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Energy Absolute

TOWARDS SUSTAINABLE GROWTH FOR THE FUTURE

Sustainability Report 2020

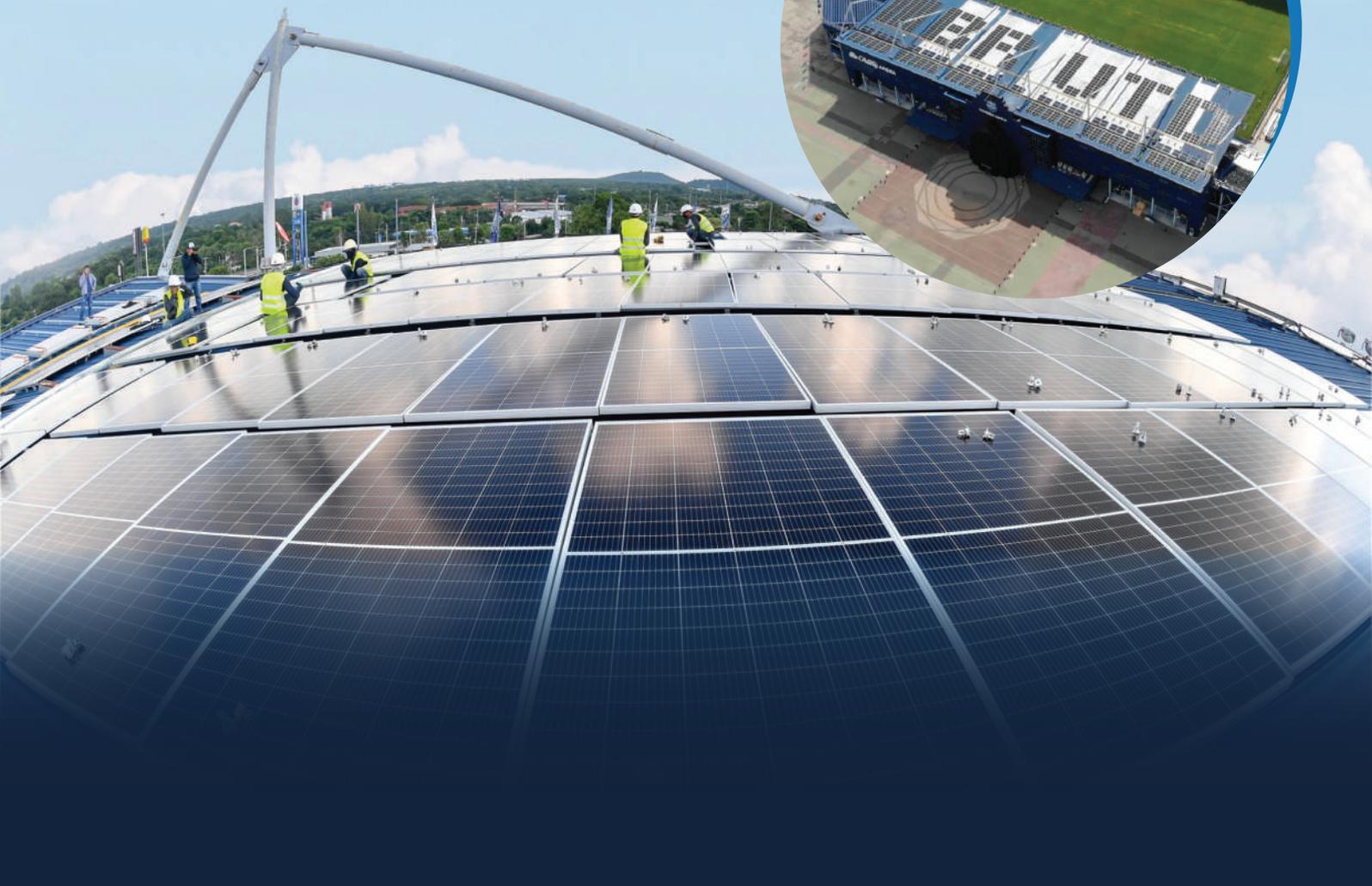




SOLAR ROOF

Clean energy for a sustainable environment

With a commitment to bring technology to promote the use of clean energy
Value on environmental protection to create the quality of life and society
Under the guideline of sustainability policy and environmentally friendly



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Vision

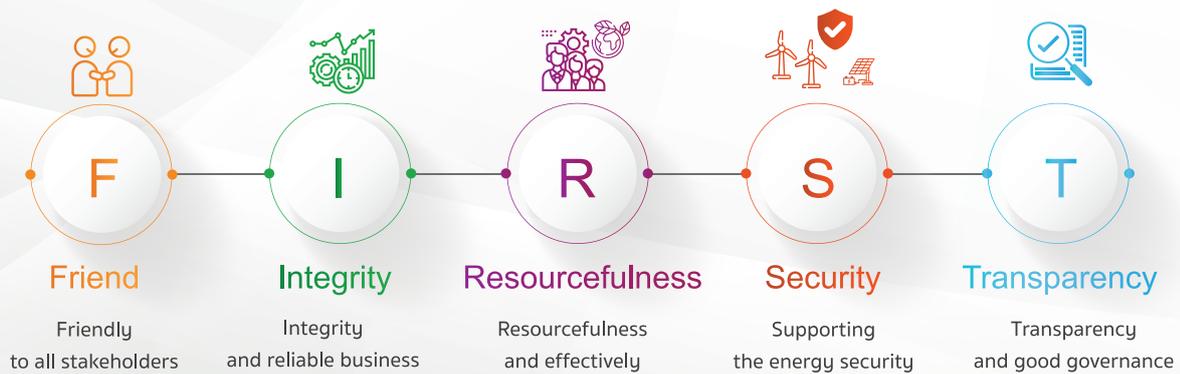
A leader in alternative energy business by using the modern technology and environmentally friendly for the best benefit of consumers, shareholders, partners, and fairness to employees

Mission

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



Values



Message from CEO



In 2020, it demonstrated and reflected Energy Absolute's resilience in the face of the COVID-19 pandemic, which caused a major public health crisis. Aside from the effect, the crisis has brought significant challenges to the Thailand's energy sector as well as an opportunity for companies to see the highlight of risk management, and there has been a trend of incorporating sustainability dimensions into business operations that take environmental, social, and governance (ESG) fundamentals into account.

Overall, the solar and wind power plants were fully commercially operational in electricity generation last year and fully contributed revenues for the first time. The Group set a new high for total revenue, reaching 17,199.14 million baht. Furthermore, the company launched innovations and technology in electric vehicles at the end of the year.

MINE SMART FERRY, and electric boat developed and researched within the group of companies, will be commercially available in the middle of 2021 and was selected as an outstanding innovation to receive the National Innovation Awards 2020. This marks the beginning of a new growth phase in the expansion of businesses related to the lithium-ion battery energy storage industry, which will become more concrete in 2021.

In terms of corporate governance, the Group has prioritized transparency and anti-corruption in its business operations, and it has been certified as a member of Thailand's Private Sector Collective Action Coalition Against Corruption (CAC). This is a significant step forward in the company's fight against corruption at the policy level and in its corporate governance practices.

For environmental operations, this year's carbon credits totaling more than 758,000 tons of carbon dioxide equivalent have been certified by the Greenhouse Gas Management Organization (Public Organization) as part of the Thailand Voluntary Greenhouse Gas Reduction Program (T-VER) to promote a low-carbon society and support the country's climate change solution. Including the issuance of green bond financing tools (Green Bond) that promote environmental quality in Thailand for use in the highly successful wind power plant investment in 2020.

In the social dimension, during the COVID-19 pandemic, the company closely monitors its employees to ensure their safety through risk management and business continuity management plans. Furthermore, the company has aided society by initiating a volunteer project on behalf of "Chuay Gun Group" to care for and assist stakeholders in difficult situations by donating disinfection equipment, medical equipment, and air purifiers to hospitals, government offices, and educational institutions across the country.

The company also received an honorable mention as a Human Rights Model Organization, which reflects the company's business operations focusing on labor and human rights practices, as well as employee and stakeholder treatment. Furthermore, it is Thailand's only energy company to be recognized as a part of the Bloomberg Gender Equality Index (GEI) for the first time, reflecting the appreciation of diversity and the promotion of gender equality in the workplace, as well as the gender equality transparency report. It is in line with the United Nations' Sustainable Development Goals (SDGs) Section 5, Gender Equality.

Furthermore, the company has successfully established a trust fund for employees in the last year to improve financial stability for employees and as an incentive for employees to work at full capacity, create shared values for long-term growth together, and retain long-term personnel with the company. There will be consideration given to selecting those who have demonstrated exceptional performance to be the trust's beneficiaries. This is Thailand's first company to establish an employee trust.

This is due to the company's consistent and exceptional financial performance. As a result, the company was awarded the Outstanding Company Performance Awards and Outstanding CEO Awards by the Stock Exchange of Thailand in the previous year. The Company has clearly prioritized business operations that promote sustainability across three major dimensions: the environment, society, and corporate governance (ESG). I would like to thank all parties for their cooperation and support in the Company's operations, as well as for causing achievements to be proud of under the guidelines for sustainable renewable energy development, which is the company's goal to contribute to Thailand's economy, society, and environment, as well as to respond to the expectations of all groups of stakeholders.

Sincerely Yours,



Somphote Ahunai
Chief Executive Officer

About this report

The company makes an annual sustainability report to communicate the policy, management approach with business significance to stakeholders. This covers the ESG performance which has reporting cycle from January 1 2020 to December 31 2020 and the report has been prepared in accordance with the Global Reporting Initiative Standards (GRI Standards) Core Option. The company has disclosed a sustainability report every year which this report is published following the 2019 sustainability report.

Reporting Boundary

This report presents the 2020 performance information covering the operations of all business groups under Energy Absolute PCL. operating in Thailand and the group company which the company holds 100% of shares and the company has operational control through the Board of Directors.

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 this regard, the company has not yet been certified the reports and significant performance indicators by external parties.

Inquiry

If you have any questions or suggestions, please contact
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E-mail: ir@energyabsolute.co.th

Phone: 0 2248 2488

Scope of reporting

Sustainability Issue	Head Office	Biodiesel Business	Renewable Power Energy		Other Business
			Solar Power Plant	Wind Power Plant	
Governance					
Corporate Governance	●	●	●	●	●
Risk Management	●	●	●	●	●
Anti-Corruption	●	●	●	●	●
Economic					
Business Continuity Management	●	●	●	●	NA
Tax Policy	●	●	●	●	●
Customer Relationship Management	●	●	●	●	NA
Cyber Security and Data Privacy Protection	●	●	●	●	●
Sustainable Supply Chain Management	●	●	●	●	●
Innovation Management	●	●	●	●	●
Social					
Human Resource Management	●	●	●	●	●
Occupational Health and Safety	●	●	●	●	NA
Social Enterprise	●	●	●	●	NA
Corporate Social Responsibility	●	●	●	●	●
Environment					
Air Quality Management and GHG Emissions	●	●	●	●	NA
Resource Management, Reuse and Recycle	●	●	●	●	NA
Waste Management	●	●	●	●	NA
Biodiversity	NA	NA	NA	●	NA

Remark: NA (Not Available) – Information is not available.

Awards and Achievements



1. Award **Outstanding Company Performance Awards 2020 for listed company with more than 100 billion market capitalization** by The Stock Exchange of Thailand (SET) and Money & Banking Magazine (TOP5)
2. Award **Outstanding CEO Awards 2020 for listed company** by The Stock Exchange of Thailand (SET) and Money & Banking Magazine (TOP5)
3. Award **Thailand Sustainability Investment (THSI) Awards 2020 for the 3rd consecutive year** by The Stock Exchange of Thailand (SET)



4. Award **Thailand's Top Corporate Brand: Thailand Corporate Excellence Awards 2020 for the 3rd consecutive year** by Chulalongkorn Business School and the Stock Exchange of Thailand (SET)
5. Award **Honorary Award, MINE Smart Ferry : National Innovation Awards 2020** by National Innovation Agency (NIA)
6. **MSCI ESG Ratings 'A'** by MSCI



7. **Excellent CG Rating (5 star)**
by the Thai Institute of Directors (IOD) and The Stock Exchange of Thailand (SET)
8. **Corporate ESG Performance “Prime” status**
by ISS ESG corporation
9. **Finalist of the 2020 Global Energy Awards in the category of Emerging Technology of the Year**
by S&P Global Platts



10. Award **Sustainability Disclosure Recognition: The State of Corporate Sustainability in 2020**
by Thaipat Institute
11. Award **CSR-DIW Continuous Award 2020 for the 3rd consecutive year**
by Department of Industrial Works, Ministry of Industry
12. Award **Honorable mention, Human Rights Awards 2020**
by Rights and Liberties Protection Department, Ministry of Justice
13. Award **Local Currency Deal of the Year (Green Bond): PFI Asia Awards 2019**
by Project Finance International (PFI)
14. Award **Asia Corporate Excellence & Sustainability Awards (ACES) 2020: Green Innovation Award**
by MORS Group
15. Award **Beyond Success Award: The biZZ Awards 2020**
by World Confederation of Businesses
16. Award **Asia’s Greatest CEO 2019–20 Award 13th Edition of Asian Business & Social Forum (ABSF13) and Pride of the Nation Series Awards & Business Summit**
by AsiaOne Magazine & UWG Media
17. Award **Best Investor Relations Company Thailand 2020: GLOBAL BANKING & FINANCE AWARDS®**
by Global Banking & Finance Review
18. Award **Frost & Sullivan Best Practices Awards: 2020 Thailand Electric Vehicle Charging Company of the Year**
by Frost & Sullivan Limited
19. Award **Best Renewable Energy Company**
by Global Business Outlook
20. Award **Best Investor Relations Company**
by Global Business Outlook



About Energy Absolute

Energy Absolute Public Company Limited (“the Company” or “EA”) was first incorporated in original 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 the 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 production 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.

Operational Highlights in 2020

Biodiesel
Production

188
mil. litres

Renewable

Production of
Solar Power

621
mil. kWh

Production of
Wind Power

733
mil. kWh



Employee

Total
722
persons

Increased form 2019
37.5%
2019 - 511 persons

Financial Performance

Total Revenue

17,199 mil. bath

EBITDA

9,396 mil. bath

Net Profit

5,205 mil. bath

ESG

Environmental

Carbon Credit from
Thailand Voluntary Emission
Reduction Program (T-VER)

758,292
tCO₂e

**GHG emissions intensity by
Power plant**

0.0033
tCO₂e

Social

Increase farmer's income

Goat / Sheep Farming
Farmer's income avg. income increased

497 bath/day

above the minimum avg.
55%

Organic Vegetable Farming
Farmer's income avg. income increased

379 bath/day

above the minimum avg.
18%

Voluntary Hours

14,410 hr.

Corporate Governance

CG Rating

“Excellent”



The quality assesment of
the shareholder's

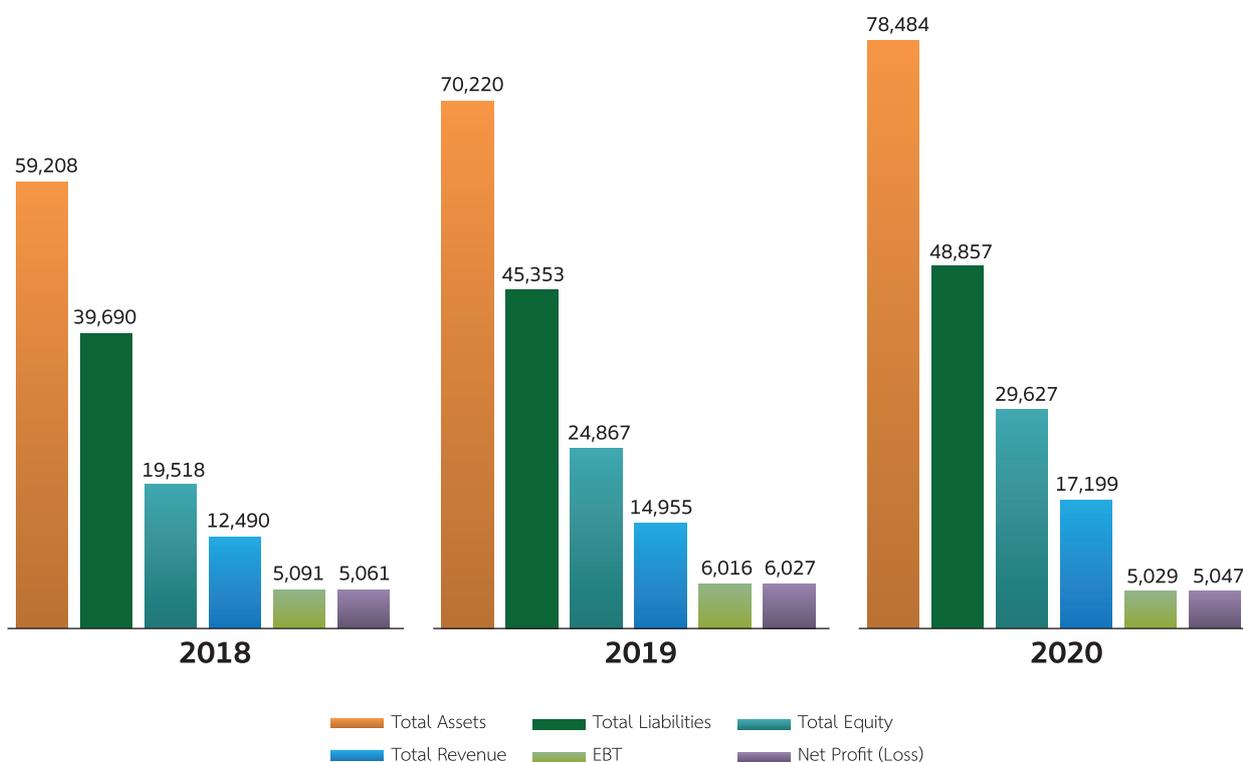
100 score
4 years inarow

All employees passed of CG and
CoC assesment

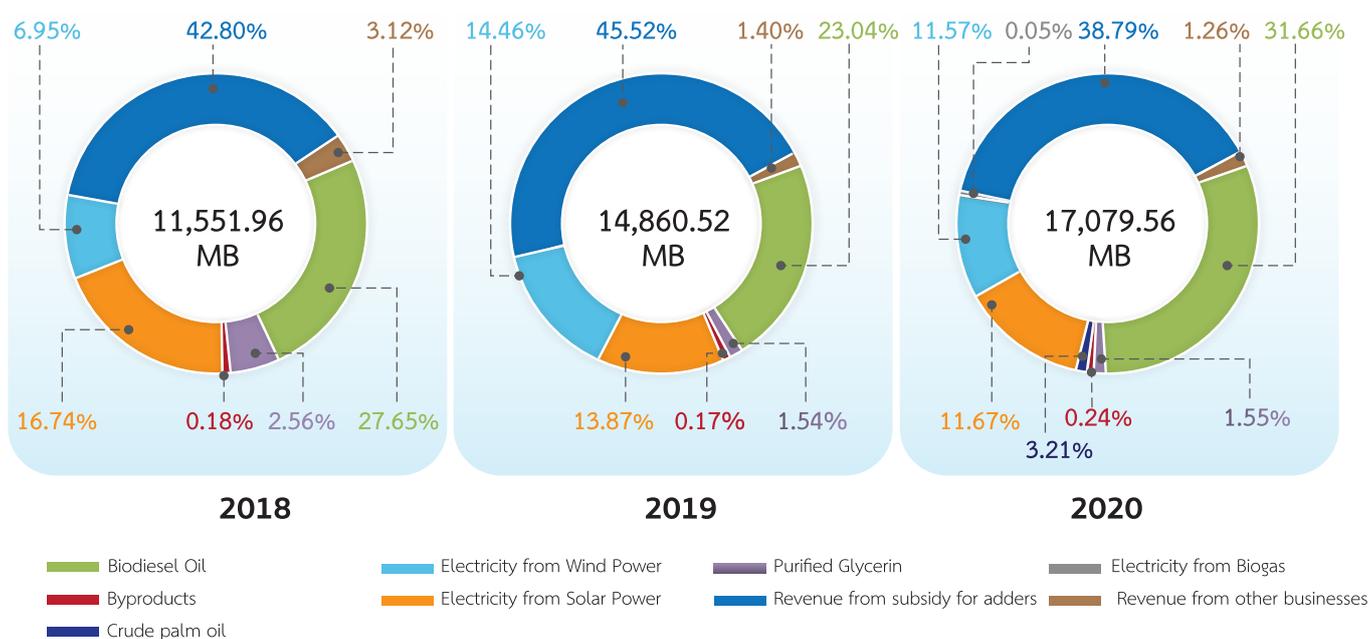
100%

Financial Highlights

(THB Million)



Product Sales and Services



Nature of business

The Company has continuously developed since carries out biodiesel and renewable power plant business to more advanced technologies to conform to the energy demand in the future such as the electric charging station under the brand “EA Anywhere”, the electric automobile business under the brand “MINE Mobility” including battery and energy storage system business to create a cost-effective use of energy as well as the highest benefits, especially, the clean energy right from nature. Moreover, the Company continues conducting researches and development of technologies, utilizing current innovation to carry on business to leverage product quality, resulting in cost-effective use of raw materials and resources such as the development of Green Diesel and Bio-PCM which enhancing our competitiveness to regional and the world scale according to the long term strategic plan of the Company, to become a leader of the energy business and related business by using the cutting edge technology which is harmless to the environment.

