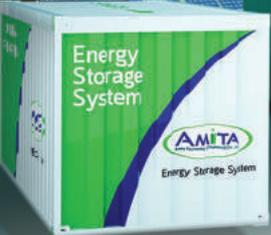




Energy Absolute

SUSTAINABILITY REPORT 2021

ENERGY TRANSFORMATION
TO THE FUTURE TO A LOW CARBON SOCIETY





ENERGY ABSOLUTE

Energy for the Future





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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

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

Message from CEO

The Energy Absolute (EA) is committed to operating a business that is green energy, non-polluting and environmentally friendly to support sustainability, EA started with the biodiesel business and expanding the renewable energy business both solar power and wind power, which the company focus on the benefits of clean energy It is useful both in terms of economy, reduce fuel imports and the environment that reduce pollution and global warming, the current global trend that every country has turned to focus on coupled with the transition to conventional automotive technology that uses oil to drive. The company therefore invests in a lithium-ion battery and energy storage system factory. This will be used to increase the stability of renewable energy power plants to increase efficiency in the country's power generation and distribution system as well as feeding to all types of electric vehicle manufacturing industry to drive the success of the electric vehicle industry as the New S-Curve according to the country's strategy in the Eastern Economic Corridor Development Project which aims at the goal of enhancing Thailand's competitiveness and supporting sustainability especially the move towards clean energy To cope with global warming as reflected by the United Nations Conference on Climate Change (COP26)

In 2021, EA has been a founding member of the Thai Renewable Energy Association (RE100 Thailand Club) to be an important driving force in the use of energy efficiency and towards solving global warming problems and maintaining Thailand's competitiveness it also announced a Carbon Neutrality policy by 2045 and Net Zero carbon emissions by 2060.



EA aims for Thailand to become ASEAN BEV HUB in the production of electric vehicles in the region. The company install a commercial electric vehicle factory to produce in country and use the batteries produced as important parts to development of commercial electric vehicles, such as a electric buse "MINE Bus", a electric passenger ferry "MINE Smart Ferry" is in service at the Chao Phraya River and a electric truck as well as an electric charging station named "EA Anywhere" to enhance travel by public transport to be modernism, convenient, and reduce pollution sustainably. and is part of helping push Thailand into a carbon-free society as well as creating jobs and creating careers for the Thai population have higher income Helping Thailand overcome the Middle Income Trap to become a high-income country.

Sincerely Yours,

A handwritten signature in black ink, appearing to read 'Somphote'.

Somphote Ahunai
Chief Executive Officer

About this report

Energy Absolute Public Company Limited publishes a sustainability report annually. Its purpose is to be one of the channels to communicate our commitment to business sustainability to the public through disseminating policies and management guidelines that are important to business and stakeholders, which cover the impacts on economic, social, and environmental dimensions, including the implementation of good corporate governance in accordance with the principles of corporate governance. In addition, the Company disclosed key indicators, goals, and performance improvements from the integration of sustainability strategies with responsible business operations.

Reporting Boundary

This report presents the 2021 performance covering the operations of all business groups under the Energy Absolute Public Company Limited that operates in Thailand and the group company, in which the Company holds 100% of the shares and has operational control through the Board of Directors. The reporting period is from January 1, 2021, to December 31, 2021.

Reporting Cycle

Annually

Report details and reporting references

This report is the 8th Annual Sustainable Development Report of Energy Absolute Public Company Limited. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. Also, the organizational operations are considered with the Sustainable Development Goals (SDGs).

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 is under consideration for further review or quality assurance of information by external parties in the future.

Inquiry

If you have any questions or suggestions, please contact
Corporate Communications Department, Energy Absolute PCL.
E-mail: ir@energyabsolute.co.th Phone 0-2248-2488-92, 0-2002-3667-9

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



Award
Most Innovative Energy Solution Provider Thailand 2021
 By: World Business Outlook

Award
1st Runner-Up, Biofuel Project: ASEAN Energy Awards 2021
 By: ASEAN Centre for Energy (ACE)



Award
Asian Service Award (ASA) 2021: The 19th ANQ Congress 2021
 By: Asian Network for Quality (ANQ)



Award
Green Project of the Year: Country Deal Awards (ASEAN): The Asset Triple A Infrastructure Awards 2021
 By: The Asset



MSCI ESG Ratings : AA
 By: MSCI



Bloomberg Gender Equality Index (GEI)
 By: Bloomberg



Excellent CG Rating
(5 Star) for 4th Consecutive year
 By:
 Thai Institute Of Directors (IOD)
 and The Stock Exchange of Thailand



Thailand Sustainability Investment (THSI)
for 4th Consecutive year
 By:
 The Stock Exchange of Thailand



Sustainability Disclosure
Recognition for 2nd Consecutive year
 By:
 Thaipat Institute

Award

• Excellence of Alternative Energy, Biofuel Project

• Excellence of Energy Conservation, MINE Smart Ferry

- E Smart Transport Co., Ltd.

• Excellence of Alternative Energy, On - Grid Alternative Energy Project

- EA Solar Phitsanulok Co., Ltd.



Thailand Energy Awards 2021

By: Department of the Energy Development and Promotion,
Energy Ministry

Award

Products Innovative Awards 2021 - MINE Smart Ferry

By: Business+ Magazine and College of Management Mahidol University



Award and Certification

Green Industrial level 4 (Green Culture)

- EA Solar Lampang Co.,Ltd.
- EA Solar Nakornsawan Co.,Ltd.
- EA Solar Phisanulok Co.,Ltd.

Green Industrial level 3 (Green System)

EA Solar Co.,Ltd.

By:

Department of Industrial Works, Industrial Ministry



CSR-DIW Continuous Award 2021 for 4th Consecutive year

- Energy Absolute Public Company Limited

CSR-DIW Continuous Award 2021

- EA Solar Phisanulok Co.,Ltd.

