

Nova Empire Public Company Limited

Sustainable Development Policy

Nova Empire Public Company Limited operates the business under the Company's Corporate Governance Code, focusing the investment in the energy business in all forms by taking into account the sustainable coexistence issues for all three aspects, which are environment, society, and community, where the value is still continuously added to the shareholders and investors. However, the Company formulates the management framework for sustainable development as follows:

1. Create business growth by the investment in the energy business and maintain the proportion between clean energy business or renewable energy and other forms of energies or other businesses in the suitable proportion by committing to be part of the global community according to the related Sustainable Development Goals (SDGs).
2. Build reliability in business operation by self-conduct according to the laws, ethics, and traditions in all areas entered into operating the business.
3. Create organizational management transparency to be an organization with virtue, transparency, anti-corruption of all forms, political neutrality, and promotion of fair competition.
4. Respect and protect fundamental human rights, equity, and non-discrimination.
5. Simultaneously give precedence to stakeholders and evaluate the expectation of stakeholders by aiming at sustainability creation together through social and business activities.
6. Fairly manage human resources, particularly labor employment, promotion, and support, to ensure the appropriate skill, knowledge, and virtue development for existing human resources.
7. Give precedence to the environmental impacts by applying the environmental operation issues, both negative and positive impacts, in the investment decision process.

However, the Company schedules to regularly monitor and evaluate the expectation of stakeholders to the Executive Committee and the Board of Directors at least once a year.

(Parleerat Panboonhom) (Sukanya Tipmanee)

Authorized Signatory Director

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