



“Efficiently providing you with the most reliable source of energy”



I. POLICY STATEMENT

Consistent with the key mandates of the Board of Directors of King Energy Generation Inc. ("KEGI" or the "Company"), the Company hereby formalizes the Whistleblowing Policy ("Policy").

As stipulated in SEC MC No. 24, Series of 2019, Section 15. Encouraging Employees' Participation, a mechanism for employee participation should be developed to create a symbiotic working environment consistent with the realization of the company's objectives and good corporate governance goals.

The Board should establish a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation and to have direct access to an independent member of the Board of a unit created to handle whistleblowing concerns.

II. WHISTLEBLOWING POLICY

Rationale

The policy is created in recognition of the need to comply with Securities and Exchange Commission ("SEC") Memorandum Circular No. 24, Series of 2019 which requires the Board to have a whistleblowing policy.

The Board will be conscientious in establishing the framework, as well as in supervising and ensuring its enforcement to allow employees to freely communicate without fear of retaliation. There is a need to secure the confidentiality of the informer and to ensure his protection from retaliation. Part of the framework is to grant employees confidential direct access to either an Independent Director, the President/Chief Executive Officer, or a unit designed to deal with whistleblowing concerns.

III. MANNER OF REPORTING

1. The Whistleblower should promptly report in writing the suspected or actual illegal, unethical, or inappropriate event ("Report") to his immediate superior/supervisor. To facilitate a speedy investigation and faster resolution of the Report, all supporting documents should be attached therein.
2. The Whistleblower can choose to identify himself in the report or can submit the report anonymously to an Independent Director, to the President/Chief Executive Officer herself, or to a unit designed to deal with whistleblowing if he is not comfortable submitting it to his immediate superior or if his immediate superior is the one involved in any illegal, unethical, or inappropriate event.
3. The Whistleblower may also make a Report by sending it directly to: