



# 2024

# Sustainability Report

Energy Absolute PCL



EA's Moving Towards  
**Net Zero Ecosystem**

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# Vision

## One of Thailand's leading renewable energy businesses

Using modern, up-to-date and environmentally friendly technology for the benefit and fairness to consumers, shareholders, partners and employees

# Mission

- Promote the utilization of modern technology to increase production efficiency
- Promote the utilization of energy crops and natural energy to reduce environmental pollution
- Support the Government policy for energy security of country
- Operate on the basis of fairness, trustfulness with partners and all shareholders
- Foundation human resources to grow steadily and sustainably

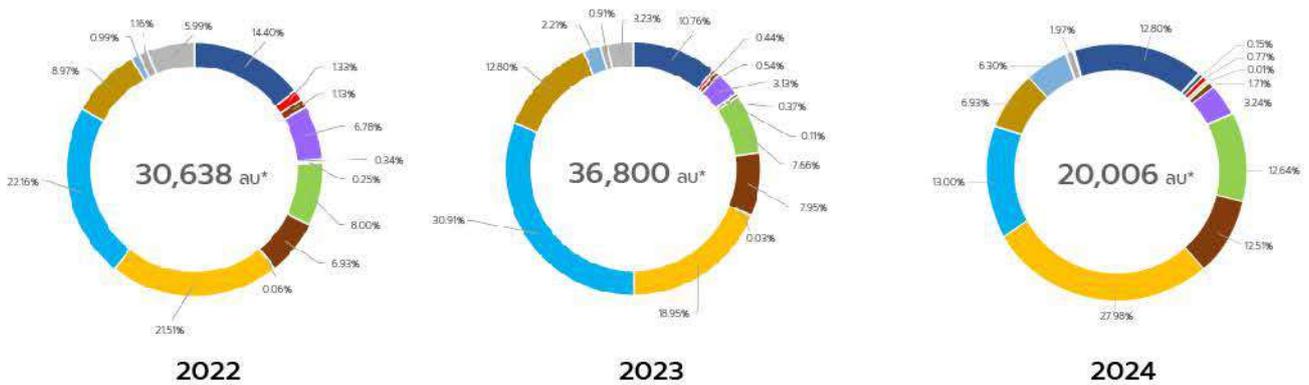
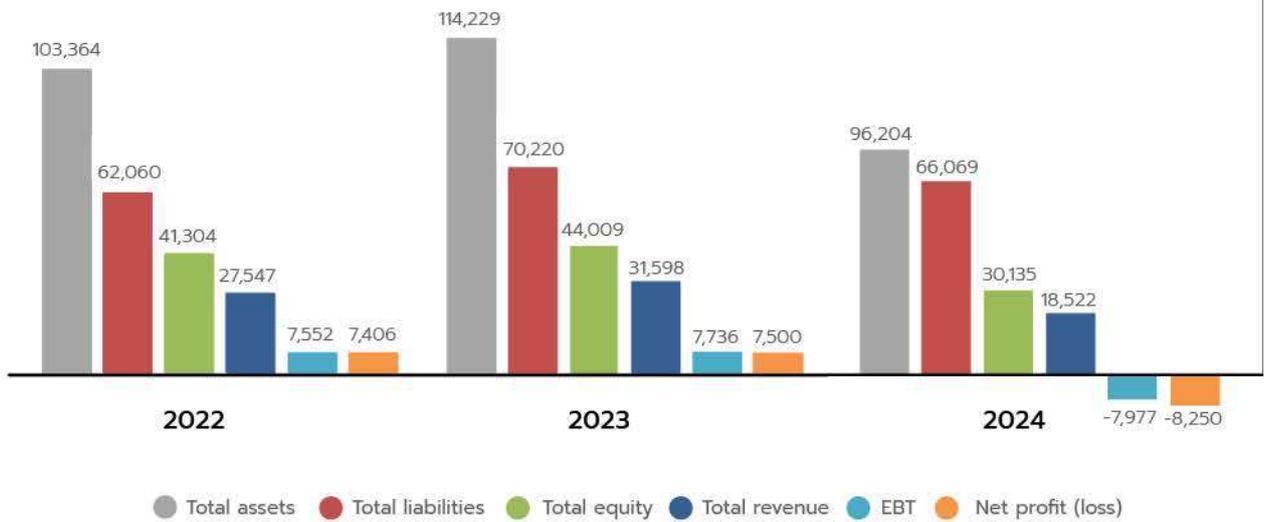
# Values

<b>Friend</b>	<b>Integrity</b>	<b>Resourcefulness</b>	<b>Security</b>	<b>Transparency</b>
<b>F</b>	<b>I</b>	<b>R</b>	<b>S</b>	<b>T</b>
Friendly to all stakeholders	Integrity and reliable business	Resourcefulness and effectively	Supporting the energy security	Transparency and good governance



# Financial Highlights

(THB Million)



- Biodiesel oil
- Green diesel
- Electric vehicle
- Purifiel glycerin
- Solar electric power
- Lithium-Ion battery
- By-product
- Wind electric power
- Other business
- Crude palm oil
- Biogas electric power
- Other incomes
- PCM (Phase Change Material)
- Subsidy adders
- Other incomes (non-recurring items)

\*The total revenue as above are including inter-segment revenue, reference as the nature of business as article No.1.2.1 Revenue Structure.

		2022	2023	2024
Net Profit Margin	%	26.89	23.74	-44.54
Return on Equity Ratio	%	21.29	18.87	-12.67
Return on Assets Ratio	%	9.49	9.21	-5.04
Debt to Equity Ratio	time	1.50	1.60	2.19
Liquidity Ratio	time	0.85	1.00	0.94

# Message from Chief Executive Officer

**Chatrapon Sripratum**  
Chief Executive Officer  
Energy Absolute PCL



## Dear shareholders and stakeholders,

This past year has been one of challenges and transitions, but also of resilience and renewed focus. EA's operations span the production of fuel from renewable sources such as biofuel, the generation of electricity from renewable sources such as wind farms and solar farms, the supply of products and systems to store and distribute electricity, such as industrial batteries and electric vehicle charging stations, and the assembly of electric commercial vehicles such as electric trucks, electric buses, and electric ferries. We remain committed to our vision of a sustainable future, driven by innovation and excellence.

We have managed to stabilize the business by taking some tough decisions. We returned to a strong positive cash flow and sustained our profitability by focusing on our profitable businesses and pausing money-losing operations.

We have profitable businesses in the production of biofuels, electricity generation from wind and solar energy, as well as the operation of Thailand's only electric vehicle charging business that has a positive cash flow. Together, these businesses contribute sixty percent of EA revenues and almost all of our profits.

Our early entry into these sectors is now paying off handsomely with solid revenue streams and industry-leading profit margins.

We see huge growth and profit potential for EA in both the commercial electric vehicle business and the battery business. To capture these opportunities, we must change our business model. First, we must form a close partnership with a giant global player in these sectors to help us be more competitive and enable us to penetrate market beyond Thailand.

Second, we must commit less of our capital to such fast-changing sectors that offer very limited time to recoup investments. Additionally, we are pleased to announce that our recovery plan has received a major boost from the success of a recent rights offering to shareholders, which raised Bht 7,426 million in capital. This fresh capital from our shareholders is a strong vote of confidence in the success of our rigorous restructuring efforts. These funds will be used primarily to reduce our debt, increase our credit worthiness, and invest in ongoing projects to quickly move to the next phase of our recovery plan.

Furthermore, we are excited about new opportunities abroad. EA has entered into a collaboration with the government of Lao PDR, aiming to enhance renewable energy capabilities and contribute to the economic value of Lao PDR. This partnership underscores our commitment to expanding our impact and leveraging our expertise in renewable energy on a global scale.

In addition to our efforts in renewable energy, we are proud to highlight EA's pioneering role in contributing to carbon neutrality by selling carbon credits. In the world's first carbon offset sale under a new system created by the UN Climate Accord or Paris Agreement, EA reached an agreement to sell carbon offset credits to Switzerland's KliK Foundation. By launching a fleet of more than 2,000 electric buses in Bangkok, we are earning carbon offset credits that contribute to reducing greenhouse gas emissions.

We are also delighted to share that EA has been included in the S&P Global Sustainability Yearbook 2025, placing our company among the top 10% of companies in the S&P Global Corporate Sustainability Assessment (CSA).

The ranking is a part of the Dow Jones Sustainability Indices (DJSI). This recognition highlights EA's strong commitment to environment, social, and governance (ESG) excellence.

This report highlights our financial performance, strategic initiatives, and key accomplishments over the past year. Through the hard work and dedication of our team, we have achieved significant milestones that have reinforced our position in the market and set the stage for future success.

Looking ahead, we are excited about the opportunities that lie before us. We will continue to build on our strengths, embrace innovation, and drive sustainable growth. Our focus remains on delivering value to our shareholders, customers, and communities while upholding the highest standards of integrity and excellence.

We extend my heartfelt thanks to our partners, stakeholders and employees for their unwavering support and dedication. Together, we will continue to shape a bright and prosperous future for our company.

Thank you for your trust and confidence in our vision and leadership.

# Awards & Achievements



**1. Product Innovation Awards 2024, Automotive and Renewable Energy Products Category, EA BIO-PCM**

By Business+ Magazine in collaboration with the College of Management, Mahidol University

**2. Thailand Top Company Awards 2024 Energy Industry Category**

By Business+ Magazine in collaboration with the University of the Thai Chamber of Commerce

**3. The Winner of "Production of The Synthesized Biofuel Using Various Types of Waste Oil" ASEAN Energy Awards 2024**

By ASEAN Center for Energy

**4. Green Leadership of "Production of The Synthesized Biofuel Using Various Types of Waste Oil." Asia Responsible Enterprise Awards (AREA)**

By Enterprise Asia

**5. MSCI ESG Ratings: AA by MSCI**

**6. Certified as a member of the United Nations Global Compact**

by United Nations Global Compact

**7. Ranked 10% Corporate Sustainability Assessment (CSA) 2024 Score and listed in The Sustainability Yearbook 2025**

By S&P Global

**8. Private Sector Collective Action against Corruption (CAC) for the second consecutive time**

By Thai Institute of Directors Association

# About This Report

Energy Absolute Public Company Limited (“the Company” or “EA”) prepares an annual Sustainability Report to communicate key business-related management policies and practices to stakeholders. This report covers the Company’s performance in corporate governance in accordance with good corporate governance principles, as well as environmental and social aspects.

The reporting period spans from January 1, 2024 to December 31, 2024, and follows the Global Reporting Initiative (GRI) Standards at the Core level. EA Group has adopted a policy to publish a sustainability report annually. This report is a continuation of the 2023 Sustainability Report.

## Reporting Boundary

This report presents the operating performance for the year 2024, covering all business groups under the name of Energy Absolute Public Company Limited, which operates in Thailand, as well as its wholly-owned subsidiaries over which the Company maintains operational control through the Board of Directors, accounting for more than 75% of the revenues.

## Report Assurance

The content of this report has been reviewed for completeness and coverage of key issues relating to the Company, and its stakeholders, including verification of information accuracy by senior management of relevant departments to ensure that the information reported is complete, accurate, and comprehensive in response to all stakeholders. In 2024, the company has assurance the report and important performance indicators by the department. According the scope of GRI 303-3, GRI 303-4, GRI 305-7, GRI 306-3, GRI 306-4, GRI 306-5, GRI 403-9 and GRI 405-2

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# Scope of Reporting

Sustainability Issue	Head Office	Biodiesel Business	Renewable Energy Business	Battery and Commercial EV Business	Other Business
<b>Governance</b>					
Corporate Governance	●🌐	●🌐	●🌐	●🌐	●🌐
Risk Management	🌐	🌐	🌐	🌐	🌐
Anti-Corruption	🌐	🌐	🌐	🌐	🌐
<b>Economic</b>					
Business Continuity Management	🌐	🌐	🌐	🌐	🌐
Tax Policy	🌐	🌐	🌐	🌐	🌐
Customer Relationship Management	●	●	●	●	●
Cyber Security and Data Privacy Protection	🌐	🌐	🌐	🌐	🌐
Sustainable Supply Chain Management	●	●	●	●	●
<b>Social</b>					
Human Resource Management	●🌐	●🌐	●🌐	●🌐	●🌐
Occupational Health and Safety	●🌐	●🌐	●🌐	●🌐	N/A
Social Enterprise	●	●🌐	●🌐	N/A	N/A
Corporate Social Responsibility	●🌐	●🌐	●🌐	●🌐	N/A
<b>Environmental</b>					
Air Quality Management and GHG Emissions	●🌐	●🌐	●🌐	●🌐	N/A
Waste Management	●🌐	●🌐	●🌐	●🌐	N/A
Energy Management	●🌐	●🌐	●🌐	●🌐	N/A
Water Management	●🌐	●🌐	●🌐	●🌐	N/A
Biodiversity	N/A	N/A	●🌐	N/A	N/A

● Report at Sustainability report 2024

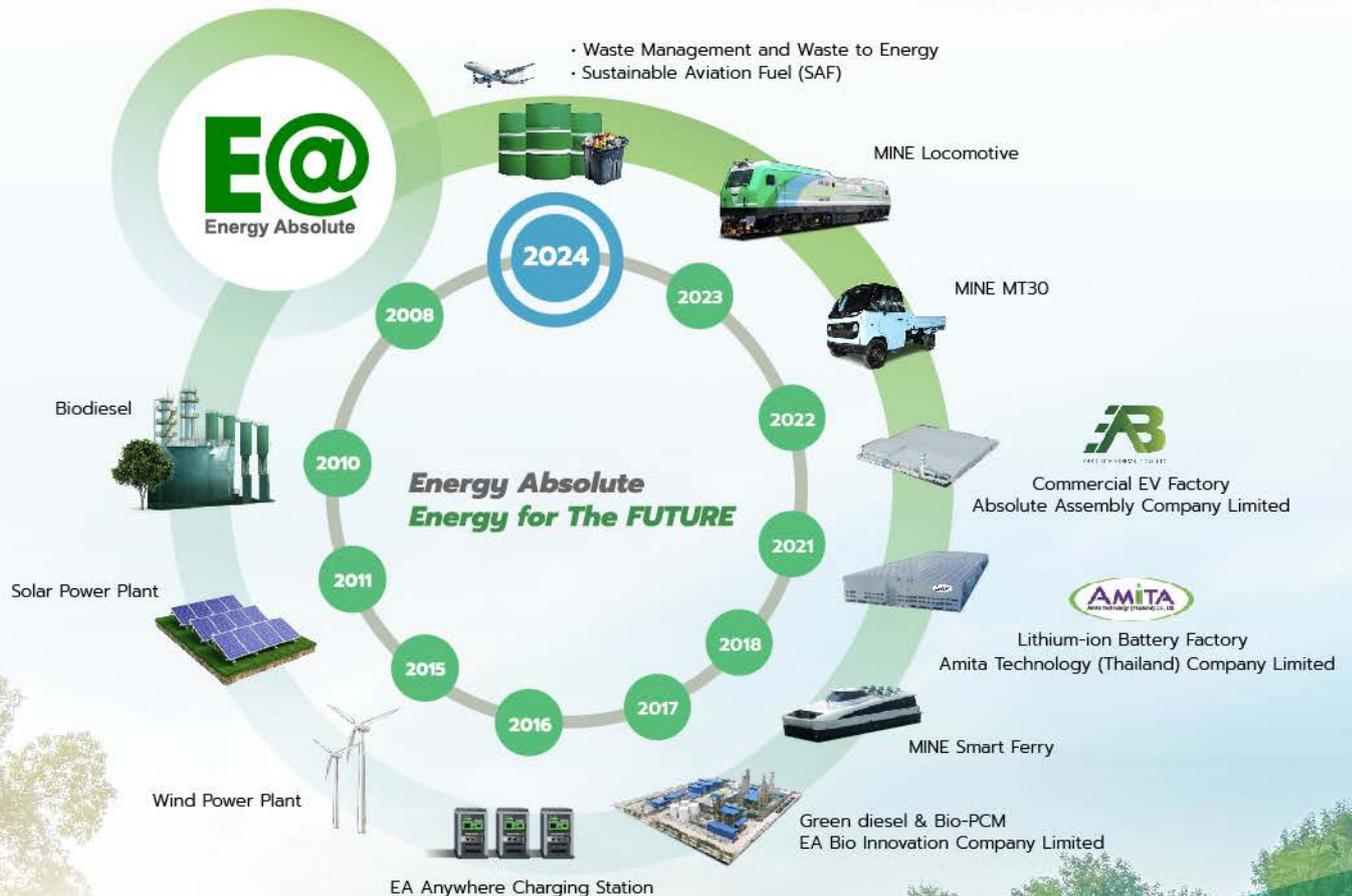
🌐 Report in [www.EnergyAbsolute.co.th](http://www.EnergyAbsolute.co.th)

Remark : N/A (Not Applicable)

# About Energy Absolute PCL

**Energy Absolute Public Company Limited** ("the Company" or "EA") was first incorporated under the name Suntech Palm Oil Company Limited, with registered capital of THB 50 million. In 2008, the Company was converted into a public company limited and renamed as Energy Absolute Public Company Limited. Currently, the Company has registered and paid-up capital of THB 373 million, divided into 3,730 million ordinary shares at par value of THB 0.10 per share. In early of 2013, the Company registered 3,730 million shares to the Market for Alternative Investment (mai). Later in the end of 2016, the Company submitted a request to the Stock Exchange of Thailand for trading of EA's securities in the Stock Exchange of Thailand (SET) (from mai to SET). The ordinary shares were allocated in the Resources category, Energy and Utilities section. The abbreviation for securities trading remained "EA" as before since 6 January 2017 onwards. Currently, the Company is engaged in the production of biodiesel and bio-products from crude palm oil, as well as the generation of electricity from wind and solar, and it is expanding its business to energy storage systems, electric vehicles, and other clean energy related businesses in order to create sustainability for the country through renewable energy technology and environmentally friendly modern innovations.

