

Supply Chain ESG Management

Energy Absolute
Public Company Limited



EA's Group assigns CEO, Member of the Board to oversight the overall implementation of the supplier management and supplier ESG program to ensure alignment of vision and implementation which is critical to drive the successful outcomes, and to guarantee maximal priority and focus.

The purchasing practices towards suppliers are also continuously reviewed by Head of Supply Chain Department to ensure that the business demands, and expectations are aligned with the Supplier Code of Conduct, and ESG requirements. After the review process is completed, the progress and results will be reported to higher levels hierarchically.

This guideline are periodically communicated to company's buyers and related internal stakeholders via department training. **In 2026, the Procurement Department achieved a 100% training completion rate, while the overall employee training completion rate across the Company was 79.73%.**

Contents: Supplier ESG Program

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Supply Chain ESG Management Process

Review of suppliers' ESG practices to identify risk levels and key sustainability concerns.

Monitoring of key performance indicators and progress of supplier ESG implementation.

Supplier ESG Screening

KPIs and Progress for Supplier ESG Program

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Supplier Selection & Pre-Risk Assessment

Supplier Assessment and Development

Supplier Risk Mitigation

Initial screening of suppliers to identify potential ESG and business risks before engagement.

Evaluation of supplier ESG performance and implementation of improvement actions where needed.

Actions to reduce, manage, and follow up on identified supplier ESG risks.

1. Supplier Selection & Pre-Risk Assessment

EA has established a vendor list and supplier selection system to ensure that suppliers are capable of delivering products and services that meet the Company's requirements.

Suppliers approved through the supplier selection process will be registered on the Approved Vendor List (AVL) in the Company's System by EA's procurement staff.

EA Group evaluates supplier using "Supplier Selection & Retention" and "ESG Risk Self-Assessment" in the selection process.

Supplier Selection & Retention

01

Quality Assurance:

Do the products/services provided by the supplier and the delivery process correspond to EA's quality and safety requirements?

02

Compliance:

Are the products/services provided by the supplier and their operations in compliance with internationally recognized standards, human rights principles, and applicable laws and regulations?

03

Cost Comparison:

How do the costs of the products/services provided compare with those provided by comparable suppliers?

04

Positive Referrals:

Is the supplier well-known? What is the reputation of the supplier in question?

05

Supplier's Financial Status:

Does the supplier report its financial performance, and what is its financial status?

06

Environment, Social and Governance Management (ESG):

This section evaluates the compliance of the supplier with EA Group's OHS and Environment regulation, Human right, Corruption, Ethics, Governance and Transparency.

1. Supplier Selection & Pre-Risk Assessment

ESG Risk Self-Assessment

Suppliers shall complete the ESG Risk Self-Assessment form to pre-screen the ESG Risk level of supplier in the supplier selection process. The self scoring level is considered based on the intensity of the ESG implementation in supplier's company consist of :

- General Information
- Information on Quality, Health, Safety, and the Environment
- Financial and Business Information
- Environment aspect
- Climate Change
- Human Rights & Labor Relations
- Anti-Corruption and Business ethics
- Corporate Governance and Transparency

2. Supplier ESG Screening

EA Group annually conducts the analysis on supplier spending, ESG Risk Assessment and Critical Analysis which are deemed to pose potential risk to the business. The analytical results are used as input into formulating appropriate management strategies and mitigation measures

2.3 ESG Risk Assessment

Evaluation of suppliers' environmental, social, and governance risks to identify potential impacts and mitigation actions.



2.2 Significant Analysis

Assessment of suppliers' significance based on their impact on business continuity, operations, and strategic importance.



2.1 Supplier Spending Analysis

Analysis of supplier spending to identify key suppliers based on procurement value and business importance.



2. Supplier ESG Screening

2.1 Supplier Spending Analysis

2.2 Significant Analysis

2.3 ESG Risk Assessment

Category	Number of Suppliers	Spend (MTHB)	Note
Raw Material - Domestic	49	1,462	
Raw Material - Foreign	20	241	
Fixed Asset - Domestic	318	453	
Fixed Asset - Foreign	13	25	
Others - Domestic	335	1,024	
Others - Foreign	25	83	
Total of Tier-1 suppliers	760	3,288	100% of All suppliers 2025

Significant Tier-1 Suppliers	149	3,023	
Significant Non-Tier 1 Suppliers	0	0	
Total of Significant suppliers	149	3,023	91.94% of All suppliers 2025

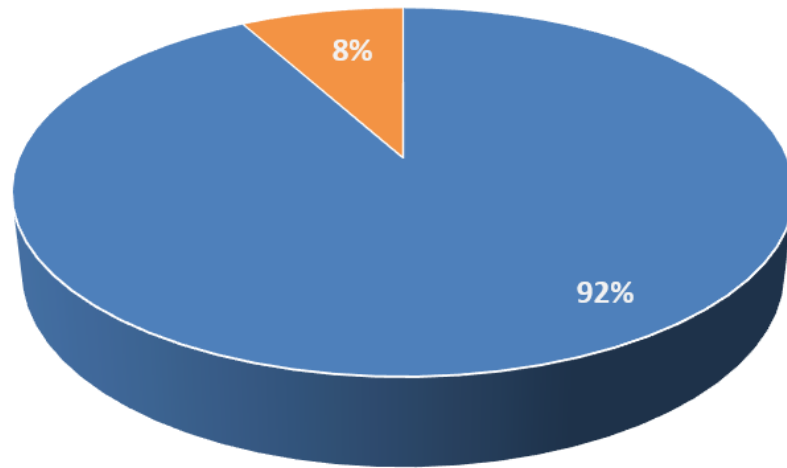
2. Supplier ESG Screening

2.1 Supplier Spending Analysis

2.2 Significant Analysis

2.3 ESG Risk Assessment

Significant Supplier 2025



■ Significant Suppliers ■ Non-Significant Suppliers

Category	Number of Significant Supplier	Spend (MTHB)
Raw Material - Domestic	49	1,462
Raw Material - Foreign	20	241
Fixed Asset - Domestic	46	343
Fixed Asset - Foreign	0	0
Others - Domestic	29	951
Others - Foreign	5	25
Total of Significant suppliers	149	3,023

2. Supplier ESG Screening

2.1 Supplier Spending Analysis

2.2 Significant Analysis

2.3 ESG Risk Assessment

Significant Tier-1 Suppliers of EA Group

EA Group identifies significant Tier-1 suppliers through an annual supplier analysis process, considering procurement value, business criticality, and ESG risk exposure. Suppliers that meet one or more of the following criteria are classified as significant Tier-1 suppliers and are prioritized for ESG assessment, monitoring, and risk management actions.

