



**The Announcement of Board of Directors,
Ratch Pathana Energy Public Company Limited
No. 7/2024
Human Rights Policy**

.....

Ratch Pathana Energy Public Company Limited (“the Company”) recognizes the importance of respecting human rights as a fundamental standard in conducting business operation. To affirm the commitment to upholding, supporting, and promoting the respect for and protection of basic rights and human dignity for all individuals involved in the operation, the Company ensures compliance with domestic laws and international human rights practices, including Universal Declaration of Human Rights (UDHR), United Nations Guiding Principles on Business and Human Rights (UNGPs), Principles of the United Nations Global Compact (UNGC), and Declaration of International Labour Organization. The Board of Directors’ meeting of Ratch Pathana Energy Public Company Limited No. 5/2024, held on June 26, 2024, has approved the Human Rights Policy of the company and subsidiaries. The details are as follows.

The company also supports counterparties, business partners and all stakeholders to comply with the same practice regarding human rights policy by implementing these actions.

1. Conduct business operation that would not direct and indirect lead to the human rights of the holders which are employees, customers, suppliers, local communities, stakeholders and business partners.
2. Treat all individuals in accordance with human rights principles on equal basis without discrimination.
3. Conduct Human Rights Due Diligence: HRDD to assess and evaluate the impact from business operation, including any action in which the company may be involved, or provide support.
4. Communicate and educate stakeholders in the business value chain of the company and its affiliates who control business entities, as well as suppliers and business partners, to continuously support policy compliance with counterparties and business partners, to continuously supporting the policy compliance.
5. Provide channels to receive complaints and reports of human rights violation by giving justice and protective measures for protecting all whistleblowers who report the violation of human rights stipulated in good corporate governance policy



6. Any director, management and employee failing to comply with this policy is considered breaking discipline and subject to punishment, including those prescribed by laws if it is breach of laws.

Announced on June 26, 2024

Sujarit Patchimnan
(Mr. Sujarit Patchimnan)
Chairman