## EA's Milestones



# The Company Group's Locations



Biodiesel



Solar power plant



Wind power plant



• Commercial EV Factory  
• Lithium-ion Battery Factory



• Waste to Energy  
• Waste Management

EA is committed to its mission  
of **driving clean energy innovation.**

# “Create Sustainability Create a Livable World”

By using technology to develop solutions  
that create stability in all dimensions of energy.



MOVING TOWARDS NET ZERO ECOSYSTEM

# TRANSITION TO NET ZERO EMISSIONS

Climate change affects the way people live their lives, no matter the region. This problem is a world agenda that every sector must take part in to help relieve and reduce the impacts that will happen to future generations. The company is aware of the risks from climate change which may affect business activities. These risks can be considered a long-term risk that may have an impact over a period of 3 years or more. Thus, climate change agendas at the international level and national level are continuously monitored, along with technologies that can help alleviate the global warming crisis. Also, climate change is also regarded as a business opportunity as well.

“Climate change” which includes global warming, is becoming more severe every year. Currently, we are entering into a global “age of climate variability and heightened climate-related risks” that affects production, income, and various business operations, economic, political, and social sectors, operational risk, financial risks, legal and policy risks, and analysis of investment and business results.

Therefore, the company plans to support and begin adapting to cover both current business operations and future investments in continually evaluating risks and opportunities arising from climate change.



# The Governance of Risk and Opportunity Over Climate Change

The government has placed strong emphasis on climate change. It has divided the responsibility of risk opportunities management into two levels

## 1. Governance and Sustainability Committee

The Corporate Governance and Sustainable Development Committee plays a crucial role in overseeing risks and an important the roles and responsibilities related to monitoring risks and opportunities related to climate change include the following as :

- To formulate policies on sustainability and climate change under the Policy & Regulations at both internationally and nationally covering the economic, social, enviromental, and governance dimensions. Both risks and opportunities are concerned in aspect of sustainability and climate change that affect the company's business activities.
- To guide sustainability and climate change strategies and set the direction of the operational plan, operational goals regarding sustainability and climate change. and review and follow up on the progress of operations related to sustainability and climate change.
- To appoint working teams as necessary to drive the company toward achieving the goal of sustainability and climate change.

**“ Governance and Sustainability Committee is the main committee responsible for overseeing risks and opportunities related to climate change”**

The Governance and Sustainability Committee reviews progress and actions related to sustainability and climate change at least once a year, or more frequently if additional issues arise.

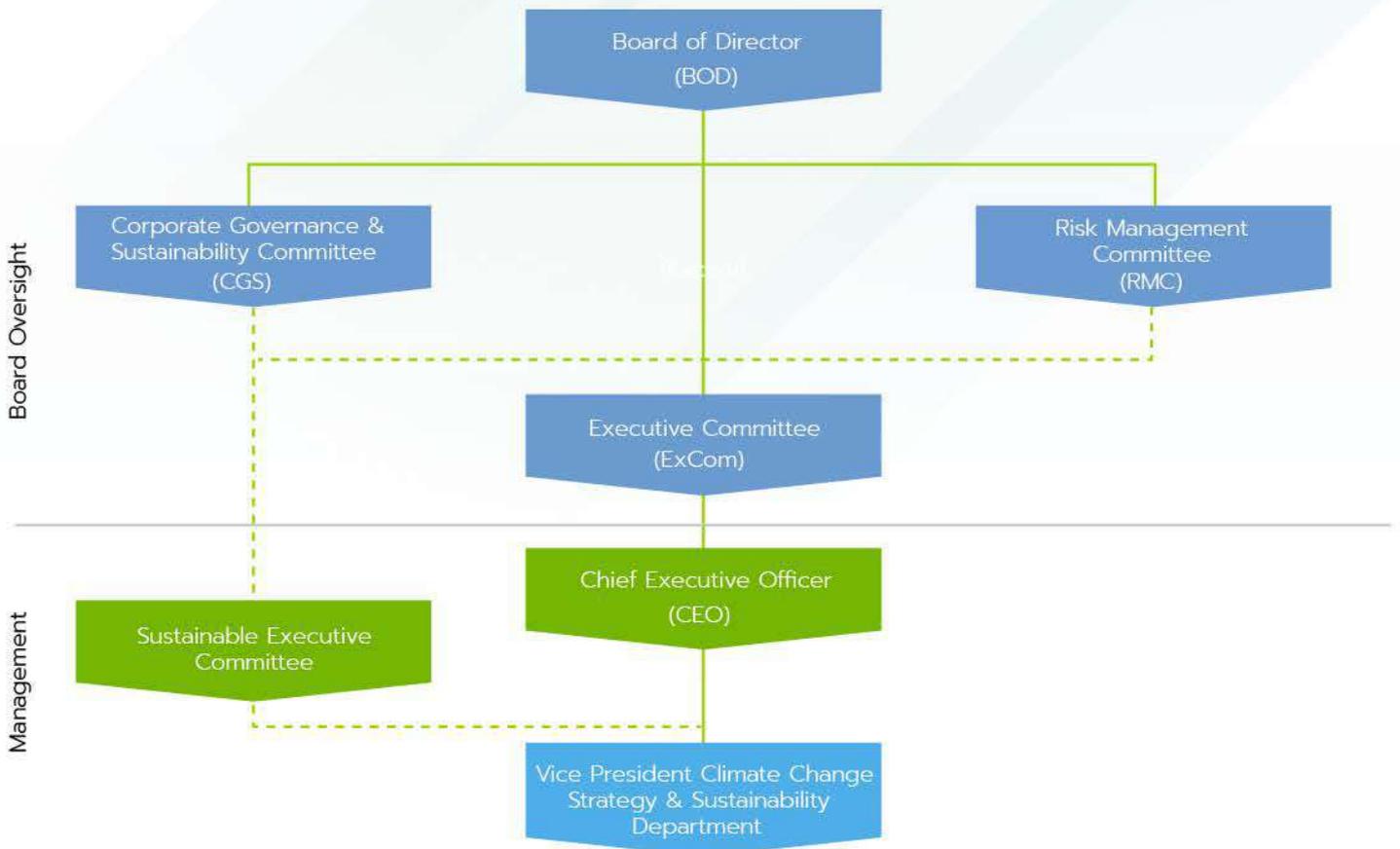
## 2. Vice President, Climate Change Strategy and Sustainability

The Climate Change Strategy & Sustainability Vice President is responsible for driving organizational change through effective and high impact communication strategies in support of the company's strategic goals. In this role, the Vice President works closely with the Deputy CEO to develop an integrated strategy that advances that communicates EA's environmental sustainability priorities. Vice President of Climate Change Strategy & Sustainability will provide trusted counsel to business partners and stakeholders, as a primary relationship partner and leading the implementation of communication initiatives. that advance EA's position in the areas of climate, land and water.

# Climate Change Risk Identification and Risk-Opportunity Management

## The Structure of Risk and Opportunities

The Structure of Risks and Opportunities Related to Climate Change



### Risk Management over Climate Change

The Group has managed the climate change risk in following measure:

#### Transitional Climate Risk Strategy

The Group recognizes opportunities arising from transitional risks, particularly policy changes to reduce greenhouse gases in the aviation industry. It has studied the possibility of investing in the development of Sustainable Aviation Fuel (SAF), with plans to develop aviation fuel in Rayong Province. This is due to international regulations that are enforced in the aviation industry that set targets and enforce strict reductions in greenhouse gas emissions. The Group plans to develop bio aviation fuel with the hope that it will help reduce greenhouse gases from burning fossil fuels in aircraft combustion. The project can help reduce greenhouse gas emissions in the aviation sector and the Group is in the process of requesting certification of relevant quality standards to confirm that the raw materials or products used to produce bio-jet fuel creating positive environmental impacts including the ability to transparently trace from the source and maintain the quality of jet fuel as high standard.

## Policy and Regulations

The Group monitors movements that may affect the setting of climate change policy and regulations from the meeting of member states at the United Nations Framework Convention on Climate Change or COP 29 (United Nations Framework Convention on Climate Change Conference of the Parties: UNFCCC COP). This emphasizes the goal of keeping the average global temperature under control not to exceed 2 degrees celsius and aims to not exceed 1.5 degrees Celsius, including driving Thailand's greenhouse gas reduction action plan. In order to achieve Nationally Determined Contributions (NDCs) to reduce greenhouse gas emissions and deepen engagement in Global Climate Change Landscape. The company has set its policy target to transition to Net Zero Emission and Low Carbon Society.

## Technology and Operations

The Group has continuously invested in a lithium-ion battery factory. It is an energy storage device that has the ability to store a high amount of electric charge. This is the type that can recharge with electricity after the energy has been used up. The Group has designed it with outstanding features, namely light weight and high energy it offers steady and fast charging, a long service life, and is safe for people and the environment. Therefore, the Group committed to the development and production of lithium-ion batteries to be useful in various applications, such as electric vehicles and energy storage systems (Battery Energy Storage System: BESS). It will be especially useful in storing electricity produced from renewable energy. the Group will increase its competitiveness in the renewable energy business and expand its infrastructure network of electric charging stations (EA Anywhere). The system is divided into 2 systems: Normal charging system (AC Charging) charged via On-Board Charger. It takes several hours to charge. The closer it is to full, the slower the charging and a fast charging system (DC Charging), a special charger that can charge the battery directly to 80% in just 15 minutes. In this regard, the company has been begun to gradually open DC Charging stations in many areas, in order to support the increasing number of electric vehicle services. There are currently more than 500 AC and DC stations.



# Physical Climate Risk Management

## Business continuity management system in various cases

The Group has a reserve of water sources within the power plant project for use in cleaning solar panels in case of emergencies. Such water reserves are prepared in the event of a sudden drought in areas that may be at risk of high water stress, which may only occur in certain seasons and in certain areas. In addition, if there is a reason that the community in the area needs to use it, the company will consider sharing it with the community, recognizing that water is a necessary resource and should be allocated to the community in the area as a priority as well.

The Group has closely followed the situation and monitored events related to climate change that affect business operations by starting to study and plan risk management and business continuity management.

## Catastrophe insurance

The Group has considered various financial instruments to reduce risks and mitigate losses that may occur to the company's assets in the event of a disaster. This measure is an Adaptation and Resilience Measure.

## Avoiding relying on one critical supplier and Implementing ESG in Supplier screening process

Disasters and extreme weather conditions can affect logistics in a business group's supply chain. The company has assessed sustainable supply chain management and will not on just one critical supplier. The Group has considered to add a preliminary process of new coming vendor assessment by considering ESG aspects in the operations of suppliers as well.

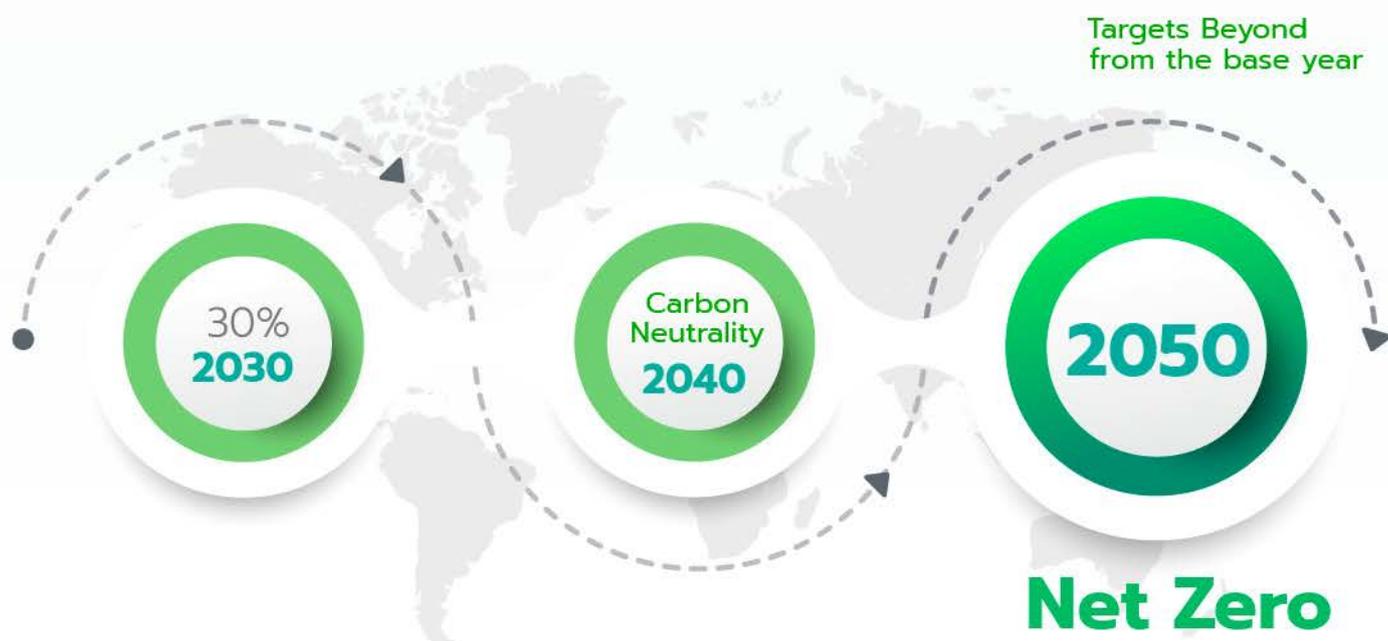


# Setting Emission Reduction Targets for Greenhouse Gases

The energy and natural resources sector is considered a business sector that plays an important role in helping the country achieve its Net Zero greenhouse gas emissions goal. In the past, the Group was considered an organization that produced electricity from clean energy and always used less electricity than it produced. Until now, the company has expanded its business to push Thailand towards a Sustainable Energy Transition. However, the Group is still committed to being an organization that achieves Net Zero Emissions by studying ways to reduce greenhouse gas emissions according to Science Based Target guidelines for the energy sector. This approach is an implementation of the Paris Agreement in accordance with the United Nations Framework Convention on Climate Change, which aims to control global temperature increases not exceeding 1.5 degrees Celsius.

## Greenhouse gas reduction goals

In the renewable energy production business group, the Group has set a greenhouse gas (GHG) intensity reduction target and set guidelines for operations, monitoring and evaluating long-term greenhouse gas reduction results. To achieve concrete Net Zero goals as continuously for Carbon Neutrality by 2040, and Net Zero Emissions by 2050, including supporting Thai society to transition to a Low Carbon Society



The Group is studying the possibility of reducing greenhouse gas emissions to net zero faster than the above schedule according to guidelines that are consistent and Science-Based Targets and find financial support methods to achieve the greenhouse gas reduction goals the company has set.

# Measures to Reduce Greenhouse Gases

## Using clean energy from renewable energy sources

### • Clean energy business

In the year 2024, Battery Development and Production Industry Group Project has installed solar cell panels on the roof, with a capacity of 2.849 MW, in the production building within the Group. For use in the production process and Battery Energy Storage System (BESS) of factories. It can reduce the use of external electrical energy by a total of 1,570,676.3 kilowatt-hours (kWh) and has install a LiBr absorption cooling system (Absorption chiller LiBr type) with a capacity of 500 tons of cooling capacity. The system use the excess steam generated from the steam production of the boiler. as energy to drive the absorption cooling system reducing the use of electricity in the cooling system (Chilier).

### Reforestation for Carbon Neutrality

The Group believes that reforestation one way to help the world achive its goal of limiting the global temperature rise to more than 1.5 °C. Reforestation is also one of the processes that remove carbon dioxide from the atmosphere and store it is trees planting trees and increasing green areas with the following details:

By 2024, there will be 150 rai of green space

By 2031, there will be 300 rai of green space

By 2037, there will be 500 rai of green space



## Others

The Group is considering investing in building a battery recycling plant as an extension of the battery production factory, creating an ecosystem that takes into account the product cycle from production to end-of-life disposal. According to this concept, the Group has already reserved space for building a factory in the future. Such operations are in line with the company's business and help prevent hazardous chemicals from entering landfills, prolonging the life of useful raw materials and supporting the concept of the circular economy.

## Important Sustainability Issues

The Group regularly evaluates key sustainability issues are reviewed annually according to GRI (Global Reporting Initiatives Standards) standards, which are international standards widely used by businesses around the world. It is an international sustainability reporting framework. It covers all stakeholders in every aspect. In accordance with the GRI 3: Material Topics 2021 principles, taking into account issues related to business operations, governance, economy, environment and society, including human aspects, both positive and negative. The Group has received GRI Assurance Statement YR 2024 certification from SGS (Thailand) Company Limited, with details as follows.

- GRI 303-3 Water withdrawal
- GRI 303-4 Water discharge
- GRI 305-7 Nitrogen oxides (NOx), Sulfur oxides (SOx), and other significant air emissions
- GRI 306-3 Waste generated
- GRI 306-4 Waste diverted from disposal
- GRI 306-5 Waste directed to disposal
- GRI 403-9 Work-related injuries
- GRI 405-2 Ratio of basic salary and remuneration of women to men



# Environmental Dimension



# Sustainability Management in Environmental Dimension Quality, Environmental, and Occupational Health & Safety Policy and Practice

Energy Absolute Public Company Limited and subsidiary companies (“the Company”) is committed to developing management standards and conducting business along with sustainable environmental management. The Group is concerned about safety hygiene and working environment and has social responsibility. This policy covers operations and employees of the company and encompasses measures referred to in Occupational Health & Safety Commitments. In addition, the Group also places importance on resource management. It covers business activities, products, transportation, distribution of products, services, as well as environmental pollution and waste management, at every step continuously. From the period before acquiring assets, mergers and acquisitions. Including planning, design, and operations, this commitment is a direct duty and responsibility of all executives and employees and will be conveyed to suppliers, partners, relevant stakeholders.

