



**Announcement**

**Notification No. 020 / 2025**

**QUALITY, ENVIRONMENTAL, AND  
OCCUPATIONAL HEALTH & SAFETY POLICY  
ENERGY ABSOLUTE PUBLIC COMPANY LIMITED**

**Objective**

Energy Absolute Public Company Limited and subsidiary companies (“Company”) is committed to develop management standards. and conducting business along with sustainable environmental management Company concerned importance to safety Hygiene and working environment and have social responsibility. This policy covers operations and employees of the company and encompass measures refer in Occupational Health & Safety Commitments. In addition, the company also places importance on resource management. It covers business activities, products, transportation, distribution of products, services, as well as environmental pollution and waste management, and in every step continuously. From the period due-diligence, mergers and acquisitions including planning, and operations. In addition, this commitment is a direct duty and responsibility of all executives and employees and will be conveyed to suppliers, partners as well as recipients of relevant stakeholders.

**Code of Practice**

1. To be a leader in alternative energy business, electric vehicle business and battery for electric vehicle by using the modern technology and 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 stakeholder requirements environment.
3. Create customer satisfaction in terms of the services, quality, safety, and on-time delivery of all products.



4. Prevent, minimize, and protect impacts from our operations on the environment and communities set targets and objectives to reduce environmental impacts while supporting a wide range of human and social development initiatives.

5. The company is committed to reducing risks and losses to life and property by providing a safe and hygienic working environment for employees, contractors, and stakeholders. Appropriate protective equipment is allocated, and continuous development of the safety management system is promoted.

The company's ultimate goal is to become a Zero Accident organization, with key performance indicators including a Zero Lost Time Injury Frequency Rate (LTIFR), Zero Fatalities, and systematic monitoring of occupational health and safety performance.

6. 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 standard.

7. Measures 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. Continually improve our processes, operations, and internal company management system.

Announced on August 13, 2025

*– Somchainuk Engtrakul –*

(Mr. Somchainuk Engtrakul)

Chairman of the Board of Directors



**Energy Absolute Public Company Limited**

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Dindaeng District, Bangkok 10400

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# APPENDIX A

Occupational Health and Safety Commitment



## **Occupational Health and Safety Commitment**

### **Energy Absolute Public Company Limited**

Energy Absolute Public Company Limited and subsidiary companies (“Company”) is committed to operating its business in alignment with the Environmental, Social and Governance (ESG) principles to ensure a balance between business growth and creating sustainable values for all stakeholders. The Company has initiated a variety of social responsibility programs anchored in its business credo: “An industry will be strong only when it is developed in tandem with social and environmental responsibility”.

The Company’s QHSE Policy (Quality, Occupational Health, Safety and Environmental Policy) reflects our commitment to adhere to occupational health and safety regulations. The Company uphold the integrity of occupational health and safety procedure, evidenced by having international standards certified in ISO 45001. Furthermore, the Company is proactive in monitoring other legal requirements pertinent to health and safety matters to ensure compliance with these regulations.

Consistent with our core value, the Company is seeking to establish a common OHS culture where our people understand and uncompromisingly management systems and promote the use of supporting tools consistent with the Company’s OHS Management Framework. Isingly manage OHS risks in their working environment. We are all committed to:

- 1) Comply with all applicable OHS laws and regulations and OHS internal standards as a minimum performance achievement level.
- 2) Prevent accidental losses, and promote the health of our workforce, community and the stakeholders. Protect our people, assets, information from threats by risk assessment and determine security measures with respect to Universal Declaration of Human Rights.



3) Control, Prevent, and Reduce the OHS Risks including the protection of ecosystems and biodiversity based on pollution prevention principle, greenhouse gases management for low carbon society and energy efficiency improvement in all activities since project startup through decommissioning.

4) Create and maintain the safety culture and core values to ensure safety of everyone. Conduct consultation and gain participation from employees/workers and worker representatives to meet the highest safety standard in working environment.

5) Set up prioritization and action plan to manage and maintain standard of quality, safety, security, occupational health, and environment from mitigate environment impacts from whole activities.

6) Research, develop, and provide safe and green products to ensure our customers know how to use them properly throughout the products' lifecycle.

7) Implement management systems and promote the use of supporting tools consistent with the Company's OHS Management Framework.

8) Engage and communicate with internal and external stakeholders regarding our OHS programs and performance.

9) Focus on total quality management throughout the organization with the effective working process in order to deliver products and services to gain customer's satisfaction.

Commitment applies to all EA Group businesses and operations across supply chains. Executive Management is accountable for policy alignment. All management shall express their visible leadership in OHS. All employees shall understand and comply with this policy throughout their activities including process and product design as well as business process.



