

- Translation –

Policy of Hiring of Government Employees

18 March 2021

WHA Utilities and Power Public Company Limited has determined a Policy of Hiring of Government Employees to undertake the position as a director, executive, officer, and employee of the Company. Such hiring consists of recruitment procedures, approval, and compensation settlement, including control procedures to ensure that the hiring will not become a consideration for any benefits, providing interest to the Company, its subsidiaries, and joint ventures. The unfaithful hiring could induce the corporate image and reliability and honesty. It may also lead to a risk of corruption. To conform with the good corporate governance, anti-corruption policy, and smooth and transparent operation, the Company has determined the following guidance.

Scope

This Policy of Hiring of Government Employees shall apply to the directors, executives, officers, and employees of the Company, its subsidiaries, joint ventures for strict compliance. Furthermore, the Company expects compliance from vendors or parties related to the business operation.

1. Definitions

"Hiring of Government Employees" means when the government officers work in private entities, performing duties and receiving compensation or any other benefits directly and indirectly. The relation may be as a full-time employee or temporary contracted work. The hiring duration is uncertain and may cause risk of corruption, conflict of interest.

"Government Employees" means government employee, an employee of the government authorities, public organization, state enterprises, politicians having benefits to the Company, its subsidiaries, or the company's joint venture. This excludes the retired employees, their family or relatives.

2. Practice

To ensure that Hiring of Government Employees will proceed transparently, the Company has determined controlling measures as procedures below.

- 2.1 Recruitment, approval on employment, and compensation settlement for government employees as the Company's employee (other than C-Level executives) are subject to consideration from the CEO before each hiring.
- 2.2 The recruitment, approval on hiring, and compensation settlement for a government employee to hold director and C-Level position are subject to the Nomination and Remuneration Committee's prudent discretion and proposal to the Board of Directors for approval.

- 2.3 The Company will not accept a government employee who provides or has a reciprocal benefit with its subsidiaries or joint ventures.
- 2.4 The information about hiring of government employees shall be disclosed in the Company's annual report for transparency.
- 2.5 The Human Resource officer shall acknowledge the hiring of government employees procedures that must be approved prior to work commencement. There shall be information disclosure in accordance with approval and report procedures as mentioned above.

3. Review and Report

The Internal Audit and Governance Unit is responsible for a review to ensure strict compliance with this policy and report the review result to the Audit Committee for consideration and report to the Board of Directors.

4. Penalty

In case the director, executive, officer, and employee of the Company violate, negligent, omit or intentionally breach the Policy of Hiring of Government Employees, it shall be deemed a penalty breach and is subject to the penalty as determined by the Company. In addition, such an offense may be subject to the legal penalty if it is considered a legal violation. They claim that one does not know about this policy and/or relevant laws is inadmissible and cannot be used as a reason of non-observation to this policy and/or the said law.

The Policy of Hiring of Government Employees,
is considered and endorsed by the Corporate Governance Committee Meeting No.2/2021 on 12 March 2021, and
is considered and approved by the Board of Directors Meeting No.2/2021 on 18 March 2021.

[signature]

(Ms. Jareeporn Jarukornsakul)
Chairman of the Board of Directors

Note: This document is the translation of the official charter for case of understanding only.