



Occupational Health and Safety Policy

The Electricity Generating Public Company Limited

Electricity Generating Public Company Limited (EGCO Group) is engaged in the businesses of power generation and power services. We have a commitment to apply and implement the Occupational Health and Safety (OH&S) management system and develop this management system continuously. The EGO Group's OH&S Management is under the following frameworks.

1. The Company shall properly implement and develop OH&S management system in compliance with the related laws and regulations together with the Company's regulations relating to OH&S risks.
2. The Company shall specify a framework for OH&S management system to identify its objectives and goals, then monitor and also assess its implementation results.
3. The Company shall control, mitigate, and eliminate any OH&S risks to be in line with the strategic direction of EGCO group.
4. All employees shall be aware of preventing and resolving any activities which may cause OH&S impact.
5. The Company shall support and provide resources for implementing OH&S management system suitably.
6. The company shall ensure effective communication of OH&S information and encourage participation of workers and/or representative worker.

All this OH&S policy implementation shall be communicated to all levels of employees and all related persons in order to understand and act on seriously. All employees shall have opportunities to participate in reviews and disseminate the policy to public. The Executives of the Company will regularly support the implementation of OH&S management system to achieve the objectives and goals

Announced on January 22, 2021

A handwritten signature in blue ink, appearing to read "Kulit Sombatsiri".

(Kulit Sombatsiri)
Chairman of the Board of Directors
Electricity Generating Public Company Limited

EGCO's Occupational Health and Safety Policy Guide

Our Occupational Health and Safety Policy is intended to draw all components which contribute to environmental management at EGCO.

This is further discussed below

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▶ The opening statement articulates EGCO vision for OH&S management which is then supported by EGCO commitment.

1. The Company shall properly implement and develop OH&S management system in compliance with the related laws and regulations together with the Company's regulations relating to OH&S risks.

▶ We will ensure compliance with relevant OHS international standards and regulations, voluntary programs and/or collective agreements on OH&S to which we are committed, wherever we operate.

▶ In places where laws are not as stringent as our standards, we will seek to voluntarily raise performance expectations and apply our own management standards.

2. The Company shall specify a framework for OH&S management system to identify its objectives and goals, then monitor and also assess its implementation results.

▶ We put OH&S management into practice through the effective implementation of our OH&S Management System Manual. Our approach to Management systems has been aligned to be consistent with the requirements of internationally recognized standards including ISO45001 for Occupational Health and Safety Management Systems.

▶ Our management systems are designed around the concept of continual improvement, systematic means of setting up prioritization and action plans to address risks and emergency situations.

- ▶ Setting quantitative and achieving targets and objectives is an essential step of our commitment to improve OH&S performance metrics and achieve continuous improvement of OH&S management system.
- ▶ We require all our operations to implement process for internal audit, monitoring and evaluation of progress in reducing/preventing safety and health in the workplace issues/risks against targets.

3. The Company shall control, mitigate, and eliminate any OH&S risks to be in line with the strategic direction of EGCO group.

- ▶ We shall identify and assess what could cause harm in the workplace.
- ▶ We aim to manage and control identified risks and hazards to a level that is as low as reasonably practicable. This includes ensuring a thorough assessment of potential impacts is undertaken and factored into project options and decisions for all major investments, due diligence, mergers and acquisitions.

4. All employees shall be aware of preventing and resolving any activities which may cause OH&S impact.

- ▶ All our employees are responsible for meeting the requirements of the OH&S Policy. Line managers are accountable for providing support to facilitate implementation and compliance with this Policy.
- ▶ We will provide OH&S training to employees and/or other relevant parties to raise awareness and reduce operational health & safety incidents.
- ▶ We will encourage our contractors, suppliers and other key business partners to also uphold this Policy during procurement and contractual requirements

5. The Company shall support and provide resources for implementing OH&S management system suitably.

- ▶ EGCO's Management shall continuously drive and support all necessary activities to achieve the results outlined above by the policy.

6. The company shall ensure effective communication of OH&S information and encourage participation of workers and/or representative worker.

- ▶ We will perform a consultation with and participation of workers, and, where they exist, workers' representatives and take their views and concerns into account in our decision makings, striving for mutually beneficial outcomes.
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All this OH&S policy implementation shall be communicated to all levels of employees and all related persons in order to understand and act on seriously. All employees shall have opportunities to participate in reviews and disseminate the policy to public.

- ▶ This statement reflects the roles and responsibilities of our employees, as well as contractors or individuals under the company's supervision, and relevant parties for implementing OH&S management policy.
- ▶ The policy is applicable to the company's entire production operations and business facilities.
- ▶ Our progress will be publicly reported and communicated transparently while taking measures to raise internal and external stakeholders' awareness of OH&S management policy and OH&S impacts.

The Executives of the Company will regularly support the implementation of OH&S management system to achieve the objectives and goals

Signed by Chairman of the Board of Directors

- ▶ Commitment and oversight to implementation of OH&S policy and improving performance endorsed by Board of directors, CEO and Senior Managements.