



Driving Business for Sustainability

The Company is steadfast in its pursuit of sustainable business growth, meticulously assessing benefits and impacts across its supply chain. It boasts a dedicated sustainability task force to craft policies, strategies, and goals in harmony with its operations, fostering a culture of sustainability. Moreover, it transparently communicates sustainability achievements to the public. This task force, spanning diverse departments, provides sustainability reports to the Corporate Governance and Sustainable Development Committee, ensuring rigorous oversight. Furthermore, the organizational strategy department diligently oversees the integration of sustainability into strategic planning, facilitating the Company's global sustainability objectives.

Moreover, the Corporate Governance and Sustainable Development Committee oversees sustainability matters pertaining to corporate governance, society, and the environment. Its responsibilities include making recommendations, reviewing policies and action plans, and ensuring transparent disclosure aligned with international standards or industry benchmarks.

Sustainability Management Policy and Goals

The Company has crafted a sustainable business development policy, emphasizing value creation across three dimensions: economic (Growth), social (Good), and environmental (Green), anchored in robust corporate governance. This sustainability policy of 2023 underwent review, initially endorsed at the Corporate Governance and Sustainable Development Committee session on May 31, 2023, and subsequently ratified during the Company's board meeting on October 17, 2023, as outlined below.

1. Exemplary Corporate Governance

Uphold transparency and uphold rigorous ethical principles, implementing a robust anti-corruption policy, and overseeing risk management across the entire value chain.

2. Cross-Sector Collaboration for Sustainable Development

Heighten public consciousness, engage with governmental bodies, enterprises, local communities, and civil society to advance sustainable development through advocacy for legislation, and cultivate awareness of environmental preservation and energy conservation.

3. Empowering Community Energy Resilience

Nurture regional economies, stimulate community growth, and foster mutual benefits by facilitating community access to sustainable and dependable energy resources.

4. Minimize Environmental Footprint

Implement the 'circular economy' model to decrease resource consumption and waste generation, mitigating environmental impact across all facets.

5. Customer-Centric Service with Data Privacy

Effectively cater to customer demands while upholding data privacy and security. Employ state-of-the-art technology and robust data protection systems.

6. Foster Creative Growth through Eco-Friendly Innovation

Nurture business expansion via ongoing eco-conscious innovation, embracing value-added technologies for mutual prosperity.

7. Strengthen Value Chain Capacities

Boost organizational strength and ensure sustained advancement by bolstering employee readiness, fostering business partnerships, and enhancing capabilities across all levels of the value chain.

8. Embrace Diversity, Uphold Human Rights

Strive to become an organization that celebrates and honors diversity, upholding principles of equality and fairness for everyone.

9. Safeguard Biodiversity Impacted by Operations

Steer clear of actions that harm biodiversity. Instead, strive to reduce, rehabilitate, and offset any potential harm to maintain biodiversity integrity.

10. Tackle Climate Change

Take into account the swiftly evolving climate circumstances. Develop proactive strategies to mitigate risks, seize investment prospects, and mitigate adverse effects on communities and the ecosystem.

Establishing Objectives for Sustainable Management

The Company actively backs six primary Sustainable Development Goals: Goal 3 (Good Health and Well-being), Goal 7 (Affordable and Clean Energy), Goal 8 (Decent Work and Economic Growth), Goal 9 (Industry, Innovation, and Infrastructure), Goal 11 (Sustainable Cities and Communities), and Goal 13 (Climate Action).

Furthermore, it broadens its efforts to embrace four additional goals: Goal 6 (Clean Water and Sanitation), Goal 14 (Life Below Water), Goal 15 (Life on Land), and Goal 16 (Peace, Justice, and Strong Institutions).

Driving Sustainable Business Strategies

The Company is dedicated to fostering a sustainable green world by harmonizing business practices with the organization's vision. These directives epitomize the Company's fundamental principles of innovation, integrity, and cultural inclusivity. Underpinned by ethical governance, the Company executes sustainability strategies that address critical environmental, social, and economic facets.

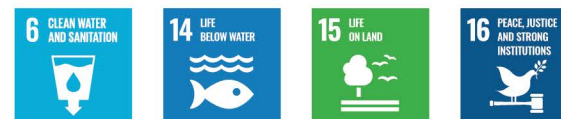
BCPG remains unwavering in its dedication to fostering a sustainable green world through renewable energy, covering environmental, social, and economic dimensions, alongside strong corporate governance.

Responding to the Sustainable Development Goals (UN SDGs)

Responding to Sustainable Development with Primary Targets



Supporting Sustainable Development with Secondary Targets.



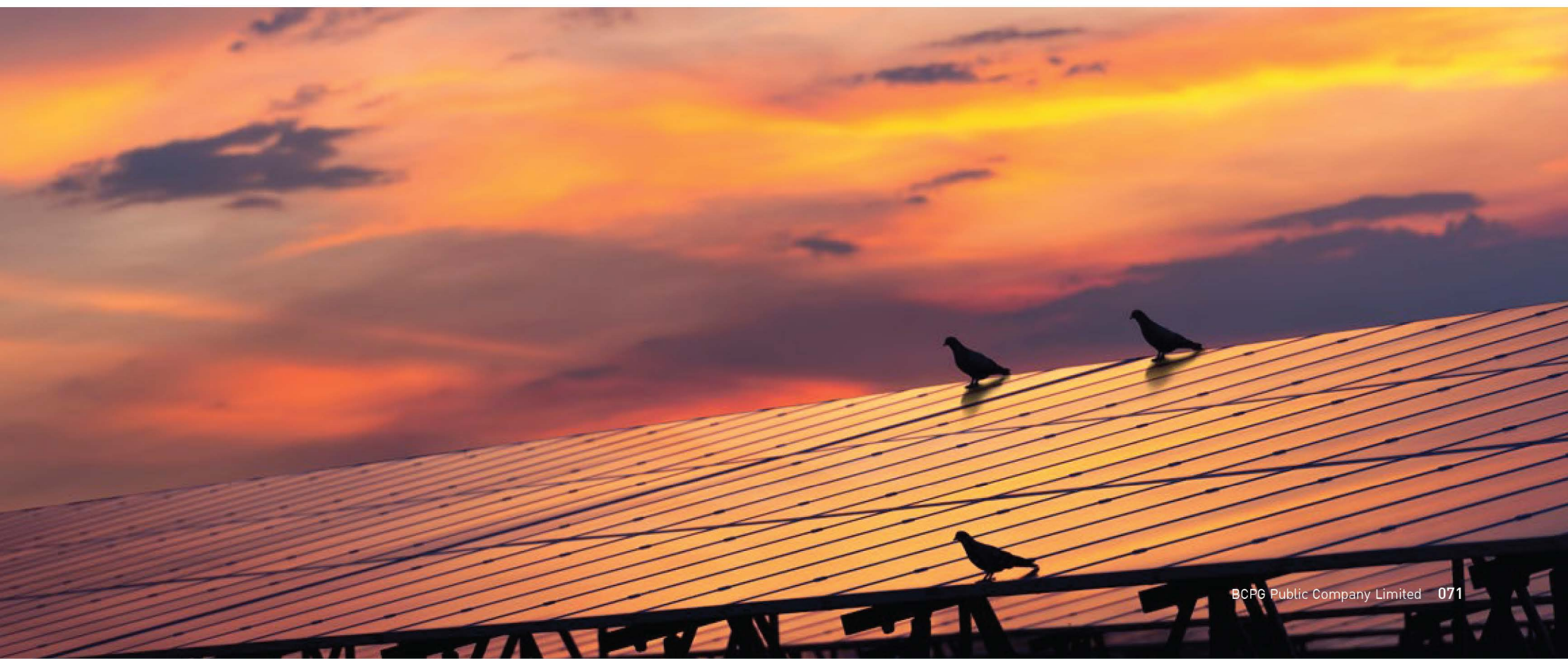
Setting Strategic Objectives and Implementing Initiatives to Address Sustainable Development Goals in 2023.

Sustainable Development Goals		Alignment with the Company's Operational Activities	
Primary Target	Secondary Target	Corporate Target	Performance of 2023
Responding to sustainable development with primary targets			
 Good Health and Well-being	Decrease the incidence of fatalities and injuries resulting from hazardous chemicals, pollution, and air, water, and soil contaminants substantially by the year 2030.	- The working environment complies with safety and health standards as stipulated by the Department of Welfare and Labor Protection. - There are zero work-related accidents.	- Workplace environmental assessments conducted for businesses in the country are found to be in compliance with the standards mandated by law. - There have been zero work-related accidents or illnesses leading to work stoppages or fatalities.
 Affordable and Clean Energy	Enhance the share of renewable energy in the global energy portfolio by 2030.	Installation of a solar power generation system on the rooftops of designated gas station facilities, boasting a collective installed capacity of 1 megawatt, along with a hospital situated in the proximity of the Group's power plant area.	Solar power generation systems have been installed on the rooftops of selected gas station facilities and nearby hospitals within the Group's power plant area, with a combined capacity of 843 kilowatts.

Sustainable Development Goals		Alignment with the Company's Operational Activities	
Primary Target	Secondary Target	Corporate Target	Performance of 2023
 Decent Work and Economic Growth	Attain comprehensive and fruitful employment opportunities, fostering dignified work for everyone, regardless of gender, age, or disability status, ensuring equal pay for equal work by 2030.	- Employee satisfaction scores are over 72%. - Over 200 individuals residing in the vicinity of the Group's power plants are hired.	- Employee satisfaction scores are averaging around 74%. - Support has been extended for community hiring initiatives through subcontractors under the "Good Job in the Village" program, resulting in the employment of 230 individuals. - A comprehensive Human Rights Due Diligence process has been implemented.
 Industry, Innovation and Infrastructure	Enhance infrastructure and industrial facilities to foster sustainability through improved resource utilization, advanced technology, and cleaner industrial processes that are environmentally friendly. Each country will progress based on its individual capacities by 2030.	Generate income from Smart Energy businesses and encourage investment in environmentally friendly technologies, aiming to earn THB 17 million from carbon credit sales.	- Generated THB 38 million in revenue from carbon credit sales, equivalent to 0.22 tCO₂e and 0.88 MWh. - Successfully developed and implemented a Carbon Credit Trading Platform. - Completed the development of the Carbon Footprint Tracking for Organization (CFO) program.
 Sustainable Cities and Communities	Mitigate adverse urban effects on the environment and inhabitants, prioritizing air quality and waste management, including the proper handling of solid waste and other pollutants, by 2030.	- There are zero complaints lodged by communities, customers, or business partners regarding business operations. - Eliminate the use of foam in headquarter. - Reduce the usage of plastic bags.	- Zero complaints received from communities, customers, or business partners regarding its business activities. - Implemented a policy to eliminate the use of foam containers and packaging within M Tower premises, specifically on headquarter. - Provided employees with cloth bags and water glasses to minimize the usage of plastic bags.
 Climate Action	Integrate climate change mitigation measures into national policies, strategies, and planning frameworks.	- Aim for carbon neutrality in Thailand by 2030. - Target achieving net-zero greenhouse gas emissions by 2050.	Received certification for greenhouse gas emissions and carbon neutrality in the operations in Thailand for the 2022 from the Greenhouse Gas Management Organization (TGO).