1. **High-Volume Spending**

Suppliers with procurement value exceeding **5 MTHB** are considered significant due to the material value involved. These suppliers are monitored as their performance, delivery capability, and compliance may have a significant impact on procurement planning, cost efficiency, and business continuity.

2. **Critical Suppliers**

Suppliers that provide products, equipment, materials, or services essential to EA Group's operations, particularly those related to quality assurance, calibration, safety, wind power operations, and solar power operations. This includes suppliers whose products or services may directly affect operational reliability, equipment performance, safety standards, regulatory compliance, energy production continuity, or overall business quality.

3. **High ESG Risk**

Suppliers identified through the ESG Risk Assessment as having substantial potential negative impacts on environmental, social, or governance aspects are classified as high ESG risk suppliers. This also includes suppliers with significant business relevance to EA Group, or suppliers that present a combination of both high ESG exposure and business criticality.

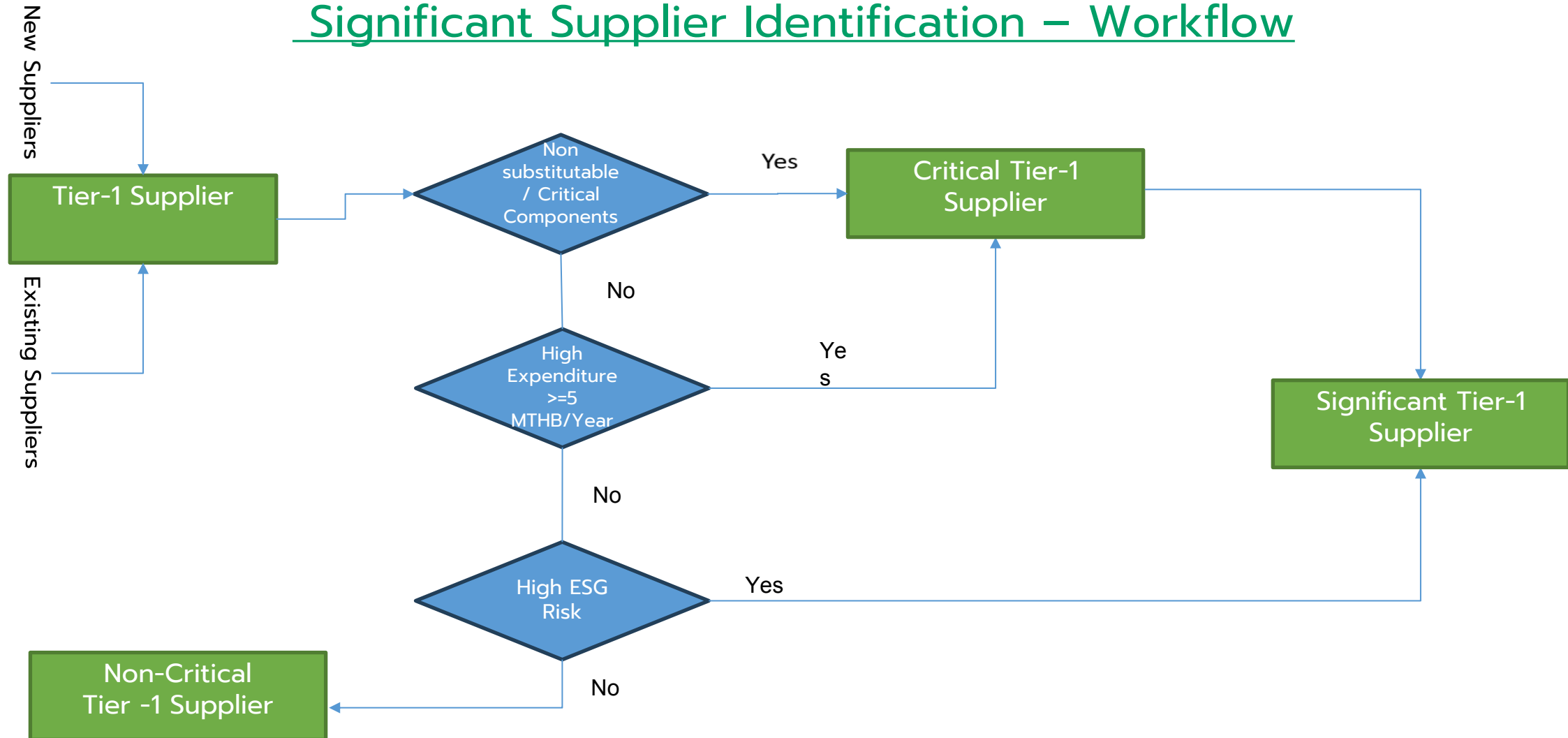
2. Supplier ESG Screening

2.1 Supplier Spending Analysis

2.2 Significant Analysis

2.3 ESG Risk Assessment

Significant Supplier Identification – Workflow



2. Supplier ESG Screening

2.1 Supplier Spending Analysis

2.2 Significant Analysis

2.3 ESG Risk Assessment

After the completion of product or service delivery, EA Group evaluates suppliers as part of the supplier retention process using the Supplier Evaluation Form. The evaluation covers the following criteria:

1. Transportation and Delivery (20%)

This section evaluates the supplier's delivery performance, including delivery timeliness, accuracy, and the quantity of materials or services delivered

2. Quality of Materials/Services (30%)

This section evaluates the quality of materials or services provided by the supplier, including service quality, product quality, sales support, and claims related to materials or services.

3. Environment, Social and Governance Management (20%)

This section evaluates the supplier's compliance with EA Group's occupational health and safety requirements, environmental regulations, human rights principles, anti-corruption practices, ethics, governance, and transparency standards.

