

COMMUNITY ENGAGEMENT POLICY

Community Engagement Policy

The Company values the rights and respects all communities therefore engages with them through community engagement. Banpu applies a participatory approach to promote sustainable values, build trust, and secure a social license to operate. Also, Banpu has formulated the Community Engagement Policy, which is integrated with its values, called “Banpu Heart”, and implemented it across the group. The policy focuses on the following practices:

- **Promote community participation:** Banpu emphasizes the importance of local communities, indigenous peoples, and vulnerable groups aiming for sustainable development. We respect their interests and rights, encourage open and transparent dialogue, and promote cooperation among stakeholders. Banpu promotes racial, ethnic, and gender equality and encourages proactive communication and meaningful engagement with communities and stakeholders.
- **Place community involvement in decision-making:** Banpu places a priority for community representatives to take part in decision-making processes, starting from inception to completion, which include but are not limited to land acquisition, resettlement, land use, community engagement initiatives, asset closure, and relevant activities that required to promote ownership among community members.
- **Focus on common benefits and create shared value:** Banpu prioritizes long-term sustainable values for stakeholders and society, which can help narrow the social gaps. In doing so, Banpu commits to working closely with community members on shared value initiatives that meet their needs while supporting social progress through the development of grassroots innovations, considering sustainable resource utilization. The initiatives aim at improving local well-being, providing local employment opportunities, supporting local procurement, promoting local workforce training, and related quality of life improvement programs.
- **Enhance a culture of transparency:** Banpu is responsible for sharing information about its operations, including potential impacts and mitigation strategies, which build trust and enables informed discussions. This includes the standard management of grievance mechanisms across the group for receiving, processing, and responding to community feedback, concerns, and suggestions, as transparency is fundamental to meaningful engagement.
- **Encourage employee involvement:** All employees are encouraged to participate in community engagement initiatives. With the available resources and diverse expertise, Banpu promotes employees’ assistance to the community to strengthen good relationships, uplift the community’s quality of life and achieve sustainable outcomes.

This policy is effective on October 10, 2024, until further notice.

Sinon Vongkusolkrit
Chief Executive Officer