SERMSANG POWER CORPORATION

Approved by:
Resolution of the Board of Directors Meeting No. 8
Dated 12 November 2025 (Agenda 7)

# Corporate Sustainability Development Policy of Sermsang Power Corporation Company Limited and its Subsidiaries

The Group operates its business under a good governance policy with transparency and verifiability towards the goal of corporate sustainability and its commitment to business development in line with creating a balance in economy, society and environment. The Group is committed to maintaining itself as a good corporate citizen for sustainable outcomes and stable growth with social acceptance in accordance with good ethics and corporate governance principles, while generating effective returns to shareholders by taking into account the impact of business operations on stakeholders of the Group in all aspects. The Board of Directors has therefore established an organizational sustainability development policy as a guideline for the Group's business operations as follows:

## 1) Sustainability strategy

The Group has established an organizational sustainable development strategy that covers a good corporate governance and management of corporate, new projects, and other risks that may arise in the future. In the meantime, the Group emphasizes the importance to assess and respond to risks which affect the corporate sustainability in economic, social, environmental, and governance dimensions for business planning, decisions, and operational processes to maintain the stability and sustainability of the organization.

## 2) Good governance

The Group has set guidelines for stakeholders in the Code of Conduct Manual, taking into account the responsibility to stakeholders, such as shareholders, employees, customers, business partners, contract parties, communities, society, and environment. It also promotes free and fair trade competition, while avoiding actions which may cause conflicts of interest and violations of intellectual property, including all forms of fraud and corruption in the following topics:

### 2.1) Corporate governance

The Group is committed to performing business with appropriateness, honesty, fairness, transparency, and verifiable disclosure of important information. The Group takes into account benefits and impacts on shareholders, customers, business partners, employees, and all stakeholders, in line with the sharing of benefits appropriately and fairly.

2.2) Social responsibility

The Group focuses on its corporate social responsibility (CSR) under ethical principles to ensure fairness to all stakeholders involved and the principles of good corporate governance as a guideline to maintain a balance of operations in the economy, community, society, and environment towards sustainable business development.

2.3) Compliance with laws, rules, and regulations

The Group adheres to compliance with the laws, regulations, and related international business ethics. It is required that directors, executives, and employees act in accordance with the laws, regulations, and rules, with no involvement, assistance, or any acts in any ways in the violation of laws and other relevant rules and regulations.

2.4) Compliance with intellectual property laws

The Group does not support any actions that are infringement of intellectual property rights. The directors, executives, and employees must perform duties under the laws, regulations, and rules, with no involvement, assistance, or any acts for the violation of laws, rules, and other regulations related to intellectual property rights.

2.5) Efficient use of resources

The Group encourages directors, executives, and employees at all levels in the organization to use resources efficiently, appropriately, and sufficiently for maximum benefits, as well as communicating, educating, supporting, and creating awareness among employees, including all related parties to manage the use of available resources for the greatest benefit of the organization.

3) Economy

The Group continuously seeks ways to develop and improve operational efficiency in all activities. The Group defines goals, measurement, follow-up, and assessment for the sustainability of innovation development and promotion activities, in line with new technologies as part of its business strategy to create an added value and long-term growth of the organization, including social and environmental benefits. It also provides support to

stakeholders, such as shareholders, employees, customers, business partners, contract parties, communities, society, and environment throughout the business chain and business operations in accordance with sustainable development guidelines.

4) Safety

The Group emphasizes awareness and culture on safety, environmental protection, and social responsibility continuously and consistently. The Group also sets a target of "zero" accidents at work by developing, improving, and raising safety standards to exceed those required by laws, with prohibition of any operations without safety control measures, including no safety equipment or appropriate and adequate safety training.

5) Human rights

The Group respects human rights and creates equality and non-disparity within and outside the organization by not doing anything in the violation of rights and freedoms of individuals directly or indirectly. The Group also does not discriminate against birthplace, race, sex, age, skin color, religion, physical condition, status, and nationality. It shall promote its compliance with human rights within the Group.

Additionally, the Group prevents its business from involvement of human rights violations, such as forced labor and child labor, while treating all stakeholders with fairness and non-discriminatory as well as respecting their human dignity.

6) Fair labor treatment

The Group establishes a policy for all employees to live in harmony and a respectful working environment with fair treatment to all employees and no exploitation of each other. The Group also maintains human resource management in every step for maximum efficiency with personnel recruitment and development, as well as continuous training for employees, fair remuneration, and appropriate welfare arrangements. In addition, the Group also enhances all employees for their career growth opportunity, with support of learning at all levels in the organization to develop professional skills under the right working environment through the Group's policies as follows:

6.1) Remuneration and welfare to employees

The Group has a remuneration policy with fairness and appropriateness according to the potential of each employee, as well as fairly creating career growth and security. The Group also provides welfare, both required and not required by laws, including social security and health and accident insurance, including various types of assistance such as cremation or funeral expenses for the deceased parents of employees.

