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Notification of IRPC Public Company Limited

No. 047/ 2020

Political Impartiality Policy

IRPC Public Company Limited and Subsidiaries (IRPC Group)

IRPC Public Company Limited and subsidiaries (IRPC Group), "IRPC" or "the Company", is the organization strongly committed to operate business under good corporate governance principle while emphasizing on operational excellence, morality, transparency, verifiability and free from any frauds or corruptions. Besides, the Company has stressed on generating the highest benefits for every shareholder while taking into consideration every stakeholder group. Consequently, the Company has specified the political impartiality principle which takes into account the Democratic Form of Government with the King as Head of the State. The Company has encouraged every director, executive and employee to exercise their political right according to the law stipulated and as a good citizen, they can express, participate, support and exercise their political right outside their working hours with their own resources only. Guidelines shall be as follows:

Definition

Political Contribution refers to any supports, whether in a form of money support or any other forms such as assets, benefits, venues to facilitate political activities (residence, meeting venue, gathering place), including political campaign to assist the activity of a political party, political united front, politician or person relating to politics, whether at a local, regional, national, international or global level, as well as support improper policy or act or any acts that are against the law and ethical conduct which in turn, will negatively impact the community, society and nation or may incur social discord, whether directly or indirectly.

Principle

IRPC is the organization with an emphasis on political impartiality that shall not encourage or act in a manner that inclines to any political parties, political united fronts, politicians or persons relating to politics, persons with political power or political candidates, whether directly or indirectly, at a local, regional, national, international or global level. Nonetheless, the Company has paid respect to political rights and freedom of the employee who acts as a good citizen according to the Constitution and under the Democratic Form of Government with the King as Head of the State.

Guidelines

1. The Company has realized the importance of political impartiality and shall not get involved with or inclined to any specific political parties, political united fronts or person with political power.
2. The Company has the policy that does not provide financial contribution, asset, personnel or resources to support any political purposes, whether directly or indirectly, to benefit the politician, political party or political united front or to benefit the Company or facilitate the Company's business operation.
3. The Company shall encourage every employee to comply with relevant laws and to exercise their political right on their behalf under the condition that such exercise or right must not cause the Company to lose its political impartiality or incur any damages to the Company as a result of their involvement with such political activity such as use one's position of the Company or name or the Company's logo improper or dress in the Company's uniform that can cause any misunderstandings that such person is the Company's employee.
4. The Company has established the policy that prohibits employees of every level to command or persuade, by any means, other employees or their subordinates to participate in every type of political activities which may cause dispute within the organization and incur damage to the Company in any cases.
5. The Company shall not act in any manners that involve politics, shall not participate in or make any advertisements to the political party, political united front or any politicians within the Company's premises. Besides, the employees must not use the Company's resources and assets to achieve any political purposes. However, the employees must not express, by any means, that makes others misunderstand that the Company has been involved with, inclined to or supported political action or any activities of the political party, political united front, politician or person relating to politics or political candidate.

Thus, personnel of every level of IRPC Public Company Limited and subsidiaries (IRPC Group) shall endeavor to understand and strictly comply with political impartiality policy.

Announced on 22 December 2020

Mr. Chawalit Tippawanich

President and Chief Executive Officer

By the resolution of the Board of Directors No.14/ 2020 on 21 December 2020