



The Announcement of Board of Directors,
Ratch Pathana Energy Public Company Limited
No. 5/2024
Sustainability Policy

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To ensure the business operation of Ratch Pathana Energy Public Company Limited (“the Company”) is conducted in accordance with good corporate governance, achieving stable and sustainable growth while having responsibility towards society and the environment, the Company integrates the principles and concepts of organizational development for sustainability as a part of the regular business processes covering all aspects of economic, society, and environment. The Board of Directors’ meeting of Ratch Pathana Energy Public Company Limited No. 5/2024, held on June 26, 2024, has approved the Sustainability Policy of the company and subsidiaries. The details are as follows.

1. Impose a sustainable development strategy covering good corporate governance which includes identifying, analyzing, assessing and responding to the **Materiality** and risks that impact stakeholders and/or the impacts that stakeholders have on the business in the aspects of economic, society, and environment. These include business planning, business decision making, and business operation process to achieve the target in sustainability development.
2. Adhere to the principles of fairness treatment to business **Good Governance** toward stakeholders and for the benefit of society by upholding good corporate governance and business ethics in accordance with code of conduct and internal audit system. This includes conducting business operations with transparency, honesty, and adherence to integrity while opposing fraud and corruption (Anti-Corruption). The company does not accept illegal and immoral ways of achieving business targets.
3. Set guidelines for sustainable business operation covering all aspects as follows :
 - 3.1. **Economic aspect**
 - **Business Chain** : be responsible for customers, partners, counterparties in business chain by Introducing an efficient production system to deliver high quality, safe and trustworthy products to customers, providing fair return to counterparties, creating good relationships with customers, counterparties and partners, and supporting stakeholders in business chain based on sustainability development guidelines.
 - **Innovation** : develop new innovations and technology aiming for business value creation and sustainable growth. This includes supporting and cooperating with local communities and educational institutes to conduct

research in improving productivity or recycling residuals from production process into new inventions, as well as practically disseminating knowledge and innovation to society.

3.2. Social aspect

- **Human Rights and Labor Practices** : respect and support the protection of human rights in all forms and provide fair treatment to stakeholders, other people, and employees equally without discrimination based on gender, age, skin color, education, ethnicity, religion and personal beliefs. This includes supporting the employees' fair benefits and welfare fairly in accordance with labor laws.
- **Competency Development and Employee Retention** : emphasize the development of employees' potential and capabilities by supporting sufficient training, providing necessary resources, promoting leadership and professionalism, encouraging creativity and entrepreneurship while also fostering organizational engagement to motivate and retain employees.
- **Health and Safety Environment** : promote regular training and raise awareness of occupational health and safety among employees, while fostering a work environment and positive atmosphere to encourage creativity.
- **Community Involvement and Development** : promote local community development such as education, economy, quality of life, and overall social well-being with a commitment to corporate social responsibility. This includes encouraging employees to regularly participate in community activities and to preserve cultural traditions of local communities.
- **Participation of Stakeholders** : encourage cooperation among all stakeholders to create mutual benefits, identify solutions, establish proper measures and channels for dissemination and communication which are inclusive, diverse, and aligned with the lifestyles of all stakeholders.

3.3. Environmental aspect

- **Environmental Management** : operate environmental management by complying with related laws and regulations, seeking for standard raising in efficient environmental management and control, as well as preserving ecosystem and biodiversity. Additionally, all stakeholders are encouraged and supported to recognize the importance of these efforts, which contribute to the sustainable benefit of society and humanity.

- **Efficient Use of Resources** : support efficient resources utilization and seek for reducing and best utilization of resources
 - **Climate Management** : Manage greenhouse gas emissions in strict compliance with relevant laws and regulations. This includes seeking for measures to reduce greenhouse gas emissions and implementing strategies to respond to climate change in order to prevent and minimize potential impacts on business operations.
4. Disclose the sustainability policy, information and operating results in all aspects of sustainability in accordance with the guidelines and requirements of relevant authorities and internationally recognized standards in sufficiency, transparency, and timeliness.
 5. Raising awareness about sustainability among the Board of Directors, managements and employees who are all taking parts in supporting and implementing actions based on this sustainability policy.

Announced on June 26, 2024

Sujarit Patchimnan
(Mr. Sujarit Patchimnan)
Chairman