By:

Department of Industrial Works, Industrial Ministry



Honorable Mention, Human Rights Awards 2021

By:

Rights and Liberties Protection Department, Ministry Of Justice

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 2021

<p>Biodiesel Sale Volume</p>	<p>155 mil. lites</p>	 <p style="text-align: center; color: white;">Employee</p> <hr style="border: 1px solid white;"/> <p>Total 1175 persons</p> <p>Increased form 2020 54.8% 2020 total 722 persons</p>
<p>Renewable Sale Volume of Solar Power</p>	<p>627 mil. kWh</p>	
<p>Sale Volume of Wind Power</p>	<p>796 mil. kWh</p>	

Financial Performance

Total Revenue
20,558 mil.baht

EBITDA
10,088 mil.baht

Net Profit
6,100 mil.baht

Environmental

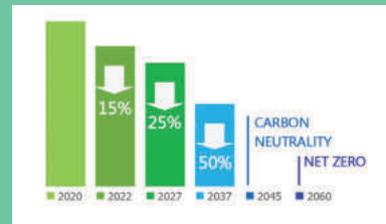


Carbon Credit

from Thailand Voluntary Emission Reduction Program (T-VER)

794,151
tCO₂e

Greenhouse Gas Emission Reduction Targets



Social



Increase farmer's income

Goat / Sheep Farming

Farmer's income avg. **497** mil.baht
income increased

Farmer's income avg. **379** mil.baht
income increased

Assessment Result of the Customer satisfaction level Biodiesel Business

Service **100%**

Product **99.9%**

Renewable Business

Service **98.1%**

Corporate Governance



CG Rating



“Excellent”

The quality assesment of the shareholder's

100%

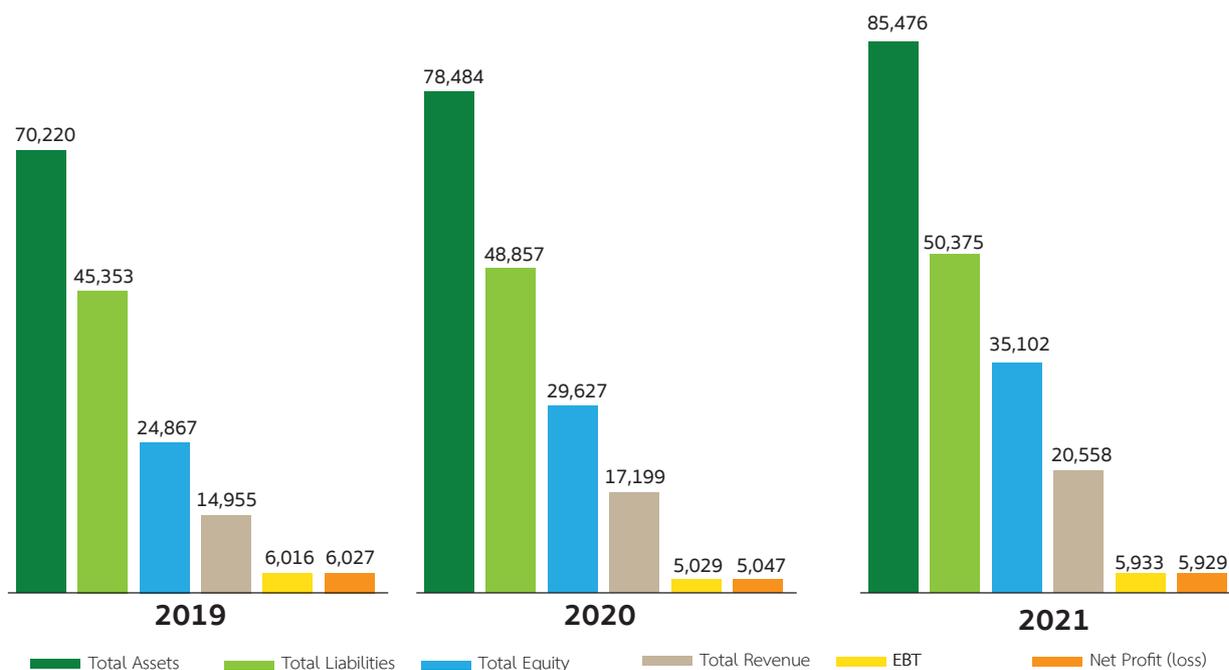
5 years in a row

All employees passed of CG and CoC assesment

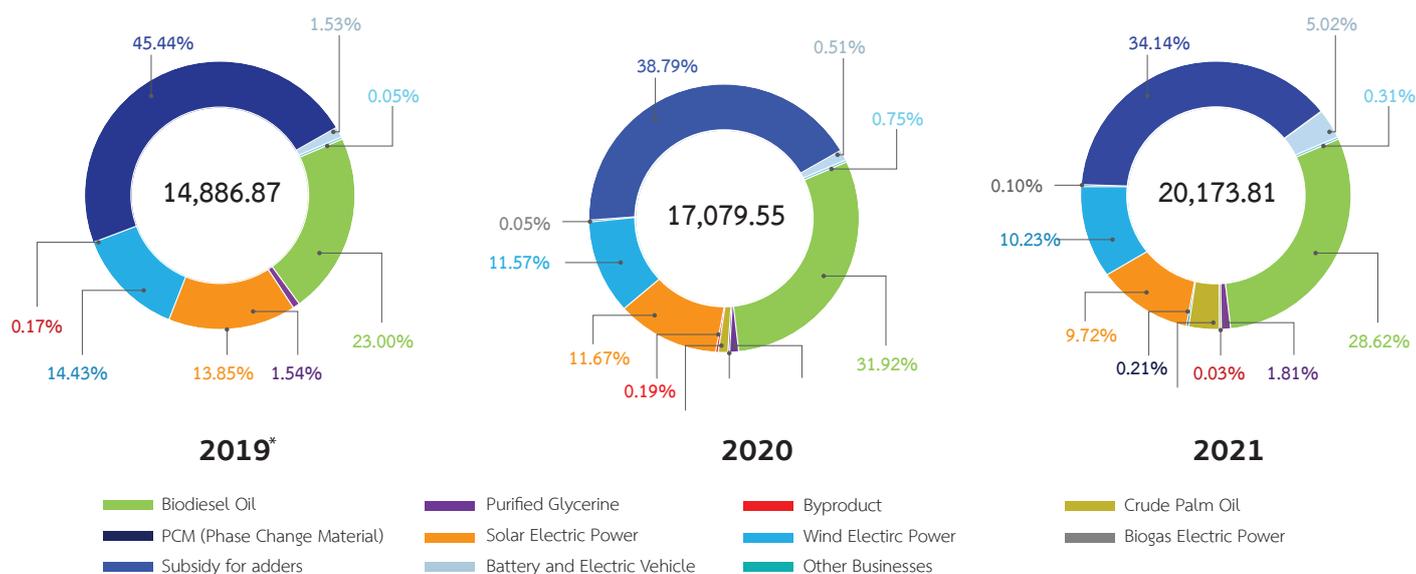
100%

Financial Highlights

(THB million)