Nature of business can be divided to 3 groups as follow:

1.) Biodiesel Business (through the Company and Subsidiaries)

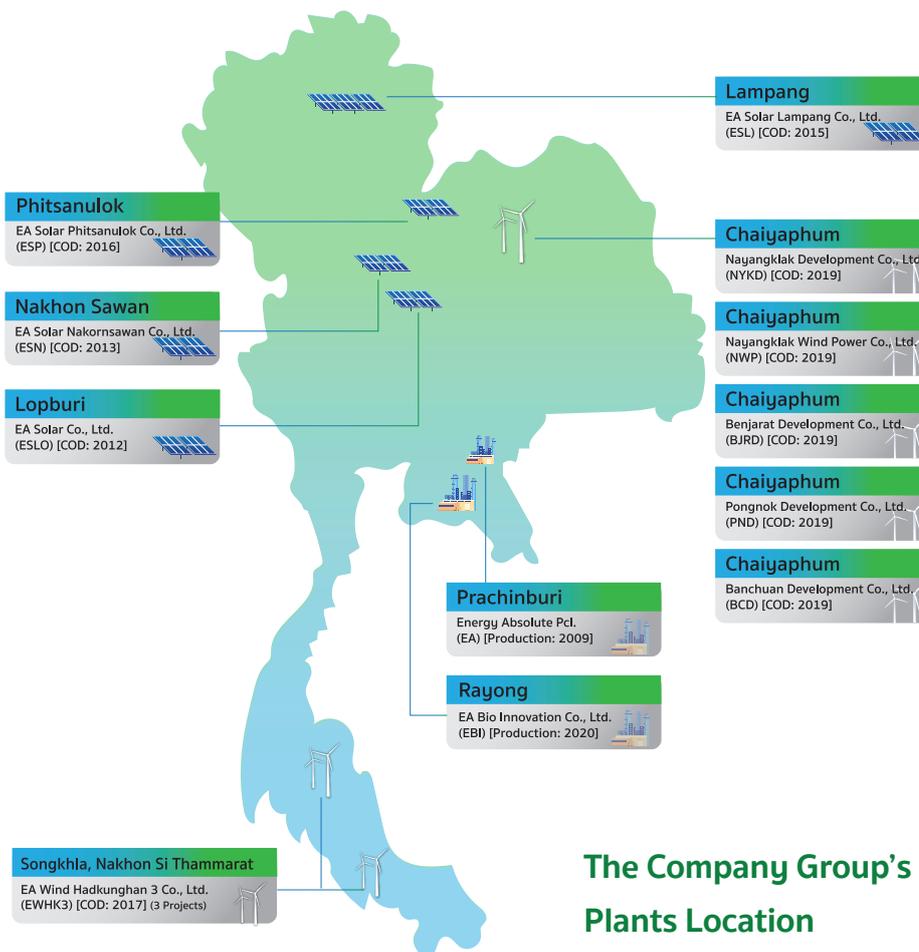
- Produces and Distributes biodiesel (B100), purified glycerin and byproducts
- Produces and Distributes Phase Change Material (PCM)

2.) Renewable Power Plant Business (through Subsidiaries)

- Produces and Distributes solar electric power
- Produces and Distributes wind electric power

3.) Other Businesses (through Subsidiaries)

- Battery development, manufacturing and distribution business
- Electric Charging Station Platform (for electric vehicle)
- Research and Development Business



The Company Group's Plants Location



1) Biodiesel Business

The Company operated business relating to Biodiesel products, namely Produces and Distributes biodiesel (B100), purified glycerin and byproducts which has been granted a license of Oil Trader pursuant to Section 7 of the Fuel Trade B.E. 2543 (The oil trader who has a trade volume of each type of fuel or in all types altogether per year from 100,000 metric tons or 120 million liters upwards.) Furthermore, the Company conducted research and development on the high value-added using the crude palm oil as a primary material. Such a method is a know-how of production developed from biodiesel production which is known as the Phase Change Materials (PCM) which operated through subsidiary company – EA Bio Innovation Company Limited. PCM are on demand currently in many countries that aiming to reduce energy consumption or use resources efficiency. By the way for taking crude palm oil also helping to support the palm agriculturists and create price stability of crude palm to get higher.

Furthermore, the Company is certified for Quality Management Systems ISO 9001: 2015, Roundtable on Sustainable Palm Oil: RSPO is a standard for sustainable palm oil production. It starts from the farmers who produce palm bunches, palm oil mill, and palm oil refinery. The benefits are farmers will manage palm plants efficiently and can sell at a higher price, farmers and communities will have a better quality of life. Farmers reduce the risk of deforestation, forest burning, which affects biodiversity, Kosher standard, which is a food standard, will determine whether each food is eligible for Jewish consumers. Environmental Management Systems ISO 14001: 2015, Occupational Health and Safety Management Systems OHSAS 18001: 2007, and the Green Industry Level 3 (GI3) Systematic Environmental Management.

The biodiesel (B100) produced is sold to the country's major oil companies. Pure glycerin will be sold both domestically and internationally to customers who use glycerin as a raw material in the production and distribution of chemicals, and by-products will be sold to customers who produce and sell chemical products both domestically and internationally, and Phase Change Material (PCM) will be distributed to customers who manufacture construction materials and textiles both domestically and internationally





2) Renewable Power Plants Group

The Company expands its business to produce and distribute solar and wind electric power generated from renewable energy. The aim is to maximize the utilization of resources within the country in responding to the government policy that promotes the production of electricity from renewable energy for reducing the dependence on import of energy and to stabilize the energy security.

At the present, the Company operates 12 projects as detailed below:

2.1) The Company produces and distributes solar electric power.

There are 4 projects commercial operated with total production capacity of 278 megawatts. Details are as follows:

<p>Solar Power Plant Lopburi Province</p> <p>8 Megawatts</p>	<p>Solar Power Plant Nakhon Sawan Province</p> <p>90 Megawatts</p>	<p>Solar Power Plant Lampang Province</p> <p>90 Megawatts</p>	<p>Solar Power Plant Phitsanulok Province</p> <p>90 Megawatts</p>
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2.2) The Company produces and distributes wind electric power.

There are 8 projects commercial operated with total production capacity of 386 megawatts. Details are as follows:

Southern		
<p>Hadkanghan 1 Ranod District, Songkhla Province</p> <p>36 Megawatts</p>	<p>Hadkanghan 2 Huasai District, Nakhon Si Thammarat Province</p> <p>45 Megawatts</p>	<p>Hadkanghan 3 Pak Panang District, Nakhon Si Thammarat Province</p> <p>45 Megawatts</p>
Northeastern		
<p>Hanuman 1 Thep Sathit District, Chaiyaphum Province</p> <p>45 Megawatts</p>	<p>Hanuman 5 Thep Sathit District, Chaiyaphum Province</p> <p>48 Megawatts</p>	<p>Hanuman 8 Thep Sathit District, Chaiyaphum Province</p> <p>45 Megawatts</p>
<p>Hanuman 9 Thep Sathit District, Nong Buarawe District, Chaiyaphum Province</p> <p>42 Megawatts</p>	<p>Hanuman 10 Bamnet Narong District, Chaiyaphum Province</p> <p>80 Megawatts</p>	

The Company Produces and distributes electric power generated from renewable energy from the sun and wind distribute to the Provincial Electricity Authority (PEA) and the Electricity Generating Authority of Thailand (EGAT) with a power purchase agreement (PPA)



3) Other Businesses

3.1) Battery development, manufacturing and distribution business

Lithium-ion battery is an energy storage device which can store high volume of electric charge after electricity is used up. The Company has designed them to have outstanding properties enabling it to contain high volume of energy, have light weight and long useful life. Lithium-ion batteries of the Group not only have no chemicals which are hazardous to environment, such as acid liquid or lead, the Company also have STOBA as components of lithium-ion battery to ensure higher safety during use by users, such as heat emitted during charger or explosion. The Group is committed to developing and manufacturing lithium-ion batteries for diverse applications such as Electric automobiles and Energy storage system (ESS) etc. which will be beneficial to store electricity that generate from renewable energy.



To enhance competitiveness in the renewable energy business and to comply with the business operation policy of the Company's Group, the Company invested in Amita Technologies Inc. (AMITA-Taiwan), a company incorporated under the law of Taiwan, the Republic of China (ROC) and listed on the Emerging Stock Market of the Stock Exchange of Taiwan to operate lithium-ion polymer battery development and manufacturing business. In addition, the Company has established a subsidiary, i.e. Amita Technology (Thailand) Co., Ltd. to develop, manufacture, and distribute lithium-ion batteries.



3.2) Electric charging station platform business (For electric automobiles)

Electric charging station is the platform that provides charging service for electric automobiles which include PHEV (plug-in hybrid electric vehicle) and BEV (battery electric vehicle). The electric charging station is based on conductive charging technology. The electric vehicle is connected to the charger by cable (or charging cable) which is widely used nowadays. The charging is available for direct current and alternating current. The alternating current can be charged up to 44 kWh, depending on the onboard charger of each automotive model. DC Fast chargers for private cars can charge up to 150 kWh, while DC Ultra-fast chargers for buses, trucks, and boats can charge up to 300 kWh.

The Company has expanded business to electric charging station platform business for electric vehicles under “EA Anywhere” brand, operated by Energy Mahanakhon Company Limited, its subsidiary. Its objective is to promote use of clean energy in the automobile industry to reduce greenhouse gas emission and also use of renewable energy which is environmentally friendly in place of fuel energy in the country’s transport system. This also responds to the development of infrastructure in preparation for electric automobile innovation or next generation automotive industry. There were 410 charging service stations installed by the end of 2020, with 266 DC Charge type units (DC 150 kW 256 units, DC 40 kW 10 units) and 592 AC Charge type units. Furthermore, in late 2020, the Group installed 14 DC Ultra-Fast charging stations with a power of 300 kW, to support the use of the Group’s electric ferries and electric boats of other agencies that want to charge electricity at the fastest possible speed, which can be recharged in no more than 15-20 minutes.

Initially, the targeted locations for electric charging stations are in the public areas which can accommodate the parking of electric vehicles for at least 1-3 hours, such as department stores, hotels, restaurants, hospitals, parking facilities in business districts, rest areas on the main routes and petrol station premises, etc. To use the electric charging station service, the customers can walk-in for immediate use or book the chargers by indicating the required station and charger in advance through “EA Anywhere” application. Payment can be made via 2C2P Payment Gateway, which is available online and accepts credit card and debit card for service users’ convenient, fast and safe spending in the digital age. Customers can download the application via iOS or Android operating system.



3.3) Research and development business

The Company established subsidiaries - Green Technology Research Company Limited, Energy Beyond Research Company Limited and MINE Mobility Research Company Limited to conduct research and development of products related to palm oil, lithium-ion batteries, and electric automobiles involving both electric cars and electric boats. This serves as an extension of development to launch new innovative products, improve potential and quality of existing products, and boost competitiveness of the Group on a long-term sustainable basis as follows:

1.) **Green Technology Research Company Limited:** established to develop and conduct research on innovation to continue and add value to agricultural products in Thailand including conducting the research and development of advanced biodiesel or the Green Diesel (GD) and the Phase Change Material (PCM). These two Products will generate Products based on crude palm oil to more advance technology. The development of GD and PCM for the production and distribution in domestic and oversea markets are on high demand currently. These are an innovation that adds value and enhance the business opportunity for the Company and business partners in the supply chain. This invention has already registered for the patent.



2.) **Energy Beyond Research Company Limited:** established to conduct research and develop the innovation for lithium-ion batteries and energy storage system. The Company's product or services involve the manufacturing process of lithium-ion batteries and battery control system as well as other related innovations. The lithium-ion batteries are used for electricity storage for the electrical power industry, electrical automotive industry and other industries in the future.

3.) **MINE Mobility Research Company Limited:** established to conduct research and development for electric vehicles such as electric car, electric passenger ferry, to carry on the electric automotive that truly meet the need of customer under the concept "Mission No Emission" or "Zero Pollution Mission". The path of automotive business through the transformation of technology from oil fuel and natural gas (fossil energy) to electric power. The Company target is to create a vehicle that does not generate pollution, eco-friendly, cost-saving and safe, providing the cost-effective in the long run. The Thai people will have high-quality electric automobiles and Thailand will become an innovative city free of pollution. Mentioned previously is the origin of the concept of development and invention of electric vehicles which designed and develop by a Thai team under the brand "MINE Mobility". Lead to start the business manufacturing and distributing electric vehicle through subsidiaries - Mine Mobility Corporation Company Limited and Absolute Assembly Company Limited's business of manufacturing and distributing electric buses. Including the project design,

develop, and manufacture electric ferries using 800 kWh lithium-ion batteries under the name "MINE SMART FERRY," through E Smart Transport Company Limited which has received an honorary recognized, National Innovation Awards 2020 in the field of economy from the National Innovation Agency. The MINE SMART FERRY electric ferry has the characteristics of a 24 meters catamaran that provides good balance and high safety. It runs on electricity stored in an 800 kWh battery. It can travel up to 100 km on a single charge and can transport up to 250 passengers from Phra Nang Klao Bridge Pier to Sathorn Pier, approximately 20 km. It is to be a part of the travel link, water transportation, and land transportation, as well as to encourage people to have more options for traveling by water conveniently and safely with environmentally friendly zero-emission electric vehicles, for which E Smart Transport Company Limited, a subsidiary company, provides passenger service and tourism transportation services. It is expected to be fully operational as a regular passenger ferry and tourism ferry in mid-2021.





ENERGY ABSOLUTE

Energy for the Future



Stakeholder Engagement

In 2020, the Company has analyzed and reviewed to compile the overview of the stakeholders by taking the analysis results of 2019 along with factors such as dependent, influence, including other factors appropriately. Stakeholders are divided into 9 groups with a practical approach that takes into account all stakeholders. There were stakeholders' prioritization and participation. There was a communication process to be aware of the expectations or concerns of stakeholder groups and can use the information to define a business guideline that can respond to all issues and all stakeholder sectors. In this regard, cooperative operations with stakeholders will help to create good relationships in which the Company and its affiliates are ready to drive all stakeholder groups to thrive and move forward together stably and sustainably.

Engagement Channel and Stakeholder's Issue

(Importance of stakeholders ordered by high to low)

Stakeholder	Engagement Channel	Stakeholder's Issue and expectations	Sustainability Topic
Employees	<ul style="list-style-type: none"> • HR internal communication • Employee engagement survey • Town Hall Meeting • Mailbox • Complaints or Whistleblowing Channels 	<ul style="list-style-type: none"> • Confidence in the equipment and safety of the production process • Safety in workplace • Career opportunities and stability, Happiness in workplace • Fair wages and benefits • Human rights and labor practices 	<ul style="list-style-type: none"> • Nature of business • Occupational Health and Safety • Occupational Health and Safety • Human Resource Management
Business partner/ Customer	<ul style="list-style-type: none"> • Formal Meeting • Customer Satisfaction Survey • Complaints and Suggestions and Suggestions • Meeting on occasions • Responding to Disclosure Requests • Contract and Written Agreement 	<ul style="list-style-type: none"> • Confidence in the equipment and safety of the production process • Safety in workplace • Business transparency • Human rights and labor practices • Opportunity and Risk management • Water management • Quality of products and services • Innovation management GHG emissions 	<ul style="list-style-type: none"> • Nature of business • Occupational Health and Safety • Occupational Health and Safety • Corporate Governance Policy • Anti- corruption • Human Resource Management • Risk management • Resource Management, Reuse and Recycle • Sustainable supply chain management • Customer relations management • Nature of business • Air Quality Management and GHG Emissions
Investor/ Shareholder	<ul style="list-style-type: none"> • Investment Conference and Roadshow • Opportunity Day / Analyst Meeting • IR call and/or email • Company Visit • Public information on EA's website • Annual General Meeting • Site Visit 	<ul style="list-style-type: none"> • Business transparency • Opportunity and Risk management • Water management • Innovation management • GHG emissions 	<ul style="list-style-type: none"> • Corporate Governance Policy • Anti- corruption • Risk management • Resource Management, Reuse and Recycle • Nature of business • Air Quality Management and GHG Emissions