## Code of Practice

1. To be a leader in the alternative energy business, electric vehicle business and batteries for electric vehicle by using modern technology and using environmentally friendly for the best benefit of shareholders.
2. To comply with all applicable quality, health, safety and environmental laws and regulations, as well as other business operation and related to the environment
3. To create customer satisfaction in terms of the services, quality, safety, and on-time delivery of all products.
4. To prevent, minimize, and protect the environment and communities set targets and objectives to reduce environmental impacts while supporting a wide range of human and social development initiatives.
5. To set up goals, both qualitative and quantitative, to reduce risks or losses to life, property, and to ensure safe and healthy workplace environments to prevent injuries to employees, contractors, and stakeholders. Provide sufficient and appropriate safety equipment and tools for workers to continuously improve and achieve safety goals.
6. To control, prevent, and mitigate occupational health risks and promote the health of employees, communities, and stakeholders while protecting personnel, assets, and data from threats through risk assessment and implementation of safety standards.

7. To raise awareness among stakeholders, both internal and external, including training for employees to understand the impacts of their work activities on the environment.
8. To continually improve our processes, operations, and internal company management system.

### **Performance/Success Indicators**

The Group strictly complies with relevant environmental laws and regulations. From 2019-2024, there were no environmental violations and the Company has not paid any significant fines (environmental violation fine USD 10,000 or more) related to environmental issues.

## **Waste Management**

For waste management, the Group has implemented environmental policies in waste management through planning as a bottom-up approach, commencing with a decrease in resource consumption, in accordance with the organization's goals that encourage the most efficient use of resources. This includes reducing the amount of waste generated in order to lessen the burden of waste disposal resulting from the company's business operations and activities.

### **Management Approach**

Under the Quality, Environmental, and Occupational Health & Safety Policy, the Group has initiated waste management as a practical approach to reducing the negative impacts on the communities and the environment. Also, the Group focuses on reducing waste generated during operations and recycles materials to minimize overall waste output. The Group has regularly implemented waste management projects such as relocating solar panels that are decreasing in efficiency to other areas of the Company's Group or communities. In addition, the Group has established a waste management procedure that covers the management of waste and hazardous waste generated by the Company's production processes or activities, as well as the control of the sorting process type of waste and hazardous waste, and proper waste and hazardous waste disposal. In addition, the Group has established waste management guidelines. From previous operations, the Group has established waste management practices and implemented the 3Rs (Reduce, Reuse, Recycle) strategy by focusing on reducing, reusing, and recycling. Moreover that, the Waste Management Procedure has been reviewed on a regular basis, and awareness among employees in the organization about excellence in environmental management and the commitment to complying with relevant laws has been established in order to lead to sustainable business development. By organizing the "3Rs Campaign Communication", which focuses on reducing, reusing, and recycling, the Group has promoted cost-effective use of resources for its employees and personnel. The Group has a management process in place emphasizing cost-effective resource utilization and regular control and follow-up.



## Performance/Success Indicators

### Biodiesel Business

Performance	2020	2021	2022	2023	2024
Total waste generation (Tons)	10,407.20	10,287.41	9,189.57	8,814.50	9,786.80
Hazardous waste generation (Tons)	322.12	266.84	242.52	220.79	278.60
Non-hazardous waste generation (Tons)	10,085.08	10,020.57	8,947.05	8,593.71	9,508.20

### Renewable Business

Performance	2020	2021	2022	2023	2024
Total waste generation (Tons)	219.02	130.02	137.66	13,812.29	875.46
Hazardous waste generation (Tons)	134.44	42.16	34.12	13,726.38	801.87
Non-hazardous waste generation (Tons)	84.58	87.86	103.54	85.91	73.59

### Battery and Commercial Electric Vehicle Business

Performance	2022	2023	2024
Total waste generation (Tons)	2,001.29	3,566.42	1,115.06
Hazardous waste generation (Tons)	603.94	828.70	426.12
Non-hazardous waste generation (Tons)	1,397.35	2,737.72	688.94

### Reduce Waste Project

#### Biodiesel Business

The Group reduces dirt wastewater from glycerin tower is implemented with the use of filter press so that filtered water can be reused in the production process. The project helps reduce treatment of wastewater from the production process by 60 tons per month, resulting in a decrease in wastewater treatment expense by 54,000 baht per month.

## Energy Management

The Group has energy management guidelines by developing an appropriate energy management system. The operating guidelines are setting goals and creating energy projects for the reduction of fuel and electricity consumption control to be in the appropriate amount for the operation.

#### Performance/ Measurements

The Group has an Energy Conservation Policy announcement, a summary of the annual report on Energy management by setting goals and creating energy projects for the implementation of fuel consumption control to be in the appropriate amount for the operation.

## Reduce Energy Project

### Biodiesel Business

1. **The project to reduce coal consumption** by cleaning the steel walls in contact with water using chemicals for a 16-ton boiler, which resulted in a reduction of coal usage by 131,220.21 kilograms per year, or 131.22 tons per year
2. **The project to replace Cooling tower fan blades by changing the material from aluminum to FRP (Fiberglass Reinforced Plastic)** material of the cooling tower fan blades, electricity consumption has been reduced by 126,327.96 kWh.

### Renewable Business

1. **Solar Panel Installation Project on Rooftops** : Solar panels have been installed on the rooftops of office buildings, parking lots, and warehouse facilities within the Group in Nakhon Sawan, Phitsanulok, Chaiyaphum, Lampang, Nakorn Si Thammarat. This initiative aims to reduce external electricity consumption to 382,158.10 kWh.
2. **Floating Solar Panel Project** : Floating solar panels have been installed on the solar power plant in Lopburi province water reservoir, contributing to the reduction of external electricity consumption by 34,256.80 kWh.

### Battery and Commercial Electric Vehicle Business

1. **Solar Panel Installation Project on Rooftops** : Solar panels have been installed on the rooftops. A total of 2.849 MW of solar panels have been installed on the roof of the production building within the company. These are used in the production process and the energy storage system (ESS) of the factory, which can reduce the use of external electrical energy by a total of 1,570,676.30 kilowatt-hours (kWh).
2. **LiBr Absorption Cooling System Installation Project** : The LiBr absorption cooling system (Absorption chiller LiBr) with a capacity of 500 tons of cooling has been installed to utilize the excess steam generated from the boiler's steam production as energy to drive the absorption cooling system. This reduces the electricity consumption of the cooling system (Chiller), which supplies cooling to the air conditioning system in the main production building and the utility production building. As a result, electricity consumption has been reduced from 7,959,285.12 kilowatt-hours (kWh) to 7,359,050.58 kilowatt-hours (kWh), an overall energy savings The LiBr of 600,234.54 kilowatt-hours (kWh) or 7.54%



# Water Management

The Group has a guideline for water management resulting from its operations by reusing water to reduce overall consumption. In addition, the company has an action plan to turn the treated wastewater into good quality water for use in the green areas, such as gardens or lawns by watering the plants at the factory to replace the use of tap water, including campaigning and promoting the use of resources in a cost-effective manner and with maximum efficiency. Although some of the Company's projects are located in a water-stressed area, no significant amounts of water are consumed and affect the stakeholders. The project also has a stakeholder focused water management plan in place.

## Performance/ Measurements

In 2024, there were no water-related incidents with a financial impact above USD 10,000.

## Reduce Water Project

### Biodiesel Business

In 2024 performance, the amount of water used in the production process is 110,680 cubic meters and the amount of recycled water is 4,824 cubic meters from the operation of 2 projects, as shown below:

1. Project on use of blowdown water from cooling tower to replace piped water in the fire-fighting system: The project helps reduce pipe water consumption by 3,024 cubic meters or 9.72% of water required to be filled in the cooling tower.
2. Project on reuse of treated water for plant cleaning: The project reduces the use of pipe water by 1,800 cubic meters or approximately 2% of total pipe water consumption of the plant.

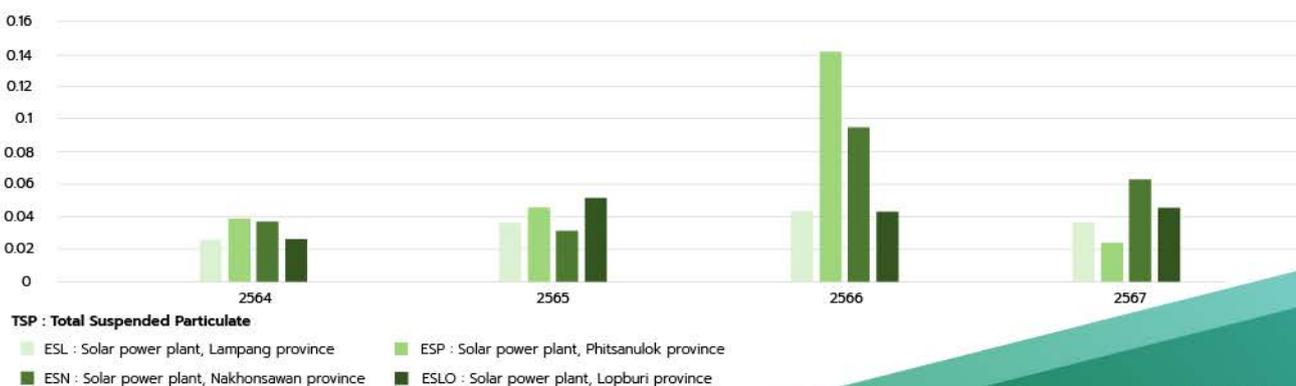
### Battery and Commercial Electric Vehicle Business

1. The project to reduce water used by standardization of Electrical Conductivity (EC) parameter in Water Rinse2 and Water Rinse4 in order to reduce the addition of Deionized water (water that passes through the deionization process), which can reduce the amount of tap water used to produce Deionized water by 50.4 cubic meters per month.
2. Car Body and Parts Surface Cleaning System Project before EDP Coating Process by enhancing the quality of the workpieces after the coating process, the water consumption in DI water production has been reduced by 878 liters per vehicles.

# Air Pollution Management

## Results of air quality measurement in the solar power plant area

0.33 mg/m<sup>3</sup>  
Standard by Law (mg/m<sup>3</sup>)



## Management approach

The Group has outlined its social and environmental policies in the Group handbook, with the following key points:

- Conducting business while considering the company's impact on society and the environment
- Commitment to actions aimed at reducing and preventing pollution.
- Rigorous compliance with laws, regulations, and procedures.
- Continuously developing and improving work standards to align with environmental requirements.

We have set environmental policies and targets, including those related to greenhouse gas emissions, water withdrawal, and developed the Environmental Management System (EMS) according to ISO 14001 standard. We also have the Governance and Sustainable Development Committee that is responsible for ensuring that the company's environmental management practices achieve the targets. Moreover, we have set key performance indicators as Climate Related Management Incentives for executives and employees to drive efforts to achieve EA's goals.

## Greenhouse Gases Management

In 2024, the Group disclosed the Greenhouse Gas emissions of Carbon Footprint for Organization (CFO) from both direct and indirect business activities, including emissions from significant activities in the supply chain. We evaluated the GHG emissions. The Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) was applied to Global Warming Potential (GWP). We conducted the GHG assessment according to ISO 14064-1 and guidelines of Thailand Greenhouse Gas Management Organization (TGO). Furthermore, the GHG emissions were verified by Third Party Verification and in process approval from TGO.

### GHG Emissions of EA Group

Note: Numbers in parentheses (1), (2), and (3) refer to the reporting scopes.

Performance	Unit	2020	2021 <sup>(1)</sup>	2022 <sup>(2)</sup>	2023	2024 <sup>(3)</sup>
Target: Direct and Indirect GHG emissions (Scope 1 & 2) per Revenue	tCO <sub>2</sub> e /Million	3.39	3.29	3.19	3.08	<b>2.98</b>
Direct GHG emissions (Scope 1)	tCO <sub>2</sub> e	45,305	39,326	40,854	53,375	<b>48,514</b>
Energy Indirect GHG emissions (Scope 2) - Based on location-based method	tCO <sub>2</sub> e	12,965	13,559	25,977	27,232	<b>24,935</b>
Energy Indirect GHG emissions (Scope3)	tCO <sub>2</sub> e	68	143,502	247,867	117,494	<b>71,163</b>
Total Direct and Indirect GHG emissions of the Group (Scope 1 & 2)	tCO <sub>2</sub> e	58,270	52,885	66,831	80,607	<b>73,449</b>

Performance	Unit	2020	2021 <sup>(1)</sup>	2022 <sup>(2)</sup>	2023	2024 <sup>(3)</sup>
Total Direct and Indirect GHG emissions (Scope 1, 2 & 3)	tCO <sub>2</sub> e	58,338	196,387	314,698	198,101	<b>144,612</b>
Total Revenue	MB	17,199	20,558	27,547	31,598	<b>18,522</b>
GHG emissions Intensity (Scope 1 & 2) per Total Revenue	tCO <sub>2</sub> e	3.39	2.57	2.43	2.55	<b>3.97</b>
GHG emissions Intensity (Scope 1,2 & 3) per Total Revenue	tCO <sub>2</sub> e	3.39	9.55	11.42	6.27	<b>7.81</b>

Remark:

1. Indirect Greenhouse Gas (GHG) Emissions – Scope 3: Since 2021, the Company has evaluated and disclosed additional GHG emissions from other significant activities beyond its direct operations.
2. In 2022, the reporting boundary was expanded to include additional or newly consolidated business units resulting from mergers or acquisitions.
3. In 2024, the GHG data verified by an independent external organization accredited by the Thailand Greenhouse Gas Management Organization (TGO).
4. In 2024, the biogenic CO<sub>2</sub> emissions from the entire Group totaled to 27.00 tCO<sub>2</sub>e.
5. The reported GHG emissions now include sulfur hexafluoride (SF<sub>6</sub>) emissions.

## GHG emissions by business groups

### Biodiesel Business

Unit: tCO<sub>2</sub>e

Performance	2020	2021	2022	2023	2024
Direct GHG emission (Scope 1)	44,846.10	38,733.79	34,890.00	47,367.00	43,525.00
Energy Indirect GHG emissions (Scope 2)	8,445.65	8,278.03	7,229.00	7,175.00	7,201.00
Other Indirect GHG emissions (Scope 3)	54.44	141,262.46	247,002.00	128,665.00	77,890.00
Total Direct and Indirect GHG emissions (Scope 1 & 2)	53,291.75	47,011.82	42,119.00	54,542.00	50,726.00
Total Direct and Indirect GHG emissions (Scope 1, 2 & 3)	53,346.19	188,274.28	289,121.00	183,207.00	128,616.00

Remark: Since 2021, the reporting of GHG emissions from other indirect activities (Scope 3) have been conducted, covering all significant activities.

## Battery Business

Unit : tCO<sub>2</sub>e

Performance	2020	2021	2022	2023	2024
Direct GHG emission (Scope 1)	N/A	N/A	5,339.39	5,030.00	4,483.00
Energy Indirect GHG emissions (Scope 2)	N/A	N/A	13,326.13	14,652.00	13,449.00
Other Indirect GHG emissions (Scope 3)	N/A	N/A	754.19	6,450.00	5,187.00
Total Direct and Indirect GHG emissions (Scope 1 & 2)	N/A	N/A	18,665.52	19,682.00	17,932.00
Total Direct and Indirect GHG emissions (Scope 1, 2 & 3)	N/A	N/A	19,419.71	26,132	23,119.00

Remark : The Battery Business has been collected and reported data since 2022.

## Power Business

Unit : tCO<sub>2</sub>e

Performance	2020	2021	2022	2023	2024
Direct GHG emission (Scope 1)	279.22	185.40	223.00	260.00	163.00
Energy Indirect GHG emissions (Scope 2)	4,207.14	4,277.57	4,428.00	3,918.00	3,302.00
Other Indirect GHG emissions (Scope 3)	2.15	650.42	56.00	1,132.00	992.00
Total Direct and Indirect GHG emissions (Scope 1 & 2)	4,486.36	4,462.97	4,651.00	4,178.00	3,465.00
Total Direct and Indirect GHG emissions (Scope 1, 2 & 3)	4,488.51	5,113.39	4,707.00	5,310.00	4,457.00

Note: Scope 1 greenhouse gas (GHG) emissions include sulfur hexafluoride (SF<sub>6</sub>) emissions.

## Climate Change Management

As the climate change situation has intensified and affected many continents of the world, partly as a result of greenhouse gas emissions from various activities, many countries are increasingly concerned about the associated risks and opportunities, which can impact many businesses due to factors such as property damage due to floods and a shift towards low-carbon products. This is a challenging issue that attracts global attention. We have adopted the TCFD Framework to assess the impact and disclose risk information and opportunities in various areas to prepare to adapt to and cope with climate change. To take part in the efforts to mitigate climate change impacts, we have set a goal to achieve carbon neutrality by 2040 and Net-Zero emissions by 2050.