Product Sales and Services



*In 2019, there were reclassifications within the financial statements for the year 2019 in order to align with the presentation of consolidated and separate financial statements for the year ended 31 December 2021.

Significant Financial Ratios

		2019	2021	2021
Net Profit Margin	%	40.48	29.55	29.40
Return on Equity Ratio	%	29.19	20.34	20.23
Return On Assets Ratio	%	11.44	8.97	8.93
Debt to Equity Ratio	time	1.82	1.65	1.44
Liquidity ratio	time	2.31	0.54	0.92

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 4 groups as follow:

1) Biodiesel Business (through the Company and Subsidiaries)

- Produces and Distributes biodiesel (B100)
- Purified glycerin
- Byproducts
- Produces and Distributes Phase Change Material (PCM)

2) Renewable Power Plant Business (through Subsidiaries)

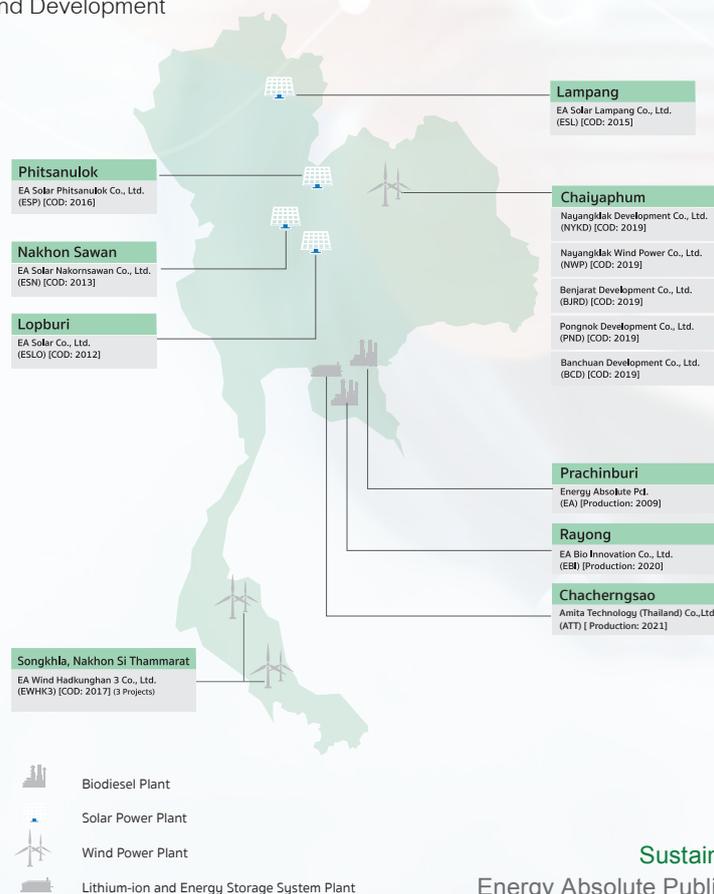
- Produces and Distributes solar electric power
- Produces and Distributes wind electric power

3) Electric Vehicle and Energy Storage system Business

- Battery development, manufacturing and distribution business
- Electric charging station service business (For electric vehicle)
- Electric Vehicle Business

4) Other business

- Battery Electric Vehicle and Electronic Products Testing Center
- Research and Development



Biodiesel

Business



1. Biodiesel Business

The Company operates a business of producing and distributing of biodiesel ("B100"), pure glycerin and by-products and has been grant license of Oil Trader under Section 7 of the Fuel Trade Act B.E. 2543 from the Ministry of Energy (Oil Trader under Section 7 as aforesaid means oil trader with a trading volume of each type of fuel or trading volume of all type equal or more than 100,000 metric tons or about 120 million liters per year). Besides the above, the Company further research and develop the raw palm to create value to based product and obtained a new product as Phase Change Material (PCM) produced by the Company's subsidiary, i.e. EA Bio Innovation Co., Ltd. Many countries that approach saving energy and utilizing for the most efficiency energy are currently interested in PCM. Therefore, PCM is the products which will create the high demand of market and will enhance the stabilization the raw palm prices and palm farmers.

Biodiesel (B100)

Biodiesel (B100) is a natural diesel alternative fuel, produced from vegetable oils and animal fats. Most of biodiesel is produced from palm products, such as Crude Palm Oil (CPO), Refined Bleached Deodorized Palm Oil (RBD) and Stearine and be taken into the Trans Esterification process (Transesterification Process) to react with an alcohol (Ethanol or Methanol) and base as the catalysts, such as sodium hydroxide (NaOH) in order to form the Ester which is catalyst by type of alcohol used for reaction. This biodiesel ester's properties are almost the same as diesel fuel. As such, biodiesel performs well in engine. If biodiesel is consumed purely, it will be called B100. However, if biodiesel is blended with the high speed diesel, it will be called according to the blending proportion, such as, B7 is high-speed diesel fuel that contains 7% biodiesel (B100) by volume or B10 is high-speed diesel fuel that contains 10% biodiesel (B100) by volume.

