



Management and Employee Stock Ownership Principle

The Company encourages the Management and employees to take part in the ownership of the company by holding the Company's securities. This aims to engage and motivate the Management and employees to work for the Company's sustainable growth and long-term value for shareholders, thereby stabilizing their own financial situation as owners and employees. Nevertheless, the Management and employees must strictly comply with laws, rules and regulations, as well as CG Principles and Code of Conduct in relevant to holding and trading of securities, use of nondisclosed inside information for personal and related persons' benefits and the conflict of interest.

Management and Employee Stock Ownership Guideline

The Company encourages the Management and employees to take part in the ownership of the company by holding the Company's securities. This aims to motivate the Management and employees carry out their responsibilities to lead and work for the Company's sustainable growth and long-term value for shareholders. Thus, the Company establishes the Management and Employee Stock Ownership Guideline which aligns with the principles stated in the CG Principles and Code of Conduct (2022 Edition). Key details are as follows:

1. The Company encourages the Management to collect the Company's shares during their time of service in order to build an engagement and motivation to govern and drive the Company to its goal, create a long-term value and establish sustainable growth.

The guideline for stock ownership is as follows:

- President's shareholding should be equal to 10 times his/her annual salary.
 - Senior Executive Vice Presidents and Executive Vice Presidents' shareholding should be equal to 5 times their annual salary.
2. President, Senior Executive Vice Presidents (to be referred as "Management" as defined by the Stock Exchange of Thailand), Executive Vice Presidents, Senior Vice Presidents under the supervisory of Chief Financial Officer, Senior Vice Presidents of Investor Relations and Corporate Communications, as well as the Corporate Secretary (together as "EGCO's personnel") must submit their and their spouse and minor children ("related persons")'s

securities holding and securities changing reports. The Corporate Secretary shall propose these reports to the Board of Directors on a monthly basis.

3. The personnel stated in item 2. must not use nondisclosed inside information to trade the Company's stocks for their and their related persons' own benefits.
4. The procedures for EGCO's personnel to report their securities holding are as follows:

4.1 First reporting

- (1) Pursuant to Section 59 of the Securities and Exchange Act, the President and Senior Executive Vice Presidents are responsible for preparing their and their related persons' Securities Holding Report or SEC's Form 59-1. This form shall be submitted to SEC within 30 days from their appointment as executives, or within the closing date of the public offering of the securities.
- (2) Executive Vice Presidents, Senior Vice Presidents under the supervisory of Chief Financial Officer, Senior Vice Presidents of Investor Relations and Corporate Communications, as well as the Corporate Secretary are responsible for preparing the Company's online Securities Holding Report and submitting to the Corporate Secretary within 30 days after being notified by the Corporate Secretary.

4.2 Reporting upon changes

- (1) Pursuant to Section 59 of the Securities and Exchange Act, President and Senior Executive Vice Presidents are responsible for preparing their Changes in Securities Holding Report or SEC's Form 59-2. This form shall be submitted to SEC within 3 business days after the purchasing, selling, transferring or receiving of shares.

Nevertheless, the Changes in Securities Holding Report can be exempted in the following cases:

- 1) Offering of shares in one's shareholding proportion to primary shareholders (Rights Offering)
- 2) Exercise of the rights based on the converted securities
- 3) Offering of shares or exercise of rights under Warrant to Purchase Newly Issued Shares or Convertible Debentures to the directors or employees of the Company (Employee Stock Option Program ("ESOP")), or exercise of rights under Employee Joint Investment Program ("EJIP")
- 4) Acquisition of legacy shares

- 5) Transferring or receiving securities from depositing as the trading guarantee of the futures contract
- (2) Executive Vice Presidents, Senior Vice Presidents under the supervisory of Chief Financial Officer, Senior Vice Presidents of Investor Relations and Corporate Communications, as well as the Corporate Secretary are responsible for preparing the Company's online Changes in Securities Holding Report and submitting to the Corporate Secretary within 3 business days after the purchasing, selling, transferring or receiving of shares.
5. EGCO's personnel who have the inside information relating to financial statements shall refrain from their own security trading during the 45 days prior to and 24 hours after the disclosure of the financial statements ("black out period"). For other significant inside information that may affect the Company's stock price, EGCO's personnel who have such information shall refrain from their own security trading from the day of acknowledgement until 24 hours after the disclosure to public.
6. If intended to trade the Company's shares, EGCO's personnel and their related persons are required to inform their intention to the Corporate Secretary at least 1 day prior to trading, and trade the stock as intended within 7 days after notifying the Corporate Secretary.
7. The Corporate Secretary is responsible for announcing the black-out period to the designated persons in prior via communication channels such as email. He/she is also responsible for keeping the register of persons designated by the Company and notifying these persons for acknowledgement upon addition or deletion in such register.