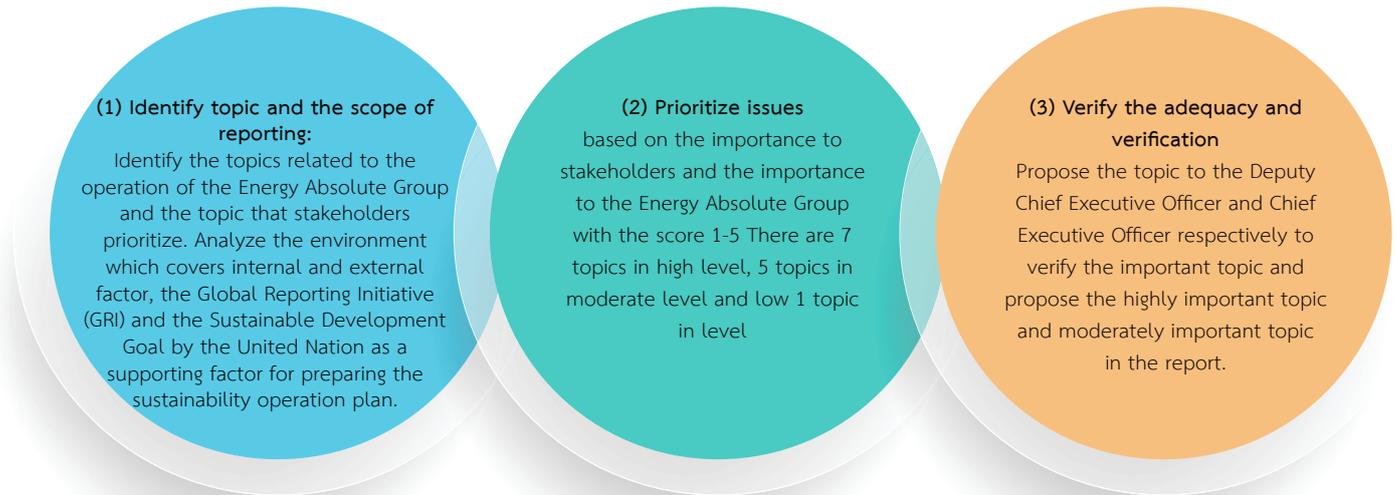
Stakeholder	Engagement Channel	Stakeholder's Issue and expectations	Sustainability Topic
Society/ Community	<ul style="list-style-type: none"> • Employees in local area • Community Survey • Complaints and Suggestions • Meeting on Occasions • Public information on EA's website 	<ul style="list-style-type: none"> • Confidence in the equipment and safety of the production process • Community relations engagement • Human rights and labor practices • Social and Environmental impact from the Company's operations • Customer well-begin and economic distribution • Quality of products and services • Innovation management 	<ul style="list-style-type: none"> • Nature of business • Occupational Health and Safety • Social responsibility • Human Resource Management • Air Quality Management and GHG Emissions • Waste management • Resource Management, Reuse and Recycle • Social enterprise • Sustainable supply chain management • Customer relations management • Nature of business
Environment/ NGOs	<ul style="list-style-type: none"> • Publication of Annual Report and Sustainability Report • Clarification of the facts to the public • Public information on EA's website • Complaints and Suggestions channels 	<ul style="list-style-type: none"> • Social and Environmental impact from the Company's operations • Customer well-begin and economic distribution • Innovation management • GHG emissions 	<ul style="list-style-type: none"> • Air Quality Management and GHG Emissions • Waste management • Resource Management, Reuse and Recycle • Social enterprise • Nature of business • Air Quality Management and GHG Emissions
Joint investor	<ul style="list-style-type: none"> • Board meeting at subsidiaries and associated companies • Publication of Annual Report and Sustainability Report 	<ul style="list-style-type: none"> • Business transparency • Opportunity and Risk management • Water management • Innovation management • Climate change 	<ul style="list-style-type: none"> • Corporate Governance Policy • Anti corruption • Risk management • Resource Management, Reuse and Recycle • Nature of business • Air Quality Management and GHG Emissions • Climate change management
Creditors	<ul style="list-style-type: none"> • Formal Meeting • Publication of Annual Report and Sustainability Report • Contract and Written Agreement 	<ul style="list-style-type: none"> • Business transparency • Opportunity and Risk management • Innovation management • GHG emissions 	<ul style="list-style-type: none"> • Corporate Governance Policy • Anti- corruption • Risk management • Nature of business • Air Quality Management and GHG Emissions
Contractor	<ul style="list-style-type: none"> • Formal Meeting 	<ul style="list-style-type: none"> • Confidence in the equipment and safety of the production process • Safety in workplace • Innovation management • Human rights and labor practices 	<ul style="list-style-type: none"> • Nature of business • Occupational Health and Safety • Occupational Health and Safety • Nature of business • Human Resource Management
Government agency	<ul style="list-style-type: none"> • Formal Meeting • Partnership and supports of Government's projects • Meeting on occasions • Public information on EA's website • Responding to disclosure requests • Publication of Annual Report and Sustainability Report 	<ul style="list-style-type: none"> • Business transparency • Opportunity and Risk management • Water management • Innovation management • GHG emissions 	<ul style="list-style-type: none"> • Corporate Governance Policy • Anti-corruption • Risk management • Resource Management, Reuse and Recycle • Nature of business • Air Quality Management and GHG Emissions

Energy Absolute and sustainable development

The vision of Energy Absolute PCL to become a “**leader of alternative energy by using advance and environmental-friendly technology for the highest benefits returning back to shareholders, trading partners and employees with fairness**”, the Company and its subsidiaries operate business activities and related activities with an aim to grow and develop the Energy Absolute Group toward the sustainability. In preparation of this Sustainability Report, the Company combines the analysis covering internal and external factors, related environment and the assessment conducted under GRI standards.

Materiality assessment

The procedures for materiality assessment are as follows:



The factors used in the assessment of materiality issues



Materiality issues of the business

The Company has in place the assessment guideline which is the materiality of the business to lead to value creation in the long term to the Corporate and to be the important tool to identify the sustainable operation direction of the organization following the GRI Standards (Core). Stakeholders are allowed to take part in the significant issues, for example, becoming a leader in alternative energy business by using cutting-edge technology, environmental-friendly. The issues are consistent with the sustainable development target of the United Nations (SDGs) in the 3 Goal – Good health and well-being, the 7 Goal – Affordable and clean energy, the 8 Goal – Decent work and economic growth, the 9 Goal – Industry, innovation and infrastructure, the 12 Goal – Responsible consumption and production, and the 13 Goal – Climate action

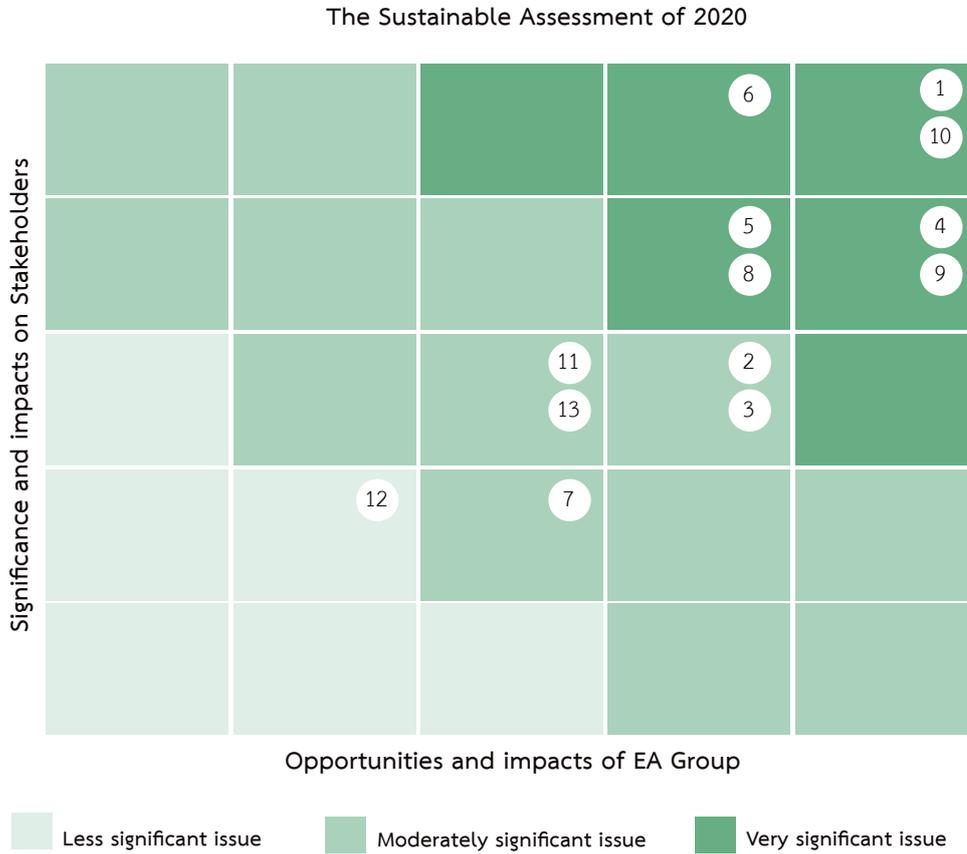
Framework for analysis of the materiality issues

<p>Analyze the sustainability topics in the Value Chain of the Company Group to continue the business operation of the Group which includes the existing business and future projects.</p>	<ul style="list-style-type: none"> • Biodiesel business: Raw material procurement, sales and marketing, production, research and development, risks • Renewable energy power plant business: Electricity generation management and maintenance, construction of new power plants which already listed in the power purchase agreement (PPA) • The business pending the development in Thailand and abroad • Other important issues for the business group and the same industry
<p>Analyze the topic that stakeholders prioritize in order that the preparation of operation and improvement plan is consistent to opinions of stakeholders</p>	<ul style="list-style-type: none"> • Engagement survey of employees for analysis and preparing an improvement plan • Take a satisfaction survey and the need of communities around the factory and power plant • Listen to opinions, suggestions, and satisfaction of shareholders, investors, analysts and the general public, employees, business partners • Practice guideline and framework for the report under international stand are included in the planning process
<p>Analyze the consistency to the scope of risk management to ensure prudent, cautious operation with a proper alternative plan</p>	<ul style="list-style-type: none"> • Analyze the comparison between business direction and business plan • Compare risks of the Company Group which cover the current risks and the risks that may occur in the future
<p>Continually inspect, monitor to revise and develop to create trust and continual and sustainable development</p>	<ul style="list-style-type: none"> • Propose the assessment on sustainable development issue to the Executive Committee and the Board of Directors for approval in the operation together with the business plan of the Company • Follow-up the operation and regularly review the operation • Disclose the related information in the report of Sustainable Development and on the website • Open up for suggestions, opinions from stakeholders for continual improvement

Performance/ Success Indicators

The Company adheres to the Global Reporting Initiative (GRI) linking with the sustainable development goals (SDGs) by the United Nations in the development of the sustainable assessment which covers economic, environmental and social aspects which may affect the Company and all stakeholders. The Company has prioritized the important materiality issues of the Energy Absolute Group and classified as 3 level of impacts to the stakeholders which include the very significant issue, moderate significant issue, and less significant issue respectively.

Prioritize the important materiality issues



The 13 materiality issues are identified in the materiality issues and impact boundaries table Page no. 27



Reviewing materiality issues

No.	Sustainability Topic 2020	Scope of Impact Internal/external								Indicator (2020-2023)	Page	GRI Standards	SDGs
		Employees	Contractor	Business partner /Customer	Society/Community	Government agency	Investor /Shareholder	Joint investor	Creditors				
1.	Confidence in the equipment and safety of the production process	✓	✓	✓	✓					<ul style="list-style-type: none"> Availability factor of wind power plants not less than 98 percent Customer satisfaction not less than 90 percent 	13, 15 - 20		
2.	Anti-Corruption			✓		✓	✓	✓	✓	<ul style="list-style-type: none"> There is no event that the Company related to corruption Certified as a member of Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) 	38	205-3	
3.	Risk Management			✓		✓	✓	✓	✓		36-37		
4.	Human resource Development	✓	✓	✓	✓					<ul style="list-style-type: none"> Increased average number of employee training hours 	61-65	404-1	
5.	Occupational health and safety	✓	✓	✓	✓				✓	<ul style="list-style-type: none"> No fatalities from accidents at work for both employees and contractor Lost time injury frequency rate (LTIFR) is zero 	66-67	403-9	
6.	Environmental management system			✓	✓	✓			✓	<ul style="list-style-type: none"> No significant environmental complaints 	51	307-1	
7.	Enhancing the efficiency of the eco-production process				✓				✓		68-77		
8.	Social responsibility				✓					<ul style="list-style-type: none"> No significant complaints from the community 	78-82	413-1	
9.	Management of business partners in the supply chain			✓				✓		<ul style="list-style-type: none"> No complaints related to ESG partner management 	44-45	308-2	
10.	Innovation management		✓	✓	✓	✓	✓	✓	✓	<ul style="list-style-type: none"> Introducing new innovations within the business of the company 	49		
11.	Climate change			✓	✓	✓	✓	✓	✓	<ul style="list-style-type: none"> Greenhouse gas emissions per unit of electricity decrease 	53-55	305-4	
12.	Risk related to water			✓		✓	✓	✓	✓		56-57		
13.	Human rights	✓	✓	✓	✓					<ul style="list-style-type: none"> No human rights complaints 	61	409-1	

The Company reviewed the materiality issues' completeness annually

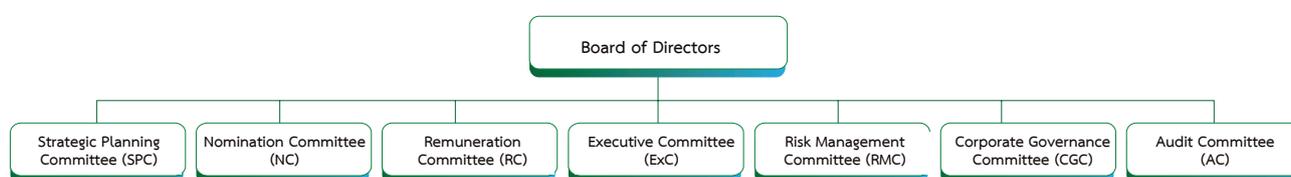


Corporate Governance

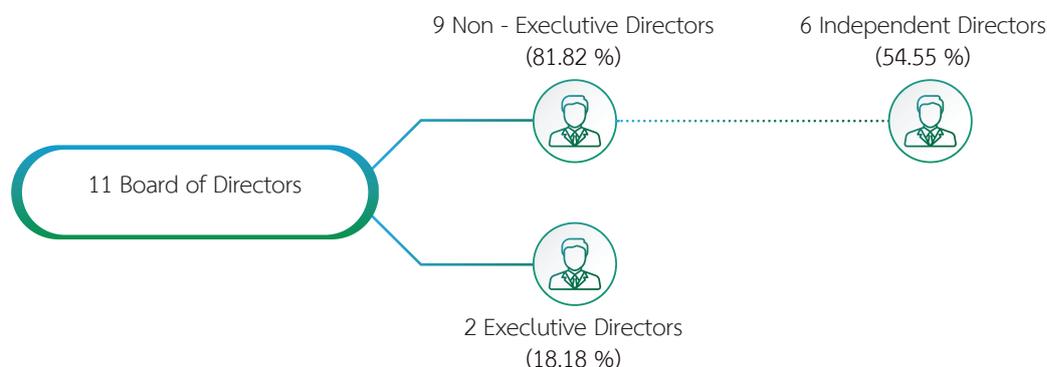
The Company understands the importance of implementing “Good Corporate Governance” as announced by Stock Exchange of Thailand, and therefore, implemented such “Good Corporate Governance” as a guideline to enable effective and transparent management which will ensure trust and confidence among shareholders, investors, stakeholders and all related parties.

Board Structure

The Company realizes the importance of having management structure that is consistent to the business operation strategy in the long-term. To enhance the efficient and transparent business operation, balancing the care for stakeholders, the Company has determined the management structure to meet the size, type and the complexity of the business with the audit and balancing of the power which will build trust among stakeholders.



The Board of Directors structure of the Company consists of the Board members and Sub-Committees. The Board members with qualifications pursuant under applicable laws and regulations will be appointed by shareholders.

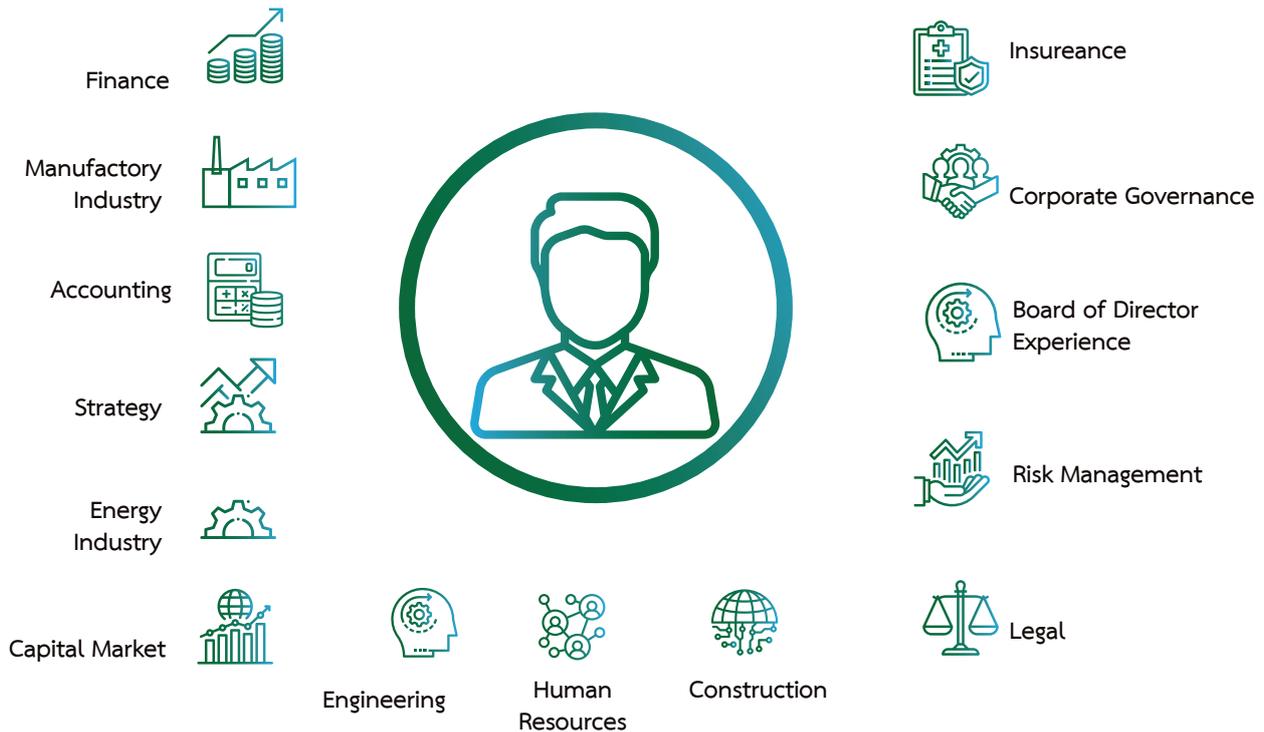


There are 7 sub-committees, namely the Nomination Committee, the Remuneration Committee, the Risk Management Committee, the Executive Committee, the Audit Committee, the Corporate Governance Committee and the Strategic Planning Committee.

Board diversity policy

The Board of Directors appoints the Nomination and Remuneration Committees to screen and consider to ensure that the nomination procedures of the Board of Directors and high level of executives and also the remuneration will proceed with transparency, fairness and appropriate with the business operation. For the nomination procedures, there will be an advance notification at least 90 days to open for nomination from shareholders. The nomination process considers diversity, gender, age, race, nationality, or religion, as well as diversity in each occupation based on experience or skills in order to seek for the person that best suit to the organization.

The Board of Directors have more diversity of skill, experience and education. Board skill matrix which is consistent with the Company's strategy



Board Skills Matrix

	Finance	Manufacturing Industry	Account	Strategy	Energy Industry	Capital Market	Engineering	Human Resources	Construction	Legal	Risk Management	Board Experience	Corporate Governance	Insurance
1.Mr.Somchainuk Engtrakul 76 years (Male) (ID)	✓					✓				✓	✓	✓	✓	✓
2.Mr.Somphote Ahunai 53 years (Male) (Ex.Dr)	✓	✓		✓	✓	✓	✓		✓		✓	✓	✓	✓
3.Mr.Amorn Saphaweekul 46 years (Male) (Ex.Dr)	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓
4.Mr.Wutthilerd Chiannilkulchai 50 years (Male) (Non.Ex)	✓	✓	✓		✓	✓	✓				✓	✓	✓	
5.Mr.Sutham Songsiri อายุ 82 years (Male) (Non.Ex)				✓				✓			✓	✓	✓	
6.ACM.Chainan Thumasujarit 71 years (Male) (ID)					✓		✓	✓	✓		✓	✓	✓	✓
7.M.R.Bravochat Chatchaiไ้ 60 years (Male) (ID)								✓		✓	✓	✓	✓	
8.Pol.Gen.Phatcharavat Wongsuwan 71 years (Male) (ID)										✓	✓	✓	✓	
9.Mr.Somboon Ahunai 65 years (Male) (Non.Ex)	✓	✓	✓		✓	✓					✓	✓	✓	
10.Mr.Amornsuk Noparumpa 75 years (Male) (ID)	✓		✓	✓		✓		✓		✓	✓	✓	✓	
11.Mr.Somphop Keerasuntonpong 53 years (Male) (ID)	✓		✓	✓		✓	✓				✓	✓	✓	
Total	7	4	5	5	5	7	4	4	2	4	11	11	11	4

ID : Independent Director

Non.Ex : Executive director

Ex.Dr : Executive director

Duties and responsibilities

Committees	Main Duty
Board of Directors	<ul style="list-style-type: none"> • To perform their duties under applicable laws, objectives, regulations of the Company and resolutions of shareholders' meetings with duty of loyalty, duty of care, respect the laws and regulations of the Company (Duty of Obedience) and disclose information to shareholders accurately, completely, transparently, timely (Duty of Disclosure), accountability, as well as full benefit of all shareholders. • To determine policy and regulate the Company to prepare guidelines for supporting anti-corruption measures to ensure that management aware of the importance of this anti-corruption and cultivate to be an organizational culture.
Executive Committee	<ul style="list-style-type: none"> • 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. • Consider the code of practice and operation manual of the Company.
Audit Committee	<ul style="list-style-type: none"> • Consider a financial report and the completeness of the information acknowledged and to assess the appropriate of accounting principles applied to the financial report. • To review and ensure that the Management has set the internal control system as well as internal control of the proper technology implemented, communication guidelines, important of the internal control. • Review efficiency of the Internal Audit performance to ensure that the internal audit standard has been implemented. • To support the compliance with morality, ethic and prevention policy on conflict of interest.
Nomination Committee	<ul style="list-style-type: none"> • To consider policy of nomination of directors and top executives, nominate, select and propose qualified person with morality, ethics and qualification suitable to the position. • To review and assess the work performance of the directors and executives. • To provide the succession plan, revise the development plan of the top executives. • 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 Company.
Remuneration Committee	<ul style="list-style-type: none"> • Consider and propose the remuneration for the Board, sub-committee and CEO.
Risk Management Committee	<ul style="list-style-type: none"> • To establish risk management policies, supervise and support efficient risk management covering the business operations of the Company which includes the risk of corruption and considering and reviewing various measures to prevent those risks to be at an acceptable risk level. • 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 in the acceptable level, and to ensure that the risk management has been continuously applied.
Corporate Governance Committee	<ul style="list-style-type: none"> • Consider the policy and practice for the good corporate governance and plan about activities related to corporate social responsibilities and the stakeholders. To conduct internal assessment based on corporate governance principles in order to seek for improvement. • To act as representative of the Company in communication and conduct corporate governance with the executives, employees and external agencies.
Strategic Planning Committee	<ul style="list-style-type: none"> • To consider and determine the corporate strategy of the group Company and propose to the Board of Directors for consideration and approval. • To review and monitor the direction of the corporate strategy of the group Company and propose to the ultimate strategic direction as deemed appropriate to the Board of Directors. • To consider and understand the strategic direction and initiatives, new business, as well as the corporate organization in overall to determine the essential resources to approach and support the corporate strategy of the group Company and propose to the Board of Directors.