4. Support/Collaboration and Communication (30%)

This section evaluates the supplier's after-sales support performance, including response time, collaboration, communication effectiveness, and completion of required documents.

Suppliers shall meet above of **60% in order to maintain** as EA Group Suppliers

Evaluation Criteria:

80% < X 100%	: A
65% < X 80%	: B
60% < X 65%	: C
X < 60%	: D

If the supplier cannot meet the requirements within the specified timeframe, EA may consider to restrict the procurement of raw materials, temporarily suspend purchasing activities, or exclude the supplier from contracting.

2. Supplier ESG Screening

2.1 Supplier Spending Analysis

2.2 Significant Analysis

2.3 ESG Risk Assessment

Methodology for Suppliers Screening

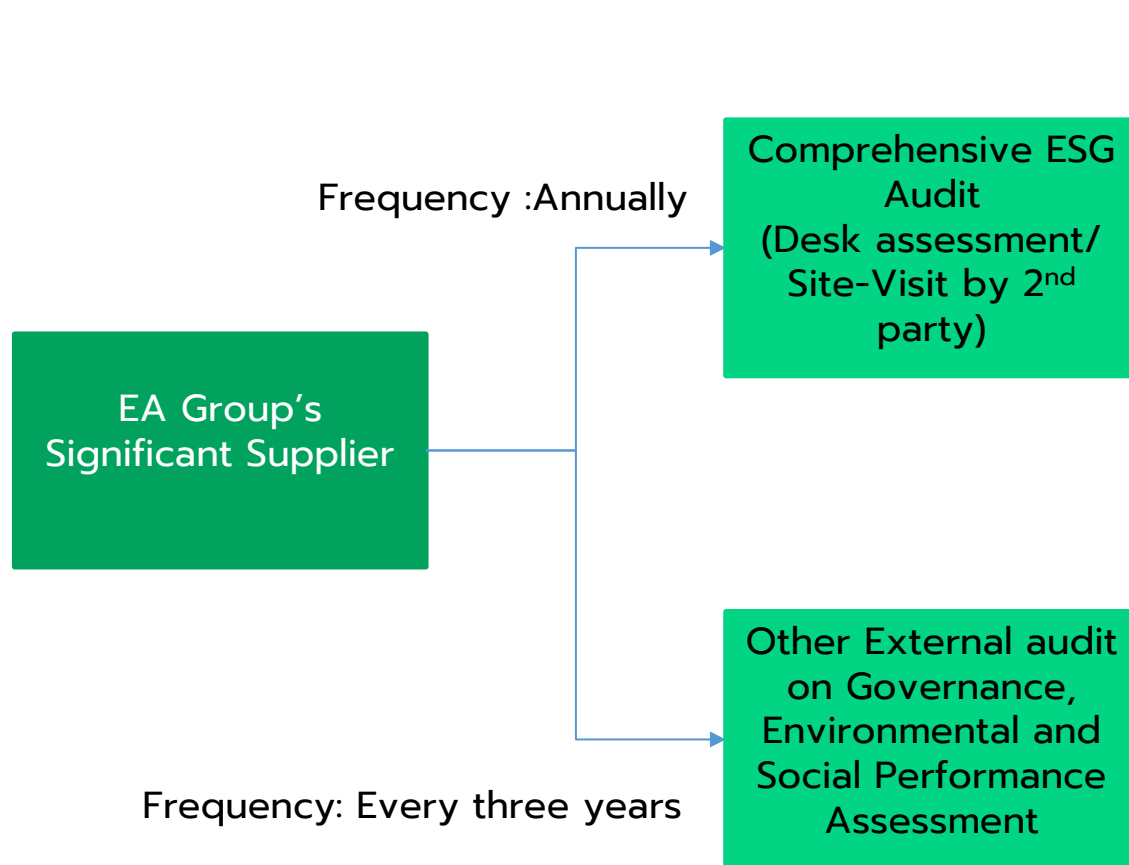
Screening Methodology	Description	Evaluation Criteria
Country-specific risk	Risk for negative environmental, social, and governance impacts related to a country's political, social, economic, environmental or regulatory situation.	• International Standard • Environmental • Climate change problems • Human rights and Labor • Corruption and Ethics • Governance and Transparency
Sector-specific risk	Risk for negative environmental, social, and governance impacts related to a sector's distinct characteristics regarding labor situation, energy consumption, resource intensity, emissions, or pollution potential	
Commodity-specific risk	Risk for negative environmental, social, and governance impacts related to a commodity's supply chain structure, labor situation, land-use and resource intensity, energy consumption, emissions, material toxicity, or pollution potential	

