



**The Announcement of Board of Directors**  
**Ratch Pathana Energy Public Company Limited**  
**No. 2/2025**  
**Human Rights Policy**

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Ratch Pathana Energy Public Company Limited (“the Company”) recognizes the importance of respecting human rights as a fundamental standard for responsible business conduct. The Company is committed to respecting human dignity for all individuals involved in its operations throughout the Company’s value chain, including employees, subcontractors, business partners, communities, and all stakeholder groups. The Company ensures compliance with domestic laws as well as international human rights principles and internationally recognized 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 Labor Organization including the Core Conventions of the International Labor Organization (ILO). The Board of Directors’ Meeting No. 8/2025 held on 21 November 2025, has approved the Human Rights Policy (Second Revision) and communicated the Human Rights Policy to business partners and business alliances, as well as stakeholders, to ensure acknowledgment and to serve as guidelines for consistent practice, The details are as follows.

1. Conduct business operations in a manner that does not cause any direct or indirect adverse impacts on the human rights of rights holders, including employees, customers, suppliers, local communities, stakeholders, and business partners, and in alignment with Environmental, Social, and Governance (ESG) principles.
2. Treat all individuals in accordance with human rights principles on an equal basis, without discrimination on the grounds of origin, nationality, ethnicity, gender identity, sexual orientation, age, religion, disability, vulnerable status, or any other differences.
3. Conduct comprehensive human rights impact assessments (Human Rights Due Diligence: HRDD) on the Company’s direct activities, as well as activities in which the Company may be directly or indirectly involved, adhering to principles of transparency, inclusiveness, and active engagement of all stakeholder groups.
4. Communicate with and provide guidance to stakeholders across supply chain of the Company and its affiliates, including entities under their management authority, suppliers, and business partners, to drive and continuously support adherence to the Company’s policies, while promoting systematic implementation of ESG principles.



5. Provide channels for receiving complaints or reports related to human rights violations involving the Company, ensuring fair and transparent handling and protecting whistleblowers in accordance with good corporate governance principles. In cases where violations are identified, the Company will provide appropriate and fair remedies, implement corrective and preventive measures to avoid recurrence, and report outcomes to the relevant stakeholders.
6. Any director, management, or employee who fails to comply with this policy shall be deemed to have committed a disciplinary violation and will be subject to penalties in accordance with the Company's regulations. If such actions constitute a legal offense, the individual may also be subject to applicable legal penalties.

The Company continuously monitors and evaluates its human rights performance and conducts annual reviews and updates of its policies to ensure sustainable development. The Company adheres to human rights practices as the key guiding framework for its operations.

Announced on November 21, 2025

*Sujarit Patchimnan*  
(Mr. Sujarit Patchimnan)  
Chairman