over the past years. This is to ensure that the Company has its structure and evaluation which meet standards and can determine clear personnel structure and job descriptions of the Company and each of its affiliated companies, as well as setting out criteria on appointment, transfer and reward program to ensure that they are transparent and appropriate to staff based on each staff's overall competency and performance. Moreover, the Company applies the performance assessment system based on Key Performance Indicators ("KPI") as criteria for consideration and performance assessment of each staff. In this regard, the Company firmly believes that the clear measurement system will motivate staff to conduct the individual performance development and will greatly assure staff of their career advancement.

(3) Remuneration and Welfare

The Company establishes guidelines for payment of appropriate remuneration to staff at all levels by taking into consideration staff's performance along with the Company's operational results, through assessment centered on each staff's knowledge, ability and performance in the previous year, by comparison with average remuneration rates of staff in the electricity industry of similar size. Moreover, the Company determines staff welfare and assistance programs in various



aspects, among of which, for example, establishment of a provident fund, granting the rights to medical treatment, and annual health check-up in standard medical institutions, etc.

(4) Training for Development of Work-Related Skills and Knowledge together with Ethics

The Company attaches significance to personnel development by encouraging staff at all levels to attend training courses; both in theory and in practice, along with occupational technique development courses of each business line and other courses which help enhance efficiency in work performance. Furthermore, the Company provides staff opportunity to propose any interesting and useful courses to the Company's consideration and approval, subject to the annual budget for staff training. The Company also gives priority to creating a working environment and corporate culture to encourage all staff to participate in the Company's activities, extend generosity to each other and respect seniority and respect rights of each other, as well as cultivating the concepts and values of quality work systems, which will strengthen relationships and unity among staff of the Company and its affiliated companies.

(5) Work Environment, Safety and Hygiene

The Company realizes the quality of life and work safety for staff of the Company and its affiliated companies, both staff performing duty inside their offices and at various power projects, whereby the Company formulates policy on occupational health and safety, as well as arranging for officers to conduct inspection on work safety, along with improvement of working surroundings and environment in accordance with the ISO requirements and related safety rules. Moreover, the Company provides all staff of the Company and its affiliated companies with annual health check-up services. In addition, new staff are enjoined to receive health check-up prior to actual performance, to rest assured that staff are healthy and ready to fully perform works under his/her responsible duty; and the Company also encourages staff to be aware of proper health care. Furthermore, the Company not only strictly complies with the labor laws and human rights principles, but also pays respect for staff privacy, whereby their personal data, such as salary, medical treatment records, family background, will not be disclosed to any third party or unrelated persons, except for such information required to be disclosed to relevant third parties under the provisions of laws. This can assure staff that staff's personal information provided to the

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Company will not be disclosed to others without prior consent of staff, and if required, for the purpose of work performance of such staff only.

(6) Compliance with Rules, Regulations and Codes of Conduct

The Company emphasizes that staff of the Company and its affiliated companies shall strictly comply with laws and the Company’s work rules and regulations, Code of Business Conduct, and Code of Conduct for Executives and Staff, which are standards of work performance and desirable behaviors of staff, including the Operation Manual of all work units as prepared in writing and disclosed in the Intranet system of the Company, in order to ensure staff’s acknowledgment and compliance. Meanwhile, the Company enjoins all staff via staff’s line of command to refrain from taking any illegal risky or suspicious action, whether criminal or civil, taking any acts in violation of the Codes of Conduct, including prevention of any infringement of copyrights or intellectual property, whether with or without intent, and also encourages staff to follow the operational guidelines and perform their duties in good faith without involvement in any corruption. Furthermore, the Company sets out guidelines on disciplinary sanctions; if, after investigation, any person who is found to taken any action deemed to be or in violation of the Code of Conduct, such person shall be subject to punishment in sequence imposed by the Company according to the nature of offense and severity of the case, such as, verbal warning, written warning or disciplinary punishment under the regulations established by the Company in order to prevent the repeated misconduct and be used as a case study to draw up guidelines for formulation of additional policy, including further investigation. In this regard, any compensation payment, if any, shall be fairly considered by the Company in accordance with the rules of law.