Sustainable Development Goals		Alignment with the Company's Operational Activities	
Primary Target	Secondary Target	Corporate Target	Performance of 2023
Supporting sustainable development with secondary targets.			
 Clean Water and Sanitation	Enhance water efficiency across all sectors and establish safeguards to ensure sustainable water usage, aiming to tackle water scarcity issues and reduce the population affected by water shortages by 2030.	Conduct a minimum of one annual assessment on water stress levels within the project area of power plants in Thailand.	Water stress assessments conducted within the project areas of power plants in Thailand (18 projects), carried out four times, consistently reveal a low stress level of less than 10%. This suggests that both the local communities and the projects themselves are unlikely to suffer adverse impacts from water scarcity in these areas.
 Life below Water	Conserve marine and coastal areas to the extent of at least 10%, adhering to both domestic and international legal frameworks, supported by the most comprehensive scientific data available.	Establish forestation covering an area of 250 rai along the coastline.	- A significant achievement of planting 250 rai of mangrove forests has been realized. - Collaborative efforts for mangrove reforestation have been undertaken in partnership with the Department of Marine and Coastal Resources (DMCR) and local schools.
 Life on Land	Institute measures to safeguard the integrity of mountainous ecosystems and their biodiversity, thereby bolstering their resilience and fostering significant sustainable development gains by 2030.	Perform biodiversity risk evaluations for at least one designated area.	- A firm commitment to biodiversity management has been enshrined within the sustainability policy. - Comprehensive biodiversity risk assessments have been conducted at Lom Ligor Wind Power Plants, culminating in the development of a robust Biodiversity Action Plan. - Comprehensive biodiversity risk assessments have been conducted at Lom Ligor Wind Power Plant sites that are under construction in the Laos PDR.

Sustainable Development Goals		Alignment with the Company's Operational Activities	
Primary Target	Secondary Target	Corporate Target	Performance of 2023
 Place, Justice and Strong Institutions	Promote the establishment of robust, accountable, and transparent institutions across all levels.	- Maintain a Corporate Governance Report (CGR) score of over 90%. - Sustain active participation in the Thai Private Sector Collective Action Against Corruption (CAC) initiative.	- The Corporate Governance Report (CGR) has exceeded expectations with a score of 106. - Membership in the Thai Private Sector Collective Action Against Corruption (CAC) initiative has been successfully renewed for the third consecutive term.

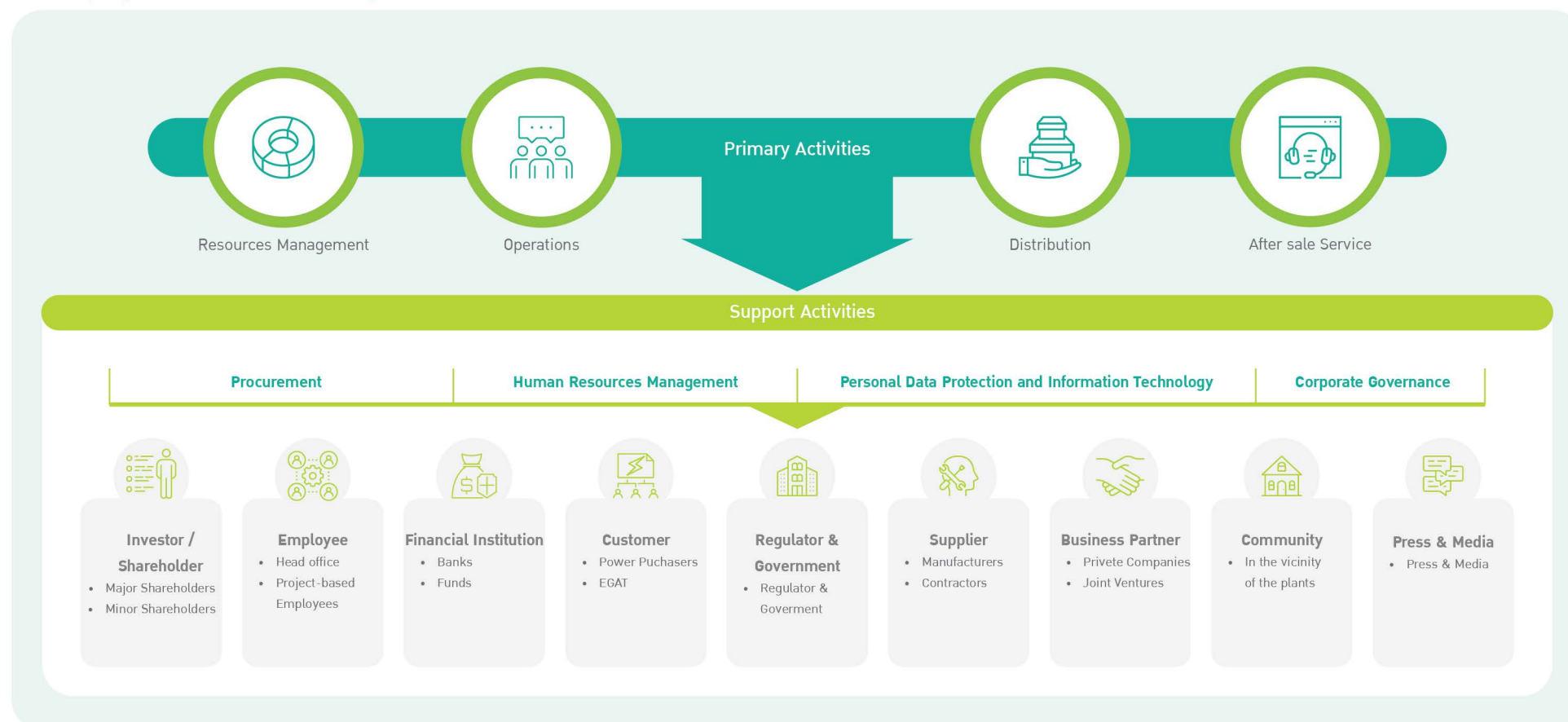


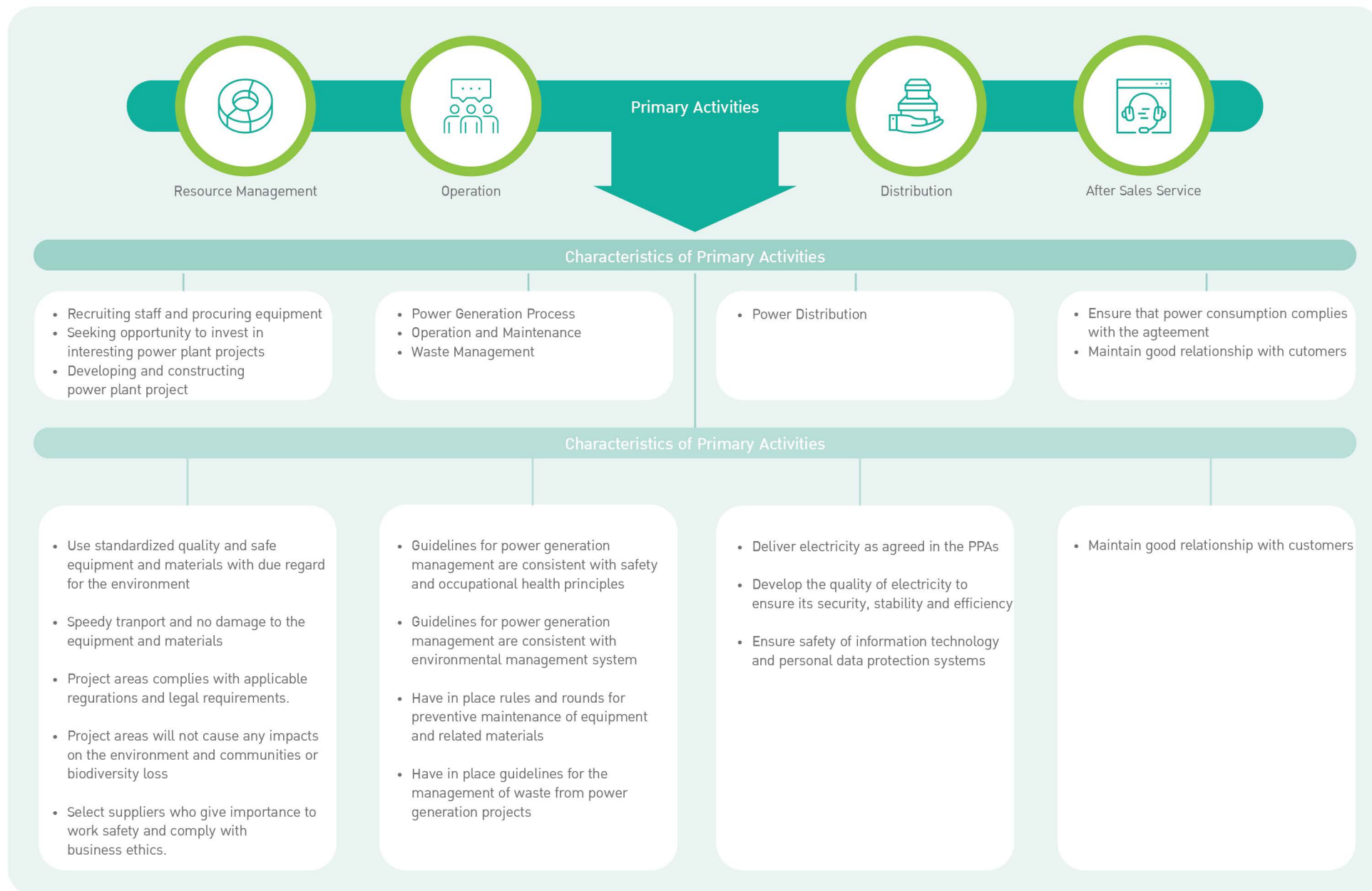
Management of Impacts on Stakeholders across the Business Value Chain

