

## Announcement No. QTC66026

### Subject: “Moral Well-being Organization” Policy

QTC Energy Public Company Limited recognizes that employees are valuable human capital that can be developed to add value to the organization. If employees are instilled with the values of thinking well, doing well, and upholding morality and ethics as the foundation of their lives, they will become “good people” in society. At the same time, if they are supported in developing well-rounded knowledge and trained to attain expertise in their work, they will become “competent people” of the organization. The Company believes that these two aspects are essential mechanisms for driving sustainable organizational growth under the mission of “developing human capital to cultivate good and competent people,” and that neither can be absent.

To ensure that the organization’s operations align with this mission and create sustainable happiness for employees while enhancing organizational efficiency, based on the 8+2 dimensions of happiness and the 5 moral dimensions through the promotion of Happy Workplace activities and the Moral Organization initiative, the Company hereby announces the “Moral Well-being Organization” Policy as follows:

1. **Happy Body** : The Company will support, promote, and provide opportunities for employees to exercise, participate in health promotion activities, consume nutritious food, and reduce, refrain from, and quit smoking and alcohol consumption, thereby fostering strong physical and mental health.
2. **Happy Heart** : The Company will support and promote executives and employees at all levels to be caring, generous, considerate, and mutually supportive, leading to sustainable happiness within the organization.
3. **Happy Relax** : The Company will support and promote employees’ opportunities for rest and relaxation in various aspects of life, both in their working lives and personal lives.
4. **Happy Brain** : The Company will support and promote employees’ opportunities to pursue education and knowledge, and encourage continuous learning and self-development, together with the transfer and sharing of experience and knowledge exchange, which will contribute to the organization’s body of knowledge (Knowledge Management). This will also enhance employees’ capabilities and support stability and advancement in their careers.
5. **Happy Soul** : The Company will support and promote employees in applying morality, ethics, and virtue in their daily lives, which will help them maintain a positive state of mind and result in happiness for themselves and those around them.
6. **Happy Money** : The Company will support and promote employees’ knowledge and understanding of saving, appropriate spending, and living in accordance with the sufficiency economy philosophy.

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7. **Happy Family** : The Company will support and promote activities that foster positive feelings among employees within the organization so that unity and harmony may be built as though they were members of one family. This will lead to good conduct toward employees’ own families, strengthen family institutions, and result in employees having warm and stable families.
8. **Happy Society** : The Company will support and promote employees in being helpful, generous, disciplined, law-abiding, and respectful of the rules of coexistence in the workplace, family, and community where they live, while maintaining a good environment and social responsibility both within and outside the organization.
9. **Happy Home** : The Company will support and promote the workplace as employees’ second home by creating a positive atmosphere, making the workplace pleasant and suitable for work, and ensuring a good and safe environment. The Company will also promote safe driving, helmet use, no drunk driving, and compliance with traffic laws so as to ensure safety and physical readiness for work.
10. **Happy Work-life** : The Company will support, promote, care for, and pay attention to employees’ well-being so as to create balance between working life and personal life, foster love, commitment, and pride in the organization, build confidence in work, ensure career stability, and promote satisfaction with their own progress within the organization.
11. The Company promotes the implementation of activities to cultivate “good people” in the dimensions of “sufficiency, discipline, integrity, public-mindedness, and gratitude,” both within and outside the organization, which will lead to a good and sustainable society.

### Model for Driving the “Moral Well-being Organization”



- **พอเพียง** = ดำเนินชีวิตด้วยความพอดีพอประมาณ และการพึ่งตนเอง
- **วินัย** = การรับผิดชอบในหน้าที่ ทั้งต่อตนเอง องค์กร และสังคม
- **สุจริต** = การปฏิบัติที่ยึดถือความถูกต้อง เหมาะสม
- **จิตอาสา** = ลงมือทำด้วยความเต็มใจ หวังให้เกิดประโยชน์ต่อผู้อื่น
- **กตัญญู** = รู้สำนึกในบุญคุณและตอบแทนความดีต่อผู้มีพระคุณโดยตั้งอยู่บนพื้นฐานความถูกต้อง ดีงาม

The Company hopes that all executives and employees of QTC and all subsidiaries will jointly drive the organization toward becoming a “Moral Well-being Organization” in accordance with this policy, for continued progress and sustainable growth in all dimensions.

Announced on 14 July 2023

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