3. Creditors/Financial Institution Lenders

The Company gives priority to its financial credibility and strictly complies with the conditions of the credit facility agreements by controlling and monitoring the financial management of the Company and its subsidiaries to ensure clarity and achievement of the objectives of money utilization notified to the creditors/financial institution lenders. The Company also discloses reports on various forms of financial activities with transparency on a periodic basis and at request of the creditors/financial institution lenders.

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4. Trade Competitors

The Company complies with equitable and transparent competition rules whereby the Company properly operates its business in compliance with applicable laws and the Code of Business Conduct, as well as meeting standards of competition practices, without taking any action which entails a risk to or intentionally infringes any intellectual property or copyright, as well as avoiding any dishonest means to gain trade advantage over or discredit trade competitors.

5. Traders/Suppliers

The Company operates its business as a holding company, holding shares in other companies engaging in business of production and distribution of electricity from hydropower, solar power, and cogeneration system, therefore, direct customers of its subsidiaries and associated companies whose shares are held by the Company are the Electricity Generating Authority of Thailand (“EGAT”), as government agency which purchases the electricity, and operators within the industrial estates. The Company regularly monitors the operational results of the companies invested in by the Company on a monthly basis to ensure their satisfactory operational results, with the full capacity in uninterrupted distribution of electricity to EGAT in accordance with the power purchase agreement, as well as assessing the satisfaction of the off-takers to improve the operational efficiency to meet quality under the Suppliers’ Code of Conduct as prepared and promulgated by the Company in order for all directors, executives and staff’s acknowledgment and observation thereof.

6. Communities, Society and Environment

The Company is grateful to the country and is aware of its role as part of Thai business sector and a member of society with the duty to operate business based on the corporate social and environmental responsibility for the purpose of sustainable development of the organization in parallel with the national development. The Company thus has diversified policies on power project implementation to strengthen the energy sector for the country, and focuses on eco-friendly power projects as well as devoting its full efforts to ensure the efficient distribution of electricity to the country, with an aim to be instrumental in developing and moving the country forward together with all parties concerned.

Other than taking into account social benefits from the Company’s business operations, the Company also has a policy on environment and a policy on participation and community development to demonstrate that the Company continues to support social, community environmental activities, in

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particular such activities in communities adjacent to various power plants invested in by the Company and in remote areas, so as to promote the development of communities and participatory awareness of social responsibility and public mind for staff and executives at all levels.

Protection of Rights of Stakeholders

The Company realizes the significance of equal rights of all stakeholders, and then provides guidelines for protection of rights of stakeholders on various matters as follows:

1. Whistleblowing

To open whistleblowing channels through which a report on any non-compliance with any Codes of Conduct, any illegal acts, or any suspected dishonest acts or misconduct committed by the personnel of the Company and its affiliated companies, including any flaws in the internal control system, can be filed by both staff and other stakeholders, as well as having a whistleblower protection mechanism in place, the whistleblowing guidelines have been then defined as follows:

- Whistleblowing: The Company arranges for three whistleblowing channels through which a whistleblower report can be filed with the executives and the Board of Directors, per the following:
 - To the Company Secretary at compliance@ckpower.co.th;
 - To the audit committee members and the Board of Directors at directors@ckpower.co.th;
 - To the Investor Relations at ir@ckpower.co.th.
 - To Data Protection Officer at ckpdpo@ckpower.co.th
- Implementation: The executives and the Board of Directors have appointed a working group to collect details, consider examining facts of happened events, and set out appropriate methods for dealing with each matter, by covering processes such as response to whistleblowers, investigation, problem solving, identification of measures, and follow-up on performance in accordance with the identified measures.
- Reporting of Results: The Company Secretary, executives or audit committee members shall report to the Board of Directors for acknowledgement and for further report to stakeholders.



