



SOCIAL

Social Policies and Practices

The company is committed to responsible business conduct by promoting the participation of all stakeholders in community and social development, as well as respecting human rights and fair labor practices. Additionally, the company recognizes the importance of every employee's well-being and is dedicated to enhancing health, safety, and a good working environment. This includes fostering the development and retention of employees' capabilities. Furthermore, the company promotes and supports awareness among its board members, executives, and employees of their

responsibilities and fairness towards all stakeholders, in compliance with the law and principles of good corporate governance. Therefore, ethical guidelines are established for business operations and the conduct of company executives and employees to ensure awareness and adherence to the same principles.

Human Rights and Labor Practices

The company recognizes the importance of respecting human rights as a fundamental basis for conducting business. At the 5/2024 Board of Directors meeting on June 26, 2024, a resolution was passed to adopt a Human Rights Policy to ensure adherence, support, and promotion of the respect and protection of fundamental rights and human dignity of all individuals involved in the company's operations. This policy is aimed at aligning with domestic laws, international human rights principles, and best practices, including the 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 International Labor Organization (ILO) conventions.

Labor and Human Rights Practices:

1. Respect for Human Rights:

The company respects human rights principles without discrimination based on race, skin color, age, gender, sexual orientation, language, religion, education, cultural practices, social status, wealth, or residential status. This includes disabilities, illnesses, or differing political opinions, in accordance with domestic laws and international standards. The company adheres to human rights principles consistent with its policies.

2. Equal Employment Opportunities:

The company complies with laws ensuring equal treatment and fair employment practices. It provides opportunities for job applicants based on knowledge and abilities, ensuring fairness in hiring practices. The company does not discriminate based on gender, sexual orientation, age, race, ethnicity, skin color, religion, beliefs, social status, family origin, or political views. It also supports hiring individuals with disabilities or physical impairments for suitable positions. When hiring foreign workers, the company ensures equal treatment in accordance with local laws.

3. Child Labor:

The company does not engage in child labor practices, ensuring compliance with local laws and international labor standards.

4. Dignity and Respect in the Workplace:

The company promotes the dignity of its employees and workers, treating them with respect. It does not engage in or condone any form of abuse, harassment, physical or mental harm, verbal abuse, sexual harassment, coercion, or any other actions that violate the rights and dignity of workers.

5. Protecting Women Workers:

Women workers shall not be assigned to work in conditions that may endanger their health and safety. Pregnant employees shall receive adequate protection and benefits as stipulated by law.

6. Compensation and Benefits:

The company complies with labor laws regarding compensation, benefits, and other remuneration, comparable to industry standards, to meet the basic needs of workers and their families.

7. Working Hours:

The company adheres to labor laws regarding working hours, including overtime, rest days, and leave entitlements as provided by law. Overtime and work on rest days shall be voluntary and with the consent of the workers.

8. Termination of Employment:

The company complies with labor laws related to termination of employment, including criteria for severance pay and other compensations as mandated by law.

9. Health, Safety, and Environmental Practices:

The company supports a safe and healthy working environment to enable employees to work to their full potential without adverse effects on their physical and mental health. This includes establishing welfare committees and occupational health, safety, and environmental committees responsible for management and compliance with relevant labor laws and regulations.

10. Promoting Respect and Acceptance of Diversity:

The company promotes respect and acceptance of diversity within the organization, honoring the freedom of expression, participation in negotiations, involvement in various associations, and welcomes complaints or reports related to human rights violations associated with the company. This includes suggestions from employees through the company's various channels.

Human Rights Operations 2024

In 2024, the company implemented human rights policies through various projects and activities, as well as established human resources management practices that take into account related human rights aspects, as follows:

• Respect for human rights, opportunities, equality, and fairness in the workplace.

