



Sustainability Management Policy

Ratchthani Leasing Public Company Limited

Revised in 2024

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1.Introduction

Ratchthani Leasing Public Company Limited (“ the Company”) realizing good corporate governance and effective risk management, along with responsibility towards stakeholders throughout the business value chain both in terms of environment, society and corporate governance, align with the business direction and strategy, including the Sustainable Development Goals (SDGs) of the United Nations. With a commitment to continuously improve the quality of operations and develop competitiveness to build confidence among all stakeholders, which will lead to sustainable increase in value and worth of the business, the Company has set this sustainability management policy for the directors, executives, employees and its subsidiaries to adhere to as a guideline.

2.Sustainability Governance

To implement the sustainability management policy, the sustainability governance structure and related support agencies are established as follows:

2.1 Board of Directors

- (1) Set goals, policies, and plans for conducting business in a sustainable and appropriate manner, taking into account the highest benefits of the business and all stakeholders.
- (2) Supervise the Company's operations to ensure that they are in accordance with the specified business goals, policies, and plans.

2.2 Nomination, Remuneration, and Corporate Governance Committee

- (1) Consider the determination, review and propose amendments to the corporate governance policy, business ethics, including the corporate governance and sustainability policies and practices of the company to the Board of Directors.
- (2) Supervise, monitor and evaluate the implementation of good corporate governance policies, business ethics, and policies and practices regarding corporate governance and sustainability of the business.
- (3) Recommend best practices on corporate governance and sustainability of the business to the Board of Directors, subcommittees, management and relevant persons.

2.3 Executive Committee

- (1) Set guidelines for implementing the good corporate governance policy, sustainability management policy, human rights policy, and other related policies.
- (2) Manage sustainability in terms of environmental, social and corporate governance dimensions.
- (3) Report on the Company's sustainability performance to the Board of Directors.

2.4 Sustainability Management Committee

- (1) Consider proposing guidelines for the Company's operations in accordance with the good corporate governance policy, sustainability management policy, human rights policy, and other related policies to the Board of Directors and relevant subcommittees.
- (2) Set sustainability management action plans, including directing and coordinating with relevant departments to implement such plans.
- (3) Follow up on the implementation of the Company's sustainability management guidelines and plans.
- (4) Report on the Company's sustainability performance to the Board of Directors and relevant subcommittees.

2.5 All Business Function

- (1) Study and understand the company's goals, policies, business plans and sustainability plans.
- (2) Implement and support sustainability operations to achieve the organization's goals to meet the expectations of all stakeholders.

3. Management of Impact on Stakeholders in Business Value Chain

The Company set to have the analysis and management of impact on stakeholders in the business value chain which represents the relationship of stakeholders in business operation from upstream to downstream, aiming to create value of products and services to meet expectation of key stakeholders, both internal and external, of the corporate.

In this regard, to know both positive and negative impacts and connecting issues between the Company and stakeholder, the Company requires the assessment and review of stakeholder's expectation at least once a year. When the stakeholder's expectation is known, the Company shall identify the guideline to respond to each stakeholder's expectation. This reflects the cooperation and mutual value creation between the Company and stakeholders to reduce risks and create added value to business sustainably.

4. Sustainability Management in Environmental Dimension

The Company operates in accordance with environmental laws, regulations and rules related to the Company's business operations. To reflect the Company's commitment to reducing negative impacts on the environment, and reduce activities that impact climate change. The following actions are implemented:

4.1 Energy Management

The main energy that businesses generally need to use is electricity and fuel, which are considered basic production factors for all businesses. It can be said that all businesses must rely on energy and inevitably have an impact on the environment. Effective energy management not only helps reduce environmental impacts, but also helps control business costs. Therefore, the following energy management guidelines have been established:

- (1) Promote an organizational culture that is conscious of energy conservation, uses energy with appreciation, and manages energy for maximum efficiency, such as using electrical equipment that saves energy and reduces energy loss, and reusing energy, etc.
- (2) Consider choosing to use clean energy or renewable energy such as solar energy, water power, wind power, biomass energy, etc.

4.2 Water management

Most businesses are involved in the use of water resources, whether in the production process or even for consumption in office buildings. Effective water resource management reduces the cost of doing business and reduces the risk of shortages of quality water resources. Therefore, water management guidelines are set as follows:

- (1) Promote an organizational culture that is conscious of water conservation, uses water with appreciation, and manages water for maximum efficiency, such as using water-saving equipment, reusing water, or reusing treated water, etc.
- (2) Participation in developing or maintaining water quality, such as considering buildings with efficient wastewater treatment systems to prevent contamination in water sources, etc.
- (3) Participation in the conservation and development of water sources to restore the fertility of water sources.

4.3 Waste, waste and pollution management

Businesses in general contribute to the generation of waste, waste and pollution in almost every business process. Waste, waste and pollution management will help ensure that businesses can control and reduce their negative impacts on society and the environment appropriately. The following waste, waste and pollution management guidelines have been established:

- (1) Reduce the amount of waste or waste, such as avoiding waste creation, reusing resources, recycling waste, etc.
- (2) Promote an organizational culture that is environmentally conscious and aware of the impact of waste, waste and pollution, such as campaigning for employees to think before using to reduce the amount of waste, separating waste for reuse or recycling, reducing the amount of paper used, etc.
- (3) Participation in controlling dust at the source, such as controlling air emissions, engine maintenance, improving the fuel combustion efficiency of machines and vehicles, etc.

4.4 Greenhouse gas management

The Company's business operations may indirectly create impacts from greenhouse gas emissions, such as the combustion of fuels from transportation caused by the Company's vehicles and employees, the use of electricity, etc. Therefore, the greenhouse gas management guidelines are set as follows:

- (1) Promote an organizational culture that instills environmental awareness.
- (2) Create knowledge and understanding and support employees to help reduce the impacts related to global warming and climate change problems.