Supplier Evaluation Form



Current Supplier Evaluation (Procurement) 现有供应商评估 (采购)				
Company Name 公司名称			Vendor Code 供应商代码	
Category 类别			Evaluated by 评价方	
For Supplier Part3 供应商填写 第3部分				
Evaluator 评估员	Date 日期	e-mail	Telephone no. 电话号码	
NO. 序号	Evaluation Criteria 评价标准	(A) Score weight (A)分值权重	Answer = Have (1) / Not have (0) 请回答 (1) : 有或没有(0)	Total score (A) x (B)/Full score 总分 (A) x (B) /满分
6	International Standard 国际标准 6.1 ISCC International Standard/RSPO Standard ISCC 国际标准/RSPO 标准 6.2 ISO 14000 Standard/ISO 45001 Standard ISO 14000 标准/ISO 45001 标准 6.3 ISO 9001 Standard ISO 9001 标准			
7	Environment, Social and Governance (ESG) 环境、社会和治理 (ESG)			
	Environmental环境			
	7.1 Does the company have an environmental management system in place (eg ISO14001:2015)? 公司是否有环境管理体系 (例如 ISO14001:2015) ?			
	7.2 Does the company have an environmental policy or set of procedures which it regularly monitors for compliance? 公司是否有定期监控符合性的环境政策或流程 ?			
	7.3 Does the company have preventive or mitigative measures in place to reduce the impacts of pollution on the environment? 公司是否有预防或缓解措施来减少污染对环境的影响 ?			
	7.4 Does the company have an internationally recognized standard or technique in use which controls the production or manufacturing process? 公司是否有使用国际认可的标准或技术来控制生产或制造过程 ?			
	7.5 Does the company publicly disclose information related to its environmental performance (i.e. air quality measurements)? 公司是否公开披露与其环境绩效相关的信息 (如空气质量测量) ?			
	7.6 Has the company ever been involved with non-compliance or complaints related to environmental laws, regulations, permit, etc.? (If yes, please provide supporting documents) 公司是否曾经在环境法律、法规、许可等方面的违规或投诉 ? (如果是, 请提供证明文件)			
	Climate change problems 气候变化问题			
	7.7 Does the company have assess its climate change-related risks and prepare the appropriate adaptation and mitigation plans? 公司是否已评估其与气候变化相关的风险并制定适当的适应和缓解计划 ?			
	7.8 Does the company monitor and publicly disclose its greenhouse gas emissions? (If yes, please provide supporting documents or the monitoring framework) 公司是否监测并公开披露其温室气体排放量 ? (如果是, 请提供证明文件或监测框架)			
	Human rights and Labor 人权与劳工			
	7.9 Does the company have a policy or set procedures in place related to human rights and labor rights, which apply to its suppliers, subcontractors, or external parties related to the company (i.e. business ethics)? 公司是否有适用于其供应商、分包商或与公司相关的外部各方 (即商业道德) 的人权和劳工权利相关政策或流程 ?			
	7.10 Does the company have a reporting channel and remedial mechanism to address complaints related to fairness, which apply to its own organization and its stakeholders? 公司是否有适用于其自身组织及其利益相关者的报告渠道和补救机制来处理与公平相关的投诉 ?			
	7.11 Does the company monitor to ensure that the working hours of its employees or workers are in compliance with the requirements stipulated by. 公司是否监控以确保其雇员或工人的工作时间和符合规定的要求 .			
	7.12 Is the company's remuneration to its employees consistent, in accordance with the agreed upon employment contracts, and in compliance with the applicable national minimum wage requirements? 公司 对员工的报酬是否与约定的劳动合同一致, 是否符合适用的国家最低工资要求 ?			
	Corruption and Ethics 腐败与道德			
	7.13 Does the company have a mechanism in place to prevent and correct issues related to acts of corruption? 公司是否有预防和纠正腐败行为相关问题的机制 ?			
	7.14 Has the company ever been directly involved with non-compliance or complaints regarding human rights or acts of corruption? Has the company ever been indirectly involved with such breaches due to its 公司是否曾经直接或间接与人权或贪污行为的情况?或公司是否曾直接参与或间接参与此类违规行为 ?			
	Governance and Transparency 治理和透明度			
	7.15 Has the company demonstrated that its corporate governance and management are done in a transparent and auditable manner? (i.e. reporting, establishing different working committees) 公司是否证明其公司治理和管理是以透明和可审计的方式进行的 ? (如审计报告、建立不同的工作委员会)			
	7.16 Has the company disclosed its budget allocation and demonstrated the efficient use of natural resources, raw products, and human resources? 公司是否披露了预算分配并证明了自然资源、原材料和人力资源的有效利用 ?			
Total 汇总				
Total score for 3 Part 总分				
Total score from all related department and Procurement 所有相关部门和采购部评分总计		Full score%	Actual score	Result
Purchasing/Procurement 采购部结论				

3. Supplier Assessment and Development



EA Group perform a comprehensive ESG Audit using :

- EA Group's Supplier ESG Desk assessment by company Staff
- EA Group's Supplier ESG Onsite visit assessment by company Staff
- EA Group applied SMETA as reference to develop supplier assessment criteria.

EA Group also accept comprehensive assessment verification through international standards/ third party certification / audit / verification by specialist including:

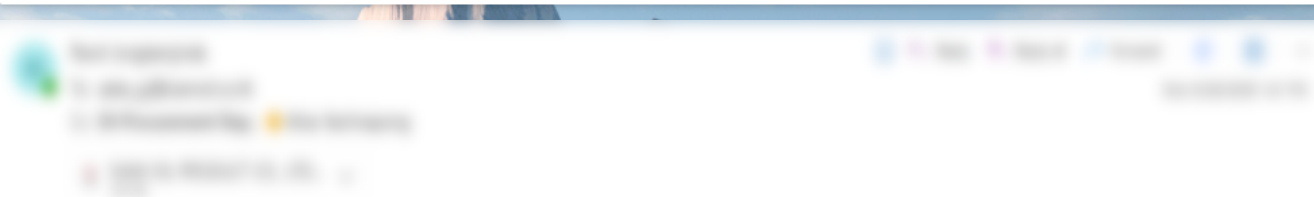
- Financial Audit
- ISO 9001/ ISO 14001/ ISO45001
- ISCC
- RSPO
- Other ESG relevant standards

3. Supplier Assessment and Development

Supplier Desk Assessment and Supplier access to ESG benchmarks against peers

EA has communicated ESG score results to each supplier via email and plans to develop a platform that enable suppliers to access peer benchmarking information and case studies to support ESG performance improvement. Additionally, suppliers may request more detailed and specific information from EA as needed. The score (grade) details refer to the Supplier Evaluation 2025, public available on the Company's website.

Evaluation Report: SIAM OIL PRODUCT CO., LTD  Summarize this email



Dear Sir/Madam,

On behalf of Energy Absolute Public Company Limited and its group companies, we would like to express our sincere appreciation for your company's support and cooperation throughout the year 2025.

Please find the Supplier Evaluation Report attached for your company. The evaluation has been conducted based on relevant criteria, including quality, delivery, service/support, compliance, and other applicable factors.

We kindly request that you to acknowledge receipt of this evaluation report by signing on page 3 and replying to this email with the signed copy.

Should you have any questions or require further clarification, please feel free to contact us.

Thank you once again for your continued cooperation.