The company is committed to respecting human rights principles and values equality, fairness, and equal opportunity in the workplace. In 2024, the company drafted human resources management guidelines, which were presented to the management and officially implemented in February 2025. These guidelines align with the human rights policy regarding non-discrimination throughout the recruitment, hiring, development, performance evaluation, and employee compensation processes. The policy aims to prevent and protect employees at all levels from discrimination in any form, whether through exclusion or preferential treatment of any individual or group based on race, nationality, skin color, religion, social status, gender, gender identity, age, disability, political views, or any other factor that could lead to discrimination. This ensures that the operations and the human resource management and development practices are conducted in accordance with human rights policies, laws, and relevant regulations.



• Promoting children’s rights and preventing child labor

The company does not hire or support the hiring of child labor under the age of 18. It also places importance on promoting children’s rights through various projects and activities aimed at providing children and youth with access to better opportunities, especially in education. Examples include scholarship programs, youth painting competitions, and the “Orsomor-noi” project, among others.

Additionally, the company also offers internships to students, which helps enhance the potential of both the organization and the students. This provides multiple benefits, such as creating a new generation of skilled personnel, serving as a recruitment channel for quality employees, and offering students opportunities to gain practical experience.

Internships are part of the company’s Corporate Social Responsibility (CSR), and there is a manual for handling internship programs to ensure that the management of interns is standardized and aligned with the rights of children and youth. This is done in compliance with laws, policies, or related regulations. Interns are provided with the same care and access to benefits as regular employees. For instance, they receive allowances, accident insurance, personal protective equipment, and the right to participate in company activities. In 2024, the company is opening internship opportunities as follows:

Company	Male	Female	Total
Ratch Pathana Energy Public Company Limited	1	3	4
Sahacogen Green Co., Ltd.	1	0	1
Sahagreen Forest Co., Ltd.	0	0	0
Total	2	3	5



• Promotion of women’s rights and protection of female labor

The company places importance on promoting women’s rights and protecting female labor by ensuring that female employees do not engage in work that could be harmful to their health or physical well-being, as required by law. Pregnant employees are provided with a work environment that is safe for their health and well-being during pregnancy. Additionally, the company ensures that female employees are not dismissed, demoted, or have their benefits reduced due to pregnancy. The company also promotes equal opportunities for female workers to develop their knowledge and skills, and ensures that their performance is evaluated fairly, creating opportunities for career advancement without discrimination.

In addition, the company places great importance on and promotes women’s rights through various projects carried out in collaboration with communities and local authorities. These include initiatives such as promoting career opportunities for female labor groups, supporting women’s group activities in communities surrounding the power plant areas, and other similar programs aimed at empowering women and improving their lives.

• **Respect for Human Dignity**

The company places great importance on promoting the dignity and respect of its employees and workers. The company has established human resource management practices, which include provisions regarding labor, stating: “The company will not engage in or support any form of forced labor, nor will it demand or accept security payments from employees, whether upon hiring or during employment, or as a condition of employment unless exempted by law. The company also prohibits physical punishment, harassment, or any form of physical, sexual, mental, or verbal abuse as a disciplinary or control measure.”

These practices, along with other measures, reflect the company’s commitment to respecting labor rights and human dignity, in line with human rights policies such as non-discrimination and opposition to harassment. These practices are further demonstrated by the fact that, over the past three years, there have been no complaints regarding human rights violations or labor disputes.

• **Compensation and Benefits**

The company has a compensation management system based on principles of fairness and equality, ensuring internal fairness while being competitive with external businesses. It also links compensation to job performance. The company conducts job evaluations, manages performance, and uses a salary structure system to administer employee salaries.

In addition to providing benefits and entitlements as required by law, the company also considers providing additional benefits based on the appropriateness of each area. This is aimed at improving the well-being of employees, enhancing security, ensuring a suitable work environment, and boosting morale. The approach to managing compensation and benefits follows the company’s human resources management and development practices.

• **Working Hours**

The company complies with labor laws regarding employee working hours and promotes a work-life balance concept. The standard working hours are set at 8 hours per day, and overtime (OT) should only occur when necessary and with approval from management. The company also supports the use of technology to help reduce workload and unnecessary working hours. Additionally, the company has a policy that supports flexible work arrangements, such as Hybrid working, to reduce travel time and allow employees to choose their work locations freely at times. The focus is on work results rather than tracking time. All of this aims to prevent burnout and enhance employee work efficiency.