Purified glycerin

Purified glycerin is a transparent, colorless, scentless, sweet-tasting liquid, and well-soluble in alcohol and water but not in fats. Since glycerin has various chemical properties, it can be used as a substrate to synthesize with other chemical substances. It is widely used in food, medicine, cosmetics, and soap industries. Purified glycerin is made by refining raw glycerin from biodiesel production process through the glycerin refining process. Purified glycerin is one of the Company's products using as an ingredient in many types of products such as cosmetics, medicine and consumer daily products such as toothpaste. The production capacity for glycerin is at 80 tons per day.

Byproducts

In addition to the above-mentioned products, there are byproducts generated from the production process of biodiesel which include raw glycerin which is the orange liquid soluble in alcohol and water, free fatty acid (FFA) - the fat dark color liquid used as a mixture in feed meals industry and others. The byproducts result from the palm oil extraction includes Palm Fatty Acid Distillate: PFAD which become solid at the room temperature, similar to a candle.

Phase Change Material: PCM

PCM are substances that absorb and release thermal energy during the process of melting and freezing. When a PCM freezes, it releases a large amount of energy in the form of latent heat at a relatively constant temperature. Conversely, when such material melts, it absorbs a large amount of heat from the environment. PCMs recharge as ambient temperatures fluctuate, making them ideal for a variety of everyday applications that require temperature control such as wall, House, Clothes, Parcel. In addition, PCM benefits in term of energy saving. For the industries, PCM was used in the buildings and construction, transportation, cooling industry, clothes and others in order to maintain temperatures. Furthermore, some PCM has bio base which friendly to environment, using PCM for heat storage option are particularly attractive because they offer high-density energy storage.

Renewable Energy Business



2. Renewable Energy Business

The Company expands its business to produce and distribute solar and wind electric power generated from renewable energy according 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:

- 1) Solar Power Plant 4 Projects with total production capacity of 278 megawatts.
- 2) Wind Power Plant 8 Projects with total production capacity of 386 megawatts.

2.1) Solar Power Plant

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:

EA Solar Farm, Lopburi Province	8 megawatts
EA Solar Farm, Nakhon Sawan Province	90 megawatts
EA Solar Farm, Lampang Province	90 megawatts
EA Solar Farm, Phitsanulok Province	90 megawatts

2.2) Wind Power Plant

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:

Hadkanghan 1, Songkhla Province	36 megawatts
Hadkanghan 2, Nakhon Si Thammarat Province	45 megawatts
Hadkanghan 3, Nakhon Si Thammarat Province	45 megawatts
Hanuman 1, Chaiyaphum Province	45 megawatts
Hanuman 5, Chaiyaphum Province	48 megawatts
Hanuman 8, Chaiyaphum Province	45 megawatts
Hanuman 9, Chaiyaphum Province	42 megawatts
Hanuman 10, Chaiyaphum Province	80 megawatts

The Company operates a business of produces and distributes electric power generated from renewable energy form 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)



Electric Vehicle and Energy Storage System Business



3. Electric Vehicle and Energy Storage System Business

1. Battery development, manufacturing and distribution business

To enhance competitiveness in the renewable energy business and to comply with the business operation policy of the Company's Group, the Company acquired ordinary shares of 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. At present, for the plant construction, the plant was able to accommodate commencement of phase 1 production in late 2021. Thereafter, the production capacity will be gradually increased in the next phase to meet the market demand and be expected to sell for electric vehicle business of the Company's group, such as E-Bus, E-Ferry. In this regard, the Company shall take batteries produced by AMITA-Taiwan's battery

Nature of Products

Generally, lithium-ion battery is an energy storage device which can store high volume of electric charge. After electricity is used up, the battery can be rechargeable as it contains chemicals which can react change to the former form by putting electricity into the equipment called "charger." Regarding properties of a lithium-ion battery, apart from electrode materials, 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 contained no chemicals which are hazardous to environment, such as acid liquid or lead. The Group is committed to developing and manufacturing lithium-ion batteries for diverse applications as follows:

(1) Electric Vehicle

These electric passenger cars, electric trucks and electric transport boats, can help lessen pollution from internal combustion engines, reduce use of fuel oil, and prevent emission of exhaust gases into the air. Using electric power for automobiles can be regarded as an alternative energy to efficiently replace fuel energy. Especially amid the increasing concerns about global warming, use of lithium-ion batteries can be a good choice of power for electric vehicle and benefit to the environment.

(2) Energy Storage System (ESS)

Since renewable energy becomes part of electric power industry with an image of clean technology, it has increasingly been used for electricity generation. However, renewable energy has some limitations concerning system stability as most of them come from solar and wind power, hence inability to generate and distribute electricity at a consistent pace. As such, energy storage system has increasingly played a significant part in power generation system, paving way for advancement toward the age of energy for the future.

Energy storage system (ESS) refers to a system and equipment which can change electric power or electricity to power in other forms so that electricity can be stored for use when needed, and will change the stored energy to electric power again when electricity is needed. ESS is very essential to the electric system in the future as it can help stabilize the electricity generating system and maintain consistent electricity quality. In addition, it helps support the change of electrical load to the appropriate period of time. For example, when electricity generated exceeds the existing electrical load, instead of throwing it away, the excess energy can be stored in the ESS for the period of lower electricity generation. This will enable smooth energy management in overall.

Strengths of energy storage system (ESS) are as shown below:

- Enhance stability of renewable energy for consistent electricity generation even when there is disruption in renewable energy power generation such as in case of thick clouds blocking sunlight (solar radiation density) or no wind blow (wind speed), etc.
- Serve as a backup energy source to store electric power from the generation system and for use in place of solar power which cannot be generated during night time.
- Stabilize the electric system to cope with fluctuations in the electric system by using power from batteries to maintain stability of the electric pressure and frequency of the system.
- Manage congestion of electric power network by having power from batteries to supplement the system instead of transmitting electricity from afar in case such areas need high volume of electricity for a certain period of time. The ESS uses lithium-ion batteries as they are suitable for installation, storage, and fast transmission of electricity, and worthwhile compared with their useful life. In addition, they can easily be moved for installation elsewhere (subject to regulatory authority's permission).

