

Date: 15/Sep/2014

**Announcement No. 2014/62**

# Insider Trading Policy

(v4.0.0 - 14/Aug/2014)

Glow Energy PLC and its affiliated companies (hereinafter collectively referred to as "GLOW Group") is a listed company on the SET since 21/Apr/2005.

In order to comply with the insider trading guidelines as published by the SET Notification in "RE: Guidelines on Disclosure of Information of Listed Companies", Management notifies all employees of GLOW Group's **Insider Trading Policy** as follows

- (1) All Directors and employees with the position at equal or higher than SVP shall report to VP Finance & IR all purchases and sales of their GLOW Group's securities within 3 working days after completion of such transaction.
- (2) All Directors and employees shall strictly take all reasonable precaution of information which has not been publicly released or which is intended to be used solely for GLOW Group purposes or which the GLOW Group temporarily withholds, and shall not use such information to obtain personal benefit or disclose or exchange any of such information with or to any person for any personal use.
- (3) All Management, including but not limited to, Directors, Executive Management Committee (the "EMC"), employees in Finance, Accounting, and Budgeting functions, who are exposed to the GLOW Group's relevant financial information, shall be prohibited from carrying out any transaction involving the shares of GLOW Group over a period of 30 calendar days leading up to the publication of the annual and quarterly consolidated financial statements and financial information.

This Insider Trading Policy shall be treated as a part of GLOW Group's rules and regulations, and all Directors and employees shall strictly comply with it accordingly.



Suthiwong Kongsiri  
(CFO)



Esa Heiskanen  
(Director & CEO)