### Promotion of a Low Carbon Society (Reduction of Greenhouse Gas Emissions)

The Group promotes low-carbon society and emphasizes the importance of reducing greenhouse gases. We adopted an internal carbon pricing (ICP) to set a shadow price of 115 THB/tonCO<sub>2</sub>e to support assessments and making decisions to invest in low-carbon projects. Additionally, the company participates in greenhouse gas reduction projects, and has been approved for listing in the Thailand Voluntary Emission Reduction Program: T-VER with the Thailand Greenhouse Gas Management Organization (public organization) or TGO. TGO develops project to promote and support all sectors to take part in reducing the greenhouse voluntarily. The amount of greenhouse gas reduced or known as 'Carbon Credit' under T-VER or "TVERs" can be traded to the local voluntary carbon market. TGO has determined criteria and procedures for project development, the methodology for reducing greenhouse gas, listing and certifying the amount of greenhouse gas. The project must cause reduction/absorb the greenhouse gas in Thailand, to reduce the emission rate which is the main cause of global warming, increase the source to store the greenhouse gas, generating income from greenhouse gas trading. Therefore, the company has applied to participate in the aforementioned project by the TGO, and in the past year, it has been able to reduce greenhouse gas emissions through the following projects:

**Bangkok E-Bus Programme** is the first authorized mitigation activity under the bilateral agreement between Switzerland and Thailand, in accordance with Article 6.2 of the Paris Agreement, the agreement under this programme was signed on 24 June 2022. Our Company has delivered greenhouse gas emission reductions as International Transferred Mitigation Outcomes (ITMOs) from the Bangkok E-Bus Programme and the first issuance of ITMOs for NDC use under the Paris Agreement is a milestone for climate action moment for climate action. The TGO sub-committee approved the greenhouse gas mitigation in this project as follows:

Unit : tons of carbon dioxide equivalent tCO<sub>2</sub>e

The amount of Reduction Emissions	OCT - DEC 2022	JAN - DEC 2023	JAN - DEC 2024
Bangkok Metropolitan Area E-Bus Zone 1 and 2	919	12,378	On Process
Bangkok Metropolitan Area E-Bus Zone 3 and 4	997	16,844	On Process
Total	1,916	29,222	On Process

Note: In year 2024, Information on Electric Buses in the Bangkok E-Bus Programme is actually being verified by information from South Pole Group (Thailand) Company Limited.

**Solar Power Plant Project** : GHG emissions reduction from electricity generation by using renewable energy instead of fossil fuels. This project has been ongoing since 2015, resulting in a total certified carbon credit accumulation of 2.73 million tCO<sub>2</sub>e. Over the past four years, the details of the emissions reduction are as follows:

Unit : (tCO<sub>2</sub>e)

Project	2020	2021	2022	2023	2024
Solar Power Plant in Nakhon sawan Province with a capacity of 90 Megawatts	99,629	102,999	112,424	103,475	102,152
Solar Power Plant in Lampang Province with a capacity of 90 Megawatts	116,526	115,795	123,473	113,614	110,904
Solar Power Plant in Phitsanulok Province with a capacity of 90 Megawatts	124,960	127,211	125,600	118,770	122,003

Remark: (1) In 2024, the data underwent external verification by accredited independent agencies recognized by TGO, and is currently undergoing certification approval from TGO.



**Wind Power Plant Project** : GHG emissions reduction from electricity generation using wind energy instead of fossil fuels. This project began in 2017 and has accumulated a total certified carbon credit of 2.39 million metric tons of CO<sub>2</sub>e reduced. The detail of emissions reduction over the past four years are as follows:

Unit : (tCO<sub>2</sub>e)

Total GHG emissions reduction	2020	2021	2022	2023	2024
Wind Power Plant in Songkhla and Nakhon Si Thammarat Provinces with a capacity of 126 MW	143,270	162,371	127,166	150,552	135,741
Wind Power Plant in chaiyaphum Provinces with an installed capacity of 126 MW as follows :					
Hanuman Wind Farm 1	43,164	43,883	37,513	45,803	47,051
Hanuman Wind Farm 5	61,382	63,123	56,036	65,197	64,042
Hanuman Wind Farm 8	43,457	45,832	38,107	46,830	47,849
Hanuman Wind Farm 9	43,260	45,456	39,430	47,923	48,075
Hanuman Wind Farm 10	82,644	87,481	76,507	94,432	93,652

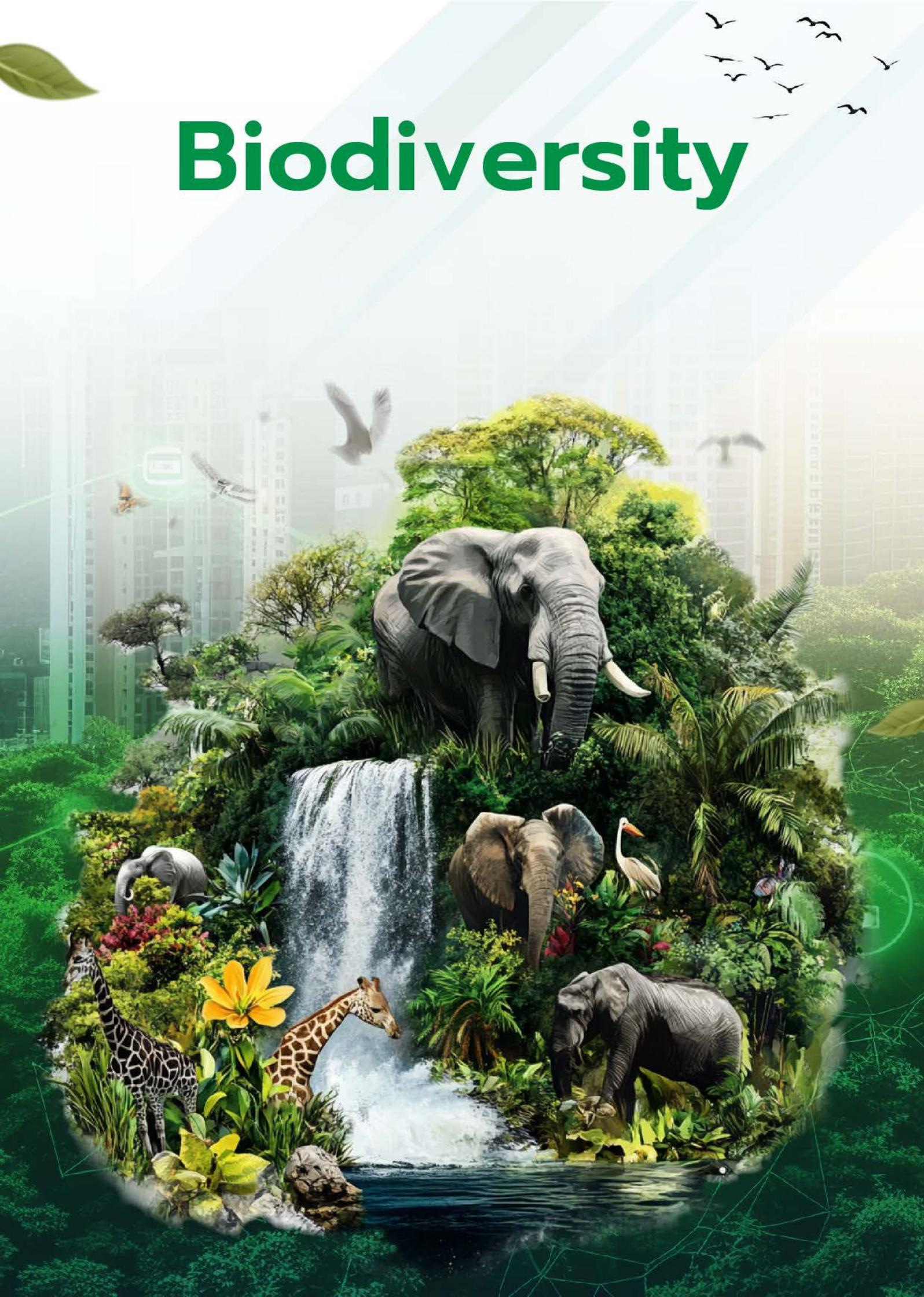
Remark: In 2024, the data underwent external verification by accredited independent agencies recognized by TGO, currently undergoing certification approval from TGO.

## Green Culture

The Group aims to create an environmental culture among employees in the organization. by creating a campaign to raise awareness among employees in order to realize the cost-effective use of resources and energy and maximize the benefits both in the production process and in daily life inside and outside the organization through various activities such as using cloth bags instead of plastic bags, reusing paper, and campaigning for sorting waste by type to encourage reuse and reduce the amount of waste as well as continually increasing green areas both inside and outside the organization.



# Biodiversity



## Management Approach

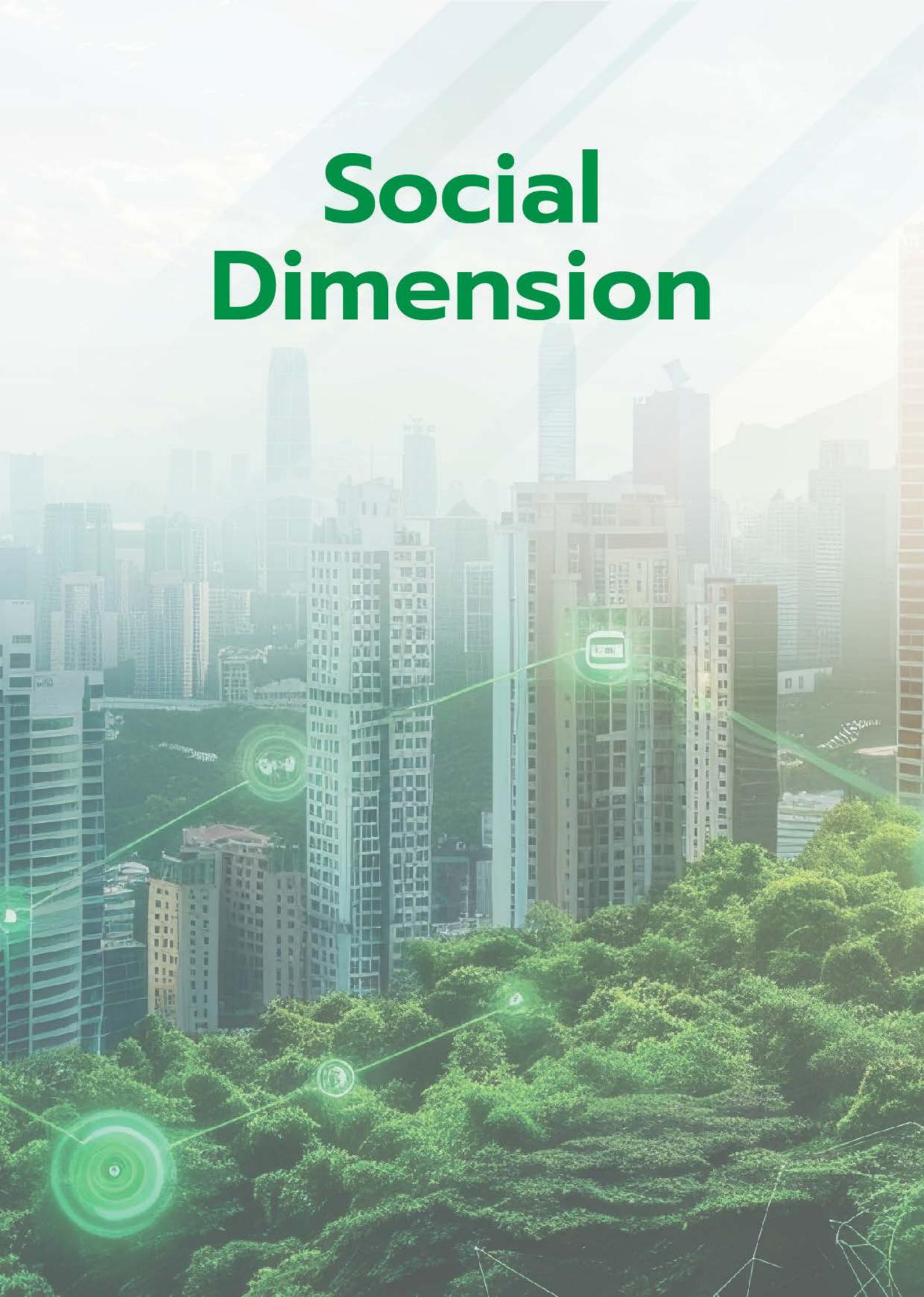
The Group and its subsidiaries consider the richness of biodiversity in habitats and the health of ecosystems and the environment, which collectively contribute to a broad spectrum of biodiversity. We recognize that our business operations may have implications for the environment, including the biodiversity of our facilities. Therefore, we are committed to managing and mitigating the impacts of our company's operations, as well as considering and evaluating biodiversity within our work processes. In the past year, we have demonstrated our strong commitment to biodiversity through our Biodiversity Commitment. Moreover, we have adopted a biodiversity risk management framework to manage risk and minimize negative impacts. In case of impacts, measures will be taken in accordance with the mitigation hierarchy, which includes avoidance, minimization, restoration and offsetting.

## Biodiversity Study of Wind Power Plant

The wind power plant may have an impact on bird and bat habitats. The Group recognizes the importance of protecting the local ecosystem, and thus conducted a biodiversity study in the area surrounding wind power plant in Chaiyaphum, Nakhon Si Thammarat and Songkhla province to collect biodiversity data during the pre-construction and operational phases. During December 2023, there was a training session on bird identification and bird control for the employees of a wind power plant in Nakhon Si Thammarat province. In addition to training, data collection surveys were conducted to monitor the types and populations of birds in the area, alongside experts. In the area of Project 2, where the wind turbines are located within the Nasaton subdistrict municipal area, A total of 27 bird species were observed including the Painted Stork, Little Cormorant, Spotted Dove, Brown Shrike, Great egret, Intermediate Egret, Gray Heron, etc. In 2024, ongoing data collection surveys are being conducted to monitor the types and populations of birds and bats in the wind power plant area Chaiyaphum, Nakhon Si Thammarat and Songkhla province continuously.



# Social Dimension

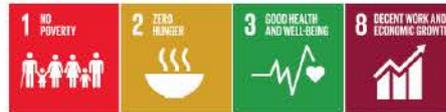


# Creating Shared Value - CSV

## Policy and Objectives

The Group is committed to enhancing the quality of life and well-being of local residents, communities, and society and alleviating poverty and income inequality. Especially the agricultural industry in Thailand is more vulnerable, faces unstable income and leads to poverty in the future. Therefore, The Group implements social benefit initiatives through creating shared value, or CSV, with local people around the plant to develop career opportunities for people in the community and local farmers. The project focuses on sustainable career development, covering economic, social, and environmental dimensions strengthen the community and enhance resilience of the community and resilience following the Sustainable Development Goals (SDGs) framework and Global Reporting Initiative (GRI) standards.

- Economic and Career Development, and Well-being Promotion



- Environmental and Natural Resource Conservation



- Promotion of Lifelong Learning



- Stakeholder Engagement



The Group applies a CSV (Creating Shared Value) alongside C-SI (Corporate Social Innovation) approach that focuses on engaging a community in problem-solving analysis, imparting business knowledge and creating innovation. Furthermore, developing cooperation from many sectors in supporting the community for sustainable and stable development, including developing skills for the future, to achieve a self-reliant and resilient society. sustainable and equitable future for all in a stable and resilient community.

## EASE – EA Social Enterprise

In late 2015, The Group initiated the EASE-EA Social Enterprise to pursue creating social value without prioritizing profits but aims to create social benefits through sustainable self-reliance, to enhance people quality of life, starting with the communities surrounding the company power plants as pilot project areas, and to create good job in the community, providing local people with a stable income. As a consequence, there will be steady jobs, which will contribute to life stability and sustainable local economic growth.

### Strategic Plans for Sustainable Community Living Development



The project implementation centers on promoting the participation of local farmers from upstream to downstream in order to foster ownership and shared values for social innovation.

1. Start with the needs of the community and the surrounding context
2. Design and plan projects together.
3. Assist with project implementation and promote knowledge, particularly in future innovation skills.
4. Conduct joint evaluation and scale up continuously

### Implementation of Ease Organic Project

Since 2015, EASE (EA Social Enterprise) has been conducting social projects with local farmers, communities, organizations, universities, and related partners to strengthen communities, develop sustainable self-reliant farmers businesses through the promotion of knowledge, support production, promote market channels, and increase business opportunities fairly, as well as support research and development for scale up.



The Group continues to develop careers in organic farming in Phitsanulok Province and promote livestock occupations in goat and sheep farming in Nakhonsawan Province, while consistently creating value for communities, society, and the environment. The following are the details of the projects for the year 2024.

**The organic farming project in Phitsanulok Province** has implemented a smart farm system To enhance cultivation efficiency and minimize unnecessary labor. Farmers participating in the project are provided with an income guarantee of 345 baht per day, aligning with the minimum wage in the area to ensure income stability. Additionally, the project offers a profit-sharing model, which has generated an average daily income of 361 baht for farmers. However, this figure has experienced a slight decline due to the impact of El Niño and La Niña phenomena, despite the integration of the Smart Organic Farm system, which remains susceptible to these climatic fluctuations.

**For the goat and sheep farming project in Nakhon Sawan province**, the average daily income In 2024 has slightly decreased to 251 baht per day, primarily due to market price fluctuations driven by demand-supply dynamics and increased feedstock costs. Nevertheless, farmers maintains confidence in the profession and continue to enhance breeding practices. The project has transitioned from the Dorper breed to the Santa breed, which is more commercially viable, in collaboration with a professor from Mahidol University, Nakhon Sawan Campus, to optimize breeding techniques. Furthermore, the project contributes to career development for the new generation, fostering Young Smart Farmers. Participating farmers acquire comprehensive knowledge and skills in sustainable organic agriculture, fundamental business and marketing principles, and the integration of innovation and technology in organic farming.