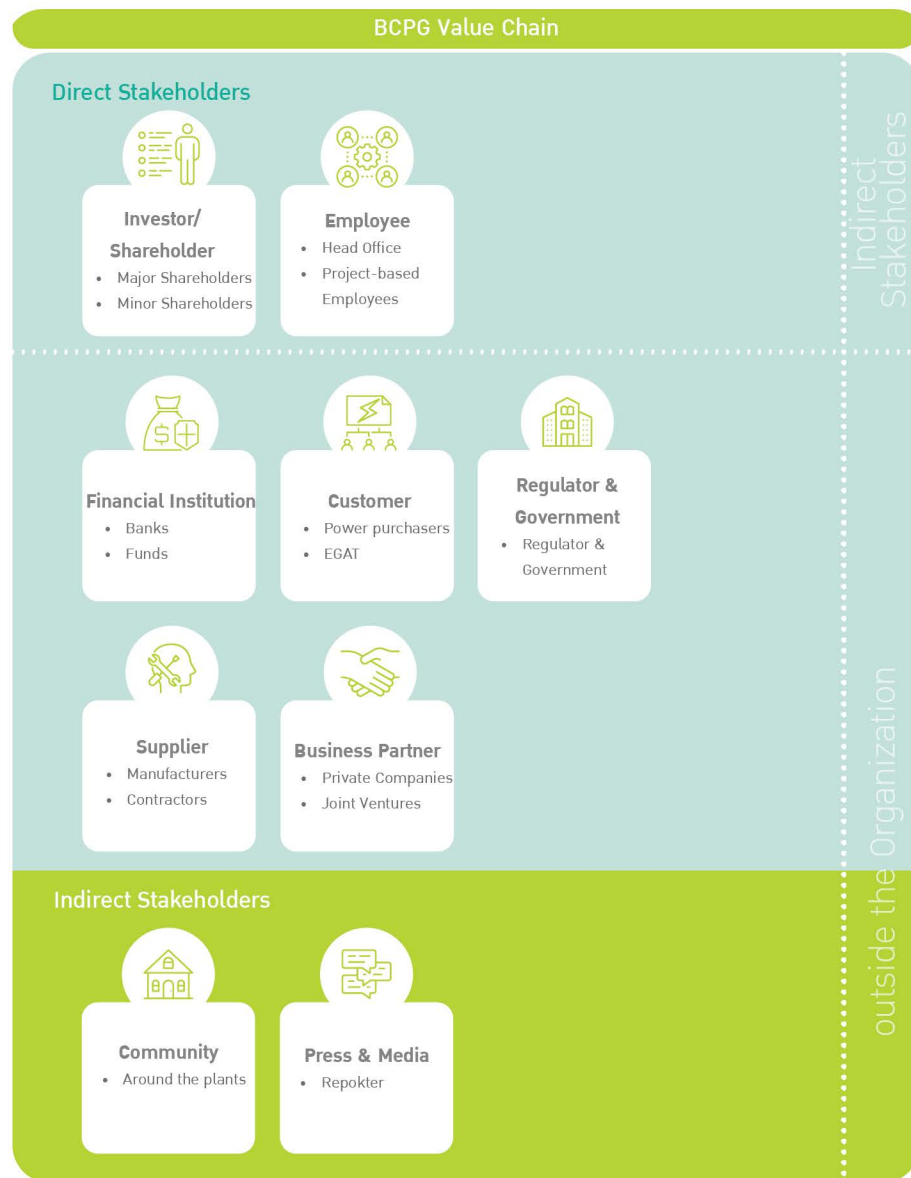
The Company values stakeholders throughout the entire value chain as pivotal for driving sustainable business practices. This commitment is evident in its diverse operational endeavors and its dedication to cultivating strong relationships with stakeholders. It prioritizes engagement by conducting comprehensive internal and external sustainability stakeholder surveys, ensuring that all perspectives and interests are carefully considered.

Aligned with the AA1000 Stakeholder Engagement Standard, the Company strives to establish meaningful connections with stakeholders. Its approach encompasses nine distinct stakeholder groups: employees, customers, partners, investors, shareholders, business associates, communities, financial institutions, government entities, and the media.

Primary Operations and Auxiliary Endeavors Across the Business Value Chain







Identification of Key Sustainability Priorities

The Company has rigorously evaluated and ranked key sustainability issues, aligning them with the concerns expressed by internal and external stakeholders. This process adheres to the guidelines stipulated in the GRI Standards 2021 (Global Reporting Initiative). It involves soliciting input from consultants, external experts, and stakeholders across all segments. Additionally, the Company has embraced the Double Materiality approach to ascertain sustainability priorities, taking into account potential impacts on both the organization and the broader environment. This method equips the Company to identify pivotal sustainability concerns that may evolve over time and respond adeptly to changing circumstances. Further insights into the methodologies employed to assess and prioritize sustainability issues are provided below.

- 1. Identify key sustainability issues**

Consider sustainability issues in accordance with relevant standards related to sustainability in the context of industry risks and opportunities, while also considering the expectations of stakeholders throughout the supply chain, in order to align with and comprehensively address sustainability concerns.
- 2. Evaluate and prioritize important sustainability issues**

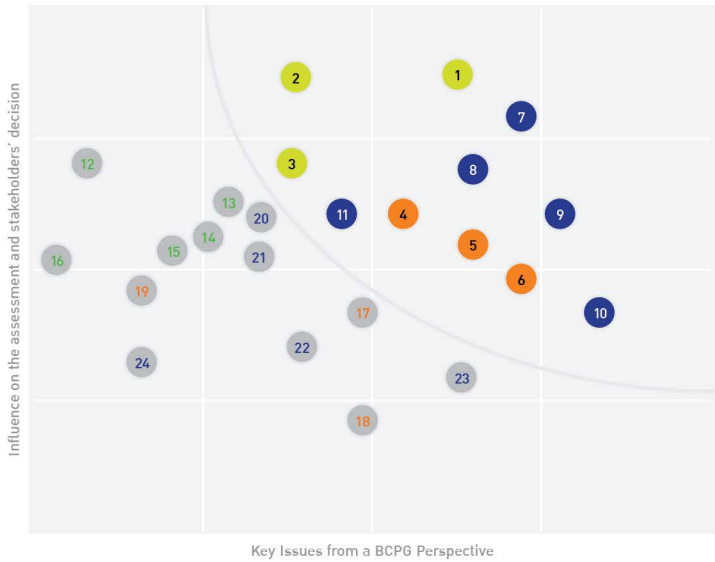
Utilize the Double Materiality assessment framework to evaluate and prioritize significance. This entails conducting practical operational meetings where relevant management engages with stakeholders in each departmental session to gather insights and rank the organization's critical issues. Following feedback from stakeholders, refine strategic sustainability goals and organizational objectives accordingly.
- 3. Audit and endorse key sustainability issues**

Thoroughly review and validate the outcomes of the assessment of key issues before presenting them to the management committee for endorsement. Additionally, carefully consider stakeholders' expectations and apprehensions to ensure the Company grasps and effectively responds to each concern.
- 4. Disclose information on key sustainability issues**

Deliver comprehensive management guidelines and progress reports outlining the handling and outcomes of key issues.

Results of Materiality Assessment

Following an assessment of materiality, incorporating both internal perspectives on the environmental, social, economic, and governance impacts of company operations, as well as external stakeholders' expectations and concerns, the organization has determined key sustainability priorities. This process aims to inform and guide future sustainability strategies, ensuring alignment with stakeholders across the value chain. Among the 24 identified issues, 11 have been recognized as significant sustainability concerns by both the Company and stakeholders, while the remaining 13 issues are considered important but are managed as secondary priorities. These findings are summarized in the table below.



	E Environmental	S Social	G Economic and Governance
Key Sustainability Issues	1 Product and Service Responsibility	4 Community and Social Development Participation	7 Risk and Opportunity Management Relevant to Sustainability in Business
	2 Energy Transition	5 Preservation and Development of Human Capital Potential	8 Corporate Governance for Sustainable Business
	3 Adaptation and Mitigation of Climate Change	6 Safety, Occupational Health, and Environmental Well-being in the Workplace	9 Anti-corruption Efforts
			10 Low-carbon Economy
			11 Social and Environmental Management Innovations
Other Sustainability Issues	12 Sustainable Resource Utilization	17 Labor Practices and Human Rights	20 Sustainable Business Management Standardization
	13 Air Quality and Pollution Management	18 Cultivating Inclusive and Unbiased Work Culture	21 Responsible Procurement and Contracting
	14 Environmental System Protection and Biodiversity	19 Data Privacy Protection	22 Sustainable Value Chain Management
	15 Water Resource Management		23 Cybersecurity Maintenance
	16 Circular Economy		24 Prevention of Bribery and Unfair Trade

Sustainability Issues Management

The Company has incorporated findings from the evaluation process of critical sustainability issues into the formulation of sustainable business strategies that are in line with sustainable development objectives, sustainability policies, and corporate operations. In 2023, the Company addressed various key sustainability issues as outlined below:

1. Management of Risks and Opportunities in Sustainability

Recognizing the significance of managing risks and seizing opportunities, the Company meticulously evaluates factors that could affect its operations. Climate-related risks are categorized into two primary types: (1) those linked to the transition toward a low-carbon economy, and (2) those stemming from the physical impacts of climate change. Furthermore, the Company actively identifies and addresses opportunities associated with enhancing resource efficiency, exploring alternative energy sources, refining products/services, responding to market dynamics, and fostering adaptability. This approach aligns with the disclosure guidelines outlined by the Task Force on Climate-Related Financial Disclosure (TCFD) framework. For access to the Company's TCFD disclosure, please visit (<https://www.bcpvggroup.com/th/sustainability/environmental-aspects>).

2. Governance for Sustainable Business Practices and Anti-Corruption Initiatives

The Company is dedicated to promoting transparency and integrity within the organization, built upon principles of honesty, thorough examination, and zero tolerance for corruption. BCPG steadfastly upholds corporate governance principles, good governance policies, and anti-corruption measures to uplift and refine governance standards, as well as prioritizing accountability to all stakeholders as a core value. Additionally, the Company has instituted channels for reporting whistleblowing and complaints to empower stakeholders in overseeing and scrutinizing the operations. Through regular audits, BCPG ensures compliance and provide feedback to whistleblowers, ensuring transparency and accountability on a case-by-case basis. These efforts are geared towards fostering sustainable growth and continual enhancement. For those interested, the Corporate Governance Policy can be accessed and downloaded from (<https://www.bcpvggroup.com/th/corporate-governance/corporate-governance-policy>).