Board meeting attendance

The Board of Directors and subcommittees have planned and scheduled their meetings in advance to acknowledge and consider related matters. In 2020, the Board of Directors and subcommittees held the following meetings:

Board of Directors and Subcommittees	Number of times	Meeting Attendance Ratio (%)
Board of Directors	8	78
Executive Committee	12	83
Audit Committee	13	92
Nomination Committee	5	100
Remuneration Committee	2	100
Risk Management Committee	3	81
Corporate Governance Committee	4	100
Strategic Planning Committee	2	100

Performance Evaluation of the Board of Directors for the year 2020

Board of Directors and Subcommittees	Board's Self-Assessment (%)	Individual's Self-Assessment (%)
Board of Directors	98.62	98.50
Executive Committee	98.75	97.33
Audit Committee	99.21	98.49
Nomination Committee	98.96	99.24
Remuneration Committee	97.75	99.25
Risk Management Committee	93.06	93.18
Corporate Governance Committee	99.61	99.31
Strategic Planning Committee	92.65	93.18

Corporate Governance Policy

In realizing the rights of all shareholders, and stakeholders when conducting business, the policy that focuses on a business operation that maintains basic rights of shareholders and stakeholders as stipulated by law will build trust and confidence on the operation of the Company. To be compliance with the good corporate governance for the listed companies notified by the Stock Exchange of Thailand, the Company has applied 5 principles as a guideline for code of conduct as the details below:

Good Corporate Governance Principles

Corporate Governance

-  Rights of Shareholders
-  Equal treatment to shareholders
-  Roles of stakeholders
-  Information disclosure and transparency
-  Responsibilities of the Board of Directors

For more information about the Good Corporate Governance,
Please visit at Website: <https://www.energyabsolute.co.th/corporate.asp>



Treatment to Stakeholder



Shareholders:

The Company determines to create quality and stable business growth for the full and sustainable benefit of the shareholders based on the effective work performance, excellent turnover, equal access to necessary information, disclosure of actual information, conducting business with honesty, integrity, transparency and fairness.



Customers:

The Company provides excellent service system to ensure that all customers receive appropriate response and complete, accurate information as required. The Company also has survey forms to take customers feedback as a guideline for continual improvement and development.



Partner:

The Company continues to treat its partner whom deemed as business partner with equity and based on the mutual benefit, develop and maintain long-term relationship with partner, while creating trust between each other. The Company has complied with the procurement regulations which the procedures and practice guides are clearly stated.



Creditors:

The Company strictly adheres to the creditors' conditions, controls the payment of the load and interest to all types of debtors fully meets the term and conditions of the loan agreement in full.



Employees:

The Company treats its employees with fairness and appropriate manner in term of opportunity and compensation, appointment, transfer, skill development and safe working condition. The Company welcomes any opinion and suggestions from employees and treats everyone with fairness and equality.



Competitors:

The Company determines to conduct business under fair competition environment, not seeking competitor's confidential information dishonestly or inappropriately, not executing any action that violates their intellectual property.



Community, Society, Environment, Health and Safety:

The Company maintains its participation in society by complying with the law and/or approved regulations, coordinates with government authorities, ensures that business operation will not cause any damage to community, society and environment, supports and develop society in terms of life quality development, education development, energy saving and environmental care.

Code of Conduct for Business

The Company committed to operate the business with the code of conduct which is transparent and accountable. The Company has determined the “**Code of Conduct for Business**” as a guideline for directors, executives and employees to use as a guideline for operations; it is divided into the following topics:

1. Human rights and treatment to employees:

Respect for human rights, without discrimination on the basis of similarity or difference for race, religious, gender, age, education, status, including respect for personal liberty and privacy protection including the rights shall be fully protected and proper development and promotion of quality of life and work be provided.

2. Communities, societies, environment, health and safety:

Correctly and fully comply with relevant laws, and management guidelines, as well as promote the implementation of international standard management systems as the tool of management and to inspect, monitor and evaluate the implementation including communicate for understanding and cooperation in providing information to the community and society, investors, shareholders and other interested parties in timely manner with the situation and the fact of the business operation of the Company without obscuring facts and aim to participate in the development and promotion of social activities, environmental protection and improve the quality of life in the community in according with the principle of sustainable development for happily living together.

3. Receiving or Providing Property or any benefits that might motivate the decision:

Perform their duties with honesty, diligence and sense of responsibility. Disclose all factual information. Do not request or receive any property, item or benefit from people involving in business with the intention to act or refrain from any action that is not correct or exchange with the privilege of the Company. Not use the power in the position / duties in the Company for personal benefit.

4. Conflict of interest in transactions of the Company:

Avoid any action that will cause conflicts of interest with the organization or that may affect the decision, Do not take advantage of data or opportunity to be a staff member in the pursuit of personal interests for private purposes or any action that is contrary to the business interests of the Company or competitive with the Company which affect the Company to lose benefits or receive lesser beneficial than it should be.

5. Acquisition and disposal assets of the Company and the use of internal information:

Do not use internal information or disclose internal information to outsiders or use the important information that is not publicly available for personal benefit including Do not use the information obtained during performing duties for personal benefit or for any unlawful.

6. Compliance with laws, regulations, provisions:

Strictly perform duties under the law and regulations of the Company and Respect and support activities / transactions that are legitimate and the ethics of the organization.

7. Application of properties, information, IT and intellectual property of the Company:

Comply with laws and regulations on information technology of the Company and protect the intellectual property of the Company from damage, loss, depreciation, and use of intellectual property to maximize the benefit of the Company including maintenance of confidential information appropriately.

8. Treatment to customers and product quality / marketing communication:

Advertise the Company’s products and services truthfully and do not make any misunderstanding. Deliver goods and services in accordance with agreements with customers. Listen to customer complaints and timely improve and correct and do not collect money, materials or any benefits from the customer which will be dishonest actions.

9. Treatment to contract parties (partner and creditors):

Strictly follow the conditions and terms of the contract if the conditions cannot be met, notify / negotiate with the contract party to find solutions and remedies for damage. Precede the procurement with transparency and equally treat all stakeholders with fairness and verifiability. Negotiate and enter into contract with fairness and without taking advantages from contract party by taking into account the reputation and image of the Company.

10. Treatment to competitors:

Promote the fair competition and strictly adhere to the rules of competition. Do not make any agreements with a competitor or any person to reduce or limit the trade competition. Take into account equality and honesty in business operation and benefits with trading partners including operate the business with the code of conduct.

For more information about Code of Conduct for Business,
Please visit at Website: www.energyabsolute.co.th/code_of_conduct

Management Approach

The employees should acknowledge that they must perform work by following the Corporate Governance requirement and the Code of Conduct for Business to create sustainability in the entire corporate governance. The Company cultivated the ethical operating culture by setting as a part of corporate value and as one of the performance indicator of executives and employees. Additionally, the ethical culture is promoted regularly in various activities to ensure that everyone acknowledges the business code of conduct, for example,

- Orientation on the Ethical Code of Conduct to new employees
- Publicize handbook and practice guideline on the Company's website

For more information about Code of Conduct for Business,
Please visit at Website: www.energyabsolute.co.th/code_of_conduct

Risk Management

With the determination to develop the risk management that respond to the business operation and business plan of the Company continuously, to control the impact level that may occur to the business, society and environment, the Company is aware of the impact level and maintain to be in the acceptable range together with preparing the action plan.

Risk Management Policy

- Employees of all levels are the responsibility to be aware of risk containing in work operation within the department or organization and to place importance on lowering risks inappropriate and acceptable level.
- To implement risk management procedures which is in line with international standards in order to effectively create manage risk which may impact business operation of the Company to create development and performance which covers risk management through the entire organization by applying risk management system as supporting factor for decision making, strategic planning, targets, working plan and business operation direction of the Company, including to put emphasis on moving forward to achieve objectives, targets, visions, missions and imposed strategies to create excellent work performance as well as confidence among stakeholders.
- To define measures on prevention and minimize risks from business operation in order to avoid potential damage or loss, as well as to monitor and assess the risk management result regularly.

Operation process

The Board of Directors appoints Risk Management Committee to support the Board in determination if risk management policy covers the entire organization, to implement risk management system or procedure to reduce/minimize impact on the business of the Company Group efficiently by formulating factors, scope of authority, duties, responsibilities to ensure the Risk Management Committee perform their duties with full effect. Besides, Risk Management Committee Charter is prepared to describe the 3 main duties of the Risk Management Committee as follows:

- 1.) Establish the policy and acceptable risk level
 - 2.) Follow up the implementation, review the report of risk management, ensure the appropriateness and sufficiency of the risk management, ensure the risk management remains in the acceptable level, and to ensure that the risk management has been continuously applied.
 - 3.) Regularly coordinate with the Audit Committee by exchanging knowledge and information regarding risk and internal control which impacts or may impact the Company
 - 4.) Encourage to have culture of risk management and proper internal control.
- Risk Management Committee held 3 meetings in total for 2020.

Risk to the business operation of the Company and Group after has been considered from the executives and the Risk Management Committee is summarized as follows:

Risk Factors	Major risks
1. Strategic Risk	<p>Based on its vision, the Company has mapped out a technology driven strategy to be the business and project pioneer using modern technology as a key factor of the strategy. This has made the Company among the first to innovate projects in the country and overseas so as to generate higher returns than those from general investments. Therefore, the Company may have come across instability of the surrounding environment and competition both domestically and abroad.</p> <p>Strategic risk factors can be summarized as below:</p> <ul style="list-style-type: none"> • Risk from dependence on key executives • Risk from implementation of new business projects • Risk from competition in the industries • Risk from Investment in New Overseas Projects
2. Operating Risk	<ul style="list-style-type: none"> • Risk associated with human resource management • Risk of operational disruption
3. Financial Risk	<ul style="list-style-type: none"> • Risk of change in electricity off take rate • Risk associated with debt service capability • Risk of investment returns lower than projected • Risk associated with funding for new businesses
4. Compliance Risk	<ul style="list-style-type: none"> • Risk from changes in government policies • Risk from non-compliance with relevant laws and regulations
5. Business Operation Risk	<ul style="list-style-type: none"> • Risk from dependence on large customers • Risk associated with raw material procurement and raw material price fluctuation
6. Emerging Risk	<ul style="list-style-type: none"> • Technology risk • New regulatory risk • The occurrence of deadly pandemics



Anti-Corruption

Energy Absolute Public Company Limited and affiliated companies are with determination to conduct business adhering to social responsibilities and stakeholders under good corporate governance and the business ethics as well as policy and practice guideline for all stakeholders. The Company has in place the policy that defines the responsibility and regulations of inappropriate operation to prevent corruption in all corporate activities. Besides, the ensure that the decisions and business operation that may have a risk of corruption will be considered and rectified prudently, the company has prepared the “**Anti-Corruption Policy**” in written form as a clear practice guidance in business operation and to achieve the sustainable development.

Anti-Corruption Policy

1. Prohibit the directors, executives, employees, and stakeholder groups of the Company and its affiliates proceed or accept all forms of corruption either directly or indirectly for the benefit of oneself, family, friends and acquaintances, covering all businesses in every country and all related agencies and to regularly review the implementation of this anti-corruption policy as well as reviewing the guidelines and operational requirements to be in line with business changes, regulations, and legal requirements.
2. To have measures to prevent and against corruption as a part of the Company’s business operations. This is the responsibility of all departments, including directors, executives, employees of the Company and affiliates as well as groups of interested parties to participate in giving opinions on various practices to prevent and against corruption of the Company in order to achieve the Company’s policy.
3. The Company must continually improve and develop measures to prevent and against 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 Company’s business operations and the preparation of guidelines under good internal control in order to prevent any forms of corruption from occurring in the Company’s business operations.
4. The Company 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 Company and its affiliates as well as groups of public and private stakeholders performing improper operations.
5. The Company must provide a suitable, adequate, and sufficient internal control system to prevent corruption in all forms.
6. The Company must communicate the commitment of the Company in preventing and anti-corruption in all forms as well as promoting the knowledge on preventing and anti-corruption to the directors, executives and employees in order to instill good awareness and for all personnel of the Company being aware of their duties and responsibilities in carrying out their duty to fight against corruption in all forms.
7. The Company must provide a transparent financial reporting mechanism in accurate and reliable.
8. The Company 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 unfair punishment or being bullied and including the appointment of a person or group of people to closely monitor and monitor all corruption reports that have been reported.

Whistleblowing Policy

In order to encourage both internal and external stakeholders to participate in 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 together with sending evidence and details through the whistleblowing Channels as follows:

Letter to the recipient of the complaint:



Chairman of the Audit Committee

Address: Energy Absolute Public Company Limited
16th Floor, AIA Capital Center Building,
No. 89 Ratchadaphisek Road, Dindaeng
Subdistrict, Dindaeng District, Bangkok 10400 Thailand

E-mail Address



chairman.audit.com@energyabsolute.co.th

Performance/Success Indicators

Assessment Result of Corporate Governance

Complaint investigation

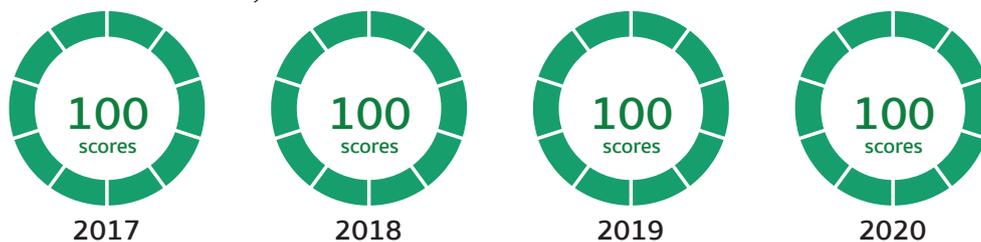
Number of complaints	2020
The number of significant corporate governance complaints (Cases)	0
The number of violations of a significant business code of conduct	
• Code of conduct	0
• Corruption	0
• Use of inside information	0
• Customer privacy	0
• Bribery	0
• Human rights violations	0

According to the survey conducted by the Corporate Governance Report of Thai Listed Companies 2020 by the Thai Institute of Directors (IOD) and the Stock Exchange of Thailand. In 2020, the assessment score is at 91 out of 100 which the Company obtained the score at **“Excellent”** and its average score was higher than the average score of overall listed companies and SET100 Index. The assessment result has increased continuously for 3 consecutive years.



Assessment Result of the Annual General Meeting of Shareholders

The Company holds the Annual General Meeting of Shareholders to present the operation result annually. In 2020, the Company was rated 100 scores out of 100 from the Assessment of the shareholders’ meeting quality program for the year 2019 by the Thai Investors Association for 4 consecutive years.



Anti-Corruption Performance

In the year 2020, the organization has been certified as a member of the Thai Private Sector Collective Action Coalition Against Corruption. The validity period is from June 30 2020 to June 30 2023, with re-certification every three years. Also, it prepared a written **“Anti-Corruption Measures Guide”** to be a clear guideline for the operations of the Company and to develop into a sustainable organization as well as arranging in-house training on anti-corruption measures for directors, executives, and employees, as well as assessing knowledge and understanding and communicate with business partners and stakeholders including the public along with the announcement of the **“No Gift Policy”**.





Economic

Business Continuity Management

The Company recognizes and understands the significance of long-term and continuous business operations that take into account all stakeholders equally. The importance of proper organizational structure and management in creating competitiveness, creating flexibility in business operations to accommodate changes from both external and rapidly changing internal factors, including various uncertainties that cannot accurately predict the future to be able to identify various threats that will affect the business benefits of all stakeholders is emphasized by the Company.

The company's management is governed by the ISO 9001 quality standard system, which is an international quality management standard system. This enables the company to improve work efficiency and encourages the company to continuously develop by incorporating other standards such as environmental management standards (ISO 14001) and standards for occupational health and safety management (ISO 45001), which assist the company in setting standards in the management of work, environmental management, and occupational health and safety management following on international standards, and these management standards include risk management which covers the following areas:

- 1) Company context, which includes an overview of the Company's business operations.
- 2) The Company's stakeholders' needs and expectations
- 3) Environmental concerns
- 4) Dangerous Issues
- 5) Legal requirements, other requirements, and a variety of obligations
- 6) The internal work processes of the company

As a result of the aforementioned risk management, risk factors in the "Very High" and "High" levels will be presented to the Risk Management Committee meeting and the Board of Directors' meeting (if necessary) for consideration and review, as well as to provide advice (if any) for risks in emergency situations (Crisis Management) that may disrupt the Company's business operations (Disruption) and need to be addressed. The management will form a Crisis Management Team, with senior management involved, to ensure that the management is completed and that emergency management planning (Crisis Management Plan) is in place, including monitoring the plan's implementation and receiving adequate support until the risk in such an emergency situation is at a level that does not significantly affect the Company's business. The Company is confident in the measures it has put in place to manage the various risks that it currently faces, such as the use of efficient information technology systems for monitoring production processes and various work processes like inventory management, human resource management to support future business expansion, and the establishment of an appropriate procurement and financial accounting system, monitoring of rules and other relevant regulations, as well as various disaster prevention systems such as fire, flood, and insurance systems that cover potential damages, will help prevent and/or reduce risks to an acceptable level, or pass the risk to third parties.

With the COVID-19 pandemic epidemic situation in many countries, including Thailand, which tends to intensify and spread rapidly. As a result, it was difficult to control the situation in a short period of time, which, while not directly affecting the company's business, affected the company's employees, particularly senior management, and various functions, and indirectly affected the company's business operations, such as importing tools, machinery, equipment, raw materials, and labor from trading partner countries, particularly China as well as scheduling executive and staff travel to risky countries, including organizing some marketing activities with a large number of participants. As a result, the implementation of some new business investment projects was delayed longer than expected. Therefore, the Company has adjusted various aspects in accordance with the situation, such as acquiring additional suppliers to assist in the continuation of the implementation of new investment projects under construction. Expenditures and investment plans were reviewed, and benefits from relief measures provided by

the government and related agencies were investigated. Meanwhile, the company focused on communication with shareholders, investors, and stakeholders through various channels to build confidence in operations during the pandemic situation.

In this regard, the Company has established a Crisis Management Team comprised of executives from all important departments, with the CEO serving as chairman, to jointly plan action to prepare for the situation and care for those involved both inside and outside the organization, as well as to be responsible for evaluating opportunities, impacts, and management measures, as well as closely monitoring the implementation of measures to prevent and/or mitigate the effects of potential business disruptions such as.