# Corporate Social Responsibility : CSR

The Group established a Corporate Social Responsibility Department (CSR) to communicate with local communities around the company's factory. The Group focuses on sustainability, which could lead to 3 dimensions of activities: Economics, Society and Environment by following the policies and principles of responsibility for organizational stakeholders. It could benefit the local community through the organization's operations. The Group attempts to develop and improve the quality of life of local communities, so the CSR department creates activities in various dimensions such as occupation, quality of life, education, environment, religion, culture, and tradition. The Group also provides beneficial projects to local communities.

As a guideline for business process management (CSR-in-Process), The Group established a "Corporate Social Responsibility Policy" with the following seven principles.

Principle 1 : Good Corporate Governance

Principle 2 : Conduct Business with Fairness

Principle 3 : Human Rights and Treatment of Employees

Principle 4 : Responsibility to Consumers

Principle 5 : Environment and Safety

Principle 6 : Participation in Development of Community and Society

Principle 7 : Development and Dissemination of Innovation from Social Responsibility



## CSR Strategy

The CSR department adopts a framework which focuses on sustainable development in 3 dimensions: Economics, Society and Environment through operations with fairness and equality, interdependence, and balance. Our direction focuses on participation of the community to discuss and evaluate a satisfactory solution through both direct and indirect means. In addition, we cooperate to find acceptable conditions by allowing communities to share their opinions and need. lead to solutions that effectively address any issues. It could show that The Group adopts the framework of sustainable corporate social responsibility.

## Sustainable Development Framework



## CSR action plans

The CSR department develops plans and indicators which can evaluate the results of CSR projects in various areas, with an emphasis on community participation and sustainable development, as outlined in the following objectives.



## Participation in Community Development

The Group is aware of the effects that might occur from its operation to stakeholders, especially local communities who live near the factories. The department creates activities and builds a relationships between The Group and communities. In addition, The Group continuously communicates with the community to raise awareness and understanding about The Group's operations, fostering sustainable and harmonious coexistence.

## Company Action Toward Stakeholders and Community Awareness Surrounding the Site Location

CSR created the public hearing for community opinions prescribed by authorities before investing in building a power plant and continuously closely following up on community opinions, recommendations and needs by assigning CSR staff for each plant to follow and report any issues or requirements that occur in the community. After this process, the team will discuss and plan the projects that are suitable for each community.

In addition to requiring the Operation & Maintenance department to submit a performance report to the Executive Committee, the Company's Audit Committee and the Internal Audit Department plan factory and project audits of the Group in the annual audit plan, with the goal of inspecting and visiting factories and various projects of The Group to ensure that various operations of the company group are compliant with standards, requirements, rules, and regulations including The Group's vision and mission guidelines.

## Performance/Success indicators

The Group has adhered to a policy that must be carried out with care and seriousness toward various stakeholders, including shareholders, customers, trading partners, creditors, communities around the factory locations, employees, regulatory agencies, and the government sector, based on the group's business results. The listed individuals and organizations are critical to The Group's operations, and this aligns with the principles of the Sustainable Development Goals (SDGs). To meet the needs and expectations of society and communities in 2022, The Group has divided its operating results into three key areas, as follows:



## Economy

The second year of the Poultry School for Lunch project was implemented at Baan Hua Wai School in Nakhon Sawan and Wat Nong Na School in Lopburi. The projects were established by the EA solar power plant in Nakhon Sawan and the EA solar power plant in Lopburi. The Group provided poultry housing, essential tools, 120 chickens, and a training course on students' poultry skills. The activity could improve poultry skills of students by actively participating not only in consuming the product from the project but also selling it to the market which could generate income that is reinvested into the project.



## Society

The Rehabilitation Center for Drug Addicts of Ma Tong Subdistrict Municipality, in collaboration with EA solar power plant in Phitsanulok province and Ma Tong Subdistrict Municipality, is dedicated to guiding drug addicts through the process of rehabilitation, treatment, and recovery while preventing them from falling victim to drug abuse again. The project has assigned its community relations officers to serve as rehabilitation specialists at the centre. Additionally, it provides vocational training opportunities for recovering individuals by engaging local community experts. These training programs include pastry-making, barbering, vehicle repair, drone operation, and agricultural skills.

The EA solar power plant in Phitsanulok province cooperated with the Development Office Region 2, under the Armed Forces Development Command. We created the project to support areas facing electricity shortages. Installation of the solar panels in public areas. In addition, the project could raise awareness of the benefits of using clean energy to local community.

Employees of EA Bio Innovation participated in voluntary activities in collaboration with the Thai Red Cross Society. with Thai Red Cross Society. Blood Donation for patients and solving blood shortage issues.



## Environment

**Green Wind Turbine Project** for biodiversity in the Gulf of Thailand by EA wind power plant in Nakhon Si Thammarat province. Cooperation between the company and local fisheries organization. Creating a tool as a place for fish after seasonal breeding known as "Sang". In addition, releasing sea crabs for food security and maintaining its sustainability. It could increase the income of the local community near the coastline and raise the participation of local people to preserve the environment in the hometown.

**EA Bio-Innovation organized a voluntary activity to collect waste along the coastline in Rayong Province.** The company employee attends the activity to collect waste at "Nong Fab Beach" to preserve the environment and reduce waste on the beach.

**EA Bio-Innovation launched a reforestation project in Rayong Province.** Attending the reforestation activity enhances the fertility of the forest at Noen Sam Rae subdistrict, Rayong province.



## Contribution for public good

- **Donation of adult diapers to Raja Vadee**, a home for the protection and development of women with disabilities, to help alleviate the shortage of medical supplies.



- **The Group provided essential equipment to restore the malfunctioning oxygen generators.** The Group cooperated with the Mirror Foundation and Pure Heart Foundation. The oxygen generators would be passed to the Privy Council to help patients in hospitals throughout the country.



- **Donation of food and supplements** in emergency kits for flood victims, in cooperation with ThaiPBS.

- **The Group donated 2,400 bottles of drinking water** to the Mirror Foundation to support flood victims in northern Thailand.



- **The Group provided essential items** (blankets, bottled water, and tripod canes) to the Thai Red Cross Society to help relieve suffering caused by the cold wave at Vajiralongkorn Dam and the Sri Sawat District Office in Kanchanaburi.



• **Essential supplies were provided to the victims of flooding and cold waves.** The essential supplies included rice cookers and blankets. The project was created by Thai PBS in Mae Sai district, Chiang Rai province. The residents in this district are in the restoration period of their houses after the severe flooding in September 2024. At the same time, they might suffer from cold-wave, which could elevate their hardships. All donated supplies were delivered to Tham Phachom Community, Wiang Phang Kham Subdistrict, Mae Sai District, Chiang Rai Province.



• **The Group participated in a paint donation activity for the local temples in Chiang Rai province.** These two temples are the main religious sites in their communities. After flooding the temples were affected significantly, structure and colour of its. The company and local community restore and paint the colour to prepare for Buddhist and tourism season at the end of this year.



# Occupational Health and Safety

The Group believes that the management of occupational health and safety, as well as the working environment, is a critical aspect of sustainability. Managing risks, incidents, and impacts on the business and stakeholders is a fundamental responsibility to build confidence in business operations, especially among employees, partners, and stakeholders. The Group is committed to ensuring that every unit has a hygienic and safe working environment, continuously and seriously implementing these practices alongside the organization's development towards excellence. To ensure workplace safety, The Group has announced the "Quality, Environment, Occupational Health, and Safety Policy," setting guidelines in accordance with laws and international standards. This includes measures to prevent risks from accidents, injuries, and illnesses related to work, while also promoting improvements in the working environment to ensure mental well-being and hygiene, contributing to the quality of life and health of employees. The Group emphasizes employee involvement in continuously improving and changing their working methods for the better. The environmental management plan involves attention to operations that may impact both the internal and external environment, following international standards such as ISO 45001:2018, Process Safety Management (PSM) principles, and other relevant practices based on the industry, alongside compliance with related legal requirements.

## Risk Management

The Group has a process for identifying hazards, assessing risks to determine both risk issues and opportunities, covering operational processes, activities, and areas related to work. It defines preventive measures and controls to mitigate hazards, with a focus on eliminating risks and dangers in the workplace. The process also identifies risk issues that could cause unsafe conditions or harm to the health of workers in all core activities. This includes activities of employees, contractors, and preparations for emergency situations such as checking alarm systems, escape routes, emergency lighting, automatic fire suppression systems, and various emergency response equipment. Additionally, the company conducts training drills for emergency response teams to ensure they are always ready for action.



## Compliance with Laws.

The Group complies with laws and international standards related to safety and health at work, including assessing legal compliance to monitor and collect relevant laws as a guideline for operations

## Reporting and Investigation of Abnormal Incidents or Accidents Occurring During Work

The Group has established procedures for investigating reporting and investigating accidents, analyzing their causes in the event of physical or property-related incidents, as well as work-related illnesses. This includes a process for accident investigation to identify causes, determine corrective actions, and prevent recurrence, along with monitoring the implementation of corrective actions. Additionally, The Group follows up on the results of operations to ensure continuous improvement. Health Services and Employee Health Promotion

## Health and Occupational Health Services

The Group conducts health risk assessments for workers by occupational health physicians, covering all company activities, to define appropriate control measures and reduce health risks. Additionally, the company organizes health promotion activities and fosters a culture of health care to ensure employees have a good quality of life. The company also regularly conducts environmental monitoring in the workplace, assessing risk factors specific to each area, as follows:

- Monitoring of air quality, lighting, noise, temperature, dust, and chemicals in the workplace, compared to relevant safety standard values
- Employee health check-ups before starting work or when changing role
- Annual employee health check
- Health check-ups based on risk factors as recommended by occupational health physicians
- Health and accident insurance for employees
- Oral health and dental check-up services provided by a mobile dental unit.
- Participated in various government programs that promote health and safety and received various awards such as the following:
  - Disease-free, safe, physically and mentally happy workplace 2023
  - Standard on Prevention and Solution to Drug Problems in an Establishment



## Safety Awareness as an Organizational Culture

The Group organizes activities to promote employees' awareness and understanding of the importance of safety in the workplace. This includes fostering a sense of responsibility and caution among employees to ensure safe practices, leading to effective and efficient work performance as follows:

For the year 2024, The Group has organized training on the following occupational safety courses.

- Occupational Safety Officer courses at various levels, such as supervisory and management levels
- Occupational Safety, Health, and Environment Committee Course.
- Basic First Aid and CPR Course.
- Safety Training Course for Operating a 4-Person Crane
- Permit Authorizer, Work Supervisor, Attendant, and Worker in Confined Space Training Course.
- Safety Training Course for Working Safely with Electricity.
- Forklift Safety Training
- Chemical Safety Training
- Boiler Operator Training Course for Water Boilers or Liquid-Fueled Heat Transfer Boilers

## Safety Awareness as an Organizational Culture

This includes fostering a sense of responsibility and caution among employees to ensure safe practices, leading to effective and efficient work performance as follows:

### Safety Talk Activities

The Group organizes regular activities to enhance employees' knowledge and awareness of the importance of safety in their work. Including creating awareness among employees to be careful and responsible in their work. To lead to efficient and effective work performance as follows

### Safety Mind Activities

To promote and encourage everyone in the organization to have a safety-first mindset before starting any work. Through this activity, employees are encouraged to offer suggestions and preventive measures to avoid the recurrence of incidents

### Safety Patrol Activities

To inspect safety in the work areas, identifying any irregularities in the workplace or surrounding areas. Representatives from various working groups, such as the OSHE Committee and department representatives, will participate in this activity. This activity is conducted regularly every month, with a summary of the results, followed by monitoring corrective actions to ensure that identified issues are addressed, and the findings are documented in the safety report.

## PSM - Process Safety Management Activities

A brainstorming workshop was conducted for the team in the workshop on the concept of building a safety culture in the organization / Safety Culture Project: 4 main activities to be continuously implemented, including communication, observation, 5S activities, and enhancement of Two-Way Communication Channels.

## Occupational health and safety goals



Zero fatal work-related accidents

Performance results/success indicators

The company has continuously monitored and reported the performance results in occupational health, with the performance results meeting the targets as shown in the table below. The reports also include key performance indicators such as the Lost Time Injury Frequency Rate (LTIFR) and the rate of work-related fatalities, both for employees and contractors, as follows:

Indicators	2021	2022	2023					2024				
	performance	performance	Biodisel Business Group	Renewable power plant Business Group	Battery and commercial electric vehicle Business Group	Average	Total (Case)	Biodisel Business Group	Renewable power plant Business Group	Battery and commercial electric vehicle Business Group	Average	Total (Case)
Man Hour	-	-	-	-	-	-	-	816,656	1,183,384	3,184,711	-	-
<b>Total injury Frequency Rate (TIFR) (per 1 million hours)</b>												
• employees	-	-	-	-	-	-	-	8.83	0	9.49	8.73	-
• contractors	-	-	-	-	-	-	-	0	1.09	0	0.71	-
<b>Lost Time Frequency Rate (LTIFR) (per 1 million hours)</b>												
• employees	0	5.49	0	3.64	3.14	2.80	-	3.53	0	0.68	1.06	-
• contractors	1.09	0	0	0	1.44	0.53	-	0	1.09	0	0.71	-
<b>Work-related fatalities of contractors(person)</b>												
• employees	0	0	0	0	0	0	0	0	0	0	-	0
• contractors	0	0	0	0	0	0	0	0	1	0	-	1
<b>Number of Occupational disease</b>												
• employees	0	0	0	0	0	0	0	0	0	0	-	0
• contractors	0	0	0	0	0	0	0	0	0	0	-	0
<b>Total number of employees (person)</b>	1,175	2,049	197	95	1,756	-	-	97	297	739	-	-

\* Reference information for January - December 2024 \*

**The root causes of work-related fatalities:** Contractor's Negligence in Work Performance Resulting in Injury

### Safety Improvement Recommendations

1. Review and strictly enforce the Lockout-Tag out Checklist procedures to prevent accidents caused by unexpected energy releases.
2. Review and reinforce the rules for the Buddy System and Lone Working procedures to enhance safety during team and solo work operations.
3. Provide training for all employees on Safe Work Standards for Wind Turbines based on the General Safety Rules provided by the wind turbine manufacturer.

# Human Resource Management

The Group recognizes that that employees are key factors for elevating organizational competitive advantages. Therefore, human resource management strategies are determined, hiring exceptionally skilled workers through all channels, including 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. In terms of 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 other status. Cultural and value differences are accepted, and reflected in the 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.

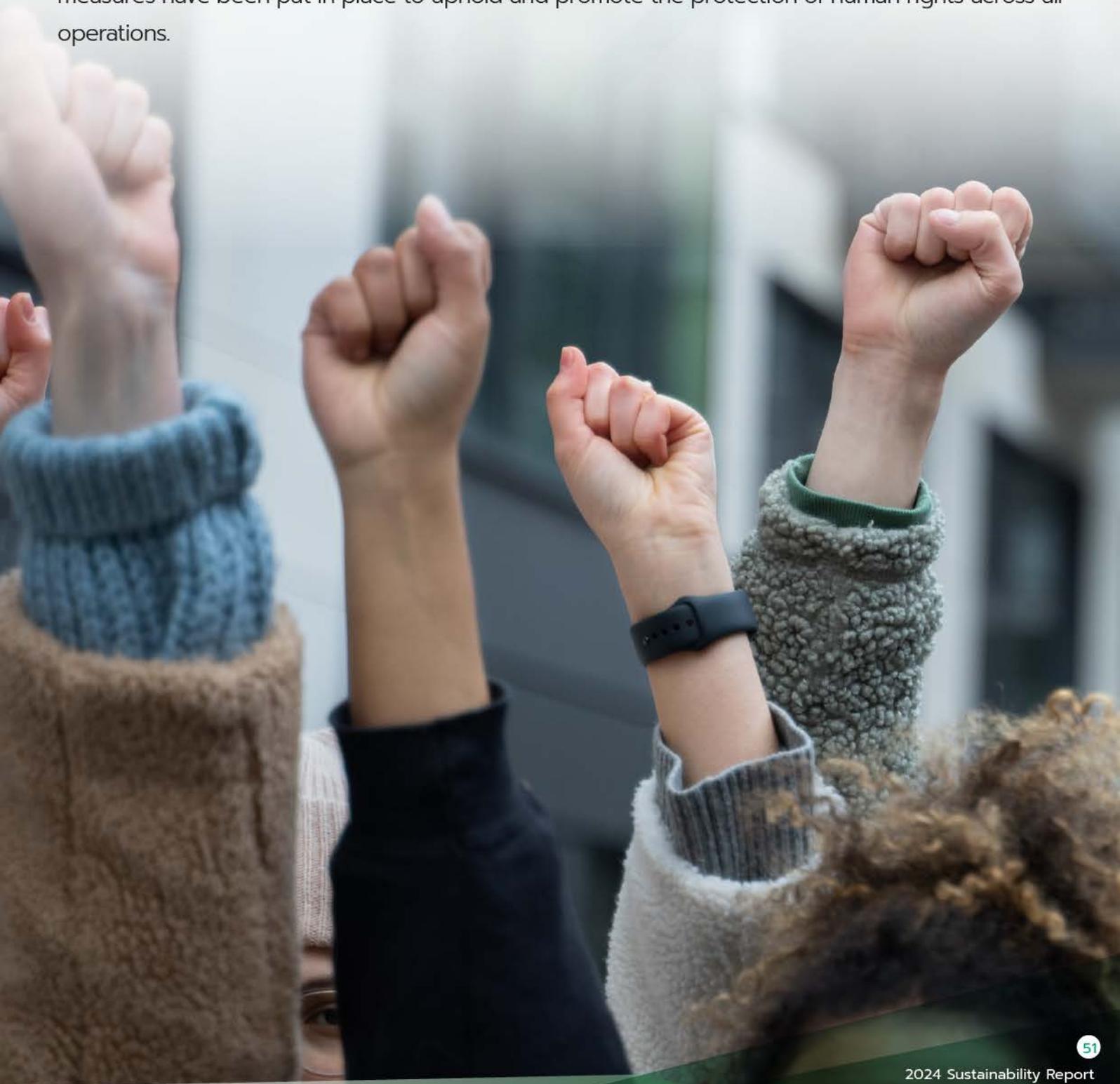
## Human Rights Management

The Group is committed to The Group's success and sustainability together with promoting human rights throughout the organization. The Group recognizes the importance of respecting the human rights of every employee. This is regarded as an essential role of The Group, its Business Partners and Joint Ventures in the supply chain to adhere to human rights principles of equal treatment of employees, customers, local communities, Outsource/Subcontract/Third Party Employees, Migrant Workers, Indigenous People, Women, Men, LGBTQI+, Disabled People, Pregnant Women, Elderly People and other stakeholders and to avoid all forms of human rights violations.