3. Employee Engagement and Growth

The Company deeply values employees as essential catalysts that drive the organization forward. Adopting a human-centric approach, the Company places people at the heart of its operations, in line with discussions held at the World Economic Forum (WEF) annual meeting in 2023. BCPG is committed to fostering the growth and development of its workforce in alignment with its organizational vision of "BCPG... Energizing a Greener and Sustainable World." This vision is embedded in the fabric of Individual Development Plans (IDPs), which aim to cultivate value both in the work and in the employees, fostering a sense of pride in their professional journeys. Moreover, the Company has instituted a Coach System performance evaluation framework to ensure equitable assessments of performance. For social-related company data, please visit (<https://www.bcpvggroup.com/th/sustainability/social-aspects>) to download the relevant information.

4. Labor Practices and Human Rights

The Company recognizes the fundamental significance of human rights in business operations, a commitment clearly reflected in its unwavering dedication outlined in the Human Rights Respect Policy. BCPG steadfastly adheres to global accords such as the UN Global Compact, international standards on social responsibility such as ISO 26000, the Universal Declaration of Human Rights (UDHR), and the United Nations Guiding Principles on Business and Human Rights (UNGPs). The Company implements a thorough Human Rights Due Diligence (HRDD) process to comprehend the potential human rights impacts on all stakeholders, both within and outside the organization. Through this systematic approach, BCPG evaluate human rights risks, establish robust control measures, and proactively mitigate adverse impacts. Furthermore, the Company offers redress to affected stakeholders stemming from its business activities. Stakeholders interested in its Human Rights Risk Assessment data can access it from (<https://www.bcpvggroup.com/th/sustainability/social-aspects>).

Fostering Stakeholder Engagement

The Company actively encourages participation and feedback from all stakeholder groups across diverse channels. It conducts operations with consideration for all sectors and establish robust communication channels to grasp stakeholders' expectations and concerns. The insights gathered are integral to refining and enhancing its business strategies, thereby promoting sustainable development and growth.

Engagement of Stakeholders

Stakeholders	Interest/Expectations	Efforts	Value Creation	Engagement and Communication Venues
 Investors and Shareholders	• Business Ethics and Transparency. • Business Growth (e.g., Direction, Project Progress). • Business Performance (e.g., Shareholder Returns). • Compliance with Securities Market Regulations and Disclosure Standards. • Environmental and Social Responsibility in Business Operations. • Energy Innovations. • Advancement in Energy Innovation and Technology. • Ongoing Investment in Clean Energy Ventures.	• Adherence to business ethics, laws, and regulations relevant to business operations with stringency. • Accurate disclosure of information with transparency within defined timeframes, providing easily understandable and accessible information on the Company's website, including factsheets/company profiles and performance results. • Coordination of investor relations to liaise with investors and shareholders, ensuring cooperation in responding to inquiries with accurate and timely information. • Openness to feedback and questions received from investors towards management. • Distribution of dividends to shareholders in accordance with performance results and company policies. • Pursuit of investment opportunities in suitable clean energy businesses. • Collaborative Investment with Partners in Clean Energy Ventures.	• Uphold good corporate governance principles. • Disclose transparent and accurate information to the Securities Market. • Maintain long-term confidence and trust with investors. • Support green investment or sustainable finance. • Conduct business efficiently for shareholders and investors supporting clean energy.	• Engagements between the Company and investors/shareholders encompass various forums, including quarterly analyst meetings, roadshows, company visits, telephone conferences, annual shareholders' meetings, set opportunity day, as well as management discussion and analysis (MD&A). • Exchange of ideas, analysis, and responding to queries occur through diverse channels/activities tailored for investors, such as remote meetings, emails, the Company's website, and its Facebook Page, among others. • Information Dissemination to the Stock Exchange of Thailand (SET) is conducted according to regulatory requirements. • Submit Form56-1 One Report and publishing it on the Company's website. • Establish accessible channels for lodging complaints or reporting concerns. (https://www.bcpvggroup.com/en/corporate-governance/whistleblowing-channel)

Stakeholders	Interest/Expectations	Efforts	Value Creation	Engagement and Communication Venues
 Customers	• Ethical Business Practices and Compliance. • Business Expansion. • Cybersecurity Measures. • Capitalizing on Climate Change and Environmental Opportunities. • Innovation Management, with a Focus on Energy Innovation. • Workplace Safety. • Data Accessibility and Responsiveness to Customer Inquiries, with a Focus on Information Accuracy.	• Ensure compliance with applicable laws and regulations governing business operations, coupled with diligent monitoring and inspection of business lines across the Company. • Implement Data Protection Laws in accordance with the Personal Data Protection Act, B.E. 2562 (A.D. 2019), and maintain data integrity by continuously adhering to ISO 27001 (Information Security Management System) standards. • Conduct information security training for employees and establish open reporting channels for employees to flag suspicious emails. • Track electrical energy consumption through internal energy monitoring and management protocols. • Uphold Occupational Safety and Health Standards in line with ISO 45001 guidelines. • Collaborate in promptly addressing inquiries and providing accurate information within specified timeframes.	• Provide electricity at maximum efficiency in accordance with the terms of the power purchase agreement. • Deliver products and services of high quality as anticipated. Resolve any incidents promptly and efficiently. • Foster positive, enduring trust-based relationships with customers. • Guarantee cybersecurity within the energy sector.	• Conducting an annual customer satisfaction survey. • Arranging yearly meetings and visits with customers. • Drafting written agreements to formalize arrangements. • Submit Form 56-1 One Report and publishing it on the Company's website. • Establish accessible channels for lodging complaints or reporting concerns. (https://www.bcpoggroun.com/en/corporate-governance/whistleblowing-channel)

Stakeholders	Interest/Expectations	Efforts	Value Creation	Engagement and Communication Venues
 Employees	• Fostering business growth while upholding environmental and social responsibility. • Upholding human rights and labor standards, including occupational health and safety. • Cultivating a positive working environment to promote job satisfaction. • Investing in skill development opportunities. • Providing clear career advancement paths and ensuring stability. • Offering fair compensation, benefits, and perks.	• Keep employees informed about current business achievements and success. • Promote awareness through the Circular Economy Thinker Project, Year 2, aiming to combat global warming using the 3Rs principle (Reduce, Reuse, Recycle). • Adhere to Thai Labor Standards and uphold principles of human rights by establishing a labor union to safeguard employee interests. • Establish an occupational safety and health committee to oversee environmental impacts within the organization, aiming to prevent and minimize workplace accidents and uphold a zero-accident policy. • Organize training sessions for employees at all levels based on Individual Development Plans to foster a skilled and diverse workforce. • Offer fair and competitive compensation and benefits to employees, benchmarked against companies in the same industry. • Develop and train each employee's career skills.	• Foster enduring relationships with employees and provide job stability. • Maintain a safe working environment with zero accidents or injuries. • Promote awareness of environmental management and sustainability for future growth. • Establish stability and opportunities for career advancement.	• Conduct an annual survey to gauge employee opinions and engagement with the organization. • Facilitate communication of news and activities between the Human Resources department and employees via Email, Intranet, and Mobile Application. • Organize activities to facilitate interactions with the management team. • Hold quarterly talk meetings. • Establish a welfare committee. • Submit Form56-1 One Report and publishing it on the Company's website. • Establish accessible channels for lodging complaints or reporting concerns. (https://www.bcpvggroup.com/en/corporate-governance/whistleblowing-channel)

Stakeholders	Interest/Expectations	Efforts	Value Creation	Engagement and Communication Venues
 Government Agencies	• Ensuring compliance with pertinent laws and regulations. • Upholding business ethics and fostering transparency. • Incorporating environmental and social considerations into business operations. • Leveraging government energy support and disseminating accurate information.	• Ensure rigorous adherence to business ethics, laws, and regulations governing business operations. • Provide timely and accurate responses, clarifying information within specified timeframes. • Execute business activities cautiously, aiming to mitigate potential environmental and social impacts. This includes upholding environmental management standards compliant with ISO 14001 and maintaining safety protocols in line with ISO 45001. • Vigilantly monitor and inspect business line operations within the Company. • Collaborate with and support governmental initiatives to advance environmental and social practices. This may involve engaging experts to exchange knowledge and enhance energy policies.	• Uphold strong principles of good governance. • Foster enduring relationships with regulatory and government agencies to instill long-term confidence. • Minimize potential conflicts with government agencies by consistently providing accurate and transparent information. • Actively contribute to the review and enhancement of national energy policies and practices, with a focus on promoting clean and affordable energy. • Align with and support the Nationally Determined Contributions (NDCs) aimed at reducing greenhouse gas emissions.	• Conduct meetings and visits within the Group on various occasions. • Actively participate in and provide support for various projects initiated by government agencies. • Ensure timely and effective responses to requested information. • Submit Form 56-1 One Report and publishing it on the Company's website. • Establish accessible channels for lodging complaints or reporting concerns. (https://www.bcpgroup.com/en/corporate-governance/whistleblowing-channel)

Stakeholders	Interest/Expectations	Efforts	Value Creation	Engagement and Communication Venues
 Suppliers	• Business ethics and transparency. • Business growth. • Human rights and labor. • Environmental awareness.	• Institute business ethics standards for its business partners and communicate them along with the assessment of Environmental, Social, and Governance (ESG) issues. • Uphold transparent and trustworthy relationships with its trading partners throughout the procurement processes. Ensure transparency, checkability, swift response, and promotion of human rights and labor rights. • Implement and enforce a sustainable supply chain to mitigate risks and foster mutual growth with partners. This includes registering sellers in the Approved Vendor List (AVL), conducting partner risk assessments, and evaluating partner performance. • Collaborate on joint projects and foster potential through training programs. • Establish fair payment terms for its trading partners.	• Foster enduring relationships built on trust with trading partners for long-term collaboration. • Encourage collaboration among trading partners to promote sustainable business development. • Facilitate knowledge-sharing on Environmental, Social, and Governance (ESG) issues. • Ensure financial liquidity to support trading partners in sustaining their business operations.	• Engage with suppliers through conferences and networking events. • Conduct thorough assessments and inspections of suppliers. • Provide training programs for suppliers. • Maintain an updated registry of supplier names. • Submit Form56-1 One Report and publishing it on the Company's website. • Establish accessible channels for lodging complaints or reporting concerns. (https://www.bcpvggroup.com/en/corporate-governance/whistleblowing-channel)