- 1) Procuring tools, machinery, equipment, and raw materials from alternative sources that can be substituted, as well as modifying action plans and activities to mitigate various impacts.
- 2) The company's employees use the "Mor Chana" application to alert them when approaching high-risk areas. Provision of appropriate health and safety measures for executives, employees, and related
- 3) persons, such as screening, temperature measurement, and the supply of adequate alcohol gel, as well as the supply of air purifiers to remove germs.
- 4) Information technology operations that allow employees to work from home or at the company's designated location.

Resulting from the aforementioned Covid-19 pandemic, the company has begun to plan to operate the business after the epidemic situation has subsided in order to accommodate similar situations that may arise in the future, such as

- 1) Putting robots to work instead of people by establishing an RPA Academy to oversee developing work processes that can use robots instead of people. Development, promotion, and dissemination of knowledge for employees in all departments to be able to create robots to adapt to their responsible work processes, thereby reducing the consequences of problems and/or impacts related to people. It also assists the company in controlling expenses related to, and so on.
- 2) Implementing new and efficient information technology systems, such as Thinknario, a maintenance management system that can run on a mobile app, increasing operational flexibility, and so on.
- 3) Development of information technology systems so that employees can work from anywhere without having to travel to the company's office, etc.

Customer Relationship Management

With an intention to develop the business with the Company and 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 Company has prepared the EA Business Partner Code of Conduct
- The Company has prepared the EA Business Ethics.
- The Company has prepared the EA Customer service Code of Conduct

Operation process

- The handbook and code of practices are prepared as a guideline to manage customer relations to ensure compliance with Good Corporate Governance. Meanwhile, the documents also promote the fair business operation among business partners, respect to the freedom and rights of the individual, the care for labor and human right, occupational health, safety and environment, including the anti-corruption in all forms.
- Applying for ISO 9001:2015 Certification, the Company aims to develop and improve the quality of its products and services, deliver the products to meet customers/ business partners' satisfaction. The Company understands that the satisfaction of customers/business partners is the priority, therefore, collects the satisfaction survey forms from customers/business partners to be a reference for product and service improvement to the maximum effort.

Performance / Success Indicators

According to the systematic operation on customer relations including the intention to develop and improve product and service quality, lead to the customers/business partners' satisfaction survey for the year 2020 achieved the target. Meanwhile, there are no complaints from customers/business partners in 2020 owing to the preparation of ISO 9001: 2015. Details are as below:

Assessment Result of the Customer satisfaction level

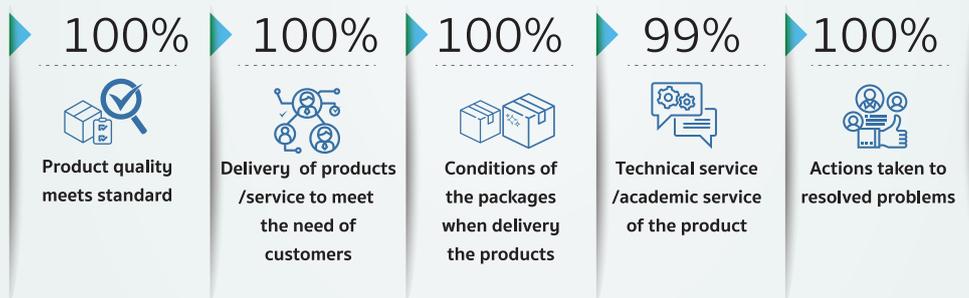
Biodiesel Business

2020 Target

Customer satisfaction in indicators not less than 97%



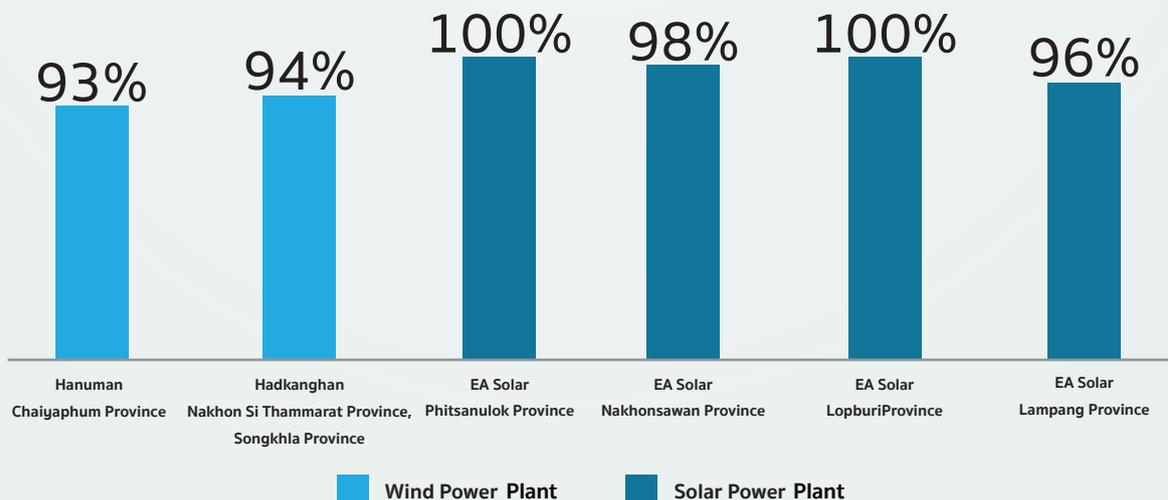
Products



Renewable Energy Business

2020 Target

Customer satisfaction not less than 90%



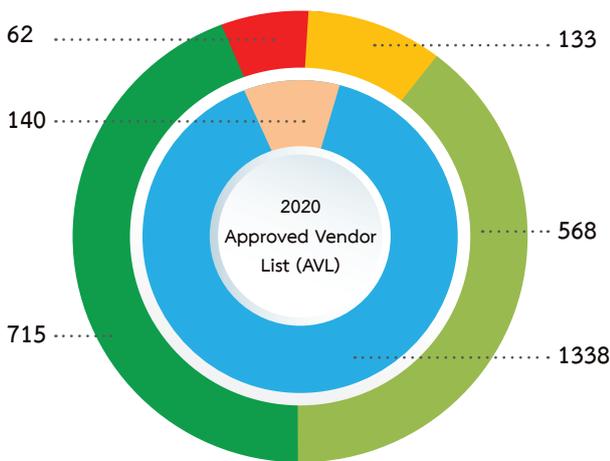
Sustainable Supply Chain Management

The company 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.

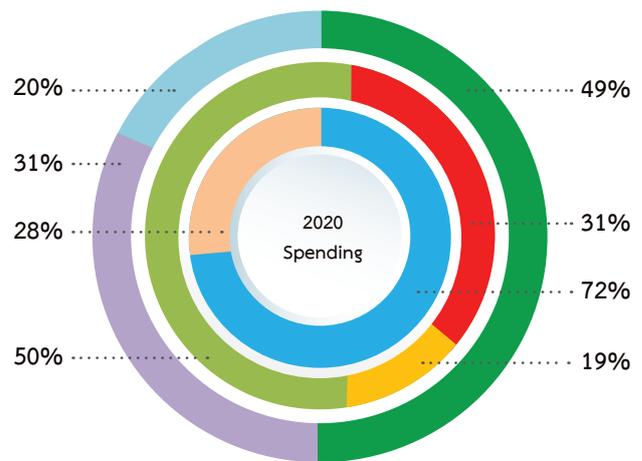
Management approach

- Purchasing Procedure:** The Company has established guidelines for procurement operations to be accurate, fast, and that users must 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, OHSAS18001, and ISO45001 for renewable energy and electric vehicles. By referring to the EA Supplier’s Code of Conduct and Anti-Corruption Manual, the selection and evaluation of suppliers are considered 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.
- Supplier Management:** The Company has classified its business partners based on the type of goods and services they provide:
 - Suppliers of direct raw materials
 - Suppliers of assets, machinery and equipment used in the manufacturing process
 - Other product and service suppliers
- And also classified according to the type of ESG risk (Environmental, Social, and Governance: ESG) as follows
 - 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.
 - A key supplier is a group of high-risk business partners who will have an impact on the company’s business and corporate image.
 - A managed supplier is a group of business partners with medium risks to the community or nearby areas, as well as to the company.
 - A routine supplier is a group of business partners who pose low risks to the company.



Classify partners according to the type of risk and the source

- Local Supplier
- Supplier in other Country
- Critical
- Key
- Managed
- Routine



Classify partner spending by product and service type, and address

- Local Supplier
- Supplier in other Country
- Direct Raw Material
- Asset
- Renewable
- Mobility
- Other
- Bio

Operation process

- 1.) Create a purchasing plan, a production plan, a delivery plan, and a distribution plan to be consistent by coordinating both within the company 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 (Supplier On-site Visit, Supplier Meeting) 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 Company's sustainability policy and exchanging cooperation in joint development.
- 5.) Avoid relying on a single supplier by selecting and evaluating new suppliers (New Supplier Evaluation), 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 company's purchasing costs.
- 7.) The Company's 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).

Performance/Success Indicator

KPI and supplier monitoring metrics

KPIs		Targets
KPI1	% of tier 1 supplier assessed on ESG risk	100% assessed by year 2020
KPI2	% of critical and sustainability high risk supplier monitored on ESG performance	100% of critical and sustainability high risk suppliers monitored on ESG performance by year 2021
KPI3	% sustainability high risk supplier where gaps identified with corrective action plan and have improved	50% of those identified gap supplier improved by year 2022



Tax Policy

Being well aware that the “Tax” has a vital role in the sustainable development which does not only promote and support the competitiveness in the business sector but also creating a positive outcome to the economy and society including the national development as a whole, therefore, the Company has set forth the tax policy to implement in business operation to ensure the transparency, to assess the risk that could occur, to protect reputation and image of the Company Group and to create the absolute added value to the Company Group and all stakeholders. The said policy has been approved by the highest executives of the Company Group based on the accuracy, transparency and traceability principles.

Management approach Policy and practice guideline

1. Prepare the plan and guidance for tax operation

- Manage tax by complying with the law, promoting the positive image of the Company Group, safeguard the reputation and maintain a good relationship of the organization with the revenue department. Be prudent in any operations taking into account the highest taxing benefit of the Company Group and stakeholders with fairness.
- Submit taxes and duties within the prescribed period of time and manage the payment or tax refund to allow the highest liquidity among the Company Group.
- Study and consider the tax impact regularly. Consider tax rights and benefits or the exemption for the related tax upon the imposing of the new law or taxation policy. Conduct any transactions, investment and business operation taking into account the maximum benefits of the Company Group.

2. Coordination about tax with government agencies

- The Company must assign a person to be responsible for tax and to coordinate with the government tax agency. Such a person must possess the knowledge in taxation and duties only.

3. Tax consultant

- In case of new transactions that affect significantly the Company Group in the future, the Company must employ the tax consultant who is knowledgeable when it necessary from time to time or when there is a problem that requires consultation to ensure the transparency and compliance with the law.

Performance/ Success Indicator

Detail	2018	2019	2020
Energy Absolute PCL. / ² (consolidated financial statement)			
• Net profit before tax (MB)	5,091	6,016	5,029
• Tax expenses/ ¹ (MB)	(29)	(11)	(18)
• The corporate income tax rate (Percentage)	20	20	20

Remarks: ^{1/} Include Corporate Income Tax, Withholding Tax

^{2/} Excluded the related transaction

The group of companies' effective tax rate is 0.65 percent, which is lower than the statutory corporate income tax rate because the company received tax incentives from the Board of Investment, BOI.

Supporting and membership of a variety of organizations

The following organizations have received support and membership from the company:
Organizational sponsorship / membership

Association/Organization	Organization type	Annual supporting/Membership fee in 2020 (Baht)
Independent Commodity Intelligence Services (ICIS)	Trade association	247,483
The Federation of Thai Industries	Trade association	25,000
Thai Wind Energy Association	Trade association	20,000
Thai Listed Companies Association	Non-Profit Organization/	25,000
Thai Biodiesel Producer Association	Foundation	8,000
Society of Automotive Engineers Thailand		10,000
Total		335,483

Sponsorship / membership of organizations by issue

Topic	Our Position and Contribution	Name of Organization	Organization Details	Total Spending in 2020 (THB)
To promote the adoption of renewable energy and electric vehicles in Thailand	As members of associations promoting the use of renewable energy in Thailand and expanding business opportunity in this region, the Company contributes to sharing and gaining best practices, industry insights, rules and regulation update, and future trends. Through our membership fees, we contribute to the lobbying activities of such business associations to advocate for more governmental support and updated legislation to facilitate wider use of renewable energy, the new construction of renewable energy infrastructure, and new transmission and distribution infrastructure to prepare for increasing electrification (i.e. all type of EVs) in the near future.	Independent Commodity Intelligence Services (ICIS)	ICIS is a trade association that helps connect data, customers, and the global commodities market and provide real-time price data, market analytics, and policy and regulatory impact analyses on the global energy market	247,483
		The Federation of Thai Industries (FTI)	FTI is a trade association that convenes industry leaders in Thailand to promote economic development. FTI represents Thai companies at both the domestic and international levels, collaborates with the government in establishing and revising national policies, and helps develop industrial enterprises, including renewable energy and electrical vehicle businesses and related businesses.	25,000
		Thai Wind Energy Association (TWEA)	TWEA is a non-profit trade association that supports the wind energy sector in Thailand and advises the national government and international organizations on policies and regulations related to wind energy. TWEA also connects domestic wind energy providers with foreign investors and acts as a communication platform for key players to discuss concerns and needs.	20,000

IT Security and Data Privacy Protection

Corporate information is a valuable business asset that must be managed effectively. Defining access, use, and protection processes establish data security standards, and the organization's internal information system is thus critical to making the organization risk-free and preventing damage to information security, including corporate information systems. The Company considers the fundamentals of data security and information systems, also known as the CIA Triad as follows.



Energy Absolute Group places a high value on the security of corporate information and the privacy of employees, business partners, shareholders, and all stakeholders. As a result, policies and guidelines for the use of internal information and various personal information have been established to prevent such information from being misused.

2020 goals include:

- Improving the monitoring system and preventing outside intrusion attacks
- Updating the privacy policy to be current and consistent with international standards, which will be announced in 2021.

Innovation Management

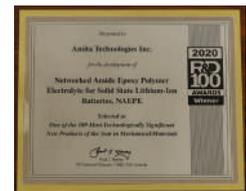
Electric Ferry – MINE SMART FERRY

A group of EA companies designed and built the innovative MINE Smart Ferry electric boat. It is powered by an in-house produced 800 kWh lithium-ion battery. According to international electric vehicle regulations, it has a high level of safety and aluminum alloy is used for the hull structure. The boat is shaped like a catamaran or a two-bottomed boat, which allows it to sail still. It can carry up to 250 passengers. On December 23, 2020, Thailand's first electric boat was made available for free trial. It also employs DC Fast Charging technology, which can charge the battery to full capacity in 20 minutes and allow it to travel at least 80 kilometers per charge cycle. The battery cells have been designed and manufactured to support 4C-Rate fast charging, which can significantly reduce charging time when using 26 chargers. All charging stations are intended to be safe and convenient to use. There are also solar panels on the deck that generate electricity during the day, and the cabin has an air conditioning system to increase passenger comfort. It also has a UV air purifier to reduce the risk of COVID-19. The use of one lithium-ion battery-powered electric boat reduces greenhouse gas emissions by 473 tCO₂e/year/ship, which is significantly more than the CO₂ that the trees in New York City's Central Park can absorb per year and saves more than 175,200 liters of fossil fuel per year. The electric boat innovation was named a finalist in the S&P Global Platts Global Energy Awards 2020 and won the 2020 National Innovation Award.



Lithium-ion battery innovation

Amita Technologies Taiwan Inc., a company in the Energy Absolute group, and the Taiwan Institute of Industrial Technology Research (ITRI) received a global technology research and development award, the 2020 R&D100, for solid-state battery research and development, entitled NAEPE (Networked-Amide Epoxy Polymer Electrolyte), an electrolyte material that develops batteries with many advantages, including high security, low cost, and longer battery life, and can be easily integrated into existing battery production processes.



Innovative solar panel cleaning robot

In the past year, the subsidiary, EA Solar Nakhonsawan Co.,Ltd. developed a method for cleaning solar panels without using water or external energy by installing 317 solar-powered panel cleaning robots covering a total panel area of 95 percent, resulting in a reduction of water consumption by 20,000 liters/day over a six-month period or accounted for a reduction in annual water consumption of 3,600,000 liters/year, as well as when the effect of dust on the panel is reduced, resulting in an increase in annual electricity production.



The company has also promoted energy consumption reduction in solar power plants by adjusting the electrical circuit to reduce inverter power consumption during the night or during the non-production period after the sunlight is exhausted to reduce electricity consumption while the inverter is in Stand by mode after production is stopped. This results in the operation of adjusting the electrical circuit to reduce the inverters power consumption during the night. It can save approximately 9,000 kWh per month, or approximately 36,000 baht per month.

Furthermore, the original solar panels were removed in order to install a Solar Rooftop, with an installation size of 87.75 kW, divided on the roof of the car park and learning center building, to make good use of the old panels and reduce the use of electricity in the area of office buildings and houses, resulting in a reduction in energy consumption (In the area where Solar Rooftop is installed on the roof of the parking lot and the roof of the learning center building to reduce the use of electricity from outside) can save an average of 8,000 kWh/month or 32,000 baht/month on electricity bills.





ENVIRONMENTAL

Quality, Environmental and Occupation Health & Safety Policy

We are committed to developing standards in management and business operations, as well as sustainable environmental management, with a focus on workplace safety, health, and the environment, social responsibility, which the policy covers the Company's operations and employees, and the Company places an emphasis on resource management covering all business activities as part of its priority business, its goods and services transportation and distribution, as well as waste management. Furthermore, environmental audits will be included in the merger and acquisition analysis to assess the level of environmental risk and appropriate management practices, and this commitment is the direct responsibility of all executives and employees, as well as business partners and contractors. relevant stakeholders working on the Company's behalf in

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

Environmental Dimension : Air pollution management

The Company realizes the importance of participating in society and environment care to be better quality and conducting different activities to support social development and a sustainable environment.

Management approach

The Company 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

Performance/Success Indicators

The Company strictly complies with relevant environmental laws and regulations. In 2020, there were no environmental violations and the Company has not paid any significant fines (> USD 10,000) related to environmental issues.

Assesment Result of GHG Emissions

	2018	2019	2020
Direct GHG emissions (Scope 1)	39,092*	44,201	45,305
Indirect GHG emissions (Scope 2)	10,460	10,882	12,965
Total Direct and indirect GHG emissions (tonCO ₂ e) (Scope 1, 2)	49,552	55,083	58,270
Total Revenue (mil.baht)	12,490	14,955	17,199
GHG Emissions intensity of Company Group (tonCO ₂ e / 1 mil.baht)	3.97	3.69	3.39

Biodiesel business

Direct and indirect GHG emissions from biodiesel production activities (tonCO ₂ e)	46,351*	50,846	53,292
The volume of production and sales of biodiesel (million litres)	158	193	188
GHG emissions intensity by biodiesel business (tonCO ₂ e / 1 mil.litres biodiesel)	293.36	263.45	283.47

Renewable power business

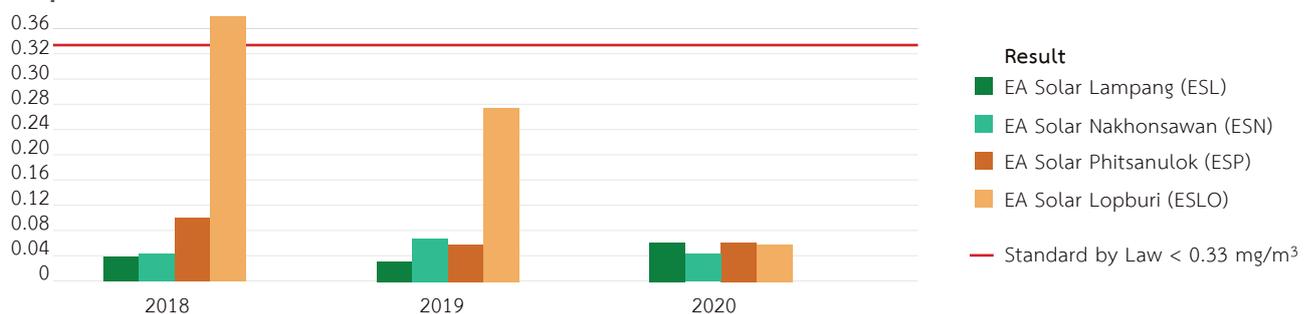
Direct and indirect GHG emissions from electricity generation activities (tonCO ₂ e)	3,056	3,830	4,886
Electricity generation (MWh)	891,070	1,389,030	1,354,060
GHG emissions intensity by renewable power business (tonCO ₂ e / MWh)	0.0034	0.0028	0.0033

*The emission factor was adjusted in the GHG emission calculation

The air quality monitoring in the area surrounding the power plants.