This is to ensure that The Group has operated the business without any human rights violations. The Group has established policies and guidelines on human rights to prevent human rights violations in all business activities of the Group. We value and respect human rights as stipulated in the Universal Declaration of Human Rights, including collective agreements and treaties relating to the treatment of labor and the UN Declaration on the Rights of Indigenous Peoples, UN Global Compact, UN Guiding Principles on Business and Human Rights, Voluntary Principles on Security and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work (ILO) The Group has formulated and declared those policies as Policy Commitment & Human Rights Commitment.

## Comprehensive Human Rights Due Diligence process

The Group has implemented a comprehensive Human Rights Due Diligence (HRDD) process in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), serving as the foundation for its human rights management framework. This process encompasses all business activities conducted within Thailand, covering every operational site under the Group's responsibility. It includes the identification and assessment of potential human rights impacts, along with the establishment of a systematic approach to manage related risks. The Group is committed to ensuring the presence of robust control mechanisms and preventive measures aimed at avoiding any form of human rights violations. Moreover, effective support measures have been put in place to uphold and promote the protection of human rights across all operations.





## Remedy

The Group places strong emphasis on the protection and remediation of individuals who may be adversely affected by its operations in relation to human rights. Accessible grievance mechanisms are established to accommodate complaints under all circumstances, particularly during emergencies or crises in specific operational areas.

Furthermore, the Group upholds the rights of affected individuals and human rights defenders by ensuring that they are not obstructed or discouraged from seeking access to justice or any remediation process. Remediation may take various forms, including monetary compensation, such as financial redress or aid—and non-monetary measures, such as expert consultation, guidance, or advisory support.

The Group has developed structured communication channels to ensure that stakeholders' concerns and complaints are received and addressed systematically. Affected individuals are encouraged to submit their grievances directly to the Whistleblowing Center, which reports to the Chairman of the Audit Committee. Upon receipt of a complaint, the Group will conduct a root cause analysis, implement corrective and preventive actions in accordance with defined procedures, and ensure that issues are resolved appropriately and effectively—ultimately fostering satisfaction among all relevant parties.



## Disclosure of Human Rights Violations

There were no reported incidents of human rights violations.

**Training and communication initiatives** were conducted on the following topics: The Group's Code of Conduct, anti-corruption practices, risk management, information technology (IT) security, the Personal Data Protection Act (PDPA), the Non-Discrimination and Anti-Harassment Policy, and the Diversity and Inclusion Policy.

**Key Challenge** : A key challenge remains in reinforcing employees' ability to apply the Group's Code of Conduct in all work-related decisions, while also increasing awareness of various operational risks and the importance of IT and personal data security. This requires communication and outreach efforts that are more inclusive and far-reaching across all employee levels. Additionally, the Group has promoted understanding of employees' rights—particularly regarding their ability to express opinions, report irregularities, and raise concerns about unfair treatment.

**Implementation** : Educational content has been developed to enable employees to learn and review the material independently. Knowledge assessments were also administered to evaluate understanding in the following areas: Code of Conduct, anti-corruption, risk management, IT security, PDPA, Non-Discrimination and Anti-Harassment Policy, and Diversity and Inclusion Policy. Both Thai and foreign employees participated in the program, with a completion and pass rate of 87.2%.



## Promotion of Gender Equality

**Implementation :** Following the enactment of the Gender Equality Act B.E. 2558 (2015) in Thailand—which prohibits all forms of discrimination based on gender—the Group has actively monitored developments related to gender equality and communicated relevant information to all stakeholders, encouraging alignment with the newly enacted legislation. EA Group remains committed to upholding the principles of gender equality across all aspects of its operations, including recruitment, compensation, career advancement, working conditions, and employee benefits. For example, both female employees on maternity leave and male employees taking paternity leave are entitled to paid leave under the Group’s employment policies.

Recruitment Aligned with the Company's Vision	Analytical Tools in Recruitment	Recruitment Channels			Recruitment Performance Measurement		
<p>We aim to recruit individuals who share our organizational vision, those who are ready to be part of our innovation-driven journey to develop and grow sustainably together.</p>	<p>For each position to be filled, recruitment teams conduct an in-depth analysis using tools such as SWOT and job-specific requirements to identify and reach the target group efficiently.</p>	<p><b>Internal Sources</b></p> <p>Job announcements are made within the organization through internal communication channels, such as department heads or direct supervisors, especially for management positions.</p>	<p><b>External Sources</b></p> <p>Job postings are made through both online and offline channels:</p> <ul style="list-style-type: none"> <li>• www.energyabsolute.co.th</li> <li>• www.jobsdb.com</li> <li>• www.jobtopgun.com</li> <li>• www.jobthai.com</li> <li>• LinkedIn</li> <li>• Recruitment banners</li> <li>• Facebook</li> <li>• Participation in job fairs</li> </ul>	<p><b>Headhunter</b></p> <p>Our recruitment team also performs the role of headhunters, actively sourcing top talent across different industries and regions.</p>	<p><b>Time-to-Hire</b></p> <ul style="list-style-type: none"> <li>• Operational Level: 15 days</li> <li>• Supervisor Level: 30 days</li> <li>• Middle Management Level : 45 days</li> <li>• Executive Level: 60 days</li> </ul>	<p><b>Hiring Fulfillment Rate</b></p> <ul style="list-style-type: none"> <li>• At least 90% of total positions must be successfully filled.</li> </ul>	<p><b>Candidate Quality</b></p> <ul style="list-style-type: none"> <li>• New hires must meet or exceed EA Standard performance criteria.</li> </ul>

## Recruitment

### Recruitment of Knowledgeable and Skilled Personnel from Educational Institutions

The Group focuses on a proactive strategy by fostering collaborations with leading educational institutions in the country. This approach helps the Group understand the expectations of students regarding potential employers and prepares them in terms of knowledge, skills, and attributes required by the organization. As part of this initiative, the Group collaborates with educational institutions to design curricula that align with the needs of the workforce, enabling students to seamlessly transition into the workplace after graduation.

The Group has signed Memorandums of Understanding (MOU) with the Office of the Vocational Education Commission to launch a dual vocational training program, covering educational institutions nationwide. Additionally, the Group has partnered with Chitralada Technology Institute to jointly produce qualified graduates. There are also specialized programs aimed at developing human resources in high-efficiency Battery Energy Storage Systems (BESS), oleo chemical industries, and the modern Electric Vehicle (EV) industry, tailored to meet the needs of the Eastern Economic Corridor (EEC) in collaboration with 10 educational institutions in the region.

## Recruitment Approach

To attract the right talent with the vision and skills aligned with the Group's business objectives, as well as the distinctive traits of EA (EA's DNA), the Group follows a proactive recruitment approach. This includes organizing campus roadshows and job fairs, both onsite and online, at targeted universities.

## Internship Program

The Internship Program is designed to provide students with hands-on experience in a work environment relevant to their academic background and skills through cooperative education. This program offers opportunities for students from various colleges and universities to learn and develop practical work skills. Employees of the Group serve as mentors to help train and guide the interns, thus enhancing both their teaching and leadership abilities. In 2024, 185 students participated in the cooperative and dual vocational training internship programs. During the internship, students receive allowances for travel, meals, accommodation, and life insurance.

## Re-Employment Program

**Background :** Each year, a number of employees reach retirement age. However, many of these employees possess specialized knowledge and expertise, and they continue to work effectively while mentoring younger employees. The Group recognizes the value of retaining highly skilled personnel who contribute significantly to the organization.

**Implementation :** The Group established the Re-Employment Program to offer opportunities for retired employees to continue working. The suitability of work tasks and the number of retirees each year are carefully considered. In 2024, the Group re-employed 9 individuals across various levels, maintaining the same number as in 2023.

## Workforce Planning

**Challenge :** The rapid and inevitable changes, particularly in technology and business models, present a challenge that both the organization and employees must adapt to. The Group has proactively prepared and developed its employees to navigate these challenges in the digital age.

**Implementation :** The strategies to enhance employee capabilities and foster an employee-centric organization include:



1. Enhancing employee potential by developing and offering comprehensive learning programs designed appropriately for employees at all levels.
2. Supporting employees' diverse skills through internal job rotations. The Group has a structured process to ensure that job rotation is efficient and that employees can succeed in their new roles.
3. Recruiting skilled personnel from educational institutions through strategic development programs and effective communication.

## Performance Management

The Group evaluates employee performance at all levels using the Performance Management System (PMS) to assess work efficiency and understand employees' capabilities. The system aims to align employees' work with the organization's objectives by linking organizational goals to department and individual performance.

**Dimension 1** Job Success is measured using OKR (Objective Key Results) to track success at the organizational or departmental level. In addition, we use the Performance Development Appraisal (PDA) to measure individual goal achievements.

**Dimension 2** Behavioral Traits is assessed using a 360-degree survey tool, known as Service & Collaboration Satisfaction, which gathers feedback from colleagues in other departments. The evaluation focuses on the unique behaviors and performance outcomes (EA's DNA) delivered by employees.

## Employee Potential Development (Learning & Development)

**Challenges** : The advent of digital technology has caused significant changes in the way organizations work. This, along with the competitive environment for recruiting skilled talent in the digital era, presents challenges that need to be addressed.

**Implementation** : To develop the potential of employees and create opportunities for career advancement in the face of changing circumstances, the organization has implemented the following :

- Collaborating with external agencies for talent recruitment.
- Developing skills and creating value through innovation projects.
- Designing Individual Development Plans (IDP) for employees at all levels, covering both production and support departments.

For employees, officers, supervisors, and managers, the focus is on training to align work with various standards that each subsidiary company needs to follow. This ensures that the products delivered to customers meet quality standards and requirements.

## Challenges :

1. The rapid technological advancements and innovations lead to changes in organizational work processes, requiring continuous development of employees' knowledge and skills.
2. The skill and knowledge gaps among employees create challenges in designing effective training programs that meet the diverse needs.
3. Limited resources, such as budget, time, and skilled personnel, make the training process challenging.
4. The evaluation and tracking of progress can be difficult, as results from skill development programs may not be immediately apparent.

## Implementation :

**1. Designing Suitable Training and Development Programs :** These include mandatory courses and annual training plans, as well as training related to ISO certification standards, job-related skills, and professional competencies. Training methods are diversified to suit each subject, such as:

- Online training
- Onsite training
- On-the-job training

**2. Building a Learning Culture :** Encouraging employees to continuously learn and develop themselves.

**3. Leveraging Technology :** Implementing digital learning systems through online platforms (self-learning).

**4. Monitoring and Evaluation :** Regularly tracking and improving skill development programs based on results.

## Employee Development Aligned with Organizational Growth:

As organizations face global challenges, it is crucial to develop employees who can adapt quickly to changes. The Group emphasizes developing flexible and adaptable employees through continuous learning opportunities, using a mix of four learning formats:

1. Digital Learning through online platforms self-learning
2. Classroom Training onsite
3. Project-Based Learning
4. Blended Learning combination of methods

These programs focus on applying knowledge through Design Thinking processes, sharing expertise from executives and specialists, and assessing the outcomes through collaborative project work. Employees participate in projects, such as the EA Inside EA Campaign, which showcases their development and contribution to business goals.

**Results of Implementation :** The Group's focus on employee learning through the 70:20:10 model (70% experiential learning, 20% learning from others, and 10% formal training) has resulted in :

1. 70% experiential learning :

- EA Inside EA Campaign : 19 projects using Project-Based Learning (PBL).
- On-the-Job Training: Employees learn by doing real tasks.

2. 20% learning from others :

- Executive coaching and feedback programs, including a New Executive Development Program for 9 participants.

3. 10% formal training :

- Blended Learning : Combining theoretical and practical learning, with Case-Based Learning to create skills.
- Self-Learning: Using the @CORE system and QR codes for surveys and training evaluations.

This approach supports both individual and organizational growth, ensuring that employees remain adaptable and aligned with business goals amidst ongoing changes in the business environment.



## Employee and Organizational Development

To align organizational development with business direction, strategy, and the rapidly changing global landscape—challenges that all organizations face—Pure Energy Group emphasizes enhancing employee adaptability and resilience. This is achieved through diverse learning approaches, as outlined below:

**1. Training and Development** Courses are designed to align with organizational needs, determined through Training Needs Surveys. Skills are updated regularly and delivered through flexible formats such as e-Learning, enabling accessibility across all company locations. Onsite training is provided where hands-on practice is required.

**2. Career Development Plan** Employees are encouraged to plan their career progression through Individual Development Plans (IDPs), which help motivate employees and foster commitment to the organization while developing future-critical specialized skills.

**3. Leadership Development** A leadership development program called EnNova fosters new-generation leaders through project-based learning that strengthens leadership capabilities.

**4. Talent Management** High-potential employees are identified and developed through the Talent Pool strategy to prepare them for future key roles.

**5. Self-Learning** A continuous learning culture is promoted to encourage employees to self-develop. A creative and innovative work environment supports this initiative.

**6. Work-Life Balance** Flexible work policies, such as hybrid and remote work models, are implemented for eligible roles. Activities promoting physical and mental well-being—like team lunches, sports days, Christmas celebrations, and ice cream giveaways—enhance employee productivity.



## Implementation

As part of the organization's digital transformation initiative, the company achieved the following employee development outcomes in 2024:

### 1. Training and Development

- 70% of learning occurred through on-the-job training (OJT).
- 20% was gained from peer learning, such as participating in meetings (such as, risk assessments, ISO management reviews) and mentoring.
- 10% came from formal training, both onsite and online, via the @CORE platform. Technologies such as QR codes were used for surveys and training assessments.

### 2. Career Planning

Annual distribution of Career Development Plans (CDPs) and IDPs encouraged long-term skill growth and organizational engagement.

**3. Leadership Development** The EnNova program continued for mid-level leaders using project-based learning and individual development plans to enhance leadership capacity.

**4. Talent Strategy** High-potential internal talents were identified and prepared for critical future roles through the Talent Pool initiative.

**5. Self-Learning** Learning was promoted via email and internal communication channels. Incentives such as lucky draws are offered to those completing designated learning milestones.

**6. Work-Life Balance** Flexibility in work arrangements and health-oriented activities continued, enhancing staff well-being and engagement.



## Employee Engagement Survey

In 2024, employee engagement was measured using a well-regarded framework. Results showed an engagement level of 48%, which was below the target of 56%. The survey questions can indicate job satisfaction, work has a clear purpose, being happy at work most of the time (Happiness), and having stress at work most of the time (Stress).

In 2024, the company focused on implementing initiatives to improve engagement rather than conducting a new survey. These initiatives included :

- Implementing an ERP system (Odoo) to streamline cost analysis and approval processes such as employee expense reimbursements.
- Enhancing accessibility and efficiency in organizational operations.

## Career Growth Through Job Rotation

The Group supports career growth in vertical, lateral, and diagonal directions. Job rotation is encouraged to help employees gain cross-functional skills, aligning with the Group's Strategic Workforce Planning.



## Career Growth and Advancement

	2021	2022	2023	2024
Number of Employees	1,175	2,039	2,130	1,180
Transfers	14	39	4	19
Percentage	1.19	1.9	0.91	1.6
Promotions	25	93	23	60
Percentage	2.13	4.56	1.07	5.0

## Innovation Promotion

Beyond digital transformation for competitiveness, the organization promotes innovation as a core identity—EA’s DNA. Employees are encouraged to think outside the box and submit innovation projects under the EA Inside EA campaign.

### 2024 Highlights:

- 19 projects submitted by employees across 12 group companies.
- 5 projects qualified for final presentation to the judging panel.
- Since 2018, a total of 109 projects have been submitted.

### Example Projects from 2024 EA Inside EA :

- Entrance Gate Expansion Project: Reduced outsourcing costs by THB 116,592 and boosted employee morale.
- Crane Alignment Adjustment Project: Aimed at cutting outsourcing expenses.



## People Analytics Program

The Group has adopted a People Analytics program to support:

- 1. Capability Enhancement** : Structured modular learning ensures sustainable knowledge development.
- 2. Academic Collaboration** : Best practices from internal and external sources are integrated to promote sustainable learning and knowledge sharing.