• **Promotion of Respect and Acceptance of Diversity**

The company promotes respect for and acceptance of diversity, ensuring that there is no discrimination or exclusion in any form. It recognizes and treats all employees equally, including those with diverse gender identities (LGBTQ+), from the recruitment process to the employment stage. The company also respects individuals’ freedom of expression, allowing employees to freely express their thoughts. It provides various channels through which complaints, suggestions, or reports of human rights violations related to the company can be made. These channels are accessible to all stakeholders, both internal and external. Additionally, the company ensures that whistleblower information remains confidential and anonymous.

Furthermore, the company has established a human rights task force to oversee and guide human rights issues in line with the company’s human rights policy. The task force’s responsibilities include promoting group collaboration for expressing thoughts and encouraging employee participation in human rights activities. Clear plans for meetings and missions are outlined for the task force to follow.

• Promoting Human Rights Knowledge to Employees

In 2024, the company organized a training course titled “Business and Human Rights” by specialized experts from the Department of Rights and Liberties Protection, Ministry of Justice, to promote human rights knowledge to employees in all areas. The training covered not only rights and duties related to business but also provided knowledge on managing harassment, which is related to human rights issues. A total of 123 employees, including both management and operational staff, participated in the training, representing 67% of the total workforce.



Furthermore, the company also supports its business partners and associates, as well as stakeholders, in becoming aware of the human rights policy as a guiding principle for consistent practices, as follows:

1. Conducting thorough and comprehensive Human Rights Due Diligence (HRDD) on business operations or areas where the company may have influence or support.
2. Communicating and fostering understanding among stakeholders regarding the business value chain of the company, its subsidiaries, and operations managed by the Ratch Pathana and Affiliates, as well as business partners and associates, by encouraging and supporting continuous adherence to the policy.
3. Establish channels for receiving complaints or reports of human rights violations related to the company, ensuring fairness and protection of information for individuals who file complaints or report human rights violations connected to the company, in accordance with the protective measures specified in the Whistle Blowing Policy and Personal Data Protection Act (PDPA) policy.
4. Company board members, management, and employees who fail to comply with this policy are considered disciplinary offenses punishable according to the company’s regulations. If such actions constitute legal violations, they may be subject to legal penalties as per relevant laws.
5. Remediation for Affected Parties The company has established a remediation mechanism in cases where its operations cause adverse impacts. This includes measures such as issuing apologies, providing assistance, restoring conditions, compensating, and/or other forms of redress. Additionally, the company implements disciplinary actions and preventive measures to ensure such incidents do not recur.

The company’s operations during the period from 2021 to 2023 saw no incidents related to human rights violations and no labor disputes.

Title/Year	2022	2023	2024
Number of human rights violations	0	0	0
Number of labor disputes	0	0	0

Employment

Recruitment and Selection Policy:

The company recruits personnel based on their knowledge, skills, and essential qualifications for each job type, alongside their character, to strengthen and become a vital force in driving the organization according to the appropriate manpower ratio and in line with business objectives. All applicants are treated equally throughout the recruitment, selection, and hiring processes. In recruitment, the company has a policy for developing employee potential and supporting internal job rotation. If an employee is evaluated to have good work potential, they may be assigned challenging tasks and higher responsibilities to fill vacancies or provide opportunities for advancement, thus opening up opportunities for internal staff growth. Additionally, the company recruits external personnel with knowledge and abilities to join the organization.

Guidelines for Employment Practices:

1. The company does not engage in any form of forced labor in its hiring practices.
2. The company complies with laws and regulations to ensure equal rights for all employees.
3. The company establishes a proper employment system with clear employment contracts that comply with the law and have explicit terms of employment.
4. The company's hiring practices are based on the ability to perform job duties, with work performance taking precedence over personal characteristics.
5. The company promotes the hiring of local labor and creates opportunities for career development to improve the quality of life in the local community. Race nationality age gender identity residency status disability as well as political opinions and rights, or any other matters. Additionally, the company prioritizes internal employees with suitable knowledge and qualifications for vacant positions. Only if no internal candidates are selected will the company proceed with external recruitment.