Best regards,

EA Procurement Dept.
EA Group

www.energyabsolute.co.th

Supplier Evaluation 2025

Grade	Count Vendor	Total Average
Grade A	84	86.71%
Grade B	54	72.92%
Grade C	3	61.75%
Grade D	8	28.25%
Grand Total	149	62.41%

Grade	Scores	Grade Descriptions
Grade A	$80\% < X \leq 100\%$	Pass/Successful.
Grade B	$65\% < X \leq 80\%$	Pass but needs improvement.
Grade C	$60\% < X \leq 65\%$	Requires improvement, will be communicated to the Purchasing department for further assessment. The supplier will undergo evaluation in the future.
Grade D	$X \leq 60\%$	Notify the vendor to improve and rectify, submit the result of the improvements to the purchasing department, and conduct an evaluation at the vendor's place of business. If non-compliance is still found, proceed to source for new vendor. Or in case that a new vendor is not found at that time, a document will be issued requesting approval to use this vendor by the Top Management team of that company and Technical Department/Quality Department/Procurement Department together sign the acknowledgment.

3. Supplier Assessment and Development

Supplier Day 2026 was organized to engage EA's significant suppliers and strengthen mutual understanding of the Company's sustainability direction.

The session introduced the Supplier ESG Assessment & Improvement Program, which has already been initiated and will continue as part of EA's ongoing supplier assessment and development process.

The program will help identify ESG gaps, improvement opportunities, and future supplier development actions to support a more responsible and sustainable supply chain.

Dear Valued Suppliers,

On behalf of Energy Absolute Public Company Limited, we would like to sincerely thank you for taking the time to attend **Supplier Day 2026**.

Supplier Day 2026 was an important opportunity for the Company and our suppliers to get to know each other better, as well as to gain a clearer understanding of our business direction, collaboration approach, and shared expectations. We believe that this mutual understanding will serve as an important foundation for developing stronger and more sustainable long-term business relationships.

We also truly appreciate your attention and participation in the session on the **Supplier ESG Assessment & Improvement Program**.

The Supplier ESG Assessment & Improvement Program is part of the Company's commitment to building a responsible, transparent, and sustainable supply chain together with our valued business partners. The purpose of this ESG Assessment is to help both EA and our suppliers better understand current practices, identify opportunities for improvement, and strengthen long-term collaboration in areas such as environmental management, labor practices, human rights, business ethics, anti-corruption, and responsible sourcing.

We would like to kindly invite all suppliers to review the ESG Assessment information and prepare for the next steps as appropriate. Your cooperation and participation are highly appreciated and will play an important role in supporting our shared journey toward sustainable growth.

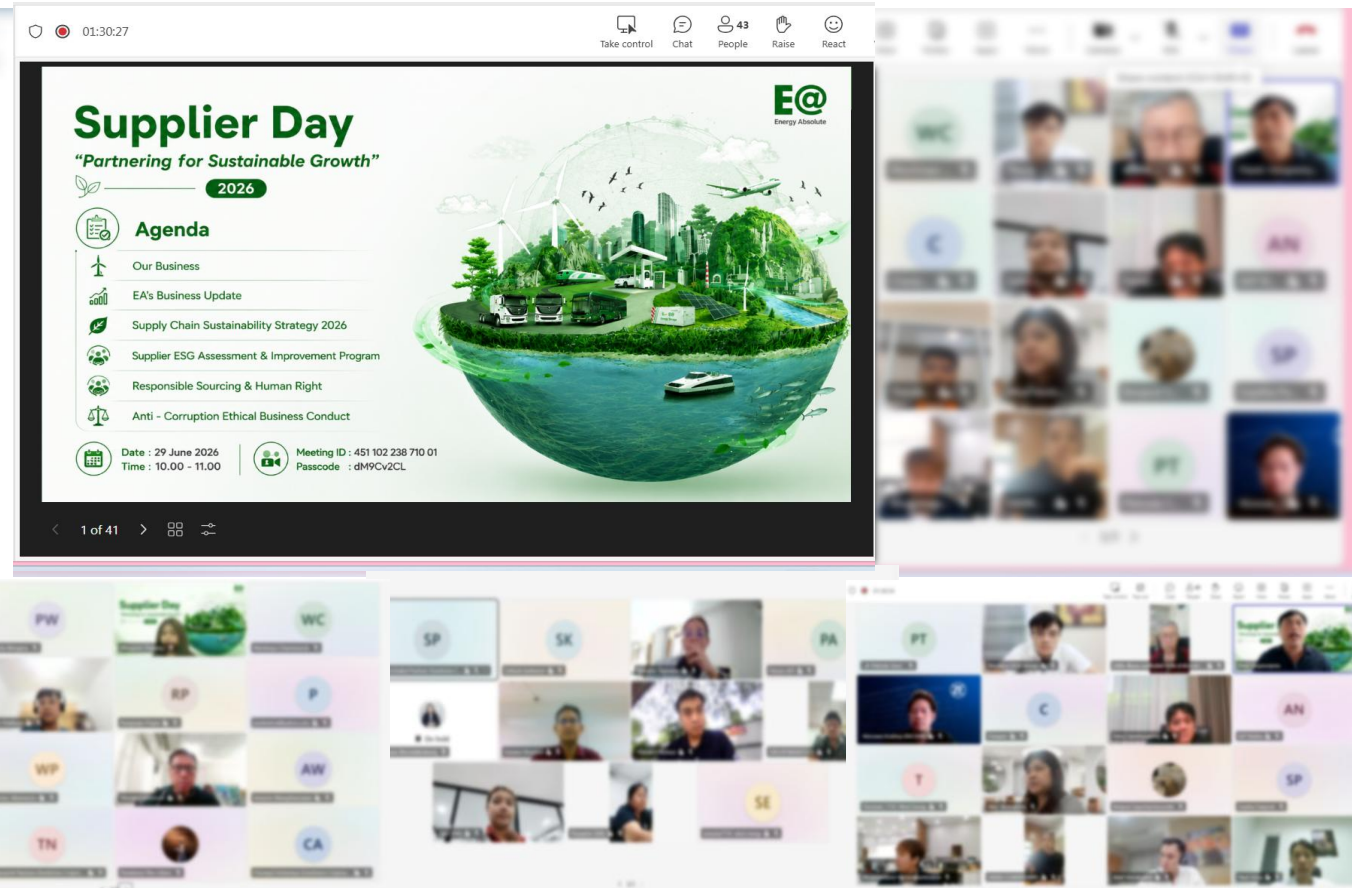
Please find attached the presentation slides from Supplier Day 2026 for your reference.