Electric charging station service business



2. Electric charging station service business (For electric vehicle)

The Company has expanded business to electric charging station 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.

Nature of Products

“Electric charging station” is the station that provides charging service for electric vehicle 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. Meanwhile, the direct current charger can charge up to 150 kWh and DC chargers for passenger buses, trucks and passenger ferry can be charged a maximum of 300 kWh.

Besides, the group Company has developed the charger with modern technology, variety of styles according to the electrical power to support the battery size of all types of vehicles. So that it can be used with all electric cars, including the electric vehicles designed and manufactured by the group Company, such as electric cars, electric buses, and electric passenger ferry, which can be charge at the highest speed (4C-Rate) whereas the charging time depends on the type of vehicle and The size of the battery

3. Electric Vehicle Business

The prevailing global warming situation has caused rising global temperature while the PM 2.5 problem from incomplete combustion in diesel engine results in toxic emissions from vehicle exhaust, i.e., Particulate matter and black soot, etc.

Commercial vehicles used in Thailand which are rather old and create black soot particles are a major source of carbon emissions and PM 2.5. Recognizing the significance of such problem, the Company has expanded its business to commercial electric vehicles, starting with construction of the assembly plant of large commercial electric vehicles in Ban Pho district, Chachoengsao province which covers an area of about 55,000 square meters. The Company's electric vehicle business is environmentally friendly and enables the Company to utilize electric vehicles in its operation with lower fuel cost than using combustion-engine vehicles. It also supports the National Energy Plan to drive Thailand towards clean energy and to reduce carbon emission to achieve net zero carbon emission within 2065-2070.

Nature of Products

(1) Electric Bus

The Group commenced construction of the electric bus assembly plant in 2020 with a capacity of 3,000 buses/year. This 100% electric buses use high quality lithium-ion batteries produced by the Group. The electric bus assembly plant which started commercial operation in 2021 has assembled and delivered over one hundred electric buses.

Electric bus manufactured by the Company has driven efficiency and contain no internal combustion engine which would cause air and noise pollution. It can drive continuously on all types of roads, traffic and weather condition. Its reliability is no less than that of internal combustion engine vehicles. It is installed with 250-350 kWh high quality lithium-ion battery produced by the Company, and this helps uplift eco-friendliness and sustainability of the road trip.

(2) Electric Ferry

The Company operates electric boat business under the brand “MINE SMART FERRY” through its subsidiary, namely E Smart Transport Co., Ltd. MINE SMART FERRY has been designed by the Group teams and produced 100% by Thai labor under the Corporate Social Innovation (CSI) concept with its potential and innovation availability.

MINE SMART FERRY is a 24-meter catamaran boat with marine-grade aluminum alloy structure and 250-passenger capacity. Its maximum speed is up to 16 knots. With the use of 700-800 kWh lithium-ion battery produced by the Group and equipped with ultra-fast charge technology of EA Anywhere, the battery can be charged to 85% in only 15 minutes. The electric boat can travel by as high as 80 kilometers per one charge.

MINE SMART FERRY has turned around public transport along the Chao Phraya River by modernizing and making it more eco-friendly, and causing neither water pollution nor PM 2.5. There are a total of 23 ferries in the project fleet, which will be increased to meet passenger demand in the future. The service covers the routes from Phra Nangklao Bridge Pier to Sathorn Pier (distance of 22 kilometers). In addition, the Company has collaborated with the Marine Department in the development of public piers such as Saphan Phut Pier and Phra Pinklao Bridge Pier, aiming to connect the land and marine public transport systems and provide more options of convenient and safe marine travel with pollution-free and eco-friendly electric vehicles. MINE SMART FERRY has been registered as the first Thai electric ferry which has passed the examination, safety test and sailing standard of the Marine Department. It is a Thai innovation and won the National Innovation Awards 2020 for Economy from the National Innovation Agency.

(3) Small Electric Car

Small commercial electric car “MINE SPA1” was launched in 2019. It is 100% driven by electricity. At present, the Company focuses mainly on the production and development of electric bus due to small number of competitors. Additional study and research has also been conducted on other types of commercial electric vehicles to enlarge the target groups of electric vehicle market in the future.

4. Other business

1. Battery Electric Vehicle and Electronic Products

Testing Center

The Company has established a battery testing center for electric vehicles and electronic products to test the efficiency and safety and for international standard battery certification. It is also aimed at promoting use of electric vehicles according to the 30@30 policy of the government, which encourages comprehensive production in the electric vehicle industry throughout the production chain with the target to have zero-carbon emission auto vehicles in a 30% proportion by 2030 (based on the data from the Energy Policy and Planning Office). Generally, battery is one of the hazardous products which require safety test on many aspects and certification before distribution. The testing standards vary by usage as well as user country. The Company's testing center aims to become an international testing hub for electric vehicle manufacturers in ASEAN and worldwide. It also plans to include testing for diverse sizes and usage of battery. The Company currently has high-technology machinery which enables testing in accordance with international standards and expects to commence the battery testing operation by 2022.

2. Research and Development

The company established subsidiaries to conduct research and development of products related to palm oil, lithium-ion batteries, and electric vehicles, involving both electric cars and electric ferries. This serves as an extension of development to launch new innovative products, improve the potential and quality of existing products, and boost the competitiveness of the group on a long-term sustainable basis.

Green Technology Research Company Limited:

Established to develop and conduct research works on innovation to pursue development and add value to Thai agricultural products. The Company's products or services involve the manufacturing processes from palm-related raw materials for higher value added. The manufacturing processes innovated can be registered for patents. The target customers are companies in its Group. Such as Green Diesel projects and Phase Change Material (PCM) which is the new research and development under Biodiesel business for value adding of crude palm oil using as substrate consisting of

(1.) Green Diesel (GD) products: for blending with diesel fuel to enhance the efficient and engine performance.