Ratch Pathana and Affiliates has a standardized and fair employee selection system. The application process includes a written exam and an interview to evaluate the candidates' competencies and organizational fit. Candidates are also required to take a health examination before starting work. The employee classifications according to company affiliates are as follow.

Number of employees for the year 2024

Company	Male	Female	Total
SCG	36	33	69
SGN	65	25	90
SGF	38	9	47
Total	139	67	206

Dissection	SCG		SGN		SGF		
Number of Employees by Age Group	Male	Female	Male	Female	Male	Female	Total
Under 30 years	9	12	6	1	5	1	34
30–50 years	14	21	55	23	33	8	154
Over 50 years	10	3	4	1	0	0	18
Total	33	36	65	25	38	9	206
Number of Employees by Position Level	Male	Female	Male	Female	Male	Female	Total
Operational Level	14	15	55	19	31	8	142
Management Level	11	20	10	6	7	1	55
Senior Executive Level	8	1	0	0	0	0	9
Number of Employees by Region	Male	Female	Male	Female	Male	Female	Total
Bangkok	8	10	2	1	0	0	21
Northern	6	1	61	24	3	1	96
Eastern	14	19	1	0	3	0	37
Central	3	1	1	0	30	8	43
Southern	0	1	0	0	0	0	1
Northeastern	2	4	0	0	2	0	8
Total	33	36	65	25	38	9	206
Number of Employees with Disabilities and/or Elderly	5		0		0		5

Promotion of Elderly Employment

In 2024, the company prioritized promoting elderly employment to create sustainable job opportunities and enhance social value. A total of five elderly employees were hired in various positions, including roles within the organizational structure, such as executive directors and advisors. These positions were offered through employment contracts tailored to each individual's experience and expertise.

To enhance the quality of life for retirees, the company launched the “Valuing Retirement” initiative, which focuses on job creation and continuous income generation. This is achieved through various company projects, including the Biomass Ash Organic Fertilizer Project, the Fast-Growing Tree Plantation for Energy Project, and the Sustainable Holy Basil Community Project for healthy and interested elderly individuals. Over the past year, the company has provided opportunities for more than 20 elderly individuals to work alongside the company.



This approach reflects the company's commitment to supporting and prioritizing elderly employment. Not only does it provide them with income and a better quality of life, but it also leverages their experience and skills for the benefit of both the organization and society as a whole.

Promotion of Employment and Support for People with Disabilities

In 2024, the company has not yet employed persons with disabilities due to the absence of suitable job vacancies and the lack of a legal requirement to do so. However, the company remains committed to promoting the rights of persons with disabilities and underprivileged groups in society. This is achieved through active participation in activities and support for initiatives aimed at creating opportunities and improving the quality of life for these groups.

Throughout the past year, the company has collaborated with CSR networks and partners to support and participate in a total of 10 projects dedicated to assisting and empowering persons with disabilities and disadvantaged individuals. Key examples of these projects include:



- Storytelling for the Blind Project – Supporting learning and enhancing the imagination of visually impaired individuals.
- Donation Activities for the Underprivileged and Persons with Disabilities – Providing assistance and sharing resources with those in need. Supporting a housing adaptation project for persons with disabilities, the elderly, patients in acute conditions, and dependent individuals in Wang Tabak Subdistrict, Phran Kratai District, Kamphaeng Phet Province, benefiting 20 individuals. Additionally, supporting volunteer activities for constructing restrooms for persons with disabilities and the elderly in Huai Nam Sai Village, benefiting eight individuals in Village No. 3, Wang Tabak Subdistrict, Phran Kratai District, Kamphaeng Phet Province.
- Old Desk Calendar Donation Project – Donating used desk calendars to schools for the blind to be repurposed as learning materials for visually impaired students.
- These initiatives reflect the company's commitment to fostering an inclusive society, promoting opportunities for persons with disabilities and underprivileged groups, and supporting sustainable development for the long-term benefit of society.