5. Sustainability Management in Social Dimension

The Company operates in accordance with the laws, regulations and rules on social management related to the Company's business operations, including respect for human rights in accordance with international principles. To reflect the Company's commitment to managing such matters, the following actions are determined:

5.1 Treatment of employees

Treating employees and labor with consideration for human rights, which not only reduces compliance risks or the opportunity for human rights disputes, but also improves employee engagement, leading to a reduction in the risk of personnel shortages and lowering the cost of training and developing new employees to replace who resigned, as well as improving work efficiency and effectiveness, therefore, the following guidelines for employee treatment are established:

- (1) Set fair practices regarding human rights and labor, from the hiring process, compensation, training and potential development, development of employee engagement and satisfaction, including management of safety, occupational health and working environment.
- (2) Respect human rights, take into account equality and diversity, without discrimination based on gender, skin color, race, nationality, age, religion, language, culture, opinion, sex orientation, disability or any other status.
- (3) Develop skills and provide training for equal opportunities for employee advancement by promoting employees to receive training each year in a proportion of not less than 50 percent of the total number of employees.
- (4) Give importance to the health and safety system of employees by establishing a policy and work plan for safety in the workplace to prevent and reduce accidents, with evaluation, monitoring and continuous improvement.
- (5) Caring for employees to have a balanced personal and work life by providing equal care for employees, providing appropriate compensation and benefits, and creating a good working environment.

5.2 Treating Customers

Treatment of customers, who are an important stakeholder group, because they have a great influence on the survival of the business. The company must always adapt to respond to the needs or expectations of customers in order to maintain its competitiveness. Therefore, the guidelines for treating customers are as follows:

- (1) Continuously develop customer satisfaction by understanding and responding to customer needs and building good relationships and experiences between the Company and customers before, during and after providing services to create business relationships that will generate long-term income.
- (2) Aim to provide customers with information to make decisions that are correct, complete, transparent and fair, reflecting business responsibility, ethics and honesty.

- (3) Manage customers' personal information safely and respect privacy rights, which will lead to building trust and confidence from customers in the long term.

5.3 Treatment of Business Partners

The relationship between the Company and its business partners should be in the nature of a partnership that aims for mutual growth. Since the operations of business partners can inevitably affect both risks and opportunities for the business, the company must manage its business partners appropriately. Therefore, the Company has set the following guidelines for business partners:

- (1) Give importance to the selection of business partners to ensure that they have appropriate operating methods and take into account social and environmental issues, such as respecting human rights and treating business partners' own workers fairly, and operating with appropriate consideration of social and environmental impacts, etc.
- (2) Set clear and fair criteria in the procurement process, including a process for following up with partners to ensure that operations are carried out in accordance with trade agreements and contracts.
- (3) Consider green procurement to reduce the environmental impact of various activities, such as selecting environmentally friendly products and services.
- (4) Jointly develop the long-term potential of business partners by helping to develop and enhance the business capabilities of business partners in order to build on and promote sustainable growth together.
- (5) Promote the Company's trading partners to be aware of anti-corruption and encourage them to join the network to fight against corruption.

5.4 Community and social engagement

Business, community and society are related as neighbors. Business cannot operate if it is not accepted by the community and society. Since they are factors that influence the success of business operations, the guidelines for community and society are as follows:

- (1) Conduct business with responsibility towards the community and society in order to create good relationships for sustainable coexistence and to prevent conflicts among each other which are obstacles to the success of the business in the long term.
- (2) Promote people of all groups in society to have more knowledge and opportunities to access financial services.
- (3) Support economic growth through local employment, including hiring disadvantaged individuals and the recruitment of interns. Which will help develop the skills and potential of the workforce, thus supporting human, economic and social development simultaneously.
- (4) Organize activities to develop the lives and well-being of people in society by using available resources such as employees, knowledge, expertise, and budget to help develop communities to be stronger and create positive changes in society, which will lead to the creation of sustainable value for business and society.

6. Sustainability Management in Corporate Governance Dimension

The Company aims to become a leading business organization that achieves sustainable success and create long-term value for shareholders and all stakeholders. The company is committed to conducting business in accordance with the principles of good corporate governance and emphasizes having ethics in business operations to serve as a framework of behavior that reflects the organization's values. In the past, the company has established a good corporate governance policy that is consistent with the principles of good corporate governance for listed companies in 2017 published by the Securities and Exchange Commission, consisting of the following practices:

- Principle 1 Recognizes the role and responsibilities of the Board of Directors as a leader of the organization that creates sustainable value for the business.
- Principle 2 Set the main objectives and goals of the business that are sustainable.
- Principle 3 Strengthen effective boards
- Principle 4 Recruitment and development of senior executives and personnel management
- Principle 5 Promote innovation and responsible business practices
- Principle 6 Ensure that there is an appropriate risk management and internal control system.
- Principle 7 Maintain financial credibility and disclosure
- Principle 8 Supporting stakeholder engagement and communication

The Company has established a code of conduct for its directors, executives and employees to adhere to with responsibility, honesty, integrity, morality, ethics and consideration for all stakeholders.

The Company also realizes the importance of systematically managing business risks, which will help the operations achieve sustainable goals and create appropriate returns for all stakeholders. Therefore, the Company has established a risk management policy, which includes the determination of the risk management structure, identification of major risk types, risk measurement and assessment, risk response, risk control and monitoring, and business continuity management. Including business continuity management to ensure that directors, executives and employees have knowledge, understanding and can use it as a guideline for risk management appropriately.