(2.) Phase Change Material (PCM) is a substance which releases/absorbs sufficient energy at phase transition to provide useful heat/cooling. The PCM is used in many commercial applications where stable temperature is required such as being a component of building materials or fabric fibers. The demanding of PCM is increased in the countries with inclement weather



Mine Mobility Research Company Limited:

Develop and invent research in electric vehicles, such as electric cars, electric passenger ferry, and battery system in order to expand the technology of electric vehicles to respond to the needs of the customer under the concept of "MISSION NO EMISSION". The "Zero Pollution Mission" is aimed and focused on vehicles without pollution and being the environmental friendly, economical, and safe. This is also easy to maintain in the long-term so that Thais can use electric cars and electric passenger ferry with high quality and to transform Thailand into an innovative city without pollution in the future. According to the "Zero Pollution" intention, we have been developing the research center for electric cars under the name "MINE Mobility" in line with Electric Vehicle (EV) Solution, with a focus on pollution-free innovation, with its subsidiary, Mine Mobility Corporation Co., Ltd., as a manufacturer, distributor, and manufacturer of electric vehicles and electric vehicle parts. In recent years, the company designed, developed and manufactured the electric passenger ferry using an 800 kWh lithium-ion battery, which can support maximum speed charging from the DC Fast Charge charger with a total power of more than 3 megawatts as an energy source to drive electric motors under the name "MINE SMART FERRY".

Stakeholder Engagement

In 2021, 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	Responses to Stakeholders' Expectations	Sustainability Topic
Employees	<ul style="list-style-type: none"> Complaints or Whistleblowing Channels Mailbox HR internal communication Employee engagement survey Town Hall Meeting 	<ul style="list-style-type: none"> Fair wages and benefits Career opportunities and stability, Happiness in workplace Human rights and labor practices Confidence in the equipment and safety of the production process Safety workplace 	<ul style="list-style-type: none"> Standard safety management Standard environmental management Provident fund Strict compliance with human rights and employment policies Career path and advancement Continuous knowledge enhancement through knowledge sharing 	<ul style="list-style-type: none"> Nature of business Occupational Health and Safety Human Resource Management
Business partner / Customer	<ul style="list-style-type: none"> Customer Satisfaction Survey Formal Meeting Complaints and Suggestions Channels Meeting on occasions Responding to Disclosure Requests Contract and Written Agreement Online channels such as LINE Official Account / Facebook 	<ul style="list-style-type: none"> Confidence in the equipment and safety of the production process Safety workplace Business transparency Human rights and labor practices GHG emissions Quality of products and services 	<ul style="list-style-type: none"> Clear and standard procurement policy Anti-corruption policy and promotion through implementation Good corporate governance, transparency and examinability Ethical obligation to protection of confidential information Improvement and maintenance of equipment to ensure efficiency Research team for development of products and services 	<ul style="list-style-type: none"> Nature of business 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 Air Quality Management and GHG Emissions
Investor / Shareholder	<ul style="list-style-type: none"> Investment Conference, Roadshow, Opportunity Day and Analyst Meeting IR call and Email Public information on EA's website Annual General Meeting Site Visit Interview with Executives 	<ul style="list-style-type: none"> Opportunity and Risk management Innovation management GHG emissions Business transparency 	<ul style="list-style-type: none"> Anti-corruption policy and promotion through implementation Good corporate governance, transparency and examinability Appropriate dividend payment Transparent information disclosure Appropriate business plan and risk management 	<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	Responses to Stakeholders' Expectations	Sustainability Topic
Society / Community	<ul style="list-style-type: none"> • Communication through Employees in local area • Community Survey • Complaints and Suggestions • Meeting on Occasions • Public information on EA's website • Community Activities • Publication of Annual Report and Sustainability Report 	<ul style="list-style-type: none"> • Community relations engagement • Human rights and labor practices • Social and Environmental impact from the • Customer well-begin and economic distribution • Quality of products and services 	<ul style="list-style-type: none"> • Human rights policy and promotion • Anti-corruption policy and promotion through implementation • Good corporate governance, transparency and examinability • Support for public activities • Environmental policy and promotion through implementation 	<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
Environment / Civil Society	<ul style="list-style-type: none"> • Public information on EA's Website • Complaints and Suggestions channels • Clarification of the facts to the public • Publication of Annual Report and Sustainability Report 	<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"> • Human rights policy and promotion • Anti-corruption policy and promotion through implementation • Good corporate governance, transparency and examinability • Support for public activities • Environmental policy and promotion through implementation 	<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 • Emissions
Co-investors	<ul style="list-style-type: none"> • Board and management meeting for subsidiaries and associated companies and Joint Venture • Public information on EA's website • Publication of Annual Report and Sustainability Report 	<ul style="list-style-type: none"> • Business transparency • Human rights and labor practices • GHG emissions • Innovation management • Opportunity and Risk management 	<ul style="list-style-type: none"> • Anti-corruption policy and promotion through implementation • Good corporate governance, transparency and examinability • Transparent information disclosure • Appropriate business plan and risk management 	<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"> • Meeting between Management and Creditors • Public information on EA's Website • Publication of Annual Report and Sustainability Report • Contract and Written Agreement 	<ul style="list-style-type: none"> • Business transparency • Human rights and labor practices • Innovation management • Opportunity and Risk management 	<ul style="list-style-type: none"> • Anti-corruption policy and promotion through implementation • Good corporate governance, transparency and examinability • Transparent information disclosure • Appropriate business plan and risk management 	<ul style="list-style-type: none"> • Corporate Governance Policy • Anti- corruption • Risk management • Nature of business • Air Quality Management and GHG Emissions
Government Sector / Regulator	<ul style="list-style-type: none"> • Meeting between the Company and related Sector • Meeting on Occasions • Partnership and supports of Government's Projects • Public information on EA's website • Publication of Annual Report and Sustainability Report • Being a lecturer and attending seminar 	<ul style="list-style-type: none"> • Business transparency • Human rights and labor practices • Innovation management • Opportunity and Risk management • GHG emissions • Compliance with relevant laws and regulations 	<ul style="list-style-type: none"> • Anti-corruption policy and promotion through implementation • Good corporate governance, transparency and examinability • Appropriate business plan and risk management • Environmental policy and promotion through implementation 	<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



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Energy Absolute” Sustainable Development

Energy Absolute PCL's vision is to become a "Leader in the alternative energy business, using modern technology and environmentally friendly technology to maximize returns to all stakeholders, shareholders, partners, and employees with fairness" in line with the Company's goal "Energy Transformation to the Future to a Low Carbon Society". The Company also integrates the sustainable development goals into its business operations, allowing it to identify significant concerns relating to its operations in order to maximize positive impact or effectively eliminate the negative impact. Thus, the actual impacts can be reflected as part of defining the core strategy within the organization to enhance a capacity in risk and cost management, as well as develop innovations towards higher efficiency in business operations.