Power Plants' Total suspended particles (TSP)

Solar power Plants



Wind power Plants



Actions against Climate Change

As the climate change situation has intensified and affected many continents of the world, which is partly a result of greenhouse gas emissions from human activities. Many countries have turned their attention and are aware of the disaster, which can reduce the severity of climate change by collaborating to reduce greenhouse gas emissions. The company, therefore, has implemented business processes to reduce greenhouse gas emissions as follows:

Promotion of a low carbon society

1. The Company supports building the low carbon society and the reduction of greenhouse gas emissions and it 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 the 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 trading the greenhouse gas through the subsidiaries for the following projects:

- 1.) **Project Name: Solar Farm at Nakhonsawan**, Thailand - under an operation of the Company’s subsidiary, EA Solar Nakhonsawan Co., Ltd. with a capacity of 90 MW. The Sub-Committee of TGO has certified that the amount of greenhouse has reduced as follows

	DEC 17 - DEC 18	JAN - DEC 19	JAN - DEC 20
The amount of greenhouse gas reduced from the electricity generation of EA Solar Nakhonsawan Co., Ltd. (tCO2e)	108,540	101,947	99,629

- 2.) **Project Name: Solar Farm at Lampang**, Thailand, under the operation of the Company’s subsidiary, EA Solar Lampang Co., Ltd. with a capacity of 90 MW. The Sub-Committee of TGO has certified that the amount of greenhouse has reduced as follows

	DEC 17 - DEC 18	JAN - DEC 19	JAN - DEC 20
The amount of greenhouse gas reduced from the electricity generation of EA Solar Lampang Co., Ltd. (tCO2e)	119,009	115,285	116,526

- 3.) **Project Name: Solar Farm at Phitsanulok**, Thailand - under the operation of the Company’s subsidiary, EA Solar Phitsanulok Co., Ltd. with a capacity of 90 MW. The Sub-Committee of TGO has certified that the amount of greenhouse gas reduced as follows

	OCT 17 - DEC 18	JAN - DEC 19	JAN - DEC 20
The amount of greenhouse gas reduced from the electricity generation of EA Solar Phitsanulok Co., Ltd. (tCO2e)	149,019	127,690	124,960

- 4.) **Project Name: Wind Farm at Songkhla and Nakhon Si Thammarat**, Thailand - direct subsidiary EA Wind Hadkunghan 3 Co., Ltd. with a capacity of 126 MW. The Sub-Committee of TGO has certified that the amount of greenhouse gas reduced as follows

	OCT 17 - DEC 18	JAN - DEC 19	JAN - DEC 20
The amount of greenhouse gas reduced from the electricity generation of EA Wind Hadhunghan 3 Co., Ltd. (tCO ₂ e)	205,065	164,873	143,270

- 5.) **Project Name: Hanuman Wind Farm 1, 5, 8, 9, and 10 Project**, under the management of the indirect subsidiaries with a total capacity of 260 MW. The Sub-Committee of TGO has certified that the amount of greenhouse gas reduced as follows

	FEB - DEC 19	JAN - DEC 20
The amount of greenhouse gas reduced from the electricity generation of Wind Power Plant:		
• Hanuman 1 (tCO ₂ e)	46,829	43,164
• Hanuman 8 (tCO ₂ e)	47,756	43,457

	APR - DEC 19	JAN - DEC 20
The amount of greenhouse gas reduced from the electricity generation of Wind Power Plant:		
• Hanuman 5 (tCO ₂ e)	52,635	61,382
• Hanuman 9 (tCO ₂ e)	41,213	43,260

	MAY - DEC 19	JAN - DEC 20
The amount of greenhouse gas reduced from the electricity generation of Wind Power Plant:		
• Hanuman 10 (tCO ₂ e)	75,438	82,644

2. Meanwhile, the Company expands its operation to the business that promotes the use of renewable energy which is environmental-friendly in the replacement of fuel energy in the local transportation system. The Company Group is a part of infrastructure development that supports the Next-generation Automotive by establishing the electric charging stations for electric cars under the trademark “EA Anywhere”. The Company Group promotes researches and development about electric vehicles to carry on the electric automotive that truly meet the need of users under the concept **Mission No Emission**. The idea is to focus on building vehicles that generate no pollution, harmless to the environment, to lead Thailand to become a city of the future innovation, free of pollution under the trademark “MINE Mobility”. On December 22, 2020, the electric ferry was launched under the trademark “MINE Smart Ferry”. Using one electric ferry reduces greenhouse gas emissions by 473 tCO₂e/year/electric ferry which is greater than the amount of annual carbon sequestration in Central Park, New York City.

Waste Management

The management of waste, the Company has implemented the waste management policy which is consistent with the vision and mission of the Company to use resources for maximum benefit, therefore, reduce waste and reduce the cost of waste disposal from the business operations of the Company.

Management Approach

The Company focusing on the waste management under the Quality, Environmental, Energy and Occupational Health & Safety Policy, the operation process aims to reduce the negative impact on the society and the Environment. Also, the Company determines to minimize the amount of waste produced and re-use to reduce wastes to disposal. The Company has constantly implemented waste management projects such as reusing wastewater effluent from biodiesel manufacturing and relocating solar panels that are decreasing efficiency to other areas of the Company or communities. In addition, the company has established the 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.

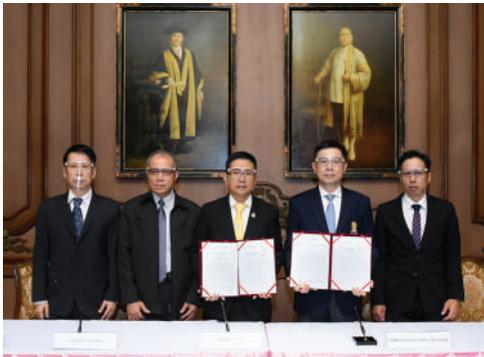
The Company has set a guideline for waste management practice. From the past operation, the Company has set the Waste Management Practice and adopted the 3Rs strategy by focusing on the reducing, reuse and recycle. Besides that, the Waste Management Procedure has been reviewed regularly, while awareness among employees in the organization about excellence in environmental management and the commitment to comply with relevant laws are set in order to lead to sustainable business development.

Performance/Success Indicators

Biodiesel business

	2018	2019	2020
Total waste generation (Tons)	11,364	9,342	9,027
Hazardous waste generation (Tons)	447	227	331
Non-hazardous waste generation (Tons)	10,917	9,114	8,696
Total water discharge from factory (m ³)	55,956	63,878	64,886

Additionally, the Company and Amita Technologies (Thailand) Company Limited, a subsidiary signed an MOU with Chulalongkorn University for academic collaboration. The Company will provide expertise and resources to assist in the development of a prototype machine capable of discharging and salvaging precious metals at the end of a battery's life cycle, and a study on the process of precious metal recovery from batteries, in preparation for the development of a complete battery recycling pilot plant.



Singing Ceremony with Chulalongkorn University to Develop Technology for Proper Lithium-ion Battery Disposal

Reuse and Recycle Resources

The Company is committed to reusing and recycling resources to reduce the amount of waste for disposal by the incineration or landfill. It also reuses and recycles the resources to maximum benefits, while encouraging and supporting valuable and most useful resources, reuse and recycle.

Management Approach

The Company has announced management policies to be a clear guideline:

- Sustainability Policy
- Quality, Environment, Energy and Occupation Health & Safety Policy

Implementation

The Company has campaigned and instilled cost-effective use of the resources into our employees and personnel by organizing “3Rs Campaign Communication”. It focuses on reduce, reuse and recycle. In addition, the company has the management and implementation of cost-effective use of the resources, while controlling and regularly following up the results.



Performance/ Measurements

Although some of the Company's projects are located in a water-stressed area, no significant amounts of water are consumed. The project also has a robust water and stakeholder management plan in place. In 2020, there were no water-related incidents with a financial impact above 10,000 USD.

Biodiesel Business

For 2020 performance, the amount of water used in the production process is 182,522 cubic meters and the amount of recycled water is 101,067.90 cubic meters from the operation of 2 projects, as shown below.

1. **The reuse of condensate water** as a substitute for tap water by converting steam to water through a heat exchanger. The amount of water used in the production process is 100,331.90 cubic meters and the condensate water reused is 56,748.10 cubic meters or 57 percent, as indicated in the following table.

2018		2019		2020	
Target (%)	Performance (%)	Target (%)	Performance (%)	Target (%)	Performance (%)
70	63	70	60	70	57

The proportion of condensate water reuse in 2020 is slightly lower than the last year amount and it still does not meet the target due to the need to keep the boiler working conditions in good condition always.

2. **The reuse of blowdown water** discharged from the cooling tower for the fire firefighting system as a substitute for tap water, which the project implemented for the first year. The amount of water used in the cooling tower is 69,773 cubic meters and the blowdown water reused is 736.96 cubic meters or 1 percent, as indicated in the following table.

2020	
Target (%)	Performance (%)
1	1

However, the company is still committed to reduce water use with a project plan to use wastewater that has been treated as good quality in the green area of the factory and used to fill the firefighting system to replace the use of tap water including reducing waste water from operations.

Biodiversity Management Approach

EA realizes the value of the ecosystem, therefore, the Company joined with those involved in the rehabilitation of the natural environment to protect the ecosystem. In 2019, the Company kicked off a long-term plan to restore the ecosystem in biodiversity areas by starting in Lampang province which experienced the burning of forests and trees around power plants each year from the first to the second quarter. Besides, destroying valuable natural resources also caused the generation of electricity from solar energy to be lower production and affected the health and safety of employees and the surrounding community.

Action on Biodiversity

The Company, therefore, cooperated with the Department of National Parks, Provincial Governor, and Lampang Provincial Government Agencies, Provincial public health, Private sectors and community representatives in Lampang Province for the project “Wet Fire Break” at Mon Phaya Chae National Park and Khelang Banphot National Park, Lampang Province, which is a large National park and faces the problem of burning forests every year causing widespread pollution. The restoration and reducing plans were carried out using the principles of the former King of Thailand in creating a forest fire protection line and ground cover by planting trees and ecological restoration, such as planting trees with high humidity in the leaves, not leaving leaves during the dry season, planting mulch and legumes to store moisture and increase soil nutrients, planting trees that can store water on the stems and leaves, Making small holes to create natural fertilizer, promoting the propagation of red ants, butterflies and insects for the fertile ecosystem, including using this pilot area as a source of economic crops such as bamboo mushrooms, herbs, rare trees, etc. The pilot project at Mon Phaya Chae National Park, not only taking steps to prevent forest fires but also restoring plants, insects, and the natural environment, preserving biodiversity as well.

Lampang Administrative Center for Solving Haze Problem and Forest Fire Control reported that their public health target was achieved, the number of hotspots was decreased, while the fine particulate matter (PM2.5) levels were slightly exceeded the target value. With the collaboration amongst all sectors in the area, the overall situation has improved.

In addition, the Company considers the impact of the renewable energy business on the environment. The experts have been assigned to assess the effects of wind turbine operation on the ecosystems of animals such as birds and bats that live in the areas surrounding Hanuman wind power plants in order to conserve biodiversity and develop preventative measures.



Biodiversity Study of Wind Power Plant (Hanuman Project)

Wind turbine operation may have an impact on bird and bat habitats. The Company recognizes the importance of protecting the local ecosystem, and thus conducted a biodiversity study in the area surrounding wind power plants in Chaiyaphum Province to collect biodiversity data during the pre-construction and operational phases.

Because bats are nocturnal animals, the study required a variety of methodologies, including secondary data research, expert survey, bat detector use, temperature observation, and bat carcass survey at wind turbines and surrounding areas, where the study discovered 6 species of bats. The company believes that this research will help to conserve biodiversity in the future.



Bird Species Diversity and Migration Route Study

The Company conducted a bird species diversity survey over 9 months during the dry and wet seasons, covering local and migratory bird species, migration routes, flying height, and seasonal changes in bird species. The following is the outcome of a study on bird species diversity at wind power stations in Chaiyaphum Province.

- Hanuman Project 1 28 bird species
- Hanuman Project 5 32 bird species
- Hanuman Project 8 30 bird species
- Hanuman Project 9 35 bird species
- Hanuman Project 10 50 bird species



The results are divided into 45 endemic bird species and 24 migratory bird species, with most of them flying below 35 meters, while the distance between the ground and the wind turbine blade is 90 meters and the rotor radius is 63 meters (the height of the turbine of the Hanuman project is 153 meters high).

Vegetation Diversity Study

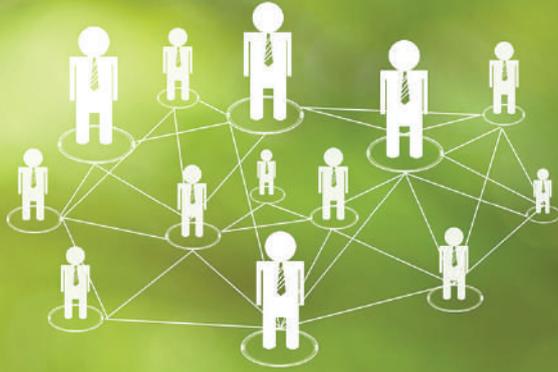
The Company conducted a study of vegetation diversity utilizing secondary data, satellite images, and field observations in the surrounding areas. According to the study, most areas were used for cassava, corn, and sugarcane cultivation, indicating that the project had no adverse effect on vegetation diversity or forest resources.



Performance

The Company conducts a preliminary risk assessment of biodiversity in all operation areas and all power plants are not situated in areas with high biodiversity potential, such as World Heritage sites, protected areas by the International Union for Conservation of Nature (IUCN) Category 4-1 that are strict nature reserves, national park, natural monument, and habitat/species management area.

In the past year, the Company also undertook biodiversity studies in all 5 Hanuman wind power plants in order to use the data from the studies to enhance project design and establish preventive measures to avoid impacts prior to project implementation.



SOCIAL

Human Resource Management

Respecting, human rights, and labor practices

The company follows business management principles such as good corporate governance, social responsibility, respecting differences, and adopting human rights principles as the foundation for operations that focus on creating shared values for long-term growth. It also includes recognizing the significance of respecting and protecting human rights and approving the implementation of policies related to human rights, such as the EA Human Rights Commitment, Code of Conduct Company Manual, and compliance with important legal and international standards. The creation of the “EA Business Partner Code of Conduct” is a guideline for business partners to act as good citizens, as well as corporate governance that considers social and environmental issues, and it will be used as a standard for doing business together. Furthermore, when developing the Business Partner Code of Conduct, the Company follows the principles and guidelines outlined in the regulations and applicable law. It also referred to the charter and standards that are recognized internationally, such as the Universal Declaration of Human Rights (UDHR), the International Labor Organization (ILO), the UN Global Compact (UN Global Compact), and Social Accountability International (SAI) standards, and no incidents of discrimination and harassment were found in the workplace in the previous year.

Furthermore, for teamwork, human rights principles have been combined with the identity of EA people or EA DNA (Synergy). EA people must have a positive attitude toward their jobs, be able to build good relationships and communicate effectively with others, be willing to communicate honestly about their jobs or the problems they are facing, disclose clearly and consistently, and be willing to ask questions and express opinions with honor and sincerity for maximum mutual benefit, be willing to listen to different points of view, adaptable and open to new experiences, collaborate to work as a team despite differences in age, gender, race, religion, mutual respect and dignity, collaborate to achieve excellence sustainably by working together to achieve success by tying EA people’s identities to performance appraisals, individual development planning for career advancement, consideration of annual salary adjustments and bonuses, and consideration of employee selection for the company’s Trust Fund membership.

The company received an honorable mention in the category of large companies at the Human Rights Awards 2020, and it was chosen as one of 380 companies worldwide for the 2021 Bloomberg Gender-Equality Index, the global Gender Equality Management Index.



Human Rights Awards 2020

In 2020, the ratio of female executives was 21 percent, and the ratio of female employees was 27 percent. To promote diversity and equitable labor practices, the company has set an annual goal of increasing the proportion of female employees by at least 5 percent.



2021 Bloomberg Gender-Equality Index

Human resource planning to support business expansion

The company has increased its investment in various business groups in order to continuously create added value for the company’s business. As a result, it has prepared human resources to support business expansion in accordance with the needs of future personnel, with the goal of becoming a leader in environmentally friendly technology and innovation, which include the charging station business, electric vehicle business, electric ferry business, energy storage system or battery business, and other businesses. EA employees must always be active and energetic to adapt to the changing world and technology by focusing on the development of skills, knowledge, and abilities to keep up with the demands and rapid business expansion. To prepare human resources, the company has established a human resource management policy in the form of an EA Group for the company to ensure the most efficient use of human resources in the company.

To achieve concrete results and support future business expansion, the company accelerates the networking of manpower development and technological expertise in various fields by collaborating with the government, private sector, and leading organizations both domestically and internationally, such as signing a Memorandum of Understanding (MOU) with the National Science, Technology, and Innovation Policy Office (STI) on networking cooperation to develop manpower and expertise in modern automotive technology and the country's electric energy storage system, signing an MOU with 15 educational institutions in the Eastern Economic Corridor (EEC) and surrounding areas to train personnel for graduate degrees and graduate studies in applied artificial intelligence, smart technology, mechanical engineering, mechatronics engineering, and automation. Throughout, it is a source of training and learning, as well as manpower development, through short-term courses that focus on practical results in line with the needs of companies and countries in accordance with the Thailand 4.0 Strategy, as well as manpower development for the Eastern Economic Corridor (EEC).

There is organizational restructuring and work to support business expansion, reduce waste, and increase efficiency (Lean) in the process of human resource management in the form of shared Services and bring digital technology to transform work processes, including the introduction of Robotic Process Automation (RPA) in the work process and bring the digital system to fully utilize human resources.

In 2020, the company received 35 internship students and was also in charge of advising government officials on internships or the Public Service Executive Development Program (PSED), which is a project that recruits, selects, and selects qualified personnel with knowledge, ability, and high performance to work at the government and develop systematically by teaching from the company's senior management.

Recruitment process

To establish a standard for recruiting competent, qualified, and behavioral employees who are consistent with EA people's identity, the company has established human resource management regulations and policies in recruiting and hiring by specifying the various agencies that participate in the decision to accept outsiders to work. The selection process must be conducted fairly by forming an interview committee comprised of representatives from the HR department and the hiring department.

In terms of manpower planning and recruiting potential external personnel, the company can recruit up to 96 percent of the total recruitment rate in 2020.

Scholarship programs

To assist needy youth, reduce educational disparities, and create educational equality in a concrete way, as well as to strengthen capacity and develop personnel in accordance with the needs of the company and the country in accordance with Thailand's strategy, a bilateral scholarship program and cooperative education has been established, and 22 scholars are currently being granted. With the belief that all youth should be given the opportunity to develop themselves according to their potential and have equal access to quality education, this will result in long-term change in Thai youth quality of life.

There is also the EA Social Enterprise project (EASE), which aims to assist communities in generating income. It is expected that the outcomes of this project will have an impact on youth and reduce the likelihood or risk of dropping out of school due to a lack of family funds.