Should you have any questions or require further clarification regarding the ESG Assessment process, please feel free to contact our Procurement Team through the usual communication channels.

Once again, thank you very much for your valuable participation and continued support. We look forward to working closely with you and growing together as sustainable business partners.

Best regards,

www.energyabsolute.co.th



SUPPLIER DAY 2026

“Partnering for Sustainable Growth”



Comprehensive agenda and evidence to ensure transparency and accountability



SESSION COVERAGE

Six core sessions covering business updates, sustainability strategy, supplier development, and responsible business practices.

01

Our Business



02

EA's Business Update



03

Supply Chain Sustainability Strategy 2026



04

Supplier ESG Assessment & Improvement Program



05

Responsible Sourcing & Human Rights



06

Anti-Corruption Ethical Business Conduct



SUPPORTING EVIDENCE

Key facts and evidence from the event.



Event

Supplier Day 2026



Theme

Partnering for Sustainable Growth



Date

29 June 2026



Time

10:00 – 11:00



Format

Online Meeting via Microsoft Teams



Supporting Evidence

Attendance Report, Presentation Deck, Meeting Recording / Transcript



Participants Joined

52



Date

29 June 2026



Time

10:00 – 11:00



Meeting ID 451 102 238 710 01

Passcode : dM9Cv2CL

3. Supplier Assessment and Development

Supplier on-site assessments

carried out by purchasing company employees or contracted consultant (2nd party assessment)

1. Supplier 1 (6-7 Aug. 2025)

Day 4 : 6 Aug 2025

09:00-10:00 AM : Production shipment Schedule update
11:00-12:00 PM : Visit Pack assembly line , module line. Observation our product
13:00-14:00 PM : Update truck and sea shipment , Part FPC Tracking
15:00-17:00 PM : Update for 7 set DG ,4 set FPC and production plan
17:00-18:00 PM : Summary issue and minute meeting

Day 5: 7 Aug 2025

11:45 AM : Departure from Luoyang (Flight Delay)
04:00 AM : Arrived Thailand



3. Supplier Assessment and Development

Supplier on-site assessments

carried out by purchasing company employees or contracted consultant (2nd party assessment)

2. Supplier 2 (12 Feb. 2025)



3. Supplier Assessment and Development

Supplier on-site assessments

carried out by purchasing company employees or contracted consultant (2nd party assessment)

3. Supplier 3 (06 Jun. 2024)



3. Supplier Assessment and Development

Supplier on-site assessments

carried out by purchasing company employees or contracted consultant (2nd party assessment)

4. Supplier 4 (25 Aug. 2025)



bsi.



Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

Holds Certificate Number: **FM 688823**

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

The manufacture of wire harness.

ประกอบสายพานไฟฟ้ารถยนต์ไฟฟ้า

For and on behalf of BSI:


Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2020-01-15
Latest Revision Date: 2022-12-24

Effective Date: 2023-01-15
Expiry Date: 2026-01-14

Page: 1 of 1



...making excellence a habit™

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.
An electronic certificate can be authenticated online.
Printed copies can be validated at www.bsi-global.com/ClientDirectory or telephone +66(2) 2594899-92.
Further clarifications regarding the scope of this certificate and the applicability of ISO 9001:2015 requirements may be obtained by consulting the organization.
This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: +44 (345) 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

3. Supplier Assessment and Development

Supplier on-site assessments

carried out by purchasing company employees or contracted consultant (2nd party assessment)

5. Supplier 5 (23 May. 2025)



3. Supplier Assessment and Development

Supplier on-site assessments

carried out by purchasing company employees or contracted consultant (2nd party assessment)

6. Supplier 6 (30 May. 2025)



3. Supplier Assessment and Development

Supplier on-site assessments

carried out by purchasing company employees or contracted consultant (2nd party assessment)

7. Supplier 7 (6 Jun. 2024)



3. Supplier Assessment and Development

Supplier on-site assessments

carried out by purchasing company employees or contracted consultant (2nd party assessment)

8. Supplier 8 (17 Mar. 2025)



**This supplier had undergone an independent third-party assessment on 5 Nov. 2024.*

3. Supplier Assessment and Development

Supplier on-site assessments

carried out by purchasing company employees or contracted consultant (2nd party assessment)

9. Supplier 9 (17 Jul. 2024)



4. KPIs and Progress for Supplier ESG Program

KPIs for Supplier Screening

KPIs for Supplier Screening	2025
1.1 Total number of unique Tier-1 suppliers	760
1.2 Total number of unique significant suppliers in Tier-1	149
1.3 % of total spend on significant suppliers in Tier-1	91.94%

Notes:

- significant suppliers includes suppliers who is classified as significant business relevance to the company or high ESG risk suppliers or a combination of both.

4. KPIs and Progress for Supplier ESG Program

KPIs for Supplier Assessment and Development

Scope of Reporting: Tier-1 Suppliers Only

KPIs for Supplier Assessment and Development	2025	Percentage
1.1 Total number of unique suppliers	760	
1.2 Number of unique significant suppliers	149	
1.3 Number of unique significant suppliers supported with development measures (as a subset of 1.2)	149	100%
1.4 Number of unique significant suppliers assessed via desk assessments/on-site assessments (as a subset of 1.2)	149	100%
1.5 Number of unique significant suppliers assessed with substantial actual/potential negative impacts (as a subset of 1.4)	8	
1.6 Number of unique significant suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan (as a subset of 1.5)	8	100%
1.7 % of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan (as a subset of 1.5)	100	
1.8 Number of unique significant suppliers with substantial actual/potential negative impacts that were terminated	1	

Notes:

Significant suppliers are suppliers identified as having significant business relevance, high ESG risk, or a combination of both. In FY2025, all 149 unique significant Tier-1 suppliers (100%) received at least one development measure, including onsite or remote ESG training, awareness activities, corrective action guidance, and capacity-building support, as applicable. The type and intensity of support varied according to supplier ESG risk and business relevance. All 8 suppliers identified with substantial actual or potential negative ESG impacts (100%) had agreed corrective action/improvement plans and received targeted implementation support..