- Sanctions: If, after investigation, any person who is found to have actually committed the misconduct, such person shall be subject to punishment in sequence under the Company's work rules according to the nature of offense and severity of the case, such as, verbal warning, written warning or disciplinary punishment under the regulations established by the Company in order to prevent the repeated misconduct and be used as a case study to draw up guidelines for formulation of additional policy, including further investigation. In this regard, any compensation payment, if any, shall be fairly considered by the Company in accordance with the rules of law.
- Protection Guidelines: The Company has laid down measures for protection of whistleblowers, guidelines for confidentiality of whistleblowing information and restriction on group of recipients of information and disclosure only to related parties in order to ensure confidence of and a sense of security for the whistleblowers, as follows:
 - 1) Whistleblowers can choose to reveal themselves or remain anonymous if such revealing may cause any insecurity or damage to him/her.
 - 2) The Company considers the confidential information to be disclosed only if necessary to the persons who are responsible for solving the problem and mitigating the damage by taking into account the safety and damage of the whistleblowers or related parties.
 - 3) In the event that any whistleblower thinks that he/she may be unsafe or may suffer any trouble or damage, such whistleblower can request the Company to establish protection measures for him/her as appropriate or the Company may establish protection measures for the whistleblower if it deems that such matter will cause any trouble, damage or insecurity.
 - 4) Those who suffer damage will be alleviated with appropriate and fair procedures.
 - 5) The Company will resolve and mitigate the damage that occurs under the management mechanism and legal regulations as urgently as possible.

2. Respect of Human Rights

All directors, executives and staff of the Company and its subsidiaries will be duly treated by the Company and its subsidiaries in accordance with the human rights principles under the Company's human rights policy, including civil rights under the Constitution and laws. Furthermore, the Company and its affiliated companies set out employment guidelines for both permanent staff and employees for



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strict compliance with the labor employment standards and requirements under the labor laws so that the workplace is safe and hygienic as appropriate. Likewise, the directors, executives and staff shall equitably treat others with respect for human rights, respect each other without any discrimination on the grounds of differences in race, origin, religion, belief, gender, skin color, language, ethnicity, social status or any other status towards stakeholders of all sectors in all areas invested in by the Company. The Company and its affiliated companies provide channels for communication, suggestion and grievance filing on work-related matters, to ensure that personnel of the Company and its subsidiaries embrace participatory management, which will make all staff of the Company and its affiliated companies feel being part of the organization and also foster their awareness of the duty to play a part in organization development, as well as building good understanding and relationships in work cooperation. At the same time, the Company also opens communication channels through which third parties can blow the whistle on misconduct or make any complaints with Company so that the Company acknowledges any problems, impacts or improvements arising from the business operations of the Company and its affiliated companies, as well as accepting recommendations for development of management and supervision of the Company and its affiliated companies.

3. Respect of Intellectual Property Rights or Copyrights

The Company attaches significance to strict respect for intellectual property rights or copyrights, as well as incorporating the same into the Operation Manual to ensure efficient communication and compliance therewith of staff, namely, strictly prohibiting the Company's personnel from unauthorized use of any copyrighted work or information or intellectual property, whether for benefiting the Company's operations or for gaining a competitive advantage over trade competitors, or taking any act in a manner which entails a risk to infringement of any intellectual property or copyrights, by requiring that all programs installed in the Company's computers for work operations must be legally copyrighted only.

4. Environmental Responsibility and Utilization of Resources

With the mission to generate optimal and steady returns and simultaneously give priority to creating benefits and minimizing impacts from various projects on the environment, communities and all parties concerned, other than the Company's selective investments in eco-friendly renewable energy projects,

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the Company also realizes the significance of the most effective and productive utilization of resources in every step of its business operations, and has its policies on environment, energy conservation, and biodiversity, in order to foster a sense of environmental protection awareness among staff of the Company and its affiliated companies, as well as ensuring that the Company’s power projects, which have commenced their respective commercial operations and which are under construction, strictly comply with various environmental laws and regulations, including ISO standard requirements, in parallel with environmental rehabilitation to ensure balance and growth of the communities alongside environmental sustainability.

To cancel the original policy that was announced on 29 July 2021 by adopting the 2nd revised policy which has been approved by the Board of Directors Meeting No. 1/2023 on February 20,2023. This Policy shall be Effective from February 20,2023 onwards.

It is hereby announced for general acknowledgment and action.

(Dr. Thanong Bidaya)
Chairman of the Board of Directors