Career development

The company implements a career management system and job rotation to provide opportunities for potential employees to work in various projects or departments within the EA group and grow with the company by providing employees with the opportunity to grow in careers that employees can design themselves, including the ability to transfer jobs based on skills and interests under the "Create your own journey" program.

Employee experience

With the spread of COVID-19 threatening the global economic situation, including Thailand, the Group's executives and employees have joined forces to fight COVID-19 in the volunteer "Chuay Gun group", which combines brainpower, experience, knowledge, abilities, and technology from various partners and volunteers from the public and private sectors, media, hospitals, educational institutions, and public.

Operations of the Group's management and employees on behalf of the Group helping to save Thailand from the COVID-19 crisis and help reduce social inequality in vulnerable groups such as migrant workers, migrant workers, the elderly, and people

with disabilities in obtaining safe medical care and increasing their self-defense capability from the COVID-19 virus to medical personnel and the general public during the pandemic, and can make extensive use of technology in accordance with the company's intention to create shared values for long-term growth, which are:

1. Assisting in the enhancement of medical personnel's working potential By providing hospitals in 76 provinces across the country with effective tools such as air purifiers, ozone disinfection machines, and positive pressure masks.
2. Assisting in the conversion of the dental and ophthalmology treatment rooms to negative pressure rooms.
3. Participating in a campaign to disseminate correct knowledge and understanding through various activities and media, as well as jointly developing and campaigning for the use of "Mor Chana" as part of the situation's resolution.

The company places a high value on creating a bond between employees and the company, and plans to survey employee engagement every two years. A roadmap for surveying engagement under the EA VOICE program had been established for 2020, with engagement at 51%. In 2022, the company has set a goal of increasing employee engagement from 10% to reinforce the importance of employees in dimensions that can be improved further, such as career path and development. Emphasizing that supervisors provide feedback to employees, the dimension of reward and recognition by reviewing compensation and benefits policies, the dimension of high potential employees and employees at all levels by designing good experiences for new employees, and so on.

Keeping and attracting top talent

To retain and attract talented employees, the company implemented a performance appraisal system based on the Pay for Performance system to ensure fairness based on performance, responsible workload, ability to take responsibility for more difficult and complex tasks, and behaviors consistent with corporate culture in a 360-degree manner to obtain information from multiple perspectives, dimensions, and levels. It provides comprehensive analytical data that can be used to optimize processing operations. There was a 100 percent performance appraisal rate in 2020.

Furthermore, the company has established a trust for employees under the name "EA EMPLOYEE BENEFIT TRUST", making it the first company in Thailand to do so. The goal is to create wealth and financial stability for employees upon retirement by providing benefits from the Trust as a reward for employees who have dedicated themselves to working to the best of their ability, leading the company to achieve objectives in sustainable business operations according to the company's desire for employees to "Join EA to move forward, and Retire like a wealth", create shared values for mutual growth and a tool to promote performance, motivate, and retain long-term personnel. Employees will be taken care of both financially and mentally, with annual dividends, settlement money at the end of retirement, monthly bonuses for retirement expenses, and medical care provided even after retirement.

Employee development program

To encourage and instill values of innovation and new values, creating shared values for sustainable growth in the style of EA people on the innovative thinking side as part of the EA Inside EA program, which is a project to promote innovation within the organization or create added value for the company. In 2020, a total of six projects have been awarded, representing a 33 percent increase over 2019.

The company encourages all departments to consider process innovations in order to improve work efficiency, lower production costs, or increase revenue for the organization. Process innovations include the following:

1. Process improvement project to maintain biodiesel production costs with new features, as announced by the Department of Energy Business, "Determining characteristics and quality of fatty acid methyl ester biodiesel, 2019," which is approximately 288,000,000 baht per year.
2. Project to modify the temperature control in crude palm oil bleaching in order to increase the production of semi-refined palm oil, which is worth approximately 8,304,994 baht per year.

In order to improve employees' ESG knowledge, the following environmental training courses are offered:

1. Biodiversity: 25 participants.
2. Environmental and Social Management Program (ESMP): 14 participants
3. Wastewater or unused materials handling: 12 participants
4. Monitoring and measurement of the environment and safety: 12 participants
5. Assessment of environmental issues: 12 participants

To make EA a learning environment, the company prioritizes the development of personnel potential through the use of technology and digital systems in human resources work. In 2020, it began organizing self-learning training for employees in the course “Anti-Corruption” and will expand the training to the company’s subsidiary and other courses in accordance with the program that focuses on training with more self-learning methods. There are no restrictions on when or where classes can be attended, and they are in line with personal development trends in the digital age.

Employees received an average of 12.54 hours of training per person per year in 2020, representing 100% of the employees annual training target (12 hours per person per year).

Furthermore, a technology transfer program from foreign experts has been developed, and training is provided to employees so that the company can be self-sufficient at an appropriate level and encourage employees to have the opportunity to work temporarily at other agencies or abroad (Secondment) to develop their potential and have a broader vision. as well as to strengthen networks and promote better understanding among organizations eager to exchange and learn cultures. There are currently 24 secondees.

Employee development and management of high-potential employees

The company had established an Executive Program, which is a direct experience transfer project from the CEO and senior executives, as well as learning through working on an innovative clean energy project which can be used to expand the Company’s business in the future. New skill development and self-learning from real-world experience are implemented to prepare for key position succession planning.

Freedom of association

The Company established a welfare committee in the workplace to engage with employers in joint labor welfare management, discuss working conditions with employees, and improve the quality of life of employees in the workplace that affects their lives. The Welfare Committee is made up of 11 employee representatives who are elected by the Company’s employees and has the following powers and duties:

1. Consult with employers about providing employee benefits.
2. Consult with and advise employers on the provision of employee welfare.
3. Oversee, control, and supervise the employee welfare arrangements provided by employers.
4. Present to the Labor Welfare Committee their thoughts and guidelines for providing employee benefits.

Receiving complaints and whistleblowing

Furthermore, the company is open to hearing employees’ opinions, suggestions, and complaints, and has established a channel for reporting complaints if there is a violation of the principle of respect for human rights via the Company’s website and/or email to the Chairman of the Audit Committee(chairman.audit@energyabsolute.co.th).

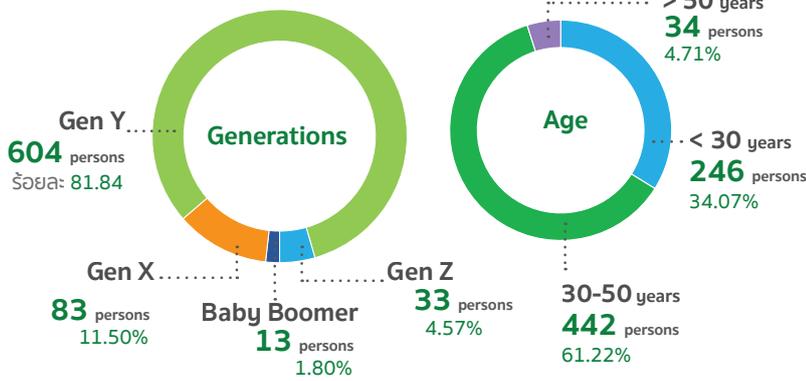
Taking care of employees’ quality of life and well-being during the coronavirus (COVID-19) epidemic situation

The company had increased its concern for its employees and stakeholders in the group of companies as follows.

1. Providing COVID-19 insurance.
2. Installing air purifiers and air disinfection devices in all office buildings and workplaces.
3. Preparing lunch to achieve social distance.
4. Organize shuttle buses for employees and parking for employees.
5. Assisting in increasing the potential to protect yourself from the COVID-19 virus by distributing self-defense equipment to employees, as well as selling air purifiers and disinfecting the air, at a low cost to employees and their families.
6. Educating employees on how to protect themselves and be socially responsible.
7. Measurement of body temperature of people entering and exiting the office and workplace.
8. If there is a risk of infection, self-quarantine.
9. Virus cleaning and disinfection in office buildings and workplaces.

Employee information

Gender



Diversity & Inclusion

	person	%
Top Management	13	-
Male	12	92.31
Female	1	7.69
Middle Management	114	-
Male	80	70.18
Female	34	29.82
Junior Management	306	-
Male	187	61.11
Female	119	38.89
Non-Management	247	-
Male	247	85.47
Female	42	14.53

New Employee

	person	%
New Employee	297	41.14
Gender		
Male	198	66.67
Female	99	33.33
Age		
less 30 years	138	46.46
between 30-50 years	147	49.49
over 50 years	12	4.04

Maternity leave

	person	%
Maternity leave		
Male*	14	1.93
Female	0	0

*Male employees who use the right to take maternity leave from wife

STEM Education

	person	%
STEM Education	119	16.48
Male	97	81.51
Female	22	18.49
ไม่ใช่กลุ่ม STEM	603	83.52

Religion

Buddhism 714 | Muslimism 3 | Protestantism 2 | Other 3

Nationality

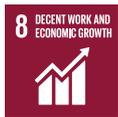
Nationality	person	%
Chinese	2	0.27
Chinese (Taiwan)	1	0.14
Myanmar	1	0.14
Thai	718	99.45

Area

Province	person	%
Bangkok	221	29.95
Chachoengsao	129	17.48
Chaiyaphum	14	1.90
Nakhon Si Thammarat	18	2.44
Nakhon Sawan	19	2.57
Prachinburi	152	20.60
Phitsanulok	24	3.25
Rayong	42	5.69
Lopburi	9	1.22
Lampang	25	3.39
Samut Prakan	85	11.52

Voluntary Resignation

	person	%
Voluntary Resignation	87	14.11
Gender		
Male	56	64.37
Female	31	35.63
Age		
less 30 years	31	35.63
between 30-50 years	53	60.92
over 50 years	3	3.45



Occupational Health and safety

The Company believes that the management of safety, occupational health, and working environment is a basic responsibility and it is an important and necessary factor for business operations and the company's employees. The Company determines to promote every business unit to have a healthy and safe operating environment and adheres consistently along with organizational development to determine for excellence. This is in line with the Sustainable Development Goals 8, decent work and economic growth.

Management Approach

The Company values employee safety by announcing occupational health and safety policy and working environment policy to control and monitor the strict compliance with safety regulations and implement according to the relevant laws including references to standards in occupational health and safety. There are rehearsals and training every year and report the operating result directly to the executive committee as following details

- Prevent accidents, injuries, and illness due to operations with the cooperation of employees and all contractors as well as limiting and controlling risks in unsafe operations by providing a briefing and checking safety readiness before operating in the area
- Cooperate with other government agencies and private organizations to suspend emergency and accidents from operations quickly effectively and carefully
- Comply with laws and regulations strictly regarding safety and implement good safety standards in business operations
- Provide tools equipment to prevent, mitigate and control risks and potential health impacts from operations, transportation, services, as well as guidelines for controlling emergencies to reduce losses and injuries
- Set procedures, action plans, and training including educating employees at all levels to have sufficient knowledge, understanding, and information regarding work safety to prevent danger from work or various diseases including use in daily life
- Provide safety measures for employees and those involved by providing a safe and hygienic working environment
- Provide training, rehearsal, and control to work correctly and can use tools equipment correctly in case an incident occurs, which the rehearsal plan is practiced annually
- Review security management policies and provide assessments periodically
- Listen to comments and suggestions from employees, contractors, business partners, communities, the government, and relevant parties to improve or work together to increase confidence in occupational health and safety operations

In 2020, the Company has provided training about work safety as follows

- Training on emergency preparedness
- Training on environmental and safety monitoring and measurement.
- Training on the use of personal protective equipment.
- Safety training in the use of chemicals.
- Training to review emergency plans.
- Safety training for working at heights for operators on wind turbines.
- Safety review training
- Sound training
- Training on the management of waste or unused materials.
- Training to assess the environmental problems.
- Training to control external service providers.

Performance/Indicators

In 2020, the Group Company determined the operational indicators from Lost Time Injury Frequency Rate (LTIFR) and fatalities are as follows

Indicators	2020	
	Target (person)	Performance (person)
Lost Time Injury Frequency Rate : LTIFR of employees (per 1 million hours)	0	0
Lost Time Injury Frequency Rate : LTIFR of contractors (per 1 million hours)	0	1.86
Work-related fatalities of employees (person)	0	0
Work-related fatalities of contractors (person)	0	0
Total number of employees (person)		722

The Company has determined measures to reduce the sick leave caused by diseases to achieve the goal of the sick rates continuously

- Eliminate insects within the office that may be carriers and causes of spreading on a monthly basis
- Provide household medicine to be first aid and provide a mask for staffing services in case of illness that can spread through the respiratory system
- In case an employee is found to be infected with a contagious disease and has an epidemic spread in the office or workplace. There will provide sanitizing spray to limit the spread
- Provide devices and channels for sick employees that can spread to be able work from home, which will be applied only when necessary
- Provide annual health check-up and encourage employees detected abnormal health to see a doctor for treatment and rehabilitation before the effects are worse
- Provide welfare for health insurance and life insurance for employees, which cover treatment for outpatients, inpatients and accidents. It also encourage the family of employees to buy health insurance services in the same package at the special discount rate that the Company provides to employees
- Promote healthy activities with partners or projects such as joining in walking / running activities or sports activities that the Company supports with stakeholders. Including, encourage employees and suppliers to consume organic vegetables and rice grown, planted, and procured/delivered by the company's social enterprise team.
- Encourage employees to form of clubs to organize health promotion activities outside of work hours, such as aerobics, walking, running, fitness, table tennis, etc.



Community and social responsibility activities, as well as the implementation of social projects

The company group has a policy to promote and support projects that improve quality of life, education, community, and society in accordance with the framework of the United Nations Sustainable Development Goals (SDGs). The SDGs indicators are applied and adapted accordingly through community and social projects and activities to achieve sustainable development objectives and create a shared value.



Promote education

- Advancing the views of children and youth “Listen to me” in the state project
- Scholarship providing activities
- Activities aimed at providing information and advice on further studies
- Project visit activities to educate youth and the general public about renewable energy
- Partnership School Project – Cow farming



Economic growth and income generation

- Organic agriculture occupation development project
- Livestock occupational promotion project for goat/sheep farming
- Project to support community products for use in the company activities
- Occupational learning promotion project
- Cultivation water sharing project
- Agricultural projects, including new ways to combat drought using renewable energy - Solar cell water pump will be used to pump water for communities’ planting



Environmental and resources safeguards

- Wet forest fire break survey project
- Community reforestation activities and volunteers for environmental development
- Reforestation project in His Majesty the King’s honor
- Fish release project to conserve aquatic species
- Project to improve the soil in order to restore the natural habitat



Health, Sport, Well-being, and easy access to clean energy

- Project to sponsor solar street lamps.
- Donation of air filters to public health agencies
- Project “EA joins the fight against COVID-19”
- Project to assist the poor and elderly
- Encourage participation in sports to foster relationships.
- Project “Punsuk Cabinet”
- The Hanuman Wind Project provided solar powered water pumps. and solar cell lighting



Culture and participation promotion

- Encouragement to participate in merit-making and robe-offering activities
- Participate in community sporting events
- The promotion of local and Thai traditions
- Activities for National Children’s Day
- Contribute to the Thai Red Cross Society
- Songkran celebrations and Senior Citizens’s Day
- Blood donation campaign

Social Enterprise

The Company is determined to help improve the quality of life of people, communities, and society, as well as alleviate the problem of income inequality among the majority of farmers in the country, by focusing on creating social impacts that can truly and sustainably solve poverty problems and improve the quality of life of society and communities. As a result, in late 2015, it initiated the establishment of an agency known as EASE or EA Social Enterprise to implement projects in accordance with social project guidelines that did not focus on maximizing profits but on creating benefits for society based on sustainable self-reliance and improving people's quality of life, beginning with the communities surrounding the company.

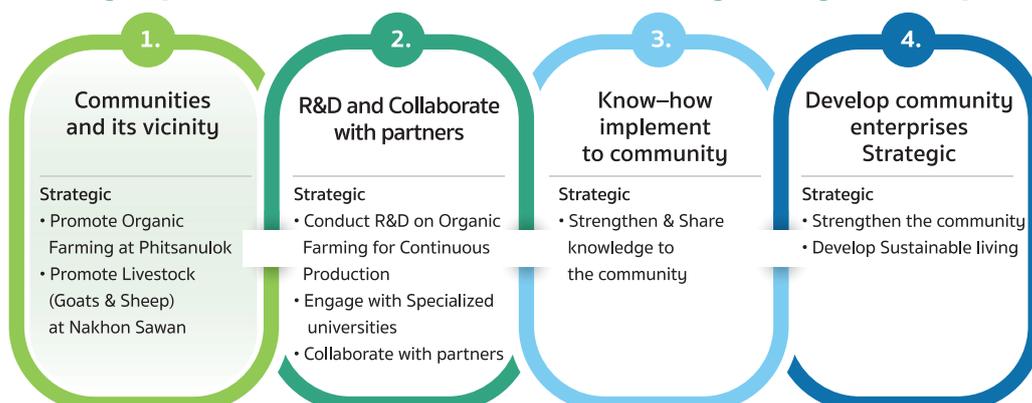
The company aims to be a part of alleviating and helping society in another sense of the word EASE to improve people's quality of life and to help create a generous society on a sustainable approach. The company is determined and believes in being a part of creating a Thai society to promote sustainable growth of business for society through social projects that aim to build a career and a community.

In 2020, the company conducted a survey questionnaire on farmer communities as part of a pilot project to improve access to community information and expectations and discovered that the aspect of career advancement and income generation was the one that farmers expected to promote the most in the community. As a result, the company had continuously focused on the development of career promotion and development projects. Because the community was heavily involved in agriculture, the company supported and promoted agriculture as well as agricultural technology. The company focuses on research and innovation, and it considers the picture of clean energy combined with safe agriculture, thus emphasizing organic agriculture. The results of a survey of farmers in the project aimed at social projects in the company's opinion. It promoted job creation, community development, agriculture, or skills/career, income, as well as promoting health and quality of life for the farmers in the project. As shown in the diagram, the company supported the cost of managing social projects in the career building project and developing the value chain of organic farming projects and sheep farming career project (GRI Disclosure 201-1), working capital budget (Excluding investments) worth 2,099,484.72 baht (GRI Disclosure 103-3), an increase of more than 21 % over the previous year.

Working capital budget (exclude investment)



Strategic plans for sustainable community living development



Over the last five years, the company has run a fair career development project for the communities surrounding the power plant, with the project development team in charge of implementing social projects with farmers, organizations, universities, partner networks, and an emphasis on operating style in accordance with the United Nations Sustainable Development Goals (SDGs). By applying the SDGs indicators and adapting them to the project by defining the main plan, setting short-term (2021) and long-term (2027-2022) goals, and reporting results in accordance with the GRI Sustainability Reporting Standards (GRI Standards), it helps balance and disclose information in three dimensions: environmental, social, and governance (ESG) under the principles of good governance, to achieve sustainable operational goals in accordance with the strategic plan, to strengthen the community, and to develop into a self-sufficient farmer's business in a sustainable way.

Implementation of Ease Organic Project



Operating model, short and long-term SDGs, and operational results in 2020



Higher Income

Operational results in 2020

- Farmers' incomes increased in 2020 as a consequence of the goat/sheep farming career program. As a result, the average income of goat/sheep farmers was 497 baht per day, which was 55% higher than the minimum daily wage. Farmers currently have the knowledge and ability to raise goats/sheep and are encouraging farmers throughout the community to be interested in raising sheep and goats as a career so that it can be extended to the community. Also, the organic farming occupation program increased average farm income for project farmers to 379 baht/day, which was 18% higher than the minimum daily wage and 1.5-2.5 times higher than farm income from local rice planting (*Refer to comparison data from farmers involved in the project.). Farmers planted about 10-15 rai of rice on average in the year 2020. The rice planting season lasts about 120 days. In the event that there is no loss from falling rice prices, the average profit is 1,500-2,500 baht/rai at selling price 6,000-7,000 baht/ton, productivity 500-700 kg/rai accounted for income of 150-250 baht per day. Organic vegetables, on the other hand, takes less time from planting to harvest, about 45-55 days, and is a more valuable organic product than other vegetables.
- Increasing knowledge and establishing a network of organic agriculture that is sustainable. As a result, the community's farmer rate increased by 29%.
- Created a job and an income for elderly farmers aged 60 and up. The elderly farmers made up 11% of the total number of farmers in the project.