## Promoting Quality of Life for Employees and Their Families

The Group is committed to creating an excellent working environment by prioritizing employee happiness and convenience. This includes leveraging digital technologies to streamline work processes and offering multiple communication channels to ensure timely access to company news and activities. These efforts have led to improved working conditions, high-quality training and skill development programs, and enhanced organizational engagement initiatives.

A Hybrid Working Model has also been adopted across nearly all departments at the headquarters. This approach offers employees greater flexibility in choosing their work location and schedule, supporting a healthy work-life balance in the digital age. The Group places strong emphasis on Diversity and Inclusion (D&I), with policies that comprehensively support employees of all levels, genders, and age groups. For example:

- **Parental support benefits** are offered to both mothers and fathers to enable meaningful family bonding.
- **Female employees** are entitled to **98 days of maternity leave**, in accordance with legal standards.
- **Male employees** are entitled to **3 days of paternity leave** to support their spouses during childbirth.
- **All employees**, regardless of gender, may take **up to 6 paid days of leave** to care for a parent, spouse, or child who is hospitalized—exceeding the legal requirement.



The Group also reviews employee compensation and benefits across all subsidiaries, considering relevant factors and striving for efficient resource management. Additionally, leave policies are continuously updated to ensure they are inclusive—for instance, by revising marriage leave criteria to cover all employees and simplifying the leave request process for greater accessibility and fairness. These human resource policies are part of a long-term strategy for sustainable growth and increased organizational competitiveness. The Group remains committed to evolving its policies in response to changing environments and employee needs.

### Employee Well-being in All Dimensions

In 2024, the Group implemented initiatives to support Physical Well-being, such as promoting sports activities like badminton and football. Open, well-ventilated, and uncrowded rest areas were provided for lunch breaks, contributing to Community Well-being by fostering a healthy environmental atmosphere.

The Group is devoted to enhancing employees' quality of life by helping them maintain a healthy work-life balance. To this end, a Welfare Committee (Freedom of Association) has been established at each workplace, composed of five elected employee representatives as required by law. The committee serves as a communication channel between employees and the company, voicing employee welfare needs, proposing suggestions, and monitoring the provision of benefits.

In addition to legally mandated basic benefits, the company offers equal and non-discriminatory access to a wide range of enhanced welfare benefits, such as:

- Annual health check-ups
- Life and accident insurance
- Dental care
- Vision care
- Personal protective equipment
- Employee loan programs through financial institutions with preferential interest rates
- Provident fund

Furthermore, employee family members (spouse and biological or adopted children) are eligible for health insurance coverage under the same premium rates and benefits as employees.



## Policies and Measures Supporting Employees Affected by Disasters

Flash flood that occurred in 2024 had effects on livelihood of employees the group who live in the east and northeast region. To mitigate the problem, the company delivered a primary subsidy to six employees.



# Corporate Governance



# Corporate Governance

The Group recognizes the importance of corporate governance, or good corporate governance, and thus adopts the “Good Corporate Governance” set by the Stock Exchange of Thailand and therefore has implemented such “Good Corporate Governance” to guide the Company’s operations in order to enable effective and transparent management, ensuring trust and confidence among shareholders, investors, stakeholders, and all related parties.

## Board Structure

The Group realizes the significance of having a management structure that is aligned with the long-term strategy of driving The Group business so that it can operate efficiently and transparently in its business operations and maintain a balance of care for stakeholders. The Group has determined the management structure that is appropriate for the size, type and complexity of the business, as well as checks and balances to ensure the stakeholders’ involvement in the management of The group business.



The structure of the Board of Directors consists of the Board members and its sub-committees, appointed by the shareholders. The Board members are qualified by the applicable laws and regulations.



Target share of independent directors: The number of Independent Directors should be at least one – third of all Directors but not less than three persons, in accordance with the regulations by the Securities and Exchange Commission.

## Board of Diversity Policy

The Board of Directors appoints the Nomination and Remuneration Committees to screen and consider ensuring that the nomination procedures of the Board of Directors and high-level executives, as well as remuneration, ensuring transparency, fairness, and appropriateness with regard to the business operations. For the nomination procedures, there will be at least 90 days' notice before opening for nominations from shareholders. In order to find the person who best suits the organization, the nomination process takes into account diversity, such as gender, age, race, nationality, or religion, as well as diversity in each occupation based on experience or skills.

## Board Election Process

1. The Group has a Nomination and Remuneration Committee to select and propose a qualified person with morality and ethics who meets the requirements as prescribed in Section 68 of the Public Company Act B.E. 2535 and as stated in the related Notifications of the SEC and SET. The consideration also based on experience, knowledge, skills relevant to the business of The group. Then the list of selected applicants will be submitted to the Board of Directors for further proposal to the shareholders' meeting for selection and appointment. Currently, the Board of Directors consists of 12 members, 4 of them are Independent Directors, 2 are Executive Directors and 6 of non-Executive Directors. ▣

2. At the Annual General Meeting of Shareholders (AGM), one-third of all directors shall resign by rotation. In case the number of resigned directors cannot be determined the similar amount to one-third of the directors to resign during the first year. In the second year after registration of The Group, the ballot papers will be provided for selecting a director to resign. In later years the directors who hold longest term shall resign. The resigning directors may be re-elected. ▣

3. Shareholders' meeting will appoint directors by majority votes according to the following rules and methods

3.1 A shareholder has has votes equal to one (1) share per one (1) vote. ▣

3.2 Each shareholder must use all existing votes according to Clause 3.1 to elect one person or many people as directors, however, the votes cannot be divided.

3.3 Persons who receive the highest votes in descending order shall be elected as a director equal to the number of directors that should have or should be elected at that time. In the event that the next person in line has equal votes, resulting in exceeding the number of directors to be elected at that time, the shareholders' meeting must elect at that time, the chairman of the meeting shall cast the deciding vote. ▣

4. The Board of Directors has appointed the Nomination and Remuneration Committee to ensure a transparent, fair, and appropriate process for nominating directors and senior executives, as well as determining their remuneration, in line with The Group operations. For director appointments, The Group will open nominations at least 90 days before the shareholders' meeting. Candidate selection considers diversity in gender, age, race, nationality, religion, professional background, experience, and expertise and expertise to identify the most suitable individuals for the organization.

# Qualifications and Skills of Board Members

The Board of Directors has a varied range of qualifications and skills in accordance with the business strategy of the Company. The Board Skills Matrix is prepared based on experience, education, and training background.

Skills and expertise	Number (persons)	Percent (%)
1. Economic	3	25.00
2. Banking	2	16.67
3. Finance & Securities	3	25.00
4. Insurance	2	16.67
5. Industrial Materials & Machinery	1	8.33
6. Petrochemicals & Chemicals	2	16.67
7. Property Development	1	8.33
8. Energy & Utilities	2	16.67
9. Media & Publishing	1	8.33
10. Transportation & Logistics	1	8.33
11. Information & Communication Technology	2	16.67
12. Law	3	25.00
13. Finance	4	33.33
14. Fund Management	1	8.33
15. IT Management	1	8.33
16. Negotiation	2	16.67
17. Engineering	5	41.67
18. Change Management	1	8.33
19. Leadership	4	33.33
20. Risk Management	2	16.67
21. Internal Control	4	33.33
22. Governance/ Compliance	2	16.67
23. Business Administration	7	58.33



## Duties and responsibilities

Committee	Main Duty
Board of Directors	<ul style="list-style-type: none"> <li>• To perform their duties under applicable laws, objectives, regulations of The group and resolutions of shareholders' meetings with a duty of loyalty, duty of care, respect the laws and regulations of The group (Duty of Obedience) and disclose information to shareholders accurately, completely, transparently, and timely (Duty of Disclosure), accountability, as well as the full benefit of all shareholders.</li> <li>• To determine policy and regulate The group in order to prepare guidelines for supporting anti-corruption measures to ensure that management is aware of the importance of this anti-corruption, and cultivates to be an organizational culture.</li> </ul>
Executive Committee	<ul style="list-style-type: none"> <li>• To consider and review direction of business operation to be in line with policy, target, operation plan, business strategy and the budget approved by the Board of Directors.</li> <li>• To consider the code of practice and operation manual of The group.</li> </ul>
Audit Committee	<ul style="list-style-type: none"> <li>• To consider a financial report and the completeness of the information acknowledged, and to assess the appropriateness of accounting principles applied to the financial report.</li> <li>• To ensure that the Management has been implemented the internal control system as well as internal control of appropriate information systems, including adequately addressing a wide range of potential risks, such as corruption risks and guidelines for communicating the importance of internal control.</li> <li>• To review the efficiency of the internal audit performance to ensure that the internal audit standard has been implemented.</li> <li>• To assist the compliance with morality, ethics and conflict of interest prevention policy.</li> </ul>
Nomination and Remuneration Committee	<ul style="list-style-type: none"> <li>• To consider the policy of nomination of directors and top executives, nominate, select, and propose a qualified person with morality, ethics, and qualifications suitable for the position.</li> <li>• To review and assess the work performance of the directors and top executives.</li> </ul>

## Duties and responsibilities

Committee	Main Duty
<p>Nomination and Remuneration Committee</p>	<ul style="list-style-type: none"> <li>• To provide the succession plan, revise the development plan of the top executives.</li> <li>• To consider the preparation of the development plan for directors to develop knowledge of directors including the rules and laws related to the business of The group.</li> <li>• To consider and propose the remuneration for the Board, sub-committee, and CEO.</li> </ul>
<p>Risk Management Committee</p>	<ul style="list-style-type: none"> <li>• To establish risk management policies, supervise and support efficient risk management covering the business operations of The group, including the risk of corruption, and consider and review various measures to prevent those risks from being at an acceptable risk level.</li> <li>• To follow up the implementation, review the report of risk management, ensure the appropriateness and sufficiency of the risk management, ensure the risk management remains at an acceptable level, and ensure that the risk management has been continuously applied.</li> </ul>
<p>Corporate Governance and Sustainability Committee</p>	<ul style="list-style-type: none"> <li>• To consider the policy and practice for the good corporate governance and plan about activities related to corporate social responsibilities and the stakeholders.</li> <li>• To consider and advise on the establishment of a standardized sustainability policy framework and approach to sustainability that is comparable to international practices or principles in order to function effectively, including responding to the needs of stakeholders in order to ensure the group's long-term growth.</li> <li>• To set up sustainability and climate change policy in alignment with relevant laws, regulations, and criteria in the areas of economics, society, environment, and good governance, both at the international and national levels. It includes overseeing climate-related risk and opportunities related to sustainability and climate change that affect The group business activities.</li> <li>• To conduct an internal assessment based on corporate governance principles in order to seek improvement.</li> <li>• To act as The group representative in communication and corporate governance with the executives, employees, and external agencies.</li> </ul>

# Board Meeting Attendance

The Board of Directors and subcommittees have planned and scheduled their meetings in advance to acknowledge and consider related matters. In 2024, the Board of Directors and subcommittees held the following meetings:

Board of Directors and Subcommittees	Number of times	Meeting Attendance Ratio (%)
Board of Directors	19	90.10
Executive Committee	17	82.25
Audit Committee	17	100.00
Nomination and Remuneration Committee	5	96.67
Risk Management Committee	3	66.67
Corporate Governance and Sustainability Committee	4	100.00



## Performance evaluation of the Board of Directors and Sub-Committees

The group conducts a self-assessment of the board of directors and sub-committees related to good corporate governance according to the board self-assessment form issued by the Stock Exchange of Thailand by conducting an evaluation form for both collectively and individually at least once a year. The Board of Directors jointly set criteria for self-assessment of the performance of both the collectively and individually. Self-Assessment is required to be conducted annually and the Board of Directors will jointly consider the evaluation results to determine ways to improve work.

### Performance Evaluation for the Entire Board of Directors

1. Performance evaluation for the entire Board of Directors is comprised of 4 topics:
  1. Board structure and qualifications
  2. The board meeting
  3. Roles, duties and responsibilities of the board
  4. Other
2. Performance evaluation for the individual Board of Directors is comprised of 3 topics:
  1. Board structure and qualifications
  2. The board meeting
  3. Roles, duties and responsibilities of the board

### Performance Evaluation for the Sub-Committees

1. The criteria of performance evaluation for the entire sub-committees comprise of 3 topics
  1. Structure and qualifications of the Committee.
  2. Meetings of the Committee
  3. Roles, duties and responsibilities of the sub-committee

The Audit Committee brings the assessment form from the guideline of the SEC to be complied with the Company's assessment by adding the general responsibilities and specific duties of the Audit Committee.

2. Individual Performance Evaluation for sub-committees is comprised of 3 topics:
  1. Structure and qualifications of the Committee.
  2. Roles, duties and responsibilities of the sub-committee.
  3. The meeting of the Committee.

### Performance Evaluation of the Board of Directors for the Year 2024

Board of Directors and Subcommittees	Board's Self-Assessment (%)	Individual's Self-Assessment (%)
Board of Directors	95.16	97.11
Executive Committee	95.58	96.42
Audit Committee	98.21	98.48
Nomination and Remuneration Committee	97.00	96.75
Risk Management Committee	98.00	99.33
Corporate Governance and Sustainability Committee	99.31	97.73

## Anti-Corruption

Energy Absolute Public Company Limited and its affiliated companies are determined to conduct business adhering to social responsibilities towards stakeholders under good corporate governance and business ethics as well as policy and practice guidelines for all stakeholders. The group has in place a policy that defines the responsibility and regulations against inappropriate operations to prevent corruption in all corporate activities. Besides, to ensure that the decisions and business operations that may have a risk of corruption will be considered and rectified prudently, The group has prepared the "Anti-Corruption Policy" in written form as a clear practical guidance practice guidance in business operations and to achieve sustainable development. 

### Anti-Corruption Policy

1. Directors, executives, employees, and stakeholder groups of the Company and its affiliates are prohibited from conducting or accepting all forms of corruption either directly or indirectly for the benefit of oneself, family, friends and acquaintances, covering all businesses in all countries and agencies involved and regularly reviews compliance with anti-corruption policy and reviews guidelines and operational requirements for action to comply with changes in business, regulations, and legal requirements.
2. To have measures to prevent corruption as a part of the Company's business operations. This is the responsibility of all departments, including directors, executives, and employees of the Company and its affiliates, as well as groups of interested parties, to participate in giving opinions on various practices to prevent corruption in the Company in order to achieve the Company's policy.
3. The Group must continually improve and develop measures to prevent corruption in accordance  with relevant rules and regulations, including the Code of Conduct and Good Corporate Governance, which must assess the risk of corruption that may occur in The group business operations and prepare guidelines under good internal control in order to prevent any forms of corruption from occurring in The group business operations.
4. The Group must not give or accept bribes or support all forms of bribery, including supervision and control of various donations, including charitable donations, donations to political parties, including giving or accepting gifts or receiving financial support as well as rewards or other benefits, in order to make the transactions transparent and not to convince or motivate related persons, including directors, executives, employees of The group and its affiliates, as well as groups of public and private stakeholders performing improper operations.

5. The Group must provide a suitable, adequate, and sufficient internal control system to prevent corruption in all forms.
6. The Group must communicate the commitment of the Company in preventing and anti-corruption in all forms as well as promote the knowledge in preventing corruption and combating anti-corruption in all forms, executives and employees in order to instill good awareness and for all Company personnel to be aware of their duties and responsibilities in carrying out their duty to fight against corruption in all forms.
7. The Group must provide a transparent financial reporting mechanism in an accurate and reliable manner.
8. The Group must promote good and diverse communication channels in order to receive notification of fraud and corruption from directors, executives, employees, and all relevant parties, with a guarantee for the whistleblower to be protected by not being unfairly punishment or being bullied, and including the appointment of a person or group of people to closely monitor all corruption reports corruption reports that have been reported.

## Whistleblowing Policy

In order to encourage both internal and external stakeholders to participate in the Good Corporate Governance process, the Company therefore has set a policy in the event that various groups of stakeholders have questions or see actions suspected of violation or non-compliance with laws, regulations, or business ethics, or suspicions that may lead to corruption, can report clues or complaints along with evidence and details through the whistleblowing channels as follows:

### Letter to the recipient of the complaint



#### Energy Absolute Public Company Limited

**Address :** 16th Floor, AIA Capital Center Building 89 Ratchadaphisek Road, Dindaeng Subdistrict, Dindaeng District, Bangkok 10400 Thailand

#### E-mail Address :



[chairman.audit.com@energyabsolute.co.th](mailto:chairman.audit.com@energyabsolute.co.th)

#### Website :



[www.energyabsolute.co.th/complaints](http://www.energyabsolute.co.th/complaints)

# Corporate Governance Performance

Complaint Investigation In 2024, the Company recorded no significant breaches of its Code of Conduct. Additionally, there were no fines or convictions related to corruption and bribery cases.

Number of Significant complaints	2024
The number of significant corporate governance complaints (Cases)	0
The number of violations of a significant business code of conduct	0
• Code of conduct	0
• Corruption or Bribery	0
• Money laundering or Insider trading	0
• Conflicts of interest	0
• Customer data privacy	0
• Environment, occupational health, and safety	0
• Human rights violations	0
• Discrimination or Harassment	0

## Corporate Governance Assessment Results

In 2024, the Company's directors and executives were accused by the Securities and Exchange Commission (SEC). To ensure transparency and compliance with good corporate governance, as well as to build confidence and credibility in the Company's operations, the Meeting resolved to approve the nomination and appointment of an external auditor as a special case to audit the procurement pertaining to the SEC's condemnation of the Company's former executives. The Audit Committee was assigned to report the results of the external auditor's audit to the Board of Directors as soon as possible. However, if the investigation's findings demonstrate that the former executives in question actually committed the offence as accused of by the SEC Office. The Company will take legal actions against the Company's former executives to the fullest extent of the related laws, to protect and maintain the interests of the Company and its stakeholders.

