EA's Board of Directors

Independent Directors

The Board of Directors	Qualifications and Requirements of Independent Directors	
	ThaiSEC	DJSI
1. Mr. Somchainuk Engtrakul		✓
2. ACM. Chainan Thumasujarit	✓	✓
3. M.R. Bravochat Chatchai	✓	✓
4. Mr. Somboon Ahunai		✓
5. Mr. Somphop Keerasuntonpong	✓	✓
6. Mrs. Anjali Jalichandra		
7. Mr. Charoenchai Prathuangsuksri		✓
8. Mr. Supant Mongkolsuthree		✓
9. Mr. Chatrapon Sripratum		
10. Mr. Vasu Klomklieng		
11. Mr. Nasis Prasertsakun		✓
12. Mr. Vichak Apirugnunchai	✓	✓

Qualifications of Independent Directors

The Company compliance with ThaiSEC	DJSI
(1) Holding no more than 0.8 percent of total voting shares of the Company, parent company, subsidiaries, associate company, major shareholder or controlling person of the Company, including shares held by the connected persons of such independent director. (2) Not being or having been an executive director employee, staff, advisor earning regular monthly salary or the controlling person of the Company, its parent company, subsidiary, associate company, same-level subsidiary, major shareholder or controlling person, unless the foregoing status has ended for at least two years prior appointment. In this regard, such prohibited characteristics shall exclude the case where an independent director used to be a government official or advisor of a governmental agency, which is a major shareholder or the controlling person of the Company. (3) Not being a person who is related by blood or legal registration as father, mother, spouse, sibling and child, including spouse of child, other directors, executives, major shareholders, controlling person or person to be nominated as director, executive or controlling person of the Company or its subsidiary. (4) Not having or having had a business relationship with the Company, its parent company, subsidiary, associate company, major shareholder or controlling person in a manner that may interfere with independent discretion, which includes not being or having been a significant shareholder, director who is not independent director or the executive having a business relationship with the Company, its parent company, subsidiary, associate company, major shareholder or controlling person, unless such foregoing relationships have ended for at least two years prior appointment. (5) Not being or having been an auditor of the applicant, its parent company, subsidiary, associate company, majority shareholder, or controlling person, and not being a significant shareholder, controlling person, or partner of the audit firm which employs the auditor of the applicant, its parent company, subsidiary, associate	Independent directors are non-executive directors that are independent by meeting at least 4 of the 9 criteria (of which at least 2 of the 3 first criteria) listed below: (1) No employment by the company in an executive capacity within the last 5 years. (2) No acceptance of payments >$60,000 from the company or parent/subsidiary (current or past 3 fiscal years), beyond SEC Rule 4200 permitted amounts. (3) Not a Family Member of an individual employed by the company or parent/subsidiary as executive in the past 3 years. (4) Not affiliated with a company that is an adviser or consultant to the company or a member of the company's senior management. (5) Not affiliated with a significant customer or supplier of the company. (6) No personal services contract(s) with the company or a member of the company's senior management. (7) Not affiliated with a not-for-profit entity that receives significant contributions from the company. (8) Not a partner or employee of the company's outside auditor during the past 3 years. (9) No other conflict of interest that the board itself determines means they cannot be considered independent.

The Company compliance with ThaiSEC	DJSI
company, majority shareholder, or controlling person, unless the foregoing relationship has ended for not less than two years prior appointment. (6) Not being or having been a provider of professional services, which includes serving as a legal advisor or financial advisor being paid with a service fee of more than two million baht per year by the applicant, its parent company, subsidiary, associated company, majority shareholder, or controlling person, and not being a significant shareholder, controlling person, or partner of such provider of professional services, unless the foregoing relationship has ended for not less than two years prior appointment. (7) Not being a director who is appointed as the representative of directors of the applicant, major shareholder, or shareholder who is a connected person of a majority shareholder. (8) Not undertaking any business of the same nature and in significant competition with the business of the applicant or its subsidiary, or not being a significant partner in a partnership, or an executive director, employee, staff, advisor earning regular monthly salary, or holding more than one (1) percent of the voting shares of another company that undertakes a business of the same nature and in significant competition with the business of the applicant or its subsidiary. (9) Not having any other characteristics that cause the inability to express independent opinions on the business operation of the applicant.	