4. KPIs and Progress for Supplier ESG Program

Corrective Action Plans and Supplier Capacity Building Programs

1. **Corrective Action Requirement**

When supplier assessments identify ESG gaps or potential risks, suppliers are requested to prepare corrective action plans based on the assessment findings.

2. **Improvement Plan Content**

The corrective action plan should clearly define the identified gap, root cause, corrective and preventive actions, responsible person, target timeline, and supporting evidence required for closure.

3. **Risk-Based Monitoring and Follow-up**

Progress is monitored through regular follow-up, with the frequency determined by the severity of findings and the supplier's risk level.

4. **Evidence Submission and Review**

Suppliers are expected to provide supporting evidence to demonstrate the implementation and effectiveness of corrective actions.

5. **Supplier Development Support**

Where appropriate, the Company provides practical support through ESG-related guidance, communication, and targeted capacity-building activities to help suppliers improve their performance.

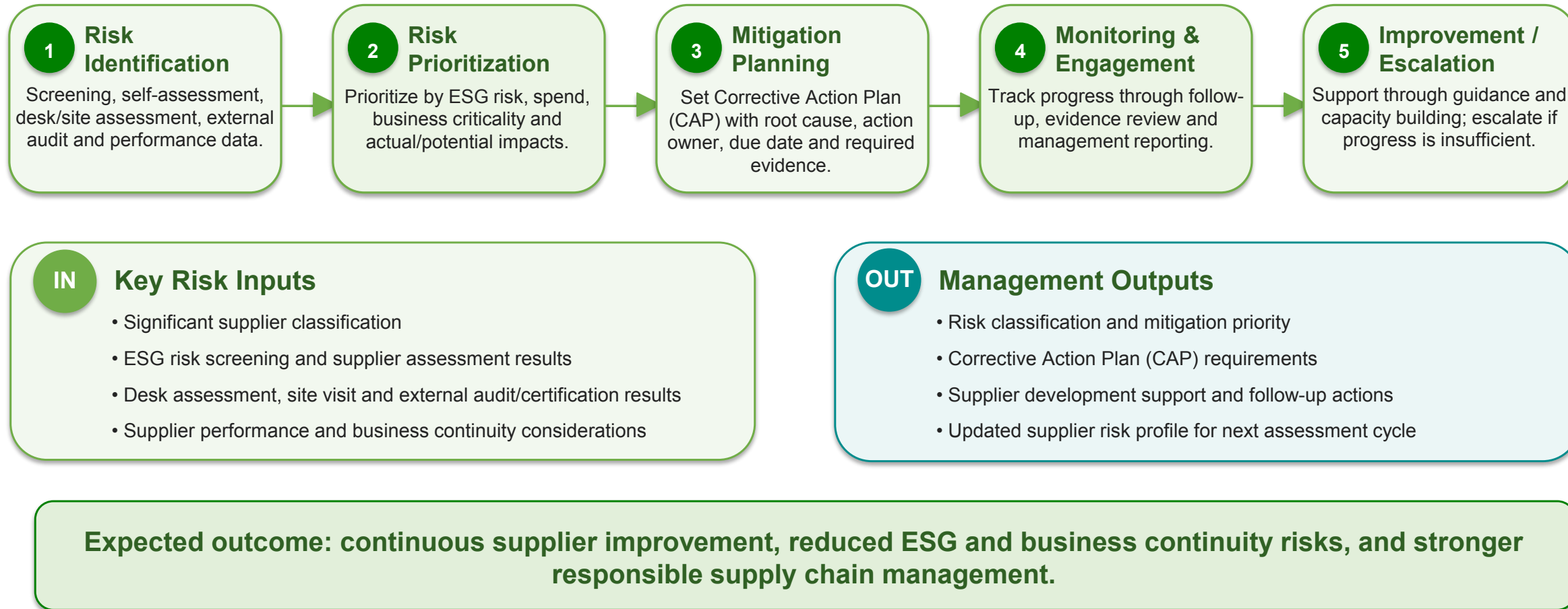
6. **Implementation Support and Escalation**

The Company may support implementation remotely or through on-site follow-up, where needed. In cases where progress is insufficient, further follow-up or additional risk mitigation measures may be considered.

5. Supplier Risk Mitigation

5.1 Framework

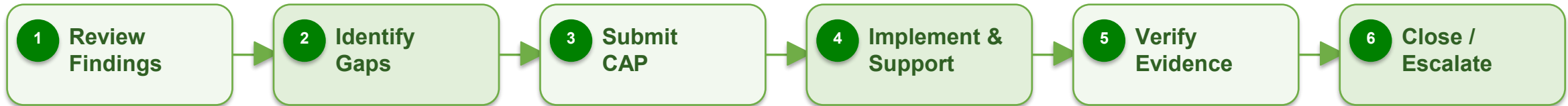
A risk-based approach to translate ESG assessment results into corrective actions, monitoring and supplier development.



5. Supplier Risk Mitigation

5.2 Corrective Action Plan & Supplier Support

A ESG findings are converted into clear improvement actions with ownership, timeline, evidence and follow-up.



Required CAP Information					
Assessment Finding	Root Cause	Corrective / Preventive Action	Responsible Person	Target Date	Evidence / Status
ESG gap or finding from assessment	Why the issue occurred	Corrective action and preventive action	Supplier owner / EA PIC	Due date agreed with EA	Document, photo, certificate, record or status update
High-risk / significant finding	Underlying process or control weakness	Action aligned with risk level and expected outcome	Responsible department / person	Monthly or quarterly milestone	Evidence reviewed before closure



Supplier Support

- ESG guidance, consultation and expectation alignment
- Capacity-building programs and knowledge sharing