In 2024, the Company participated in the Dow Jones Sustainability Indices (DJSI) assessment and was ranked in the DJSI Index of Emerging Markets. Additionally, the company was selected as a best-in-class company, ranking in the top 10% of the Electric Utilities industry (electricity generation and distribution). As a result, the company was included in the S&P Global Sustainability Yearbook 2025.

## Result of Quality Assessment of the Shareholders' Meeting

The Group holds the Annual General Meeting of Shareholders to present the operation results annually. In 2024, the Company was rated 100 scores out of 100 in the Quality Assessment of the Shareholders' Meeting Program for the year 2024 by the Thai Investors Association for 8 consecutive years.



# Anti-Corruption

## Anti-Corruption Performance

In 2024, the Company reviewed its anti-corruption measures, assessed bribery and corruption risks, and conducted self-assessment to develop its anti-corruption mechanism and renew the certification of its membership of the Thai Private Sector Collective Action Against Corruption (CAC). The Company has reviewed "Anti-Corruption Measures Guide" to comply with the law and its operations of the Company. Anti-corruption policies are communicated both inside and outside the company, as well as arranging in-house training for directors, executives, and employees including knowledge and understanding assessments and communicating the Anti-Corruption policy and No Gift Policy with business partners, stakeholders and the public.

In 2024, Given that the Board of Directors' Meeting of Energy Absolute Public Company Limited (special) No. 3/2024, held on 17 July 2024, resolved to approve the recruitment and engagement of a special audit advisory firm as a special audit to audit the procurement processes for the operation of the solar power plant projects of EA Solar Nakornsawan Company Limited (ESN) and EA Solar Lampang Company Limited (ESL) pertaining to the condemnation made by the Securities and Exchange Commission (SEC) against the Company's former executives. The Audit Committee was tasked with reporting the results of the audit to the Board of Directors. Subsequently, the Audit Committee assigned the Internal Audit department to coordinate and cooperate with a special audit consulting firm in the investigation and report the results to the Board of Directors. The Audit Committee has been reporting the progress and results of the investigation to the Thai Private Sector Collective Action against Corruption (CAC), ensuring that the company maintains its certification to date.



**NO**  **GIFT POLICY**



# Economic Dimension

## Customer Relationship Management

With an intention to develop the business with the Company group to follow the sustainable development, the Company is ready to advise, assist and to receive the suggestions and provide helps through many activities i.e. giving knowledge, efficiency assessment, and suggestion for improvement guideline. The EA Business Partner Code of Conduct has been prepared as a guideline for business partners to lead to being a good citizenship coupling with the good corporate governance which taking into account the society and environment and to use as a mutual business standard. In preparation of the EA Business Partner Code of Conduct, the Company adheres to the principles and practice from related regulations, laws. The Code of Conduct also refers to charters and standards recognized in the global standard i.e. Universal Declaration of Human Right (UDHR), International Labor Organization (ILO), UN Global Compact and Social Accountability International (SAI).

## Management Approach

- The Group has prepared the EA Business Partner Code of Conduct
- The Group has prepared the EA Business Ethics.
- The Group has prepared the EA Customer Service Code of Conduct



# Assessment Result of the Customer satisfaction level

## Biodiesel Business

2024 Target of Customer Satisfaction is not less than 90%

Convenience of Contact



Resolving Problems /complaints

Handing inquiries from customers in a timely manner

Manner treated to customer

Report progress of complaints

Product dimension 98%



Product quality meets standard



Delivery of products /service to meet the need of customers



Conditions of the packages when delivery the product



Technical service /academic service of the product



Actions taken to resolved problem

## Renewable Energy Business

2024 Target of Customer Satisfaction is not less than 90%

Hanuman  
Chaiphaphum Province

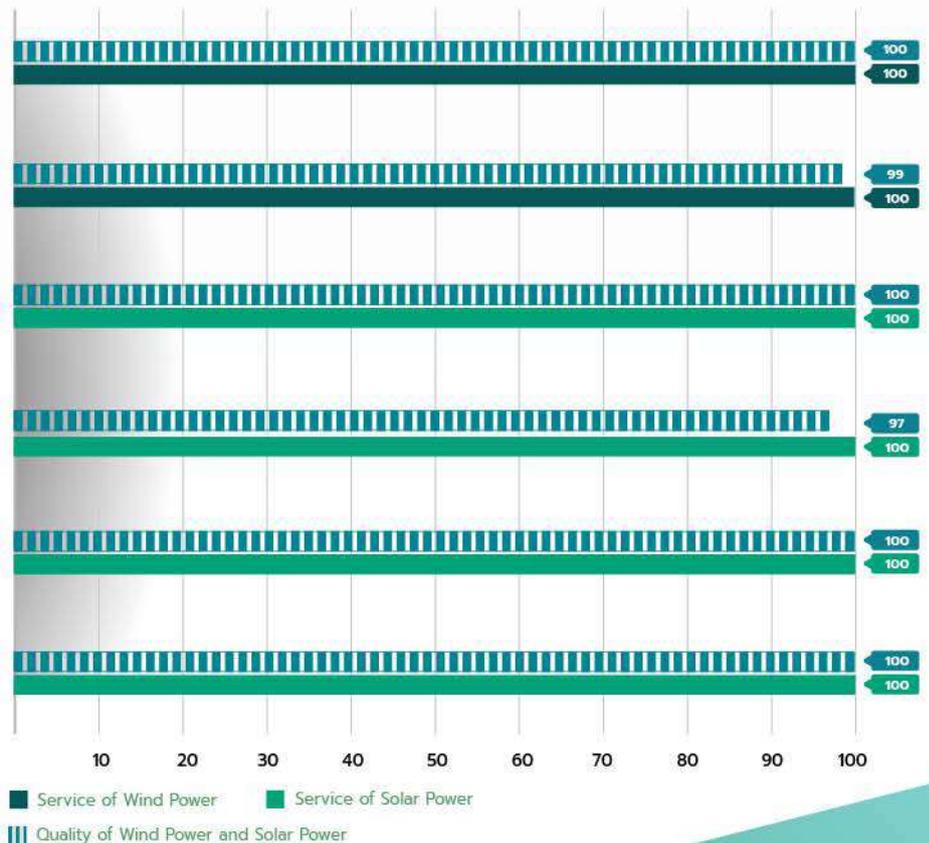
Hadkanghan  
Nakon Si Thammarat  
Province, Songkhla  
Province

EA Solar  
Phitsanulok Province

EA Solar  
Nakhonsawan Province

EA Solar  
Lopburi Province

EA Solar  
Lampang Province



# Sustainable Supply Chain Management

The Group pledged to constantly develop and improve its supply chain management processes in order to ensure risk governance, transparency, equity, and integrity, as well as strengthening and developing trading partners' potential to lead to long-term business operations, as well as being accountable to customers, communities, society, the environment, health, and safety. At the moment, the company operates in a variety of industries. It is critical to improve the partner management process in order for it to be applicable to all businesses. This is due to the fact that its partners are both upstream in the supply chain and stakeholders in the business. Furthermore, the Company promotes and educates procurement staff on a regular basis in order to create knowledge and understanding and to be able to work effectively.

## Management approach

### 1. Purchasing Procedure

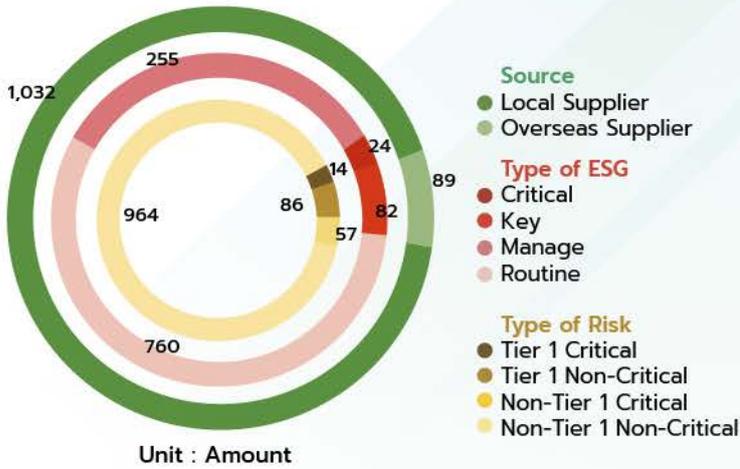
The Group has established guidelines for procurement operations to be accurate, fast, and to ensure that users receive quality products and services in a timely manner based on their needs, as well as a guideline for managing partners in accordance with the requirements of the RSPO (Roundtable on Sustainable Palm Oil) for the biodiesel business, and the requirements of ISO9001, ISO14001, ISO45001 and IATF16949 for renewable energy and electric vehicles. By referring to the Supplier's Code of Conduct and Anti-Corruption Manual, the selection and evaluation of suppliers are designed to cover social responsibility, using environmentally friendly products, legal use of labor, non-discriminatory, and respect for human rights to support and drive business partners to comply with the Company's mission.

### 2. Supplier Management

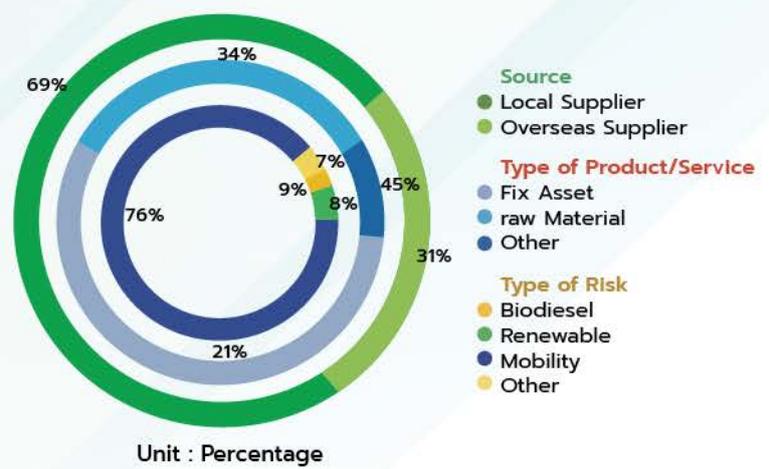
The Group has classified its business partners based on the type of goods and services they provide:

- 1) Suppliers of direct raw materials
- 2) Suppliers of assets, machinery and equipment used in the manufacturing process
- 3) Other product and service suppliers And also classified according to the type of ESG risk (Environmental, Social, and Governance: ESG) as follows
  - 1) A critical supplier is a group of business partners who have a high risk of having a negative impact on the suppliers, the community, and the company in terms of both business and corporate image.
  - 2) A key supplier is a group of high-risk business partners who will have an impact on The Group's business and corporate image.
  - 3) A managed supplier is a group of business partners with medium risks to the community or nearby areas, as well as to the company.
  - 4) A routine supplier is a group of business partners who pose low risks to The group .

## Classify supplier according to the source, the type of ESG risk, and the type of risk



## Classify spending with business partners by location, product/service type, and business category.



1. Create a purchasing plan, a production plan, a delivery plan, and a distribution plan to be consistent by coordinating both within The group and with external agencies to ensure a smooth operation, including the use of an online bidding system (e-Bidding) for the direct sourcing of certain types of raw materials to ensure fair and transparent competition.
2. Having a business contingency plan in place in case an event does not go as planned. The executives in charge of the relevant departments are in charge of determining the necessity and appropriateness of using the aforementioned backup plan.
3. Manage supplier relationships and expectations to achieve consistent satisfaction.
4. There is an evaluation and follow-up on the performance of significant suppliers (Supplier ESG Assessment) in order to comply with The group sustainability policy and exchanging cooperation in joint development.
5. Avoid relying on a single supplier by selecting and evaluating new suppliers, as well as considering and selecting based on environmental, social, and corporate governance criteria.
6. Sourcing new products and services available in both domestic and international markets (Productivity Action Plan) to create procurement that provides user satisfaction while lowering The group purchasing costs.
7. The group major partners signed to acknowledge the EA Supplier's Code of Conduct and anti-corruption measures.
8. Purchasing employees carry out their responsibilities in accordance with the Code of Business Conduct (Ethic of directors, executives and employees).

### KPIs

KPI1 % of tier 1 supplier assessed on ESG risk



KPI2 % of critical and sustainability high risk supplier monitored on ESG performance

KPI3 % sustainability high risk supplier where gaps identified with corrective action plan and have improved

### Targets

100% assessed by year 2024

100% of critical and sustainability high risk suppliers monitored on ESG performance by year 2024

100% of those identified gap supplier improved by year 2024



## SGS (THAILAND) LIMITED'S REPORT ON ASSURANCE OF ENERGY ABSOLUTE PUBLIC COMPANY LIMITED'S FY2024 KPIs IN THEIR 2024 SUSTAINABILITY REPORT

### NATURE OF THE ASSURANCE/VERIFICATION

SGS (Thailand) Limited (hereinafter referred to as SGS) was commissioned by Energy Absolute Public Company Limited (hereinafter referred to as EA) to conduct an independent assurance of selected FY2024 KPIs in their 2024 Sustainability Report (hereinafter referred to as the Report).

### INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all EA's Stakeholders.

### RESPONSIBILITIES

The information in the Report and its presentation are the responsibility of the directors and management of EA. SGS has not been involved in the preparation of any of the material included in the Report. Our responsibility is to express an opinion on selected KPIs within the scope of verification with the intention to inform all EA's stakeholders.

### ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The purpose of this assurance engagement was, by review of objective evidence, to independently verify whether the KPI data is as declared by EA, and included in the Report, is accurate, complete, consistent, transparent and free of material error or omission.

This assurance has been conducted at a limited level according to ISAE3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information and according to the SGS ESG & Sustainability Report Assurance protocols, including the principles contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 101: Foundation 2021 for report quality.

### SCOPE OF ASSURANCE

The scope of the assurance included evaluation of quality, accuracy, and reliability of specified performance information, including KPI Data Point Descriptions (reporting criteria) and KPI Verified Data 2024 (disclosures) as detailed below for fiscal year January 1, 2024 to December 31, 2024:

- GRI 303-3 Water withdrawal (2018)
- GRI 303-4 Water discharge (2018)
- GRI 305-7: Nitrogen oxides (NO<sub>x</sub>), Sulfur oxides (SO<sub>x</sub>), and sulfur hexafluoride (SF<sub>6</sub>) (2016)
- GRI 306-3 Waste generated (2020)
- GRI 306-4 Waste diverted from disposal
- GRI 306-5 Waste directed to disposal (2020)
- GRI 403-9 Work-related injuries (2018)
- GRI 405-2 Ratio of basic salary and remuneration of women to men (2016)

### ASSURANCE METHODOLOGY

The engagement comprised a combination of desk-based review and interviews with relevant employees and review of evidence during site audits, remotely undertaken for the following facilities:

- Biodiesel Plant - Energy Absolute Public Company Limited (Kabinburi),
- Electric Vehical Manufacturing - Absolute Assembly Company Limited,
- Solar Power Plant (all) and,
- Wind Power Plant (all).

Review of the concept for data collection and estimation (application of appropriate methods), for analysis and consolidation of the sustainability data to be assured under the present assignment. Verification and confirmation of vouchers, review of related materials and records, and analytical procedures.

SGS' approach is risk-based, drawing on an understanding of the risks associated with KPI information and the controls in place to mitigate these risks. Our examination included assessment, on a sample basis, of evidence relevant to the voluntary reporting of ESG KPIs, including water, waste, safety and HR information.

#### **LIMITATIONS**

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process. All interviews were conducted physical site visits included in the assurance process.

#### **INDEPENDENCE AND COMPETENCE**

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from EA, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors and sustainability professionals specializing in the Environmental, Social and Governance (ESG), environmental and carbon fields.

#### **FINDINGS AND CONCLUSIONS**

##### **ASSURANCE OPINION**

On the basis of the methodology described and the verification work performed, nothing has come to our attention that causes us to believe that the specified performance information included in the scope of assurance is not fairly stated and has not been prepared, in all material respects, in accordance with the reporting criteria.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

##### **QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION**

During the assurance engagement some examples of good practice as well as some opportunities for improvement in underlying processes were identified and reported to Jabil with the aim of enabling a process of continual improvement in collection and reporting KPI data. It may be possible to roll out examples of good practice to other KPIs, or parts of the business and the opportunities for improvement identified may be considered for implementation during future reporting cycles.

##### **Good Practice:**

- EA has established a clearly defined and transparent data flow framework, specifying standardized methodologies for data collection. This ensures consistency and reliability in data gathering, thereby supporting efficient monitoring, analysis, and reporting of performance indicators

##### **Improvement Opportunities for Future Reporting Cycles:**

- The organization is encouraged to consider the development of a sustainability data management manual to establish a standardized reference framework applicable across all operational sites.
- The organization should consider implementing a unified standard for reporting waste generation across all sites. For instance, the ESN site currently reports solid waste based on calculated estimates, whereas other sites rely on actual measured data.

- The organization should consider establishing a system for collecting and reporting regular employee working hours, with adjustments made to exclude hours lost due to occupational injuries that result in lost-time incidents.

**Signed:**

**For and on behalf of SGS (Thailand) Limited**



**Montree Tangtermsirikul**

**General Manager**

**238 TRR Tower, 19th-21st Floor, Naradhiwas Rajanagarindra Road, Chong Nonsi, Yannawa, Bangkok 10120, Thailand  
20 June 2025**

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