Board Experience Industry

Energy Absolute Public Company Limited ("EA") is a Thailand-based company engaged in integrated clean energy and future mobility solutions. The Company operates a diversified portfolio spanning five core business segments: (i) bio-based products, including biodiesel, green diesel, and related biochemical materials; (ii) renewable power generation through solar and wind energy; (iii) lithium-ion battery manufacturing and energy storage systems; (iv) electric vehicle (EV) development, assembly, and charging infrastructure; and (v) related engineering, project development, and energy solutions services.

Under the Global Industry Classification Standard (GICS), the Company is primarily classified within the Utilities sector, reflecting its core activities in renewable power generation and energy infrastructure. In addition, certain business lines - particularly biofuels, green diesel, and advanced materials - are closely linked to the broader Industrial sector and the Petrochemicals & Chemicals value chain.

Accordingly, the Company recognizes the strategic importance of board-level expertise and perspectives from professionals with experience across the Energy & Utilities, Industrial, and Petrochemicals & Chemicals sectors, in order to effectively oversee its diversified operations and support long-term value creation.

9 of 12 non-executive board members with industry experience as of 31 December 2025:

No.	Directors's Name	Independent/ Non-Executive, In accordance with ThaiSEC	Academia / Work Experiences	Industry Experience GICS Level 1
1.	Mr. Somchainuk Engtrakul (Chairperson)	Non-Executive	• Bachelor of Arts in Economics, UPSALA College New Jersey, U.S.A. • Director Accreditation Program (Class98) by Thai Institute of Directors • Chairman of the Board of Directors, Dhipaya Group Holdings PCL. (2020 - Present)	Financials, Energy

No.	Directors's Name	Independent/ Non-Executive, In accordance with ThaiSEC	Academia / Work Experiences	Industry Experience GICS Level 1
			• Chairman of the Board of Directors, TMB Bank Public Company Limited (2004 - 2008) • Permanent Secretary, Ministry of Finance (2000 - 2004) • Director-General of the Excise Department (In the past)	
2.	ACM. Chainan Thumasujarit	Independent and Non-Executive	• Bachelor of Engineering (the 2nd Class Honors), Chulalongkorn University • M. Eng. Asian Institute of Technology • Director Accreditation Program, Audit Committee Program, Monitoring of the Quality of Financial Reporting, Risk Management Program for Corporate Leader by Thai Institute of Directors • "Drafting, Negotiating & Managing Successful Construction Contracts" Summit 2015 by Omega World Class Research Institute • Forensic Data Analytics: Fighting Fraud with Big Data Program by PricewaterhouseCoopers • Prepare for Next Generation CG and Sustainability Program by Federation of Accounting Professions • Intelligent City and Information Center by Institute of Electrical and Electronics Engineers of Thailand	Industrials Engineering, Utilities

No.	Directors's Name	Independent/ Non-Executive, In accordance with ThaiSEC	Academia / Work Experiences	Industry Experience GICS Level 1
			• The side nobody knows EV transformation in Thai way by Chulalongkorn Engineering Alumni • Electric Vehicles (EVs): Technology, Design, Infrastructure and Applications Electric Vehicle Association of Thailand • Managing Director, Asia Recycle Technology Company Limited – Waste Electricity (May 2019 – Feb 2021) • Chairman of the Board, Asia Recycle Technology Company Limited – Waste Electricity (May 2019 – Feb 2021) • Managing Director, Asia Waste Management Company Limited – Waste Electricity (In the past) • Chairman of the Board, Asia Waste Management Company Limited – Waste Electricity (In the past) • Managing Director, Universal Waste Management Company Limited – Waste Electricity (In the past) • Chairman of the Board, Universal Waste Management Company Limited – Waste Electricity (In the past) • Chairman of the Board, Gold Shores Company Limited- Water Utilities (May 2019 - Feb 2021) • Civil Engineer (May 2004 – Present)	