2021 Targets

To create a better quality of life and a more sustainable future, farmers in the project increased their average income by at least 25% above the minimum daily wage

Long term (2022 - 2027) Targets

Extend to all farming community in order for them to become sustainable farmers.



Helping people to access Organic food and donate Organic food

Operational results in 2020

- More organic product to the market, totaling more than 15,710 kilograms, consisting of all kinds of organic vegetables, including organic salad vegetables such as green oak, red oak, green cos, butterhead, red coral, fillet iceberg, watercress, as well as organic cooking vegetables such as Chinese kale, Cantonese peasant, Bok choy, Tokyo bekana, totaling more than 13,565 kilograms, representing a 28% increase from 2019.
- Promote the consumption of organic produce from the consumption of organic vegetables and organic pandan sugar cane juice beverages over 35,109* consumption, a 27 percent increase from 2019. (*Based on 400 grams of fruit and vegetables per day per person according to World Health Organization or WHO recommendations and a drink is 1 bottle per 1 consumption).

2021 Targets

Promoting of organic produce increased by 25%

Long term (2022 - 2027) Targets

Increasing the production of organic agricultural products in order to reach more consumers. Aims to increase organic produce consumption by 30%.



Good Health and Well-Being All Stakeholders in Value Chain

Operational results in 2020

The emphasis is on health promotion because the produce is organic crops that are friendly to farmers, consumers, and the environment, as well as creating produce standards. As a result, the company promotes the certification of organic agricultural products (Organic Thailand), including the packing plant, which has been certified for food production standard No. 65-2-01861 in accordance with the regulations of the Food and Drug Administration (FDA). In 2020, the project introduced more organic products to the market, including 13,565 kilograms of organic vegetables, a 28 percent increase over 2019, and promoting the cultivation of organic sugarcane, Suphan 50, with a volume of more than 2,145 kilograms, for juicing into organic pandan sugar cane juice beverages distributed to the community, including making merit, donating organic produce, and distributing through four channels: direct distribution, distribution through supermarkets, delivery to restaurants, delivery to the factory, and processing fresh fruits and vegetables.

2021 Targets

Maintaining good standards, including organic product standards (Organic Thailand) and food packaging factory standards in accordance with Food and Drug Administration (FDA) regulations, in order to create health and a good quality of life for producers, farmers, consumers, and the environment.

Long term (2022 - 2027) Targets

Promote the improvement of consumers' quality of life and safety, support the expansion and growth of the product by bringing technology to aid traceability and encouraging consumers to consider the safety of the raw materials they eat, including nutritional value, and support environmentally friendly packaging.



R&D Synergy

Operational results in 2020

Based on the success of the work in 2020, continue to research, experiment, and iterate until it was completed as a body of knowledge to promote sustainable agricultural productivity and continuous production all year. This resulted in the year 2020 overall yields being 1.4 times higher than in 2019, including the iSmart Farm trial, which can reduce operational errors and control the water more precisely (Precision Control) by comparing the results clearly between watering farmers with a more stable watering system, which results in the first stage of system development being unstable because the system is in the process of being developed. It also reported the results of the planting immediately (in real-time) so that the situation could be always monitored and solve problems as soon as possible. Including collaboration in developing such knowledge resulting from collaboration and knowledge transfer from professors at the Agricultural Research Institute of Engineering, Department of Agriculture, and professors at Naresuan University's Faculty of Agriculture, Natural Resources and Environment.

2021 Targets

- wider range of varieties in order to produce organic agricultural/ products all year.
- Expanding knowledge for farmers by taking into account sustainable business models and accessible costs to farmers.
- Fair prices of organic produce throughout the value chain

Long term (2022 - 2027) Targets

- Increase the body of knowledge available to the community by collaborating with the community, research institutes, universities, and external partners.
- Extending experimental research results into a farmer's business in a community that is strong, livable, safe, and sustainable across the country.



Leverage Collaboration with all Stakeholders in Value Chain

Operational results in 2020

The company focuses on combining efforts in order to create a network of alliances in all dimensions, institutions, partner organizations, transportation companies, fruit and vegetable processing plants, restaurants, trading partners, customers, and farmers to create a value chain for the supply chain. Cooperation in all dimensions will benefit the entire value chain if it is integrated.

- Backhaul Logistic Collaboration has received continuous cooperation from Food Passion as an alliance for more than 3 years to create a sustainable Happy Supply Chain in the country, Food Passion is pleased to support the Company with a backhaul logistic service for transporting organic products from the project's farm to the Food Passion Factory (Bangkok) to facilitate convenience to farmers in the country. The company has delivered some organic products to Food Passion as part of the meal welfare of Food Passion employees. This is a positive cooperation that is also good for the environment and the world because it saves transportation energy and reduces environmental emissions. It is a cost-effective use of the world's resources.
- Marketing (Market Collaboration for Long Term Customer) focuses on continuous long-term customer base development, including the development to accommodate more new markets from the production volume, which has increased by 28% from 2019 by collaborating with restaurants, factories, and partners to distribute organic produce in large quantities to reach a wider range of consumers' health care needs. This included restaurants in both community areas and Bangkok, as well as restaurant partners, as well as more than 2-3 factories beginning in 2019. Direct delivery to consumers was available at nearby offices, Villa Market, Krua Muang Hue, Salad Buri Shop, Salad Factory, and Saradee Dee in Phitsanulok Province. Because of the importance of health for producers, consumers, and vegetable and fruit processing plants, the Saradee Dee shop had switched from hydroponics to organic vegetables with Ease Organic for more than three years.
- Promotion of knowledge - the company places a high value on knowledge development for both the development team and the farmers. As a result of this collaboration, knowledge in agricultural technology has been transferred from professors at the Agricultural Engineering Research Institute, Department of Agriculture at Kasetsart University, Bangkok, and phytosanitary consultants Lecturer at the Faculty of Agriculture Resources and Environment, Naresuan University, Phitsanulok Province, and professors at the Faculty of Agricultural Science and Technology.

2021 Targets

To increase the number of supply chains, expand the network of alliances in all dimensions along the value chain with all sectors, including the group of companies, educational institutions, other organizations, transportation companies, processing plants, restaurants, and customers.

Long term (2022 - 2027) Targets

Strengthening through the creation of values with stakeholders across all dimensions at the national level for long-term development.

Summary of project performance

In 2020, despite being a year of global crisis due to the COVID-19 outbreak that began in Thailand on January 13, 2020 and has continued to the present, the company is still determined to continue the project to promote organic farming and goat/sheep farming careers, as well as creating values for the community, society, and the environment on a continuous basis. Despite average performance throughout 2020, all project farmers earn more than the minimum daily wage.

- **The Goat/Sheep Farming Occupation Builder project** has increased farmers' average income from goat/sheep farming to 497 baht per day, which is 55% more than the minimum daily wage.
- **The organic farm project** earns 379 baht per day on average, which is 18% more than the minimum daily wage.

The project had expanded the body of knowledge and created a network of sustainable organic agriculture, increasing the rate of farmers in the community by 29% from 2019, as well as creating a career for farmers, the elderly, aged 60 years and over, representing 11% of all farmers in the project.

Total organic produce is over 12,290 kilograms, representing an increase in organic vegetable consumption from total organic vegetable and organic pandan sugar cane juice beverage consumption of over 35,109* kilograms (an increase of 27 percent from 2019). Consumers value and are becoming more health conscious today and in the future. As a result, organic vegetables are in higher demand in the market. Therefore, the company recognizes the importance of conducting experimental research on the iSmart Farm system, which can reduce operational errors and control the water supply more precisely (Precision Control) and report results immediately (Real-time) from the planting plot and can know the situation at any time, as well as adjust the problem in a timely manner. Because if the yield is consistent and consistent, it will benefit the entire organic agricultural supply chain, making farmers strong and earning a sustainable living.

(*Based on 400 grams of fruit and vegetables per day per person according to World Health Organization or WHO recommendations and a drink is 1 bottle per 1 consumption).

Livestock (Goats & Sheep) Project

Average Income Increased

497

baht/day



55%

than the minimum daily wage

Organic Farming Project

Average Income Increased

379

baht/day



18%

than the minimum daily wage

Total organic produce

15,710 Kilograms

The consumption of organic product

35,109 consumptions



The Company commit to extending long-term goals, expand the engagement to community. The Company aim to develop the agriculture and Thai farmers in term of health, quality of life and sustainable well-being together with the prosperity of the country, expanding results to national level according to the guidelines for creating a shared value chain with appropriate and sustainable taking into account the impact and creating value with all stakeholders under our commitment “Ease organic - Energy for sustainability”

Implementation of the Organic farming project in Solar power plant at Phitsanulok Province



Implementation of the Livestock (Goats & Sheep) project in Solar power plant at Nakhonsawan province



Implementation of the Organic Sugarcane juice project in Solar power plant at Nakhon Sawan province





EASE ORGANIC FARMING

Energy for the Sustainability

Corporate Social Responsibility (CSR)

Energy Absolute Group adherence to business principles with an awareness of long-term business development in tandem with economic development, society, and the environment. This is not only to strengthen the business foundation of the group of companies, but also to ensure that the community benefits from the highest business operations. To achieve such goals, a community engagement unit was established to develop and improve the quality of life in communities surrounding the project in areas such as professional development, education support, religion, culture, tradition, music, sports, and public health and environment. It resulted in acceptance in society and community pride. There is also a public communication of the company to third parties in order to communicate with the public about information and activities, as well as to build a good relationship by adhering to good corporate governance policies and principles, being accountable to stakeholders involved in the business as well as the group of companies.

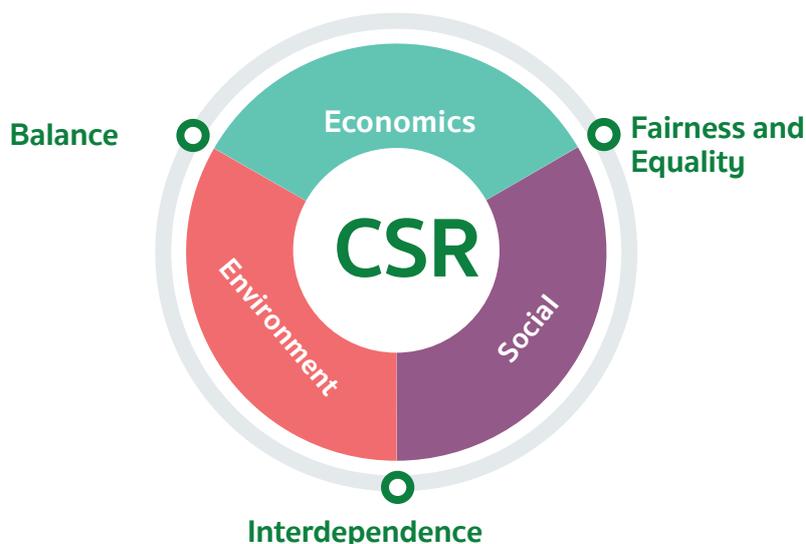
As a guideline for business process management (CSR-in-Process), the Energy Absolute Group established a “Corporate Social Responsibility Policy” with the following seven principles:

- Principle 1: Good Corporate Governance
- Principle 2: Conduct Business with Fairness
- Principle 3: Human Rights and Treatment to 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 Company has Corporate Social Responsibility (CSR) framework which concentrate on sustainable development in 3 dimensions: Economics, Social and Environment under the operation with equality, fairness, independence, and mutual balance by recognizing and focusing on participation with the community to meet the needs and reduce the effects both directly and indirectly. The company, therefore, give the community an opportunity to express opinions and enhance community development together. This will lead to the solutions in the joint problem of the company and the community in accordance with the framework of sustainable corporate social responsibility.

Sustainable Development Framework



CSR action plans

The Corporate Social Responsibility (CSR) unit established plans and indicators for the success of CSR work in various project areas, with an emphasis on community participation and sustainable development, with the following goals:



Participating in community development

The company prioritizes stakeholder participation, and the community surrounding the company's facility is one of the company's key stakeholders. To create value and trust for stakeholders, the company has implemented social responsibility projects and built relationships with communities by emphasizing research and improving the quality of life in surrounding communities, as well as environmental conservation, including promoting health and safety in the community. Employees were encouraged to volunteer for 14,410 hours this year.

Company actions toward stakeholders and community awareness surrounding the factory location

Conducting public hearings for community opinions as prescribed by authorities before investing in building a power plant, and continuously and closely following up on community opinions, suggestions, and needs by establishing a community relations team at each factory to be a follower and coordinator and listening to various opinions directly to understand the problem, community expectations.

According to the Code of Practice (COP) report, the following measures for increasing community understanding of power plant operations are recommended:

1. Survey of opinions and recommendations of stakeholders
 - 1.1 Assign a team to monitor and control environment quality and safety in factory to undertake such task closely continually.
 - 1.2 Provide knowledge and organize training for staff, community, students, and other interested people to gain knowledge and understanding in the company's business operations including understanding of clean energy and proper use in daily life.
 - 1.3 Organize budgets for help and support community activities including education, traditions, localities, hygiene and the environment to improve the well-being.
 - 1.4 Provide water storage in the solar power plant projects and share the surrounding communities to be used as a reserve water in times of shortage.
 - 1.5 Support the hiring of full-time and temporary employees from the community based on their potential, ability, and aptitude to create employment and knowledge development both during the construction phase and during the operation period.

The company had agreed to collaborate with the Ministry of Industry on the project “Environmental Governance Industrial Establishments”. It was a commitment to continuously focus on environmental protection and conservation with the community and local society by putting the principles of environmental governance into practice in the operation of the business in accordance with the established rules.

In addition to requiring management 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 company group to ensure that various operations of the company group are compliant with standards, requirements, rules, regulations and the vision and mission guidelines of the company.

Performance/success indicator

The company group has adhered to a policy that must be carried out with care and seriousness to 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 aforementioned individuals or organizations are critical to the company’s operations, as are the principles of social responsibility guidelines (ISO 26000) and the Sustainable Development Goals. To meet the needs and expectations of society and communities in 2020, the Company has divided its operating results into five key areas, as follows:

1. Education

1. Advancing the views of children and youth “Listen to me” in the state project
2. Scholarship providing activities
3. Activities aimed at providing information and advice on further studies
4. Project visit activities to educate youth and the general public about renewable energy
5. Partnership School Project – Cow farming



2. Economic growth and income generation

1. Encourage the use of community products in the company’s activities.
2. Project to promote occupational learning
3. Water-sharing project for agriculture



3. Environmental safeguards

1. Wet forest fire break survey project
2. Community reforestation activities and volunteers for environmental development
3. Reforestation project in His Majesty the King’s honor
4. Fish release project to conserve aquatic species
5. Project to improve the soil in order to restore the natural habitat





4. Health and Well-Being

1. Project to sponsor solar street lamps.
2. Donation of air filters to public health agencies
3. Project “EA joins the fight against COVID-19”
4. Project to assist the poor and elderly
5. Encourage participation in sports to foster relationships.
6. Project “Punsuk Cabinet”



5. Culture and participation promotion

1. Encouragement to participate in merit-making and robe-offering activities
2. Participate in community sporting events
3. The promotion of local and Thai traditions
4. Activities for National Children’s Day
5. Contribute to the Thai Red Cross Society
6. Songkran celebrations and Senior Citizens’ Day
7. Blood donation campaign



Mitigating the COVID-19 impact and caring for all stakeholders

During the COVID-19 epidemic, the company assessed and mitigated the following impacts for various groups of stakeholders:

Employees: The company has hygiene measures in place and provides adequate safety and hygiene equipment to all employees, including contractors.

Shareholder: To build trust among shareholders, the company held an online shareholder meeting with social distancing measures and provided a channel for listening and communicating, as well as coping with the COVID-19 pandemic situation.

Community and Society: The Company agreed to help solve the company's problems by focusing on efficient resource management. The company's executives thus initiated to persuade those interested in all sectors of society with knowledge and abilities in many fields to cooperate in helping society under the "Chuay Gun Group" voluntary, which has projects to which the group has contributed in various ways, such as

Part 1: Improving operational capability for healthcare professionals by jointly procuring insurance for 50,000 medical personnel in the amount of 25 billion baht, installing virus-killing equipment in central air-conditioning systems, and delivering disinfectant machines to hospitals across the country, and improving ICU rooms, improving ambulances to transport and transfer infected patients, including the production and distribution of positive pressure masks for medical personnel to use to prevent infection while examining patients, providing RT-PCR machines with reagents for thorough examination, and working with NSTDA to research and develop coatings for killing bacteria.



Part 2: Increasing people's ability to protect themselves from the COVID-19 by distributing 80,000 fabric masks and face masks, 50,000 bottles of alcohol, virus-killing air purifiers, positive pressure mask production, UVC disinfection boxes and cabinets.

Part 3: Implementation of the "Mor Chana" application to assess risks and control the spread of human diseases.

The company had joined to help with the development of the application "Mor Chana", which was intended to aid in the re-opening of the city. This enables users to understand their risks based on activities and people they have had close contact with in the previous 14 days, which is more accurate than body temperature measurement alone. It had the advantage of combining Bluetooth and GPS, allowing the user to track whether the user has been close to the patient or has traveled to risky areas and is within a 5 meter radius of high-risk people. As a result, it can effectively isolate those at risk of infection in a smaller circle. This made healthcare workers safer and allowed them to investigate infections more quickly. Furthermore, users can learn about the risk level of a facility before entering it. In this regard, the company has launched a campaign to encourage the use of the "Mor Chana" application by the company group, partners, government agencies, educational institutions, hospitals, and the general public.



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Reader Survey of Sustainability Report

The information from this questionnaire is brought forward as a reference for improvement and preparation of the report in the next year. Energy Absolute Public Company Limited hereby expresses its sincere gratitude.

1. Please specify your group

- | | | | |
|--|----------------------------------|---|---|
| <input type="radio"/> Shareholder/Investor | <input type="radio"/> Customers | <input type="radio"/> Business partners | <input type="radio"/> Employees |
| <input type="radio"/> Creditors | <input type="radio"/> Mass media | <input type="radio"/> Academic / Researcher | <input type="radio"/> Student |
| <input type="radio"/> Government agency / State enterprise | <input type="radio"/> Community | <input type="radio"/> General public | <input type="radio"/> Other.....
..... |

2. Please specify how you receive this Sustainability Report

- | | | |
|---|---------------------------------------|---|
| <input type="radio"/> in the Annual General Meeting of Shareholders | <input type="radio"/> Company website | <input type="radio"/> Obtain from the Company |
| <input type="radio"/> Obtain from the Company's employee | <input type="radio"/> Other..... | |

3. Satisfaction on the format of the report

- | | | | |
|--|----------------------------|--------------------------------|------------------------------|
| • The content is easy to read | <input type="radio"/> High | <input type="radio"/> Moderate | <input type="radio"/> Little |
| • The design is aesthetic, and illustrators are consistent | <input type="radio"/> High | <input type="radio"/> Moderate | <input type="radio"/> Little |
| • The appropriateness of arranging the content | <input type="radio"/> High | <input type="radio"/> Moderate | <input type="radio"/> Little |
| • Total satisfaction | <input type="radio"/> High | <input type="radio"/> Moderate | <input type="radio"/> Little |

4. Please select the top three of the most important sustainability topics according to your opinion

- | | |
|---|--|
| <input type="radio"/> Good Corporate Governance | <input type="radio"/> Pollution, waste and water resource management |
| <input type="radio"/> Risk management | <input type="radio"/> Efficient use of electricity/energy |
| <input type="radio"/> Ethics in business operations | <input type="radio"/> Human resource management and development |
| <input type="radio"/> Customer relations management | <input type="radio"/> Occupational health and safety |
| <input type="radio"/> Supply chain management | <input type="radio"/> Social Responsibility |

5. Additional suggestions (if any)

.....
.....



Please submit the survey in person or by post at the address below
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