Stakeholders	Interest/Expectations	Efforts	Value Creation	Engagement and Communication Venues
 Business Partners	• Uphold high standards of business ethics and transparency. • Drive business growth with a focus on Renewable Energy initiatives. • Ensure efficient and sustainable business operations, with a strong emphasis on environmental, social, and safety management.	• Adhere rigorously to business ethics, laws, and regulations governing business operations. • Advocate for and actively support government energy policies and practices. • Collaborate in business development endeavors, such as expanding into energy storage markets in promising areas. • Foster partnerships in innovation development to enhance operational efficiency, including the advancement of energy storage battery technology. • Share insights on clean energy technology.	• Uphold strong principles of good governance. • Cultivate enduring relationships with business partners, fostering confidence and trust over the long term. • Support Thailand's transition towards clean energy and facilitate the expansion of regional access to clean energy sources. • Advocate for and contribute to meeting future demand for renewable energy resources.	• Regular meetings. • Submit Form 56-1 One Report and publishing it on the Company's website. • Establish accessible channels for lodging complaints or reporting concerns. (https://www.bcpogggroup.com/en/corporate-governance/whistleblowing-channel)
 Communities	• Assess and mitigate business impacts on local communities and the environment. • Demonstrate the Company's dedication to employing local residents. • Actively engage with local communities, providing support and participating in community activities. • Adhere to social and environmental regulations.	• Ensure strict compliance with environmental and safety laws and regulations governing the Company's operations. • Recruit and hire local residents from areas surrounding the power plants to operate the Group's businesses. • Provide support for community activities through both financial contributions and other forms of assistance, such as organizing regular sports and educational events. Additionally, offer educational programs to youth about clean energy. • Utilize resources to generate benefits for the local community, such as installing solar power generation systems on hospital rooftops in the operational area. • Actively involve in community events that celebrate local traditions and cultural heritage.	• Implement measures to minimize the impact of business operations on the local community and environment. • Foster long-term relationships and trust with the surrounding community, promoting collaboration for future opportunities and mutual benefit. • Contribute to reducing the country's unemployment rate, generating income, and enhancing the quality of life for residents in the vicinity of the power plant.	• Facilitate meetings between local communities, including village headmen and community representatives, with local officials actively engaged in the area. • Conduct regular community opinion polls, whether through annual surveys or targeted surveys aimed at enhancing practices like the Code of Practice (CoP). • Organize quarterly community and environmental activities. • Submit Form 56-1 One Report and publishing it on the Company's website. • Disseminate various news updates through multiple channels including public address systems, news towers, announcement boards, online media platforms, and more. • Establish accessible channels for lodging complaints or reporting concerns. (https://www.bcpogggroup.com/en/corporate-governance/whistleblowing-channel)

Stakeholders	Interest/Expectations	Efforts	Value Creation	Engagement and Communication Venues
 Financial Institutes	• Uphold business ethics and transparency. • Ensure full legal compliance, encompassing environmental management, safety protocols in business operations, and adherence to loan agreements. • Demonstrate genuine concern for society and actively engage stakeholders. • Implement robust risk management strategies. • Collaborate in business expansion and mutual growth as per the established agreement.	• Adhere strictly to the terms of loan contracts and other specific conditions. • Ensure rigorous compliance with the rules and regulations set forth by government financial institutions. • Collaborate fully in responding to inquiries, providing accurate information promptly and in accordance with established timelines.	• Uphold principles of good governance. • Cultivate strong, enduring relationships with creditors built on confidence and trust. • Advocate for and support investment in sustainable finance initiatives. • Strive to maintain balance and stability in financial and bond markets.	• Facilitate meetings between the Company and financial institutions, including sessions with executives and analysts, as well as regular discussions, both in-person at headquarters and online as needed. • Ensure thorough preparation and documentation of written contracts and agreements. • Submit Form56-1 One Report and publishing it on the Company's website. • Establish accessible channels for lodging complaints or reporting concerns. (https://www.bcpvggroup.com/en/corporate-governance/whistleblowing-channel)
 Media	• Ensure transparent disclosure of information regarding business direction, expansion plans, progress updates, and environmental and social concerns. • Establish communication channels that are easily accessible, convenient, and fast, providing timely responses to stakeholders.	• Utilize the organization's communication channels to promptly disclose the latest information. • Task the corporate communications department with coordinating communications between the organization and the media. • Ensure timely and accurate responses to inquiries within the specified time frame.	• Cultivate positive relationships with the media to foster public trust and confidence. • Ensure convenient, rapid access to factually accurate information. • Contribute to enhancing the standard of transparent information disclosure. • Champion sustainability in energy sector business operations.	• Conduct press conferences. • Arrange interviews and meetings with the media to, for example, discuss project operations or business developments. • Facilitate visits to the Group. • Organize media relations activities, including special visits to media outlets and hosting annual media appreciation events. • Submit Form56-1 One Report and publishing it on the Company's website. • Establish accessible channels for lodging complaints or reporting concerns. (https://www.bcpvggroup.com/en/corporate-governance/whistleblowing-channel)



Enhancing Environmental Sustainability

The Company is dedicated to tackling environmental challenges, ensuring environmental quality management, optimizing resource utilization, and mitigating the effects of climate change. Moreover, it prioritizes biodiversity considerations in its investments for both ongoing and upcoming projects, fostering stakeholders' trust in its adherence to sound operational standards. This approach is aimed at reducing environmental footprints and aligning with the Sustainable Development Goals (SDGs) outlined in the Company's "Sustainable Business Development Policy."

Environmental Sustainability Policy and Practices

Sustainable Business Development Policy

- **Minimizing Environmental Impact Across All Areas**

The Company is committed to reducing the environmental footprint of the business operations. By embracing the principles of a "circular economy", it aims to minimize resource consumption and waste generation throughout its processes.

- **Fostering Innovation for Environmental Growth**

The Company promotes business expansion through ongoing innovation that prioritizes environmental sustainability. By adopting environmentally friendly technologies, the Company seeks to create solutions that not only enhance value but also contribute positively to the environment.

- **Safeguarding Biodiversity Impacted by Operations**

The Company recognizes the importance of biodiversity conservation and strive to avoid activities that may harm ecosystems. Its approach involves minimizing any adverse effects on biodiversity, restoring affected areas, and providing compensation where necessary to prevent biodiversity loss.

Environmental Management

The Company deeply values its role in environmental stewardship, especially as it operates within the clean energy sector and uphold the social responsibilities to foster sustainable development.

The Company has implemented robust policies for sustainable business development and environmental practices, as detailed in the Company's comprehensive corporate governance policy. These policies are guided by key principles:

- Adhere strictly to all regulations and laws, considering them as the minimum standard for the operations.
- Ensure the safety of the operations and safeguard itself, communities, and the environment.
- Use resources wisely and efficiently, aiming to maximize their value.



Assessment of Organizational Carbon Footprint

The Company is deeply committed to understanding the environmental impact of the business operations and acknowledges that greenhouse gas emissions significantly contribute to climate change. Therefore, it conducts annual monitoring of greenhouse gas emissions.

In terms of reporting the scope of greenhouse gas emissions, the Company meticulously tracks emissions from projects located in Thailand using the Operational Control reporting approach. It monitors gases within the boundary of the assessment, including carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). This reporting is carried out in strict accordance with the guidelines outlined in the “GHG Protocol Corporate Accounting and Reporting Standard” by the World Resources Institute. Furthermore, the Company evaluates greenhouse gas emissions across the entire lifecycle of its products in alignment with the “GHG Protocol Corporate Value Chain Standard” by the World Resources Institute, which encompasses Scope 3 emissions.

The Company has devised an operational strategy aimed at attaining carbon neutrality in Thailand by 2030 and achieving net-zero greenhouse gas emissions by 2050. This plan takes into account the viability of reducing greenhouse gas emissions through diverse initiatives, including utilizing electricity from renewable sources, adopting eco-friendly technologies, transitioning to electric vehicles, and promoting afforestation efforts. Notably, the Company has established 2019 as the reference year for its operational benchmarks. Below is a table detailing the greenhouse gas emissions resulting from the Company's business activities:

Table of Greenhouse Gas Emissions

Greenhouse Gas Emissions within the Organization (Unit : Carbon Dioxide Equivalent Tons)	2022	2023
Direct Greenhouse Gas Emissions (Scope 1)	255	252
Vehicle Use for Project Inspection Activities	97	104
Vehicle Use for Management Personnel	128	119
Fuel Pumping Activities	1	0
Methane Emissions from Wastewater Treatment Processes Generated by Employees and Personnel Working in the Area (Fugitive Emissions)	29	29
Biogenic CO2 Emissions (Separately Reported Direct GHG Emissions)	13	13
Indirect Greenhouse Gas Emissions from Purchased Electricity, Steam, and Biogas (Scope 2)	1,419	1,374
(Gross Location-based Scope2 GHG Emissions)	1,419	1,374
Other Indirect Greenhouse Gas Emissions (Scope 3)	151	144
1. General Waste Quantity (Office Buildings)	78	82
2. Domestic Business Travel by Air	3	4
3. International Business Travel by Air	64	36
4. Hotel Accommodation for Business Purposes	3	2
5. Purchased Tap Water (Power Plants)	2	19
6. Purchased Tap Water (Headquarters)	1	1
Total Greenhouse Gas Emissions (Scope 1, Scope 2, and Scope 3)	1,825	1,770

Notes:

1. Gasoline and Diesel emission factors are sourced from IPCC 2006, Vol.2, Ch3, Table 3.2.1.
2. Emission factors are obtained from EPPO, Energy Statistics, Table 9.1-15: CO2 Emission per kWh (2021).
[Link: [http://www.eppo.go.th/index.php/th/energy-information/static-energy/static-co2?orders\[publishUp\]=publishUp&issearch=1](http://www.eppo.go.th/index.php/th/energy-information/static-energy/static-co2?orders[publishUp]=publishUp&issearch=1)]
3. Scope 3 emission factors are derived from the National Renewable Energy Laboratory, Life Cycle Greenhouse Gas Emissions from Solar Photovoltaics, including Category 1: Purchased goods (Water supply), Category 5: Domestic Waste generated and PV panels, and Category 6: Business travel (by air and related accommodations).
4. Global Warming Potential (GWP) values are referenced from AR5.
5. Data for 2023 is currently undergoing review.

Scope 3 Greenhouse Gas Emissions

The Company has conducted a thorough assessment of greenhouse gas emissions across the entire value chain, pinpointing areas where emissions can be reduced starting from raw material sourcing to product disposal. BCPG specifically targets activities that contribute significantly to greenhouse gas emissions through other indirect means, known as Scope 3 emissions, aligning with the “GHG Protocol Corporate Value Chain Standard” set forth by the World Resources Institute.

The selection criteria for identifying these activities include:

1. Their significance as sources of greenhouse gas emissions.
2. The extent of systematic data collection available.
3. Whether these activities pose risks to the Company or are influenced by external factors.
4. The level of interest the Company has in these activities.

