



The Announcement of Board of Directors,
Ratch Pathana Energy Public Company Limited
No. 4/2024
Whistle Blowing Policy

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Ratch Pathana Energy Public Company Limited (“the Company”) emphasizes conducting business under good corporate governance and business ethics with a well-managed, transparent, and accountable management system, to support both internal and external stakeholders in having channels for reporting concerns or complaints regarding corruption, violation of business ethics or related laws and regulations. To provide a resource of information for enhancing management practices to be more thorough and efficient, the Board of Directors’ meeting of Ratch Pathana Energy Public Company Limited No. 5/2024, held on June 26, 2024, has approved the Whistle Blowing Policy of the company and subsidiaries. The details are as follows.

1. Objectives

- 1.1 To establish channels for complaints and encourage employees and stakeholders to confidently provide information or report any misconduct or fraudulent activities.
- 1.2 To ensure the protection of complainants who provide information, cooperation, or any form of assistance.
- 1.3 To establish transparent and fair practices for investigating misconduct and fraud.
- 1.4 To prevent potential misconduct and fraud, and to facilitate in detecting and minimizing damage caused by such actions.

2. Scope of Policy

Whistleblowers or complainants are able to report significant matters or complaints that may have negative impacts on the company, as follows:

- 2.1 Violation of laws, regulations, rules and the articles of association and/or the rules and regulations of governing authorities overseeing the company
- 2.2 Illegal activities or non-compliance with the company’s policies, business ethics, regulations, anti-corruption, conflict of interest, or violations of human rights.
- 2.3 Being subjected to harassment, threats, or other unfair treatment, excluding cases related to human resource management, such as interpersonal conflicts or unjust performance evaluations. Such matters should be reported to the supervisor or the Human Resources Department.
- 2.4 Actions involving conflicts of interest.
- 2.5 Actions causing harm to the company

3. Whistleblowing Channel

The Company provides employees and stakeholders an opportunity to report misconduct, illegal activities, corruption, or unethical behavior by the company's employees, as well as actions that could pose problems or cause harm to the company. Additionally, it includes the submission of complaints in cases where employees or stakeholders experience violations of rights or unfair treatment through the channels and processes established by the company. The details are as follows:

1. Direct notification in word or written to the direct supervisor. If it is not considered, the higher-level supervisor or the human resources management and development division manager should receive the notification instead
2. Suggestion box
3. Email or company's website:
 - 3.1 Via Website: <https://www.ratchpathana.com>
 - 3.2 Via Email

Contacts	E-mail Address
The Board of Directors	directors@ratchpathana.com
The Audit Committee	auditcommittee@ratchpathana.com
The Corporate Governance and Risk Management Committee	cgcommittee@ratchpathana.com
The Managing Director	MD@ratchpathana.com
Human Resource Management and Development Division	hrmanager@ratchpathana.com

4. The petition and information can be sent by postal service to the Chairman of each committee (Chairman), Managing Director, and Human Resource and Administration Department. The address is as follows:

Ratch Pathana Energy Public Company Limited
636 Moo 11, Sukhaphiban 8, Nongkham sub-district
Sriracha District, Chonburi 20230

In addition, the Company will confidentially keep related information and prioritize the security of the complainant, except when disclosure is required by law.

4. Complaints should include the following details:

- 4.1 Name-surname, address, telephone number or mobile number, and email of the complainant, for the purpose of notifying the results of the investigation. The complainant may choose to remain anonymous if preferred.
- 4.2 Name-surname of the person(s) being complained about, and their address (if any)
- 4.3 The date of the complaint (day, month, and year)

- 4.4 The date, month, year, and location where the complainant observed the behavior or incident.
- 4.5 The circumstances or details of the allegation against the person being complained about, within the scope of the complaint.
- 4.6 Supporting documents or evidence related to the complaint (if any).

5. The process of Investigation of the Misconduct and Fraud

- 5.1 The complaint receiver is tasked with receiving and conducting initial assessments, regardless of whether the complaint is anonymous or includes the complainant's identity (anonymous complaints).
- 5.2 When the complaint receiver has assessed and determined that the information received may involve misconduct or corruption, the receiver will notify the complainant accordingly if the letter discloses their identity, and inform the Managing Director about the complaint. Additionally, the complaint will be registered for further action.
- 5.3 In case the complaint is an employee, the Managing Director will appoint an investigation committee consisting of at least three members to be responsible for conducting the investigation. The committee will have the authority to invite related individuals to provide information and request documents from the involved parties. The direct supervisor of the accused will not be part of the investigation committee and must cooperate with the investigation as requested.

In such cases where the complainant is a director, the Managing Director, or a Subordinates under the Managing Director, the chairman of the Audit Committee shall appoint the investigation committee

- 5.4 The appointment of an investigation committee is to gather evidence, summon individuals knowledgeable about the issues related to the complaint to provide testimony, conduct investigation, and carry out any other necessary actions with thoroughness and fairness to all involved parties.
- 5.5 The investigation committee is responsible for report the investigation result to Managing Director or Chairman of the Audit Committee and then the Audit Committee has to report the Board of Directors.

6. Measures for the Protection of Complainants

- 6.1 The Company will not disclose the name-surname, address or any other information that could identify the whistleblower, complainant, or individuals cooperating in the investigation of the allegations.
- 6.2 The company will keep the information of the whistleblower, complainant, and the accused confidential. Information will only be disclosed when necessary and restricted to personnel responsible for investigating the matter. The disclosure will



be considered to assess based on security and potential harm of the whistleblower, complainant, individuals cooperating in the investigation and the sources of information or related parties.

- 6.3 Whistleblowers, complainants, and individuals cooperating in the investigation, whether employees or external parties, will have their rights protected to ensure their safety and prevent retaliation or mistreatment by the accused.
- 6.4 The company will not take any actions that are unfair to whistleblowers, complainants, or individuals cooperating in the investigation, such as changing job positions, job descriptions, workplaces, imposing leaves, or making threats.
- 6.5 Individuals who have been harmed will receive appropriate and fair compensation for their damage through a proper process.

7. Remediation

The Company has established a mechanism for remediation in cases where the operations cause negative impacts. These include apologies, assistance, rehabilitation, compensation, and/or other forms of action, along with penalties, prevention measures, and corrective actions to prevent recurrence.

8. False whistleblowing or complaints.

If the statements or information provided by a whistleblower or complainant are proven to be fraudulent, resulting in harm to an individual or the company, the company will take disciplinary action in accordance with work regulations and/or pursue legal action if the individuals is an employee. In cases where the harm is caused by an external party, the company reserves the right to take legal action against that individual.

9. Monitoring and reviewing the policy

The company will monitor, manage, and ensure compliance with this policy by reviewing it regularly to keep it up to date and aligned with relevant regulations and laws as necessary and appropriate, at least once a year.

Announced on June 26, 2024

Sujarit Patchimnan
(Mr. Sujarit Patchimnan)
Chairman