No.	Directors's Name	Independent/ Non-Executive, In accordance with ThaiSEC	Academia / Work Experiences	Industry Experience GICS Level 1
3.	M.R. Bravochat Chatchai	Independent and Non-Executive	• Forensic Data Analytics: Fighting Fraud with Big Data Program by PricewaterhouseCoopers • Prepare for Next Generation CG and Sustainability Program by Federation of Accounting Professions • Director Accreditation Program, Audit Committee Program, Role of Nomination and Governance, Risk Management Program for Corporate Leader by Thai Institute of Directors • Director of M.R. Bravochat Chatchai Laws Office (1999 - Present) • Senior Legal Expert, Maejo University Council (2018)	
4.	Mr. Somboon Ahunai	Non-Executive	• Bachelor of Science (cum laude) in Chemical Engineering, University of Alabama • Director Accreditation Program, Audit Committee Program by Thai Institute of Directors • Executive Vice President of Information Technology Division, Small and Medium Enterprise Development Bank of Thailand • Executive Vice President of IT Function Line (Cybersecurity Governance), Small and Medium Enterprise Development Bank of Thailand	Energy, Financials, Information Technologies

No.	Directors's Name	Independent/ Non-Executive, In accordance with ThaiSEC	Academia / Work Experiences	Industry Experience GICS Level 1
5.	Mr.Somphop Keerasuntonpong	Independent and Non-Executive	● Corporate Governance Program for Capital Market Intermediaries (CGI) by Thai Institute of Directors ● Program for Senior Executive on Justice Administration, National Justice Academy, Office of the Judiciary ● Director (Authorized Director) / President, Finansia Syrus Securities PCL. (Present) ● Chairman, Investment Banking Club, Association of the Thai Securities Companies (Present) ● Director (Authorized Director) / President / Member of the Executive and Risk Oversight Board, Finansia X PCL. (Present) ● Advisory Chairman of the Board of Directors, Investment Banking Club, Association of Thai Securities Companies (Present) ● Director, FSS International Investment Advisory Securities Company Limited (Present)	Financials
6.	Mr. Charoenchai Prathuangsuksri	Non-Executive	● Bachelor of Science (Industrial Chemistry), King Mongkut's Institute of Technology Ladkrabang ● Vice President, Srithai Superware PCL. (2024 – Present) ● Independent Director / Member of Audit Committee, Alla PCL. (2023 – Present)	Manufacturing Industry, Industrial Chemical

No.	Directors's Name	Independent/ Non-Executive, In accordance with ThaiSEC	Academia / Work Experiences	Industry Experience GICS Level 1
			● Advisor, SCG Chemicals PCL. (2021 – 2024)	
7.	Mr.Supant Mongkolsuthree	Non-Executive	● Honorary Doctorate Degree in Engineering (Industrial Engineering), Rajamangala University of Technology Krungthep ● Master of Business Administration, City University, USA ● Seminar in the topic of Carbon Footprint organized by KPMG Phoomchai Audit Co., Ltd. ● Director, T.K.S. Technologies PCL. (2023 – Present) ● Chief Executive Officer, T.K.S. Technologies PCL. (2021) ● Chairman of the Board of Directors, Synnex (Thailand) PCL. (1988 – Present)	Industrial Engineering, Information Technology
8.	Mr. Nasis Prasertsakun	Non-Executive	● Master in Economics, National Institute of Development Administration ● Advanced Asset Management Programme, INSEAD Business School, France ● Advanced International Corporate Finance Programme, INSEAD Business School, France ● Member of Risk Management Committee / Deputy Chief Executive Office (Investment and Corporate Strategy), Dhipaya Group Holdings PCL. (TIPH) (2024 – Present)	Financials