Each criterion is assigned a score ranging from 0 to 3, with equal weighting. Should the assessment surpass the predefined threshold set by the Company, it is deemed necessary to report greenhouse gas emissions stemming from these other indirect activities.

Greenhouse Gas Emission Intensity per Unit of Electricity Generated

The Company determines the greenhouse gas emission intensity by evaluating the ratio of greenhouse gas emissions to the electricity generated from projects in Thailand. This can be illustrated as follows:

	Unit	2022	2023
Greenhouse gas intensity for Scope 1 and Scope 2 emissions per unit of electricity generation	tCO ₂ e / MWh	0.0053	0.0052
Volume of Scope 1 and Scope 2 greenhouse gas emissions	tCO ₂ e	1,674	1,626
Amount of electricity generated ⁽¹⁾	GWh	317	312
Greenhouse gas intensity for Scope 1, Scope 2, and Scope 3 emissions per unit of electricity generation	tCO ₂ e / MWh	0.0058	0.0056
Volume of Scope 1, Scope 2, and Scope 3 greenhouse gas emissions	tCO ₂ e	1,825	1,770
Amount of electricity generated ⁽¹⁾	GWh	317	312

Note : ⁽¹⁾Not include solar rooftop projects.

Voluntary Greenhouse Gas Reduction Initiatives under Thai Standards (T-VER) and Renewable Energy Production Credits Certification (I-REC)

The Company is committed to reducing greenhouse gas emissions by actively engaging in voluntary greenhouse gas reduction projects aligned with Thai standards, specifically the Thailand Voluntary Emission Reduction Program (T-VER) in collaboration with the Thailand Greenhouse Gas Management Organization (TGO). Through this initiative, it encourages and supports all stakeholders to voluntarily participate in reducing greenhouse gas emissions within the country, leading to the generation of valuable “carbon credits.” Presently, the Company has achieved certification for a total of 744,423 TonCO₂e/kWh in carbon credits.

Furthermore, the Company has obtained certification to issue Renewable Energy Certificates (RECs), which validate its status as a renewable energy producer in accordance with The International REC Standard (I-REC). The certifying authority for this standard is located in the Netherlands. Currently, electricity producers in Thailand exclusively receive certification within the nation. This mechanism facilitates the generation of electricity from renewable sources by enabling the trade of RECs. Each REC represents one megawatt-hour (MWh) of actual renewable energy electricity production. The Company holds accredited accounts both as a seller (Registrant) and a buyer (Participant). In 2023, the Company's certified I-REC volume totaled 273,856.04 MWh.

Key Performance Results

Target	Performance
- Carbon neutrality in Thailand by 2030	Certified greenhouse gas emissions and carbon neutrality for operations in Thailand in 2022 by the Thailand Greenhouse Gas Management Organization (TGO).
- Net zero by 2050	



Energy Management

The Company oversees energy management for its operations in Thailand through two primary aspects: building energy management and energy management for power generation projects.

With a total of 20 solar and wind power generation projects in Thailand under its supervision, the Company emphasizes renewable energy sources. Despite the predominant reliance on renewables, the Company systematically manages energy and resources. Specifically, for solar power generation initiatives, the Company has established a “Code of Practice (CoP)” and regularly updates the Energy Regulatory Commission on project advancements. In terms of building energy management, the Company has instituted a “Safety, Occupational Health, and Environmental Committee.” This committee is tasked with establishing objectives and overseeing the control and monitoring of energy and environmental management activities on the haedquarter the location of the Company’s main office.

Notes:

1. Unit conversion values are sourced from the Energy Statistics Report of Thailand for the year 2023, prepared by the Policy and Planning Division of the Ministry of Energy (pages 228-229).
2. The Company did not report its renewable energy usage for the year 2023.
3. Energy usage reporting is confined to projects within Thailand and is determined by the organization's internal control.
4. ⁽¹⁾Solar rooftop projects are excluded from the calculations.
5. The provided data has not yet been verified by external agencies.

Key Achievements

Table showing energy consumption and electricity production ratios

Energy Consumption	Unit	2023
Energy Consumption within the Head Office		
Usage of Non-Renewable Energy		
Diesel fuel consumption for cars	MJ	458,814
Gasoline fuel consumption for cars	MJ	1,107,748
Energy Consumption at Solar and Wind Power Plants in Thailand		
Usage of Non-Renewable Energy		
Diesel fuel consumption for cars	MJ	1,214,163
Gasoline fuel consumption for cars	MJ	169,812
Non-Renewable Fuel Consumed	MJ	2,950,538
Electricity Generation and Distribution		
Electricity usage in the Head Office	MJ	904,812
Electricity consumption at solar and wind power plants	MJ	10,178,308
Electricity purchased for consumption	MJ	11,083,120
Total Energy Consumption within the organization	MJ	14,033,658
Electricity Generation and Distribution		
Self-generated electricity which are not consumed and from renewable source ⁽¹⁾	MJ	1,126,524,242
Electricity from renewable source sold ⁽¹⁾	MJ	1,126,524,242
Ratio of electricity consumption per unit of electricity produced	MJ	0.0125

Sustainable Water Management

The Company places utmost importance on the preservation of water resources throughout every stage of project development, from site selection to construction preparation and project implementation. Adhering to the Code of Practice (COP) for solar photovoltaic (PV) power generation businesses and strictly following the Environmental Management System standard (ISO 14001), BCPG is committed to monitoring and mitigating the environmental impacts of the operations.

In the process of selecting sites for projects exceeding 1,000 KVA, the Company excludes areas designated for agricultural irrigation purposes. These selected sites must not impede water flow during various seasons, encroach upon public waterways, or disrupt natural river and canal systems. During the site preparation phase, BCPG meticulously considers the sources of water for the project, prioritizing the use of water from local communities where the project is situated. In instances where groundwater is utilized in specific project areas, the Company operates in compliance with the regulations outlined in the Groundwater Act, B.E. 2520 (A.D. 1977).

Water Reserves for Panel Washing and Water Storage Systems

- Evaluate the adequacy of water reserves for panel washing while ensuring no adverse effects on surrounding communities and areas.
- Continuously monitor water storage levels to regulate the volume within reservoirs and prevent exceeding the maximum capacity.

Flood Prevention System

- Develop flood prevention plans to minimize the risk of flooding in nearby areas.

Water Drainage System Inspection

- Regularly maintain and inspect water drainage systems, along with associated equipment, to ensure they remain in optimal condition and are suitable for their intended use.
- Provide training and education to staff and contractors on safe operational practices to mitigate potential impacts on personnel, both internally and within the community.

Key Achievements

In 2023, the Company successfully avoided any water scarcity issues or conflicts with neighboring communities related to the water usage of its renewable energy power generation projects.

Moreover, the Company diligently monitored the utilization of raw water in its power generation projects in Thailand, where it exercises operational control. Despite water resources not being the primary consideration in renewable energy generation, the Company places significant emphasis on sustainable water resource management, aligning with Sustainable Development Goal 6. This commitment includes ensuring water source quality. The Company has initiated an analysis of water stress levels in the vicinity of its renewable energy power generation projects in Thailand. The findings indicate a low level of water stress (<10%) in the project areas, with no adverse effects from water scarcity on the surrounding communities.

The table illustrates the ratios of water usage to electricity production.

Description	Head Office					Power Generation Projects in Thailand				
	2019	2020	2021	2022	2023	2019	2020	2021	2022	2023
Water Use Reduction Target	-	150	150	150	150	-	97	97	97	97
Unit:			(m ³)					(m ³ /million kWh)		
Volume of tap water usage or groundwater usage	157	130	69	226	326	30,799	33,666	39,444	31,644	35,866
Unit: m ³				Increased floor space rental (Level 12: 89 square meters, Level 15: 137 square meters)	Increased floor space rental (Level 12: 101 square meters, Level 15: 225 square meters)					
Electricity generated	-	-	-	-	-	285	300	332	317	312
Unit: million kWh										
Ratio of water usage to electricity generated	-	-	-	-	-	108	112	119	100	115
Unit: m ³ /million kWh										

Notes:

1. M-Tower aims to reduce water usage by 5% compared to the data from 2019, approximately 8 cubic meters per year.
2. The target for reducing water usage in the Thai power generation projects is to maintain the proportion of tap water or groundwater usage to electricity production at or below 10% based on 2019 data.
3. Water usage figures for M-Tower from 2019 - 2021 represent floor 12, while data from 2022-2023 includes floors 12 and 15.
4. The Company has not yet compiled data on the volume of wastewater from the power generation projects in the country.

Enhanced Waste Management

Given that the Company's electricity production relies predominantly on renewable energy sources with a contractual operational lifespan of 25 years, waste management is a focal point in its business processes. As part of the considerations for decommissioning, efforts are made to minimize waste generation during the production process, resulting in notably low waste levels. Waste generated from the Company's operations can be categorized into two main types: waste originating from office buildings and waste stemming from the electricity production process.

Waste Management in Office Buildings

The Company occupies space in the M Tower office building, spanning floors 12 and 15, where the predominant waste generated is general or non-hazardous. This typically comprises packaging, food remnants, and paper. Oversight of waste reduction objectives within the office premises lies with the "Safety, Occupational Health, and Environmental Committee." Additionally, comprehensive waste management guidelines are in place, emphasizing waste segregation into distinct categories. These include wet waste bins for food scraps, recyclable waste bins for packaging materials eligible for recycling, and general waste bins.

In 2023, the Safety, Occupational Health, and Environmental Committee established a target to eradicate the utilization of foam-type general waste (Zero Foam) within the office premises. The Company actively promoted proper waste segregation practices and meticulously documented the waste output throughout the year. Moreover, initiatives were implemented to heighten employee awareness regarding the significance of waste management and how to optimize its utility. Consequently, foam usage was completely eliminated within the office building for the entire year.

Waste Management in Electricity Generation Processes

The Company takes into account waste generated throughout the entire operational cycle, spanning from the construction preparation phase to the operational phase, including scenarios involving the dismantling of machinery or equipment. To address this, the Company has implemented measures aimed at preventing and mitigating environmental impacts. Furthermore, it conducts monitoring and assessment procedures to evaluate environmental impacts in alignment with the Code of Practice (COP) for solar photovoltaic (PV) power generation businesses.

In instances where the Company undertakes projects exceeding a production capacity of 1,000 KVA, it avoids selecting construction sites that are deemed essential for conservation under the National Environmental Quality Promotion and Preservation Act, B.E. 2535 (A.D. 1992). Additionally, it adheres to guidelines outlined in the Ministry of Natural Resources and Environment's proclamation concerning the demarcation of areas and environmental protection measures.

