

ESG STRATEGY

RATCH-Australia Corporation Pty Ltd (RAC) is committed to, itself and by working with its stakeholders, operating its business in a way that enhances environmental, social and governance outcomes for the communities in which it operates.

ENVIRONMENT

a. Delivering efficient operations

RAC seeks to reduce the use of natural resources, minimise waste and challenge/change wasteful or unsustainable practises, seeking to deliver efficient and effective operations both for today and the future. RAC will work with its supply chain to reduce wastage and improve recycling.

b. Greenhouse gas emission reduction

RAC will continue to develop and construct renewable energy projects throughout Australia to reduce the greenhouse gas emissions of its energy portfolio and help Australia transition to a carbon neutral energy market. RAC will contribute to the Group's net zero by 2050 target by contributing 1GW of renewable energy to the Group's portfolio by 2027.

c. Renewable energy usage at RAC sites

RAC seeks to minimise the carbon footprint associated with its energy and fuel use, reduce its consumption of all resources (and their associated carbon intensity), including identifying lower GHG alternatives where available.

d. Repurposing and recycling

RAC will design all of its new energy generation projects to consider waste at the end of the life of the project. Every effort will be made to recycle wind turbine and BESS materials when they are no longer in use and invest in projects that can find alternative purposes for turbine blades to reduce the amount of waste that goes to landfill.

SOCIAL

e.Ensuring responsible operations

RAC seeks to (through its contractors and agents) operate its sites safely and responsibly, whilst respecting and engaging with its landowners, neighbours, local communities, key stakeholders and the environment, to ensure at all times RAC's 'social license to operate' is enhanced or at least maintained.

f.A safe, sustained and sustainable workforce

RAC is committed to achieving zero harm and seeks a similar commitment from all employees and contractors, such that they are rested, fit and healthy (both physically and mentally), returning home safely every day. (See also RAC's Workplace Health and Safety Policy.) This priority will be measured by the number of lost time safety incidents on sites or in the corporate office.

g.Professional development

RAC seeks to improve the capacity and employability of its employees by creating opportunities for their growth and development and by creating an empowering culture, living the values of accountability, collaboration and smart decision making. Every employee is offered \$2,000 per annum to undertake external studies to improve their professional development. All of the above will result in a safe and sustained workforce where corporate intellectual capital is retained in the business for the medium to long term.

GOVERNANCE

h.Ensuring strong corporate governance

Good corporate governance is central to RAC's approach to enhancing the sustainability of its business. RAC is committed to upholding strong corporate governance principles and practices to govern all of its operations. This will be demonstrated by strong regulatory compliance with zero material breaches.

i.Key-person risk (KPR) and business continuity

RAC is committed to minimising KPR (to the extent possible), identifying where KPR arises, ensuring employees collaborate and share knowledge and knowhow, establishing sound procedures and processes to manage KPR. Continuity of business planning and procedures for people, property and systems are also key to ensuring the robust, adaptable, reliable and sustainable operations of RAC.

GOVERNANCE (CONT...)

j. Good complaints handling

The company can always expect to have some complaints from neighbours and key stakeholders but each complaint will be acknowledged within 48 hours and resolved as soon as possible. RAC intends that at the end of each calendar year there are no unresolved complaints over more than 2 months in duration.

NEXT STEPS

In early 2023, the RAC management will form a committee to establish and evaluate potential ESG metrics. When it is determined that a specific action can be taken to reduce greenhouse gases or improve workplace safety, for example, then a cost benefit analysis will need to be conducted by the committee and presented to RAC management and, if required, the Board, for approval.

RAC will report annually to the RATCH Group on our progress of these ESG practices and outcomes which will be measured against the GRI and incorporated in the RATCH Group's annual sustainability report.

Polagorn Kheosiplard
Chief Executive Officer
RATCH-Australia Corporation Pty Ltd
