



Diversity and Inclusion Policy: D&I Policy of Energy Absolute Public Company Limited

EA Group ("the Company") believes in equality of opportunity and treatment. The Company adheres to and supports a culture of acceptance of diversity and promotes diversity of personnel under the operations in the workplace of all levels of employees.

Definition of terms used in Diversity and Inclusion Policy:

Diversity is individual differences with regard to physical, mental, race, nationality, country of origin, ethnicity, belief, religion, gender, language, age, skin color, education, socio-economic status, disability, political belief, marital status, culture, tradition or other ideologies according to the laws in each country and treaties each country is obliged to comply with.

Inclusion is giving value and acceptance to individual differences.

Energy Absolute Public Company Limited is confident that promoting diversity and accepting differences of people shall attract and retain personnel from diverse backgrounds and experiences, the important factors for enhancing efficiency at work and the growth of business in a sustainable manner. Energy Absolute Public Company Limited views the value of differences among employees in the organization. All employees must be treated equally without discrimination or feeling of being different from others in the organization. Energy Absolute Public Company Limited is committed to doing the following:

1. Paying respect to differences and treating people in the organization and outside equally, fairly, and properly.
2. Promoting and supporting diversity in all job positions in the organization.
3. Developing and increasing skills, abilities, experiences, and other qualifications of all employees.
4. Strictly following the laws of each country and treaties that each country is obliged to comply with, anti-discrimination laws, policies of Energy Absolute Public Company Limited including other relevant laws.
5. Providing a set of regulations and practices in the process of recruitment, getting a promotion and employee retention, performance management and remuneration, retirement, and others with the standards that reflect the commitment of Energy Absolute Public Company Limited to promote diversity and inclusion.
6. Communicating and disseminating knowledge and understanding. Determining guidelines and providing support to stakeholders, business partners in business value chain, suppliers, contractors and joint ventures on promoting diversity and inclusion.
7. Promoting responsibilities of employees and enhancing operational culture consistent with the diversity and inclusion policy.
8. Opposing and preventing discrimination and all forms of abuse including sexual and verbal abuse in workplace.
9. Inspecting and monitoring complaint mechanisms to prevent any action that shall be contradictory with the policy. Correction or disciplinary action is given to a wrongdoer.
10. Evaluating the effectiveness of the policy compliance and reviewing the method to evaluate the efficiency of the policy regularly, at least once a year.

Board of directors, executives, and employees at all levels in Energy Absolute Public Company Limited have a duty to follow the policy mentioned above and promote a culture of diversity and inclusion throughout the organization.

It is hereby announced for general acknowledgement and action.

(Mrs. Porntip Sangchan)

Vice President - Human Resources Department

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