For waste generated from electricity generation processes, the Company places significant emphasis on managing solar panels and equipment that have exceeded their warranty period or are damaged. Should damaged panels require removal, transportation and disposal are handled by authorized external entities responsible for hazardous waste management, adhering strictly to legal regulations. Disposal methods typically involve secure landfilling or other lawful means of disposing hazardous substances.

Generally, solar and wind power plants operate for 25 years until the conclusion of the contract term and decommissioning. Hence, the Company diligently monitors appropriate approaches for handling end-of-life materials from renewable energy power plants, with the aim of minimizing environmental impacts stemming from electricity generation processes to the greatest extent possible.

Key Achievements:

In 2023, the Company implemented robust measures to manage general waste, emphasizing waste segregation and promoting environmental awareness through initiatives like the 5S program and Big Cleaning Day. These endeavors aimed to instill in employees a deep understanding of waste reduction's crucial role in preserving the environment. As a result, foam usage within the office building was completely eliminated throughout the year. Furthermore, the Company proactively addressed hazardous waste generated within project areas. It meticulously evaluated various options for managing damaged or worn-out solar panels, electricity generation equipment, and associated electronics. Recycling emerged as the primary strategy, reflecting the Company's commitment to sustainability. Old panels found new life in diverse applications, from powering hospitals to serving as spare parts in different projects. These efforts not only optimized the utility of solar panels but also significantly curtailed the disposal of hazardous waste into landfills during 2023. Importantly, no worn-out panels were disposed of in landfills during this period, underscoring the Company's dedication to responsible waste management and environmental stewardship.

Table showing waste quantity

Waste Generation of the Group	Waste Quantity (Kg)
Office building waste	33,031
ZERO FOAM	0
Waste from the electricity generation process	0

Notes:

1. The waste quantity (kilograms per day per person) is sourced from the "Thailand Solid Waste Disposal Status Report 2021" by the Department of Pollution Control, page 6.
2. The total holidays in 2023 amount to xx days, following the announcement by BCPG Public Company Limited regarding holiday adjustments in accordance with traditional practices for 2023.
3. The employee count is based on data as of December 31, 2023.

Biodiversity Management

Recognizing the vital importance of biodiversity, the Company conducts thorough risk assessments to evaluate potential impacts on ecosystems. This approach aligns with the "Protecting Biodiversity Affected by Operations" policy outlined in its sustainability framework. The overarching goal is to steer clear of activities that could harm biodiversity, while actively seeking to minimize any adverse effects. Furthermore, the Company is committed to restoration efforts and providing compensation for any damage that may occur, all aimed at preventing biodiversity loss.

In its operational areas in Thailand, the Company rigorously evaluates biodiversity risks by considering factors such as proximity to conservation zones. For projects deemed to pose significant risks to biodiversity, the Company mandates the development of a comprehensive Biodiversity Action Plan (BAP). This plan serves to mitigate potential impacts on flora, fauna, and their respective habitats, ensuring the preservation of ecological balance. Moreover, before initiating construction projects for wind power plants in Nakhon Si Thammarat, the Company conducts thorough assessments of their potential biodiversity impacts. This proactive approach is in strict accordance with the requirements set forth by the lending bank.

Key Achievements

Following the Company's biodiversity risk assessment, it identified two projects with significant risks: the wind power plant in Nakhon Si Thammarat Province and the wind power plant in Laos. To address these risks, the Company formulated Biodiversity Action Plans (BAPs) for these specific areas. These plans provide comprehensive details on action steps, objectives, timelines, and the entities responsible for implementation at each stage. Furthermore, the Company is committed to extensively sharing knowledge about these plans with its employees, operational staff, and the neighboring communities.

Target	Performance
Assess biodiversity risks in at least one area.	- Formalize its dedication to biodiversity conservation within the framework of its sustainability policy. - Conduct a comprehensive assessment of biodiversity risks within the vicinity of Lom Ligor Wind Power Plant project, outlining a detailed Biodiversity Action Plan.



Enhancing Social Sustainability Management

The Company is dedicated to effective management and social responsibility, striving to foster confidence and trust among all stakeholders while driving sustainable progress. Central to this commitment is the unwavering respect for the human rights of its employees, partners, and contractors. In tandem with this, it places great emphasis on bolstering the local economies of communities. Through initiatives such as community-based employment, skill development programs, innovation, and technology adoption, BCPG aims to enhance economic efficiency both locally and nationally. These efforts are in line with Sustainable Development Goal 8: Decent Work and Economic Growth, specifically target 8.5, which underscores the importance of achieving full and productive employment and ensuring decent work for all individuals. This includes equitable opportunities for women and men, young people, and persons with disabilities, with a steadfast commitment to equal pay for work of equal value.

Policy and Practices in the Social Dimension

The Company places paramount importance on upholding and safeguarding human rights. This commitment includes conducting thorough assessments of human rights risks associated with its business activities across the entire value chain, particularly those that may impact vulnerable or disadvantaged groups. It adheres strictly to international standards and local laws in each country where it operates, ensuring that its operations align with the highest ethical and legal standards. The Company is dedicated to being a model of responsible corporate citizenship, striving for continuous growth while fostering inclusivity and equality on a global scale. At the core of its values is the unwavering respect for human dignity and the fundamental rights and freedoms of all individuals. It steadfastly rejects any form of discrimination, whether based on race, nationality, birth place, religion, gender, age, skin color, language, belief, education, ethnicity, disability, political belief, economic status, membership or social status irrelevant to business operations, or any other criteria. For more details, you can access the Human Rights Management Document at <https://www.bcpvgroup.com/th/corporate-governance/cg-reports>.

Social Management

Respecting and Protecting Human Rights

In 2023, the Company conducted a comprehensive Human Rights Risk Assessment to proactively monitor and address any potential impacts on human rights across its

entire value chain. Its objective was to prevent, mitigate, and rectify any adverse effects collectively, ensuring that its production processes, labor practices, treatment of partners, work environment, and investments uphold human rights standards and do not harm vulnerable groups. This underscores its unwavering commitment to social responsibility and environmental stewardship. Throughout the assessment of human rights risks within its organization, The Company identified specific measures to prevent and mitigate these risks in its operations. These measures are aligned with international agreements and guidelines, including:

UNGP	UDHP	ILO	HRDD	HRRA
Principles addressing business and human rights of the United Nations.	The Declaration of Human Rights.	Principles and Fundamental Rights in the Workplace and Performance Monitoring by International Labor Organizations	Human Resources Due Diligence	Human Resource-related Risk Management

Key Achievements

In 2023, the Company undertook Human Rights Due Diligence (HRDD) incorporating criteria to assess human rights risks based on two key factors: the probability of impact occurrence and the severity of those impacts. This thorough evaluation encompassed all dimensions of human rights, ensuring the inclusion of individuals from all affected demographics. Following the assessment of human rights risks across the Company's operational domains, the identified risks ranged from low to moderate levels. These encompassed safeguarding employees' personal data, promoting community health and safety, and ensuring access to water and healthcare services. To address significant human rights risks associated with its business activities, the Company has formulated robust controls and recovery protocols. The Human Rights Risk Assessment document is available for download at (<https://www.bcpggroup.com/th/sustainability/social-aspects>).

Human Rights Due Diligence



- 1. Publicize the Company's** commitment and human rights policy to all executives and employees.
- 2. Conduct thorough assessments to identify and evaluate risks and impacts on human** rights, considering all potentially affected parties, including employees, partners, contractors, customers, and communities.
- 3. Analyze and integrate the findings of human rights assessments** into internal management processes. Develop comprehensive risk management plans aligned with established standards and guidelines, such as the Code of Practice (CoP) and various management systems covering security, safety, occupational health, and environmental concerns, to proactively mitigate or control potential adverse effects.
- 4. Regularly monitor and transparently communicate the progress of human rights initiatives.** Provide timely reports with predefined timelines to track and assess the effectiveness of each plan, conducting ongoing assessments to validate the efficiency of management procedures. Share operational advancements and outcomes with stakeholders to foster accountability and engagement.
- 5. Implement robust complaint mechanisms to address and remedy the impacts of human rights violations.** Take swift action upon identifying any company-induced or contributed negative human rights effects, including providing appropriate remedies to affected parties resulting from the Company's business activities.

Target	Performance
There are no cases of labor disputes or human rights violations (0 cases).	- Human Rights Due Diligence has been conducted comprehensively. - There are no complaints regarding human rights issues.

Employee and Labor Practices

The Company places a high priority on employee well-being, ensuring fair compensation policies that align with performance metrics for both short-term and long-term periods. Furthermore, it offers rights and benefits to its employees that are on par with those provided by other listed companies. The Company's employment practices encompass various metrics, including the recruitment of permanent employees, new employee onboarding processes, turnover rates, and the provision of maternity leave, outlined as follows:

Table showing the number of employee hires 2023

Number of Permanent Employees	Workplace (Persons)		Total (Persons)	Ratio (%)
	Bangkok	Other Location ¹		
Male Employees (Persons)				
Age less than 30 years	1	6	7	5
Age between 30-50 years	22	28	50	39
Age over 50 years	7	1	8	6
Total	30	35	65	50
Female Employees (Persons)				
Age less than 30 years	4	0	4	3
Age between 30-50 years	47	5	52	40
Age over 50 years	7	1	8	6
Total	58	6	64	50
Total	88	41	129	100

Notes :

1. "Other locations" exclusively denote renewable energy power generation projects situated within Thailand.
2. The count of persons with disabilities and disadvantaged individuals is zero across all areas.

Table showing the number of new employees in 2023

Number of Permanent Employees	Workplace (Persons)		Total (Persons)	Ratio (%)
	Bangkok	Other Location ¹		
Male Employees (Persons)				
Age less than 30 years	2	2	4	16
Age between 30-50 years	6	2	8	32
Age over 50 years	0	0	0	0
Total	8	4	12	48
Female Employees (Persons)				
Age less than 30 years	1	0	1	4
Age between 30-50 years	9	1	10	40
Age over 50 years	1	1	2	8
Total	11	2	13	52
Total	19	6	25	100

Notes:

1. "Other locations" exclusively denote renewable energy power generation projects situated within Thailand.
2. The turnover rates represent 16% of the total number of employees as of December 31, 2023.

Table showing the number of female employees on maternity leave for 2023

Maternity Leave Statistics:	Bangkok (Persons)	Other Locations ¹ (Persons)
Number of employees on maternity leave ²	58	6
Number of employees eligible for maternity leave with childcare benefits	4	-
Number of employees who took maternity leave	4	-
Number of employees who returned to work after taking maternity leave	4	-
Number of employees who returned to work after maternity leave and were rehired within 12 months	100%	-
Rate of return to work after maternity leave	100%	-

Notes:

1. "Other locations" exclusively denote renewable energy power generation projects situated within Thailand.
2. The eligibility for maternity leave benefits is based on female employees aged 50 years or younger.