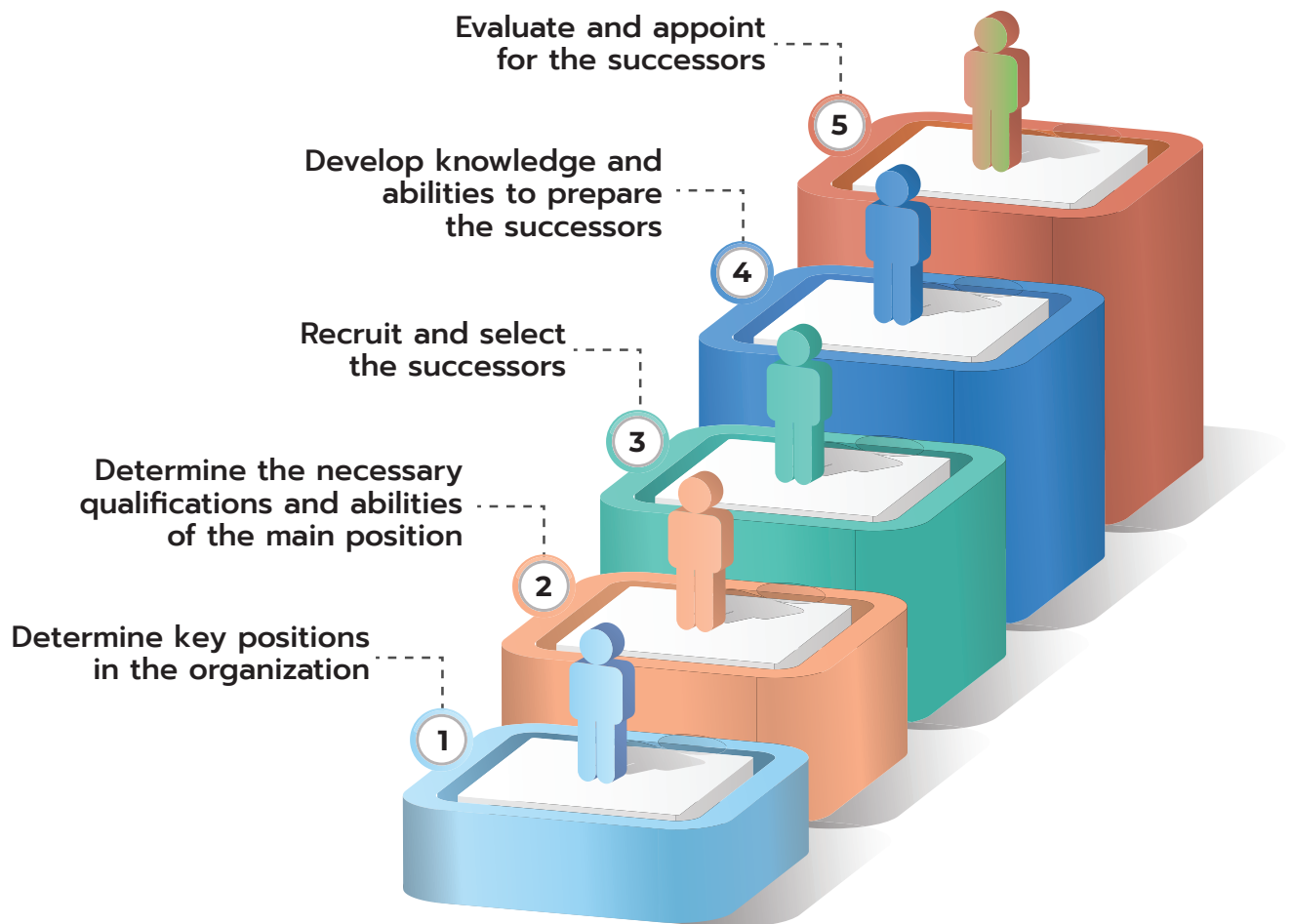
Policy and Practices Regarding Local Labor Recruitment:

