



Central Plaza Hotel Public Company Limited

Governing Operations in Compliance with Rules, Regulations, and Applicable Laws Policy (Year 2026)

Approved by Board of Directors Meeting NO. 7/2025

On 14 November 2025

Prepared by Risk Management Department

PUBLIC

Governing Operations in Compliance with Rules, Regulations, and Applicable Laws Policy (Year 2026)

Central Plaza Hotel Public Company Limited

The Company recognizes the importance of performing its responsibilities efficiently and in full compliance with all relevant laws, rules, regulations, requirements, directives, announcements, and business code of conduct, policies, and operational guidelines related to its business activities—both internal, external, domestic, and international, including international standards aligned with its operations with corporate good governance and business ethics, while maintaining social and environmental responsibility in line with sustainable development principle. This commitment drives the organization’s long-term, sustainable growth and business expansion.

The Company has identified the following definitions, objectives, and guidelines:

1. Definitions

“**Company**” refers to Central Plaza Hotel Public Company Limited and its subsidiaries.

“**Employees**” refers to employees of Central Plaza Hotel Public Company Limited and its subsidiaries, including executives, contract employees, and advisors.

“**Compliance with rules, regulations, and laws**” refers to the performance of directors, executives, employees, and workers of the Company in accordance with laws, rules, regulations, requirements, directives, announcements, measures, practices, customary norms, professional standards, ethics, business code of conduct, and the Company’s policies and procedures.

“**Compliance Risk**” refers to the risk arising from violation or failure to comply with laws, rules, regulations, requirements, directives, announcements, measures, practices, customary norms, professional standards, ethics, business code of conduct, and the Company’s policies and procedures that may result in financial loss or damage to the Company’s reputation.

2. Objectives

2.1 To promote the Company to conduct the business in compliance with the relevant laws, rules, regulations, requirements, directives, announcements, measures, practices, customary norms, professional standards, ethics, business code of conduct, and the Company’s policies and procedures

2.2 To prevent and mitigate risk arising from non-compliance with laws, rules, regulations, and requirements related to business operation, which may result in financial loss or damage to the reputation.

2.3 To support directors, executives, and employees in understanding their roles and responsibilities and recognize the importance of adhering to relevant laws, rules, regulations, and requirements. This also aims to instill mindsets and behaviors in all employees to align with the organization's core values.

3. Content

This policy applies to all operations carried out by the Company's directors, executives, and employees

4. Governing Operations in Compliance with Rules, Regulations, and Applicable Laws Policy

4.1 Directors, executives, and all employees are required to adhere to and comply with rules, regulations, and applicable laws related to the Company's operations.

4.2 Directors, executives, and all employees must be aware of and understand laws, rules, regulations, and requirements related to their roles and responsibilities, as well as the potential impact and consequences of non-compliance, which may result in disciplinary action in accordance with the Company's regulations.

4.3 Directors, executives, and all employees are required to respect and comply with rules, regulations, and laws—both domestic and international applicable to the Company's operations. They must recognize that any action that violates or fails to comply with such laws and regulations is unacceptable.

4.4 Directors, executives, and all employees must promote awareness by communicating, encouraging, and supporting the development of knowledge, understanding, and a culture of integrity. They must strictly and consistently adhere to the Company's laws, rules, regulations, and requirements clearly and practically.

4.5 The Company has established a Risk Management, Corporate Governance, and Sustainability Committee responsible for ensuring that operations are carried out effectively and efficiently. The committee also oversees continuous improvement of processes to align with the Company's domestic and international business operations and to respond to potential changes.

4.6 The Company provides necessary support—such as personnel, resources, and knowledge to ensure that all executives and employees can fully and correctly comply with applicable rules and regulations.

4.7 If any director, executive, or employee becomes aware of conduct that breaches or does not comply with applicable laws, rules, regulations, or operational requirements, they are obligated to report the matter to their direct supervisor or file the information through the Company's designated complaint channels as outlined below.

- Email: whistleblower_centel@chr.co.th
- Postal Mail: Internal Audit and Risk Management
Central Plaza Hotel Public Company Limited
999/99 Rama 1 Rd., Pathumwan, Bangkok 10330 Thailand

4.8 The Company is committed to safeguarding and ensuring fair treatment for anyone who provides information or reports actual or potential violations of laws, rules, regulations, or other requirements related to business operations, in line with the Company's whistleblowing and complaint policy.

5. Policy Review

The Risk Management, Corporate Governance, and Sustainability Committee shall review this policy annually and propose it to the Board of Directors for approval if there is any change.

Governing Operations in Compliance with Rules, Regulations, and Applicable Laws Policy 2026 was approved by the Board of Directors Meeting No. 7/2025 on 14 November 2025 and shall be effective from 1 January 2026 onwards.

- Signed -

Mr. Norachit Sinhaseni
Chairman of the Board
Central Plaza Hotel Public Company Limited