To drive the sustainability, the Company and its subsidiaries operate business activities and related activities according to the GRI Standards and the United Nations Sustainable Development Goals (SDGs) by focusing on two approaches: the assessment of human and environmental risks arising from its business operations, both positive and negative, and the evaluation of guidelines for products, services, or investment to support the effective goals of sustainable development. The Company commits to using our knowledge, capability, experience, and expertise in supporting 14 of the 17 Sustainable Development Goals (SDGs), which are relevant to the Company's capacity and potential, to mobilize sustainable development in all steps of our production process, uplift quality of life and wellbeing of the stakeholders, and to promote the nation's sustainable economic growth.

Energy Transformation to the Future to a low Carbon Society

Economic

Supporting economic development and enhancing the city's development to be inclusive and sustainable

The Company has set a goal to grow the business through the strategic implementation of innovation and operations for sustainable business growth by focusing on the organizational structure and management that is appropriate to supporting economic development and enhancing the city's development to be inclusive and sustainable as well as the competitiveness.



Environment

Optimizing the use of modern technology and being environmentally friendly

The Company strives to be a leader in the alternative energy business by optimizing the use of modern technology and being environmentally friendly to combine the potential of the business through the operation process to deliver good products to customers while reducing the impact on people and the environment arising from business operations throughout the supply chain.



Social

Building community and society well-being and developing the workforce according to the country's skills requirements

The Company has social responsibility by respecting differences and using human rights principles as the basis of operations that emphasize creating shared values for sustainable growth. Moreover, relevant law and various international standards are accepted for building community and society well-being and developing the workforce according to the country's skills requirements



Corporate Governance

Creating long-term sustainable returns for investors and all stakeholders

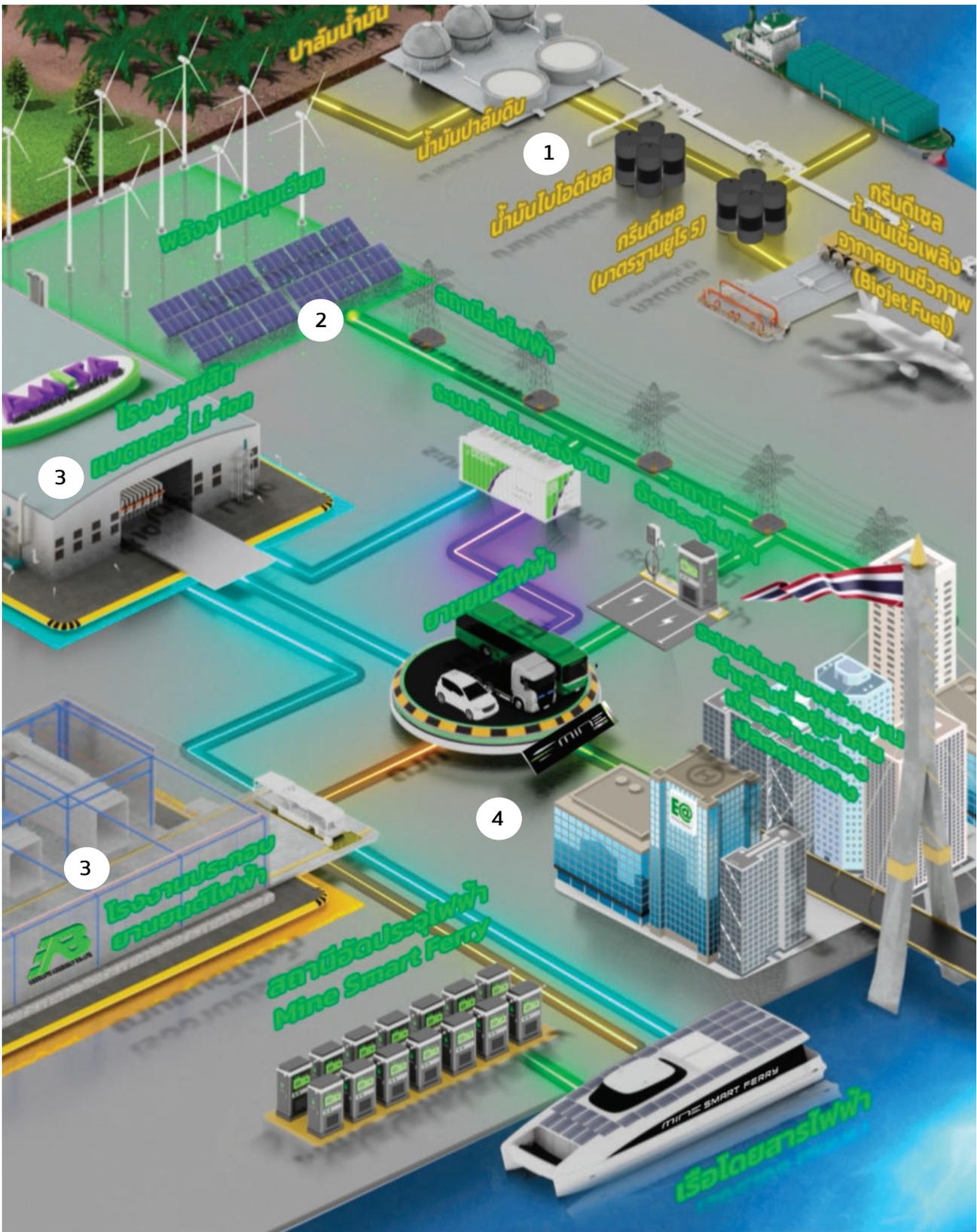
The company adheres to and complies with the laws and regulations related to business operations strictly, including the importance of good governance or good corporate governance, such as the Securities and Exchange Commission and the Stock Exchange of Thailand, in order to have an efficient, transparent, auditable management system that will help to creating long-term sustainable returns for investors and all stakeholders.