6.2) Knowledge development and training of employees

The Group promotes human resource development by encouraging employees to develop their knowledge and abilities with good attitudes, morals, ethics, and teamwork through training, seminars, etc., for their effective skills development.

In addition, the Group also supports organizational and human resource development by focusing on efficient work processes, clear roles and duties, appropriate remuneration and performance appraisal to enhance their potential at work.

6.3) Occupational health and safety

The Group establishes a policy to enhance occupational health and safety with good hygiene to employees. It focuses on preventing accidents that may occur to employees, while raising awareness on their safety. The Group also provides knowledge through training and their health promotion, with nothing harmful to the customers or service recipients, as well as maintaining their workplace to always be safe and in good hygiene.

**7) Responsibility to consumer**

The Group is committed to producing quality products with efficient production processes. It effectively generates and supplies electricity with the power transmission system to meet the needs of every customer. The Group also develops and trains their personnel in providing highest satisfaction to customers.

**8) Society and community**

The Group supports personnel development by providing necessary training, knowledge, and resources, as well as creating a safe working environment to fully promote their creativity, potential, and capability at work according to comprehensive needs and satisfaction of customers, in terms of both quantity and quality of products

and services in line with the contracts. The Group also strengthens and promotes the participation of communities and relevant stakeholders with openness for their opinions and advice with transparency and constructiveness, while treating them equally with respect to their differences and support for the development of quality of life and the community strength. It cooperates with government agencies, industrial associations, business partners, and civil societies, and other stakeholders towards their participation in the development and/or application of good industrial sustainability standards and practices and/or other sectors.

The Group has a policy to perform business operations for economic and social benefits and adheres to good citizenship practices in compliance with all relevant laws and regulations. The Group is committed to developing, promoting, and enhancing the quality of life in both society and the community, along with the growth of the Group according to business ethics. At present, the Group manages the plans and designs of its construction projects by taking into account the impact on the drainage system for agriculture and consumption of the local community.

The Group is committed to building relationships with nearby communities, thus continuously supporting the activities of the community and creating projects which take into account the suitability and benefits to the community and society towards sustainable community development.

9) **Environmental responsibility**

The Group performs its environmental quality and biodiversity management in accordance with the criteria of relevant laws and regulations, along with investing, developing, and improving the environmental management system, and seeking new measures and methods to enhance the efficiency of environmental management and quality control.

The Group seeks ways and methods to reduce the use of resources and energy, as well as the emissions of pollution, waste, and greenhouse gases to prevent, control, and minimize the impact on the environment, community, and society. It also establishes the methods for assessment of risks and impacts of climate change on production and business operations towards stable and sustainable growth.

The Group sets a policy on environmental protection by taking into account the environmental safety in all business processes from the project development until the commencement of operations according to the guideline as follows:

9.1) Survey and Initial Environmental Examination Report (IEE Report): The Business Development and Engineering Department of the Group shall survey areas with the community personnel to assess potential impacts on the environment and hire an external juristic person to prepare a preliminary environmental impact assessment as part of the report for construction project assessment.

9.2) Establishment of systems and rules for operations: The Engineering Department of the Group shall cooperate with contractors or relevant agencies in the establishment of systems and rules to prevent construction or business operations from affecting the environment and the surrounding communities, both directly and indirectly.

9.3) Disposal of Toxic Sewage from Projects: The Group has a policy to outsource toxic waste from projects, such as solar panels and damaged or expired equipment. The project staff collect toxic waste in the designated place. Then, an external juristic person takes the toxic waste out of the factory for disposal in the permitted area.

9.4) Systematic environmental management: There is a follow-up evaluation and review for continuous development.

10) **Disclosure of information**

The Group maintains disclosure of sustainable corporate development policy as well as sustainability and performance data in all dimensions according to the rules and requirements of relevant agencies, including adequate, transparent, and timely international standards to represent the intentions and commitments to sustainable organizational development. The Group also discloses this policy to employees, staff, and stakeholders to acknowledge and follow at work in business operations.

11) **Morals, ethics, social and environmental responsibility**

The Group creates awareness among executives and employees through communication and annual training on morals, ethics, honesty, and good corporate governance principles as well as social issues in practice and business operations towards their social and environmental responsibility. The Group considers this critical to organizational sustainability.

12) **Compliance to policy**

Directors, executives, employees, and staff at all levels have duties to support, promote, and operate in accordance with this corporate sustainability development policy as the Group's culture for business operations which take into account the balanced benefits to economic, social, and environment.

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( Mr. Varut Tummavaranukub )

Chief Executive Officer

Sermsang Power Corporation PLC

Record of Revision History – Resolution of the Board of Directors Meeting No. 3, February 27, 2025 (Agenda 9)