The company places importance on building the grassroots economy and developing the well-being of local communities. Therefore, it has policies and practices focused on selecting and recruiting personnel that promote the hiring of local labor. This includes prioritizing the employment of individuals and contractors who are native to the company's location. This initiative aims to create job opportunities for people in the community, reduce local unemployment rates, and promote the professional development of community members to align with and meet labor market demands. The ultimate goal is to improve the quality of life for individuals in the local community

Company	Number of employees	The number of employees from the local community			The employees from the local community (%)
		Male	Female	Total	
SCG –Chonburi	69	10	16	26	37.70
SGN – Lamphun	90	36	13	49	54.44
SGF- Kamphaeng Phet	47	28	7	35	74.47

Succession Planning Policy

It's a proactive plan and preparation for the recruitment and selection process. To replace the position "position important work" immediately, with predictions and estimates in advance caused by retirement or the uncontrolled situation. The personnel selected to prepare to be "Successors" will focus on the search for "Talented and good people" within the organization (Build) with knowledge, ability and appropriate qualifications before recruiting from outside. The company has established the process of creating a succession plan as follows:



Moreover, the management team realized the importance of creating executives in order to inherit the highest management position with the following principles.

1. Set up the descriptions of Chief Executive Relevance and organization strategy including specifying qualifications, knowledge, skills required.
2. Select secondary level executives with potential and ability.
3. Analyze qualifications individually to find strengths for further development.
4. Set up individualized development plans to promote the development and capabilities.
5. Providing secondary level executives have a chance to be close, working with senior executives – department level, both at the line level and skipping work.
6. Define potential secondary level executives as successors.
7. Prepare high-level executives to be ready to accept work in other fields if necessary.

8. Prepare personnel with specific talents to have more comprehensive management capabilities. To receive senior management jobs
9. Provide middle level management with more opportunities to manage work, both at work level and skipping work
10. Organize training for high and middle level executives to have a sense of responsibility and loyalty to the organization to get more vision.
11. Arrange training for executives in each department to have more potential Practice planning in advance and promote systematic thinking for secondary level executives.
12. Provide systematic writing plan for secondary level executives.
13. Provide a replacement for executives at some level to increase the efficiency of business management.

Managing Salaries, Wages, and Benefit

Ratch Pathana and Affiliates provides salaries and compensation to employees based on principles of justice, corresponding to their job responsibilities and competencies. The opportunity is equivalent for all genders. The compensation is also competitively adjusted in the industry to attract talented individuals to join the firm while motivating current employees to continuously improve their performances. The company also has clear KPIs for evaluating employee performance, creating mutual understanding between supervisors and employees while leading to improvement of work and human resources.

The company has an employee performance evaluation system with clear measurement criteria, utilizing Key Performance Indicators (KPIs) to assess work performance and success, as well as Competency assessments. This ensures that both supervisors and employees share a common understanding of the evaluation framework.

Additionally, employee development planning is incorporated as one of the Common KPIs for both employees and their supervisors. This approach guarantees equal opportunities for all employees to continuously develop their potential and grow alongside the organization. As a result, performance evaluations not only assess work outcomes but also drive both employee and organizational development simultaneously.

Employee compensation in 2022-2024 (million baht)

Job category	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Office and administrative support	47	49	52	53	56	60
Operations	83	11	79	8	80	9
Number of Elderly Employees	1	60	1	0	1	0
Total overall	131	60	132	61	137	69
Male Employee Compensation (Million Baht)	113.72		116.51		130.06	
Female Employee Compensation (Million Baht)	82.00		83.50		90.50	
Employee compensation (million baht)	31.70		33.00		39.50	
Contribution to Provident Fund (million baht)	2.90		3.60		4.30	
Number of employees participating in the provident fund	179.00		163.00		172.00	
Percentage of employee's members of the provident fund (%)	93.71		84.46		83.00	