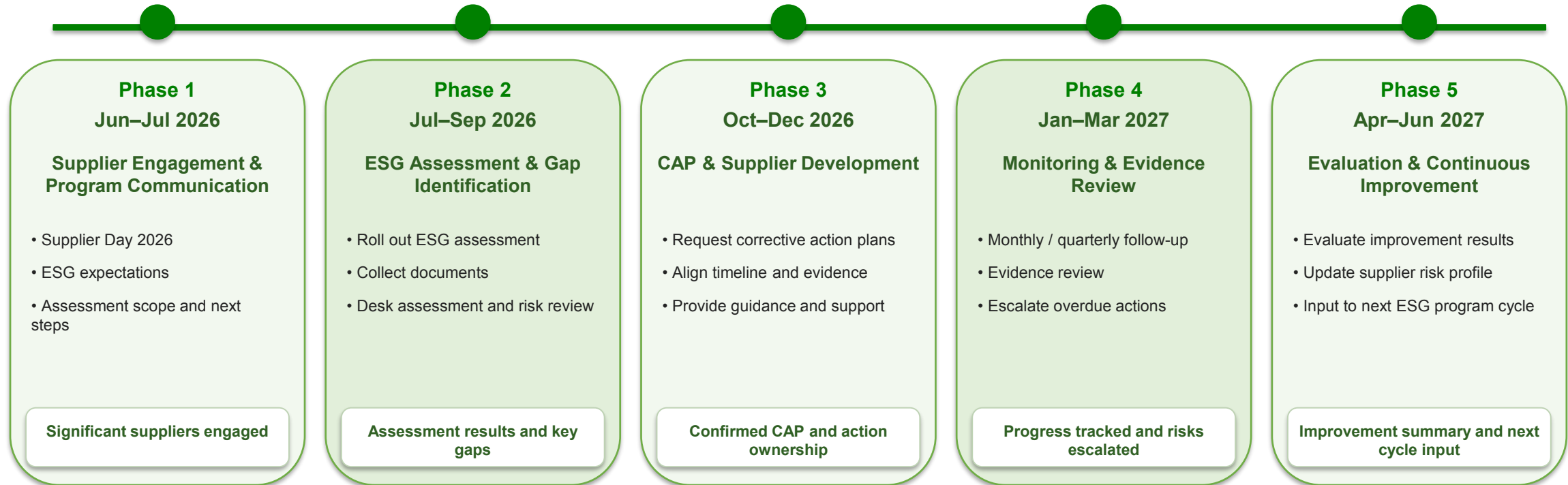
Escalation Measures

- Closer monitoring for delayed or insufficient actions
- Procurement restriction or temporary suspension where required

5. Supplier Risk Mitigation

5.3 Implementation Timeline

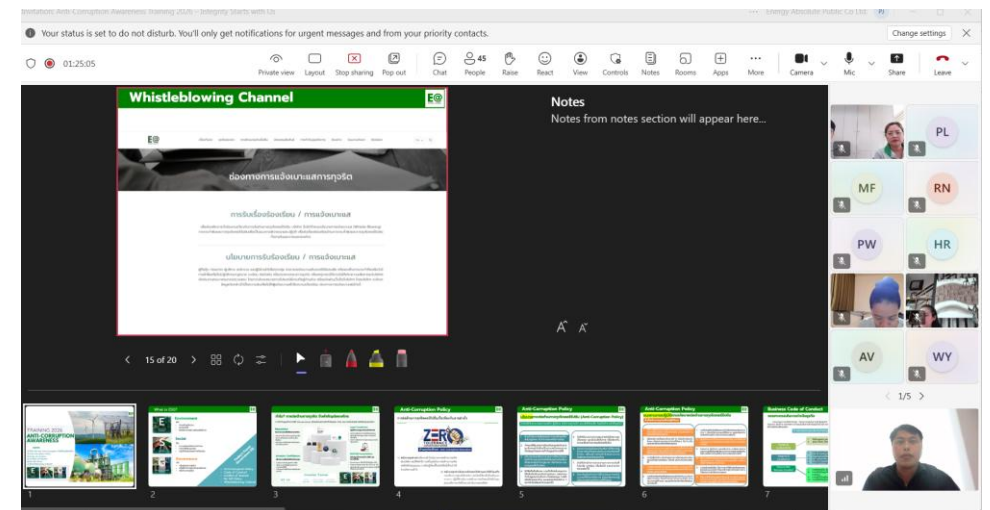
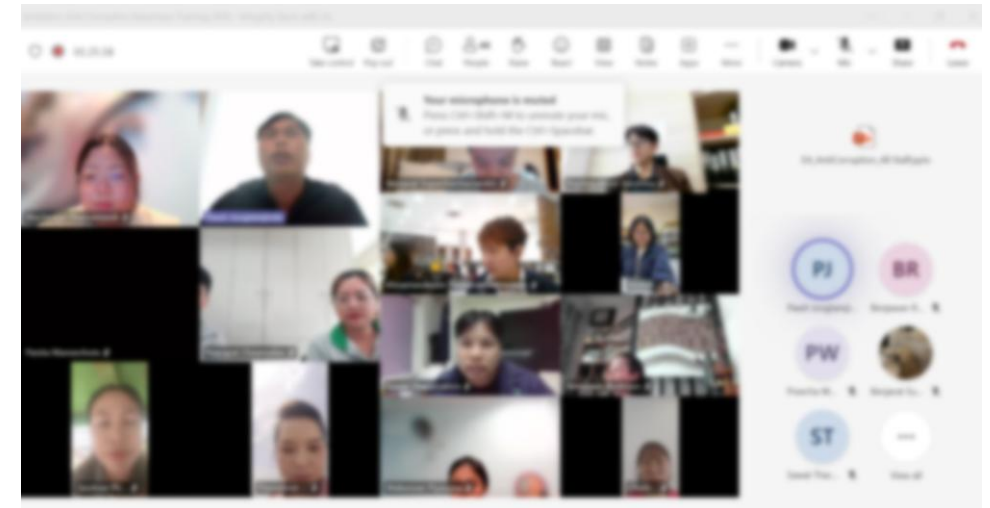
A phased implementation plan to ensure effective assessment, improvement follow-up and supplier development.



The program has been initiated and will continue through assessment, corrective action, supplier support, monitoring and annual improvement planning.

ESG & Anti- Corruption Internal Training

In 2026, the Procurement Department achieved a 100% training completion rate, while the overall employee training completion rate across the Company was 79.73%.



TRAINING 2026

ANTI-CORRUPTION AWARENESS

Agenda

- ❑ Why ESG and Anti-Corruption Matter to Organizational Sustainability
- ❑ Anti-Corruption Policy
- ❑ Code of Conduct
- ❑ Conflict of Interest
- ❑ No Gift Policy
- ❑ Whistleblowing Channel



