



Announcement

Notification No. 021 / 2025

Sustainability Policy

Energy Absolute Public Company Limited Group

Energy Absolute Public Company Limited and its subsidiaries are committed to "A leader in alternative energy business, by using the modern technology and environmentally friendly for the best benefit of consumers, shareholders, partners and fairness to employees." Therefore, the Group has established a Sustainability Management Policy that encompasses Environmental, Social, and Governance (ESG) dimensions to drive the organization towards long-term sustainability, in alignment with the United Nations Sustainable Development Goals (UN SDGs) and international sustainability assessment standards.

1. Guidelines for Operation and Oversight

To ensure that sustainable development operations serve as a crucial mechanism for long-term business growth and are truly ingrained as an organizational culture, the company requires that directors, executives, and employees at all levels adhere to the following policies and guidelines.

1.1 Board of Directors

- 1.1.1 Approve the annual sustainability policy, targets, strategic plans, and budget.
- 1.1.2 Approve material issues for the company, including the framework and action plans for sustainability, and review the appropriateness of these material issues at least once a year or when significant changes occur.
- 1.1.3 Oversee and monitor the performance in accordance with the sustainability policy, including relevant requirements and regulations, through the responsible sub-committees.

1.2 Corporate Governance & Sustainability Committee

- 1.2.1 Consider sustainability and environmental management targets and strategic plans to align with the policies set by the Board of Directors.
- 1.2.2 Oversee and monitor the implementation of policies and strategies, as well as advise and support the operations of the management and the climate change and sustainable development strategy departments to achieve the established goals.



1.2.3 Oversee and monitor that the company and its subsidiaries have appropriate and adequate corporate governance risk management systems, along with providing advice on managing such risks.

1.2.4 Oversee and monitor corporate social responsibility operations and the promotion of engagement with key stakeholders.

1.3 Sustainable Executive Committee

1.3.1 Advise and support the determination of direction, targets, activities, policies, and strategies regarding sustainability to align with material issues for the company and its subsidiaries.

1.3.2 Consider policies, budgets, sufficiency of personnel, tools, and related activities before proposing them to the Executive Committee or the Corporate Governance & Sustainability Committee, respectively, based on their scope of responsibility.

1.3.3 Oversee and monitor the integration of ESG and sustainability into the operational processes of various business units to achieve strategic outcomes.

1.3.4 Report performance and progress in driving the sustainability strategy to the Corporate Governance & Sustainability Committee on a quarterly basis or when significant related issues arise.

1.4 Executives

1.4.1 Support policy adherence and serve as good role models.

1.4.2 Promote communication and provide training to foster understanding and awareness of the organizational values (EA's DNA) and sustainability issues among employees, including their application in work and daily life.

1.4.3 Encourage employees under their supervision to participate in the organization's sustainability, environmental management, and corporate social responsibility activities.

1.5 Sustainable Development Department

1.5.1 Develop work plans, determine direction, targets, activities, policies, and sustainability strategies in alignment with the material issues of the company and its subsidiaries.

1.5.2 Report quarterly performance to the Executive Committee and/or the Corporate Governance & Sustainability Committee, in accordance with the roles and responsibilities of the respective sub-committees.

1.5.3 Manage various sustainability operations and activities.

1.5.4 Propose action plans and provide support to drive sustainability targets.



1.5.5 Monitor, collect sustainability data, and report performance to the relevant sub-committees and the Board of Directors.

1.6 Employees

1.6.1 Strictly adhere to policies and apply them appropriately in their work.

1.6.2 Cooperate with the organization in driving sustainability and regularly participate in related activities.

2. Policy

2.1 The company places the highest importance on good corporate governance and anti-corruption, operating its business with principles of transparency, accountability, and adherence to business ethics. It also promotes an organizational culture that instills ethics and integrity at all levels and concretely implements its anti-corruption policy across all company activities. Furthermore, the company has established a strict Business Code of Conduct and Anti-Corruption Policy, along with a secure and anonymous "Whistleblower Channel." The Audit Committee is responsible for overseeing investigations and actions related to reported issues.

2.2 The company rigorously protects personal data and enhances cybersecurity in accordance with laws and international standards. This involves classifying data by confidentiality level, continuously training personnel on cybersecurity, and regularly evaluating and managing information technology risks.

2.3 The company rigorously respects and promotes human rights both within the organization and throughout its supply chain. Operations adhere to the principles of the Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO), and national labor laws. This commitment covers everything from recruitment and employment processes, compensation, and welfare, to promoting diversity and non-discrimination. The company also conducts comprehensive Human Rights Due Diligence (HRDD) and establishes remediation mechanisms in cases of violations.

2.4 The company is committed to holistic human capital development, supporting lifelong learning, upskilling to accommodate industry changes, and clear career path planning for its personnel to foster professional advancement. It also promotes employees' quality of life across physical, mental, and social dimensions through creating a safe working environment and continuous well-being activities.

2.5 The company prioritizes the development and adoption of innovation for sustainability in its business operations. This includes focusing on research and development in clean energy technologies, energy storage systems, electric vehicles, and products or services that reduce environmental impact. These efforts promote the growth of a low-carbon economy and enhance long-term competitiveness.



- 2.6 The company implements responsible supply chain management by applying an ESG risk assessment approach to key business partners. It develops a Supplier Code of Conduct and continuously monitors compliance. Additionally, the company promotes responsible procurement and the use of traceable raw materials.
- 2.7 The company highly prioritizes engaging with all stakeholder groups. It conducts stakeholder mapping and develops engagement plans following international guidelines to foster understanding, collaboration, and appropriately respond to the expectations of each group.
- 2.8 The company promotes social and community development through projects that aim to uplift community enterprises, small and micro-entrepreneurs, and new ventures. Additionally, it focuses on creating employment opportunities for vulnerable people (those who need special care), underprivileged individuals, and new graduates, enabling them to become self-reliant and achieve sustainable growth.
- 2.9 The company comprehensively manages climate change-related risks and opportunities, striving towards a Net Zero target and developing a Climate Transition Plan that aligns with international sustainability reporting frameworks. This includes assessing and disclosing Scope 1 , 2 , and 3 greenhouse gas emissions, as well as developing carbon offsetting projects and climate impact adaptation plans in collaboration with stakeholders.
- 2.10 The company promotes the efficient use of energy and resources in line with the circular economy principles. This involves reducing water and energy consumption in production processes, increasing the proportion of renewable energy use, optimizing resource utilization, and promoting recycling and reuse. The company also pushes for the adoption of relevant international standards.
- 2.11 The company systematically manages waste and pollution across air, water, and noise aspects, with measures in place to prevent and control pollution that may arise from business activities, ensuring compliance with legal requirements. It supports the safe management of hazardous waste, recycling, and waste-to-energy initiatives, while continuously monitoring environmental quality related to air, water, and noise.
- 2.12 The company recognizes the importance of conserving biodiversity and ecosystems. It operates in alignment with the "Global Biodiversity Framework" by the Convention on Biological Diversity (CBD). Furthermore, the company develops restoration plans for degraded areas within its operational zones and fosters collaboration with communities and external organizations to promote participation in the sustainable protection and restoration of natural resources.



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This Sustainability Policy covers the operations of Energy Absolute Public Company Limited and all its subsidiaries. The Board of Directors will review this policy annually to ensure it remains current and aligns with evolving sustainability challenges.

Announced on August 13, 2025

– *Somchainuk Engtrakul* –

(Mr. Somchainuk Engtrakul)

Chairman of the Board of Directors