Policy on Employee Development

The Company has a continuous employee development policy aimed at enhancing knowledge, skills, expertise, and job performance of employees at all levels. To achieve this, the Company promotes opportunities for employees to develop knowledge and expertise through on-the-job training and internal training programs. This facilitates the transfer of experiences and provides ongoing business knowledge to employees. Additionally, the Company encourages employees and managers from various departments to participate in relevant training sessions and seminars to further enhance their knowledge related to their respective job functions. This enables employees to improve and enhance the Company's operations. The employee development is divided into two main categories as follows:

1) Development of Core Competencies

Core competency development through mandatory programs is geared towards enriching essential knowledge and skills crucial for ensuring sustainable business operations. This encompasses induction programs for new employees, foundational competency training, leadership competency cultivation, and the nurturing of future-building competencies, among various others.

2) Functional Competency Training

Functional competency training encompasses specialized programs designed for key business domains or Key Business Success Programs aimed at enriching crucial knowledge and expertise vital for achieving business objectives. These programs consist of:

- Development of Common Competencies: Aligned with specific professions including finance, accounting, human resources, law, and information technology.
- Enhancement of Technical Competencies: Tailored to specialized knowledge pertinent to the Company's business operations, such as solar energy, wind energy, hydropower, energy storage systems, and power transmission lines, among others.

Moreover, the Company has deployed technological systems to bolster learning and employee development processes, thereby improving data management efficiency and granting employees seamless access to learning resources and training materials.

Key Achievements

The Company has partnered with external agencies specializing in training and development to foster employee self-learning through internal and external training initiatives. Additionally, the Company fosters knowledge exchange and assessment, enabling employees to continuously share insights, experiences, lessons learned, and diverse work methodologies on a monthly basis.

The Company sets up Individual Development Plans (IDPs) aimed at fostering learning, knowledge sharing, and assessment as integral performance indicators for the organization.

In 2023, the Company actively pursued training and development endeavors to bolster employee competencies year-round. These efforts encompassed internal staff training sessions and initiatives to motivate employees to participate in external training programs. The Company allocated a total investment of 4 million baht towards training endeavors, with an average of 30 training hours per person annually.

Employee Retention

The Company is committed to treating employees fairly and respectfully, upholding human rights and preventing gender discrimination by offering equitable compensation, benefits, and suitable incentives. BCPG ensures compliance with legal standards while remaining competitive in the labor market. Compensation is based on performance evaluations, reflecting both short-term and long-term company performance, and is benchmarked against industry standards. Additionally, it maintains a reserve fund to support livelihoods, provides healthcare, and ensures a safe working environment in accordance with regulations. BCPG offers various training programs to enhance employee knowledge and skills, focusing on job-related responsibilities. Employees also have opportunities for skill development in areas of personal interest to foster career advancement.

Moreover, the Company prioritizes the well-being of its employees and their families by providing comprehensive healthcare benefits tailored to various family structures. Its facilities include a fitness center on the 11th floor of the M Tower building, dedicated breastfeeding facilities, family assistance funds for situations involving parents, spouses, or children, and flexible working hours to accommodate individual needs.

Employee Satisfaction Survey

The Company has undertaken an employee satisfaction survey, leveraging the expertise of a globally renowned consulting firm to gauge the level of employee contentment within the organization. The survey methodology adopted is internationally recognized and encompasses the following key areas:

1. Performance Management
2. Career Development
3. Engagement and Well-being
4. Collaboration
5. Communication
6. Rewards and Recognition

Key Achievements

In 2023, the employee satisfaction survey revealed a 74% satisfaction rate among all employees in Thailand regarding the organization.

Occupational Health and Safety

The Company places a high priority on occupational health and safety management systems within its operational practices, particularly in overseeing the process of generating renewable energy. Demonstrating a commitment to efficient business management, the Company has adopted the ISO 45001:2018 Occupational Health and Safety Management System to establish internal management protocols. These protocols cover operational procedures, regular reviews, and audits, ensuring the ongoing effectiveness and enhancement of business operations.

Occupational Health and Safety Policy

The Company sets forth a comprehensive environmental, occupational health, and safety policy, encompassing management frameworks. This policy is deemed a direct responsibility for all executives, employees, and contractors operating within project areas.

1) Occupational Health and Safety Policy

The Company is deeply committed to eradicating hazards and mitigating risks associated with occupational health and safety. This commitment extends to addressing workplace accidents and preventing the transmission of contagious diseases, all in the pursuit of fostering a secure and healthy work environment. BCPG prioritizes the prevention of injuries and illnesses stemming from work-related activities, ensuring strict compliance with pertinent laws and regulations governing occupational health and safety. Moreover, it offers consultation services and actively involve its employees in enhancing and refining its occupational health and safety management systems in accordance with ISO 45001:2018 standards.

2) Quality Policy

The Company is dedicated to fulfilling the standards set by its customers, as embraced by the organization, and to perpetually enhancing its quality management systems in accordance with ISO 9001:2015.

3) Environmental Policy

The Company is dedicated to safeguarding and conserving the environment, preventing pollution and air contamination, and strictly adhering to environmental laws and regulations. It consistently enhances and refines its environmental management systems in line with ISO 14001:2015 standards.

Additionally, the Company has implemented measures to align with occupational health and safety management guidelines as follows:

- Hazard Identification, Risk Assessment, and Job Analysis are conducted for both employees and contractors, taking into account the probability and impact of occurrences. In instances where activities pose a high risk, preemptive measures to control and mitigate risks, or work protocols that reduce risks to an acceptable level, must be established before commencement.
- Regular audits ensure legal compliance and keep abreast of new regulations, including ongoing licensing requirements.
- Supervision and maintenance of working conditions align with operational standards. This entails assigning safety supervisors at workstations and ensuring that all personnel, including employees and contractors, adhere to safety protocols by wearing appropriate protective gear.
- Incidents, accidents, or irregularities are promptly reported and investigated. The Company has defined procedures for reporting unusual occurrences, especially in cases of injuries resulting in work stoppage, fatalities, or potential property damage.

Key Achievements

- Lost Time Injury Frequency Rate (LTIFR), indicating the frequency of work-related injuries leading to work stoppage, stands at zero per million hours.
- There have been no fatalities resulting from work-related accidents, involving both employees and contractors.

Note: The presented data encompasses operations within domestic power generation projects exclusively.

Guidelines for Community and Social Responsibility

BCPG has placed importance on tending and developing the well-being of communities in the vicinity of its power plants by leveraging knowledge and experience accumulated from the business to concretely contribute to public interest. Moreover, it focuses on the conservation of natural resources and the environment, thus creating a roadmap for sustainable development activities under the concept of “Breath of the World,” with an aim to improve and rehabilitate the nature in different areas and raise people’s quality of life through innovations and renewable energy for a betterment. The roadmap consists of three themes as follows:

1. Breath of the Wilds: Focusing on conserving the forest and wildlife, as well as the natural ecosystem.
2. Breath of the Waters: Focus on conserving water resources.
3. Breath of the Souls: Focus on uplifting the quality of life, especially of those living in the vicinity of power plants, who are considered one among major stakeholders of the organization.

In 2023, the Company launched the following activities:

Mangrove Plantation

With a commitment to preserving the abundance of marine and coastal resources, and delaying impacts that lead to climate change, BCPG initiated a “Mangrove Plantation” activity. Together with 80 of its executives, employees, and students from Bang Bal School in Phra Nakhon Si Ayutthaya Province, a school located close to a Company’s power plant, it planted mangrove to enlarge green areas, which serve as both a nursery for aquatic animals and a place to absorb and store carbon dioxide in an existing mangrove forest of Khlong Khon District, Samut Songkhram Province.





โครงการ Energy for Everyone

To encourage and ensure accessibility to clean energy, BCPG installed solar rooftops and floating solar systems, with a total capacity of 77 kilowatts, at the Royal Chang Hua Man Initiative in Phetchaburi Province. Apart from being environmentally friendly, the systems also help lessen electricity costs.

Circular Economy Thinkers

BCPG organized edutainment and workshops to underline the concept of circular economy or optimization of renewable resources. Emphasis was placed on learning by doing, using wasted materials around them, through the 3Rs: Reduce, Reuse, Recycle activity for 9th grade students of Bor Ploy Ratchadapisek School in Kanchanaburi Province and Baan Bu Wittayasan School in Burirum, which are schools located in the area of Company's power plants.



Other CSR Supports

BCPG has supported foundations and charitable organizations both in kind and in cash; for example, the Foundation for Orphans in the Three Southern Border Provinces, Ramathibodi Foundation, Disabled Animal Welfare Foundation, etc. Moreover, it sponsored various charitable activities such as charity bowling, Candlelight for Education Club, golf tournaments for the visually impaired (Blind Golf Open), PEA Mini Marathon 2023, etc., totalling, both kind and cash, 15,269,124 million baht throughout the entire 2023.

For inquiries regarding sustainability, please contact :

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Summary of Sustainability Achievements 2023

Sustainability Commitment	Target	Performance
Environment		
ZERO FOAM	0	0
Carbon Neutrality	Carbon Neutral	Carbon Neutral
Reforestation	250 Rai	250 Rai
Assessment of water stress in the vicinity of power plant projects in Thailand	At least once a year	4 times
Assessment of biodiversity risks	At least 1 area	2 areas
Human Resources		
Training hours	36 hours	30 hours
Return-to-work rate after maternity leave	80%	100%
Employee satisfaction	72%	74%
Safety, Occupational Health, and the Environment		
Fatal accidents involving both employees and contractors	0 case	0 case
Work stoppage incidents involving both employees and contractors	0 case	0 case
Minor accidents involving both employees and contractors	0 case	0 case
Lost Time Injury Frequency Rate	0 hour per one million of work hours	0 hour per one million of work hours

Sustainability Commitment	Target	Performance
Leakage of hazardous chemicals	0 case	0 case
Environmental dispute cases	0 case	0 case
Development of Local Quality of Life		
Community hiring initiatives	-	230 persons (workers and technicians)
Employee participation rates in community-oriented projects	90%	79%
Number of complaints from the community regarding business activities	0 case	0 case
Customer Responsibility		
Customer satisfaction evaluation	62%	94%
Number of customer complaints on significant issues	0 case	0 case
Data leakage of customer personal information	0 case	0 case
Human Rights		
Labor disputes or human rights violations	0 case	0 case