No.	Directors's Name	Independent/ Non-Executive, In accordance with ThaiSEC	Academia / Work Experiences	Industry Experience GICS Level 1
			• Director / Chief Executive Officer, Hippo Wealth Investment Advisory Securities (Thailand) Company (Present)	
9.	Mr. Vichak Apirugnunchai	Independent and Non-Executive	• Master's Degree in Public Administration, National Institute of Development Administration (NIDA) • Senior Executive Program in Energy Science (Class 8), by the Energy Academy • Director, NVC (2021) Co., Ltd. (2025 – Present) • Inspector General, Ministry of Finance (2019 - 2023) • Advisor on Tax Collection Development and Administration (Senior Expert) (2016 – 2019) • Director of Bureau (Senior Administrative), Investigation and Suppression Bureau, Customs Department (2014 – 2016) • Deputy Director-General, Customs Department (In the past)	Financials, Energy

Average Board Meeting Attendance: 90.17%*

Minimum attendance Requirement: 75%

Attendance of the Board Meeting for 2025

In 2025, there were fourteen (14) meetings of the Board of Directors, four (4) regular meetings and ten (10) special meeting

Directors \ Meeting No.	1/2025	2/2025	3/2025	Special 1/2025	Special 2/2025	Special 3/2025	Special 4/2025	Special 5/2025	Special 6/2025	Special 7/2025	Special 8/2025	4/2025	Special 9/2025	Special 10/2025
1. Mr. Somchainuk Engtrakul	/	/	/	/	/	/	/	/	/	/	/	/	/	/
2. ACM. Chainan Thumasujarit	/	/	/	/	/	/	/	/	/	/	/	/	/	/
3. M.R. Bravochat Chatchai	/	/	/	/	/	/	/	/	/	/	/	/	/	/
4. Mr. Somboon Ahunai	/	/	/	/	/	/	/	X	/	/	X	/	/	/
5. Mr. Somphop Keerasuntonpong	/	/	/	/	/	X	X	X	X	/	/	/	/	X
6. Ms. Anjali Jalichandra	/	/	/	/	/	/	/	/	/	/	/	/	X	/
7. Mr. Charoenchai Prathuangsuksri	/	/	/	/	/	/	/	/	/	/	/	/	/	/
8. Mr. Chatrapon Sripratum	/	/	/	/	/	/	/	/	/	/	/	/	X	/
9. Mr. Vasu Klomkliang	/	/	/	/	/	/	/	/	X	/	/	/	X	/
10. Mr. Supant Mongkolsuthree	/	X	/	/	/	X	X	/	/	/	X	/	/	/
11. Mr. Nasis Prasertsakun	/	/	X	/	/	/	/	/	/	/	X	/	/	/
12. Mr. Vichak Apirugnunchai	Appointed, effective from 12 November 2025												/	/
- Mr. Amornsuk Noparumpa*	/	/	X	/	/	X	/	X	/	/	/	Resigned, effective from 23 September 2025		

Remark: * The average board meeting attendance does not match the 2026 One Report because the number of board meetings attended by Mr. Armornsuk has been corrected from 9 meetings to 8 meetings.

Clawback Provision for Executive Compensation and Benefits, and Director's liabilities

The Company's Clawback Provision, which applies to executives at all levels, including the Chief Executive Officer (CEO) and the President/Managing Director, is established in accordance with Section 85 of the Public Limited Companies Act B.E. 2535 (1992) and Sections 89/7 and 281/2 of the Securities and Exchange Act B.E. 2535 (1992), as amended in B.E. 2551 (2008). These provisions require executives to perform their duties responsibly and in compliance with applicable laws, the Company's objectives, Articles of Association, resolutions of the Board of Directors, and resolutions of shareholders' meetings. If it is determined that an executive has failed to perform their duties with due care, acted negligently, engaged in misconduct, fraud, or violated the Company's code of ethics, the Company reserves the right to recover or reclaim any compensation, incentives, bonuses, benefits, or profits previously granted to such executive (Clawback). The determination of whether a clawback should be applied shall be based on the executive's performance and conduct, particularly where such performance or conduct fails to meet the Company's standards and requirements.

In addition, the Board of Directors performs their duties in accordance with the Directors' Handbook published by the Securities, which establish clear responsibilities and ethical standards for directors and executives of listed companies. In cases of individual wrongdoing, directors and executives of listed companies are subject to strict civil, criminal, and administrative penalties under the Securities and Exchange Act B.E. 2535, which may result in personal liability under the law.