



Human Capital Management

Energy Absolute Group is well aware that employees are key factors for elevating organizational competitive advantages. Therefore, human resource management strategies are determined, hiring exceptionally skilled workers through all channels, comprising increasing employees' productivity, enhancing organizational commitment among employees, developing employees' capacity in response to rapid and unexpected changes (BANI – Brittle, Anxious, Nonlinear, Incomprehensible), including uplifting human resource standards and management. Employee management – Energy Absolute Group sets up diversity & inclusion policy. In this regard, all employees are treated equally and appropriately without discrimination, regardless of their race, sex, social status, disability, religion, or anything else. Cultural and value differences are accepted, including the process of recruitment, employment, and appointment. Promotion is given to learning, employee development, and overseeing employees to work efficiently to support organizational success, achieving the set goals efficiently and sustaining the growth of business continuously.

Employee Support Program

Energy Absolute Group fosters a happy and convenient work environment for employees. Digital platforms are available to help facilitate their work, and a variety of communication channels are accessible to employees to receive news and updates on company activities. These channels also allow employees to provide suggestions, which the organization uses to develop tangible improvements, such as positive work environment, training courses, and organizing various activities.

In addition, Energy Absolute Group has embraced a hybrid working. The Company offer employees flexibility to adjust their working hours and locations, promoting better work-life balance. Moreover, the Company supports work-from-home arrangements, including providing collaboration tools, security shared folders for employees.

Energy Absolute Group values and promotes diversity and inclusion (D&I), supporting all employees equally. The Company provides comprehensive child support benefits that cover



both male and female employees, enabling employees to spend their time building family bond. Female employees are entitled to 98 days of maternity leave in accordance with the law. A breast-feeding/lactation room is also available in the workplace, and male employees are entitled to 3 days of paid leave to care for their spouse after childbirth. Both male and female employees are able to take personal paid leave to care for family members beyond parental leave (care for a child, spouse, partner, dependent, parent, sibling, or other designated relation with a physical or mental health condition), particularly in the case of hospitalization, or to attend personal errands, such appointments with government agencies. This reflects EA's inclusive parental leave policy, which offers paid leave to both primary and non-primary caregivers.

Employee Benefits

Workplace Stress Management: To help employees manage stress from both work and personal life, the Company offers workplace stress management support through mental health consulting services included in its Group Insurance. These services are part of a broader employee well-being initiative, which aims to proactively reduce stress and promote mental well-being.

Sport & Health Initiatives: Energy Absolute Group takes care of employees to have well-being in all aspects (Sport & health initiatives). In 2024, health promoting activities were held by encouraging employees to play sports, such as badminton, football, Sport Day (Physical Well-Being). Spacious and airy spaces are available for employees to spend time during their lunch break to relax, which enhances community well-being.

Welfare and benefits are added more from the basic legal welfare, without discrimination. Employees are entitled to receive the following welfare: annual physical checkup, dental care treatment, eye care, personal protective equipment, loans from financial institutions at employee interest rate, provident fund, etc.

Energy Absolute Group aims at improving quality of life of all employees so that they are able to achieve work-life balance. The company establishes Welfare Committee in the workplace (Freedom of Association), consisting of 17 employee representatives who are elected among



employees to be mediator in transferring employees' needs of welfare to the company including giving suggestions and inspecting the company's welfare management.

Work Conditions

Flexible Working Hours: The Company has implemented Flexible Working Hours policy, allowing employees to adjust their starting and finishing times within defined core working hours to accommodate personal needs while ensuring business efficiency. This approach enhances work-life balance, improves productivity, reduces absenteeism, and aligns with our commitment to employee well-being and sustainable workplace practices." There are: 8:00 – 17:00 hrs. And 9:00 – 18:00 hrs.

Working-from-home arrangements: The Company has established Working-from-home arrangements, providing necessary equipment, IT infrastructure, and clear guidelines to enable employees to perform their duties effectively from home. This arrangement supports employee well-being, ensures business continuity during emergencies, and reduces environmental impacts, aligning with our sustainability and human rights commitments. EA provided, comprising of the Google Account Manual to educate employee on the co-working online tools, WFH Survival kits and Work from Home Effectiveness Manual & Guideline.

Family Benefits: The Company extends social protection coverage beyond statutory public programs, providing additional benefits such as private health insurance options for employees' parents, spouses, and children under similar coverage conditions. Employee who admitted in hospital or got maternity or would like to have childcare or got accidental, employee need to inform their line manager or Human Resource Department. Line Manager & HR will provide gift basket. The company provided Breast-feeding/lactation facilities room at EA sites



Paid Parental Leave: Primary caregivers

- The primary caregiver is the person primarily responsible for the care and upbringing of a child.
- The primary caregiver can take maternity leave for 98 days and will be paid for 45 days. That is, Company allows the primary caregivers to take paid parental leave in excess of the Thai national law by 45 days.
- Non Primary caregivers can take maternity leave for 3 days and will be paid for 3 days.

Long-Term Incentives for Employees

Trust Fund Program aims to reward employees with financial security when they retire. The selection criteria are associated with the employees' performance, potential, and value added creation, which contributes to organizational performance. The membership status will be evaluated on a yearly basis, which will encourage employees to maintain a high performance. The program applies to employees at all levels.

In the Energy Absolute context, employees included CEO, CFO, COO and the senior management level are defined as Operator, Officer, and above to Vice President, 100% of our employees. The Long-Term incentive programs are programs tied to an employee's performance. The performance can be measured during one or multiple years. EA group called that incentive "Trust Fund"

Objectives of the "Trust Fund"

- To increase financial wealth and stability for employees upon retirement
- To create the opportunity for employees with outstanding performance and with outstanding EA employees' identity (EA DNA) to be an important force for the organization to achieve its business objectives by participating in the Company's ownership or partnership through the trust fund to create joint value for joint sustainable growth.



- To be an instrument promoting performance, creating motivation and maintaining personnel with the company.

Qualifications of persons entitled to participate in the “Trust Fund” are as follows:

1. Being an employee with performance in the right lane group at a grade level (A Grade) for 2 years or more consecutively.
2. Being a talented employee or employee with high performance and potential.
3. Being an employee with good work achievement creating significant value added to the Company.
4. Our trust fund provides long-term incentives based on our employee's development.

Our trust fund provides long-term incentives based on our employee's development, organizational performance. Our long-term incentives for employees below the senior management level are on average paid out after: Longer than 3 years (which includes contributing to the long-term value creation and sustainability performance of the company), and their ability to demonstrate their practice of our company's values, which are 1) Be energetic and enthusiastic and dare to think and do the right thing, 2) Demonstrate professionalism and expertise as well as EA's 3Hs (head: innovative, shared value, and creative thinking; heart: entrepreneurial spirit; hand: professionalism and action), and 3) Collaborate and work with others to develop mutually.

Benefits from Trust Fund – Company Long Term Incentive

For example, the EA partners, employees have right to take the annual leave of a maximum 25 days per year. Health insurance, by increasing the coverage of the actual excess of entitlement, to a maximum of Baht 2,000,000 per year as necessary and appropriate. Individuals who receive this award may have their recognition terminated under conditions such as resignation before retirement, disciplinary misconduct, or fraud, etc.