**Energy Absolute Public Company Limited**

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# APPENDIX B

Environmental Management Commitment



## **Environmental Management Commitment**

### **Energy Absolute Public Company Limited (EA)**

#### **1. Environmental Management Commitment**

- To be a leader in alternative energy business by using the modern technology and environmentally friendly for the best benefit of shareholders.
- To comply with all applicable quality health safety and environmental laws and regulations as well as other business operation and stakeholder requirements environment.
- Create customer satisfaction in terms of the services, quality, safety and on-time delivery of all products.
- Prevent, minimize and protect impacts from our operations on the environment and communities while supporting a wide range of human and social development initiatives.
- To commit on the prevention of all risks, terminate hazard for reduction of injury and illness from working, which may occur to employee and stakeholder.
- Continually improve our processes, operations and internal company management system.

#### **2. Roles and responsibilities for implementing environmental management commitment.**

- Commit to assess all identified risks to ships, personnel and the environment for establishing appropriate safeguards, so as to provide safe practices in ship operation and a safe working environment. Moreover, to keep effective communication with all persons working for and on behalf and under the control of EA Group with the intent that they are made aware of their individual safety and environment obligations as appropriate.



- Commit to protect the environment, including prevention at sea and local area, taking air quality protection, GHG emission reductions, climate change adaptation, energy efficiency improvement, protecting biodiversity and other specific commitments relevant to the Sea.
- Commit to continuously improve the safety and environmental management skills of personnel ashore and aboard ships, including preparing for emergencies related both to safety and environmental protection.
- Commit to fulfill the compliance obligation of applicable national and international safety and pollution prevention laws, regulations regarding air, water and environment in general and expectations of interested parties to which we subscribe.
- Management in all level must hold accountability and take leadership in deploying policy.
- Employee must be made aware, promotes and implements policy.
- Employee is expected to extend the awareness and recognition of policy to our stakeholders.

### **3. Ensuring compliance with relevant environmental laws and regulations**

EA QHSE Policy (Quality, Occupational Health, Safety and Environmental Policy) reflects our commitment to adhere to environmental regulations. EA uphold the integrity of our quality and environmental procedure, evidenced by having international standards certified in ISO 14001 and ISO 14064-1. Furthermore, EA is proactive in monitoring other legal requirements pertinent to environmental matters to ensure compliance with these regulations. These validate our commitment to environmental stewardship, workplace safety, energy efficiency, and greenhouse gas management of EA group business.



- The OHSE (Occupational Health, Safety and Environmental) Center shall identify the relevant legal and other requirements applicable to the Environmental and Social aspects, and Health and Safety issues of EA Group Business, and determine how these requirements apply to its Environmental and Social aspects, and Health and Safety issues every 1 month.
- The OHSE Sites shall maintain a Register of Legal and Other Requirements, and ensure all information listed in the Register are available and accessible.
- The OHSE Center together with the HSE shall review and update the register(s) every 6 months or when relevant information becomes available. The HSE or his/her delegates(s) shall regularly source update information from the website of <http://www.ratchakitcha.soc.go.th/>, <http://www.npc-legal.com/>, <http://aimconsultant.com/>, <https://www.siamsafety.com/>, etc.
- The OHSE Center shall ensure that the applicable legal and other requirements are considered in establishing, implementing and maintaining the Environment, Social, Health and Safety Management.

#### **4. Commitment to continuous improvement of environmental performance**

EA Group has a social and environmental policy as follows:

- Consider the impact of the business operation on society and environment.
- Determine, reduce and prevent pollution.
- Strictly comply with the relevant laws, regulations and related practices.
- Develop and improve work standards to comply with environmental standards.



#### **5. Commitment to set targets and objectives to reduce environmental impacts**

- EA Group Business strives to uplift our competency in innovation to become a net zero emissions business in tandem with retaining our competitiveness at the leading level.
- This move accommodated trends of customers desiring to change their behavior and energy consumption patterns, turning to renewable energy for decarbonization, decentralization, digitalization, and convergence. These issues will inevitably affect the power generation business.

#### **6. Measures to raise internal and external stakeholder's awareness**

- Strategical direction of the organization is from core value of EA Group in sustainability and main stakeholder – governmental agencies to control pollution and electricity and energy conservation.
- Risk-based approach: generation performance risk, ground water use, shadow flicker and bird/bat risk, etc.
- Fulfillment of compliance obligations is significantly intention to do so due to EA Group's commitment.
- Considering the life cycle perspective when determining the significant environmental aspects: green materials/packaging is considered when environmental aspect determination.
- Measurement and continual improvement of the environmental performance: CSR to stakeholders is important element solely proactive one for environmental information.
- Provide measures and raise awareness of environment policy and protection of environmental impacts for internal and external stakeholders via trainings.



- Communication of environment programs and performances to internal and external stakeholders along with the collection of feedbacks and expectation to review and continually improve our operations.

#### **7. Training employees to understand the impacts of their work activities on the environment**

We have applied such criteria, guidelines and verification system to further develop training courses for the workforce of industrial enterprises and service providers in order to disseminate global best practices and apply them at the national level.

#### **8. Contractor and supplier management**

We will factor environmental considerations into our supply chain management process, through supplier screening, selection and evaluation program, and encourage our suppliers, contractors, joint ventures and outsourcing partners in providing products and services including distribution and logistics in an environmental-friendly manner.