

Community Engagement Policy

PURPOSE

To implement community engagement effectively, Banpu is strengthening efforts to achieve the following Community Objectives:

- 1) 1. Ensure our license to operate
- 2) 2. Build shared value between the company and the community
- 3) 3. Act and represent the company as a good corporate citizen
- 4) 4. Leave a positive legacy where we operate

SCOPE

This policy shall be integrated and applied to Banpu and its subsidiaries where Banpu has management control. All business units must develop local policies aligned with this corporate policy, in coordination with GCS Corporate.

POLICY STATEMENT

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.

1. 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.

2. 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.

3. 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.

4. 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.

5. 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.

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