Value Chain and Key Stakeholders



	Sourcing and Storing Raw Material	Producing	Distributing	Marketing and Sale	After Service
Key Stakeholders	<ul style="list-style-type: none"> • Employee • Business Partner • Community/Social • Government Sector 	<ul style="list-style-type: none"> • Employee • Community/Social • Government Sector • Co-investors • Creditor 	<ul style="list-style-type: none"> • Employee • Community/Social • Customer/Consumer • Co-investors 	<ul style="list-style-type: none"> • Employee • Customer/Consumer • Investor/Shareholder • Creditor • Co-investors 	<ul style="list-style-type: none"> • Employee • Customer/Consumer • Investor/Shareholder • Partner • Co-investors
Value for the Company	<ul style="list-style-type: none"> - Maintain business continuity - Optimize raw material and inventory management 	<ul style="list-style-type: none"> - Increase community relationships - Increase efficiency and reduce waste of production processes - Improve product value and quality 	<ul style="list-style-type: none"> - Optimize transportation management - Effective inventory and distribution management 	<ul style="list-style-type: none"> - Expand market / quality and variety of products - Market Leader - Reasonable and competitive pricing - Good corporate image and Branding 	<ul style="list-style-type: none"> - Increase shareholder return - Increase sales growth - Market Leader - Increase and maintain partner/customer satisfaction - Good corporate image and Branding
Value for Stakeholders	<ul style="list-style-type: none"> - Improve quality of life - High-quality product - Develop knowledge partnerships 	<ul style="list-style-type: none"> - Promote local employment and develop the local economy - Reduce negative impact to the environment 	<ul style="list-style-type: none"> - Promote local employment and develop the local economy - Reduce negative impact to the environment 	<ul style="list-style-type: none"> - Able to access quality and environmental friendly products - Increase customer satisfaction - Upgrade public transportation and provide a more modern and comfortable 	<ul style="list-style-type: none"> - Able to access quality and environmental friendly products - Increase customer satisfaction - Upgrade public transportation and provide a more modern and comfortable



At the present, the Company divides its business into 4 main businesses;

- 1 Biodiesel Business
- 2 Renewable Energy Power Plant Business, both Solar and Wind power
- 3 Battery and Energy Storage System Business
4. Electric Vehicle and Charging Station Business

Strategic Goals

Energy Absolute Public Company Limited identified the significant factors that may affect the operations of the organization in the future, including key stakeholders both internal and external aspects, as well as positive and negative impact on people and planet arising from business operations and the value chain for sustainable development, covering Environmental, Social and Governance Dimensions (ESG). Moreover, the Company has integrated the sustainable development goals as part of the corporate strategic planning to support for capacity strengthening of the management of material risks and costs, minimize the negative impacts, creation and access to new markets, and creating innovations in business models making them more efficient therefore reinforce the viability of the Company in the long term.

In 2021, the Company has given importance to the issue of climate change which is already affecting our world today including, environmental issues, air pollution, and global warming such as severe weather, drought, floods and other disasters. Hence, the Company invested in a lithium-ion battery factory and energy storage system to increase efficiency in the country's electricity generation and distribution system, serving to all types of electric vehicle industry which in line with the government's promotion of new S-curve industry. Beside the electric vehicle producer, the Company also develop the energy storage systems for renewable energy power plants to reduce the fluctuation of electricity and create more stable power supply and supports the increase in the proportion of renewable energy power plants in the future toward energy sustainability especially, reduce air pollution and seeks to limit global warming, the most critical goal of COP26. EA has a plan to develop Thailand as an EV production hub for the ASEAN region (ASEAN BEV HUB) by producing the battery as an essential part in the development of commercial electric vehicles for example, "MINE Bus", "MINE Smart Ferry", "MINE Truck" and Electric Vehicle Charging Station "EA Anywhere".

In addition, the Company has a strategy to drive the public transportation systems to become modern, comfortable, and help reduce pollution sustainably along with drive the country towards a low-carbon society. EA has been relentlessly determined to drive our sustainability operations in term of create job opportunities for the Thai people, help improve the quality of life to have a better income and well-being, help Thailand overcome the «middle-income trap, moving toward becoming a high- income economy. This will raise GDP per capita and promote inclusive and sustainable economic growth according to the country definitions

Process for Defining Report Content

The Company adheres to stakeholder engagement and sustainability context principles as a key in the process of identifying and defining report contents. There are 4 steps as follows;

Step 1 Identification



The Company identified material aspects and scope of each aspect through a workshop with high-ranking executives, based on key factors of Energy Absolute Group and expectation issues from key stakeholders, including the internal and external factors of the Organization as well as material aspects benchmarked against industry peers, and global sustainability trends, in accordance with the Global Reporting Initiative Standards (GRI Standards) and the Sustainable Development Goals to be guide on planning for sustainability.

Step 2 Prioritization



The Company analyzed and prioritized the aspects identified based on two dimensions: significance to business operations on the economy, society, and environment aspects and to external stakeholders by considering with a score of 5-1. In 2021, there were 7 high level issues, 5 middle level issues and 1 low level issue.

Step 3 Validation of identified aspects



The Company, through our Sustainability Development Department, present the validated material aspects to the Deputy Chief Executive Officer, Chief Executive Officer and the Corporate Governance and Sustainability Committee respectively to consider and approve significant sustainability issues within the scope of internal and external impacts annually.

Step 4 Development and continuous improvement



The Company disclose information in the sustainability reports continuously, including provides channel for feedback, views, and suggestions of external stakeholders, as well as recommendations on the organization's sustainability guidelines for further develop and improve of the organization's operating model.

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.

The factors used in the assessment of materiality issues



Materiality issues of the business

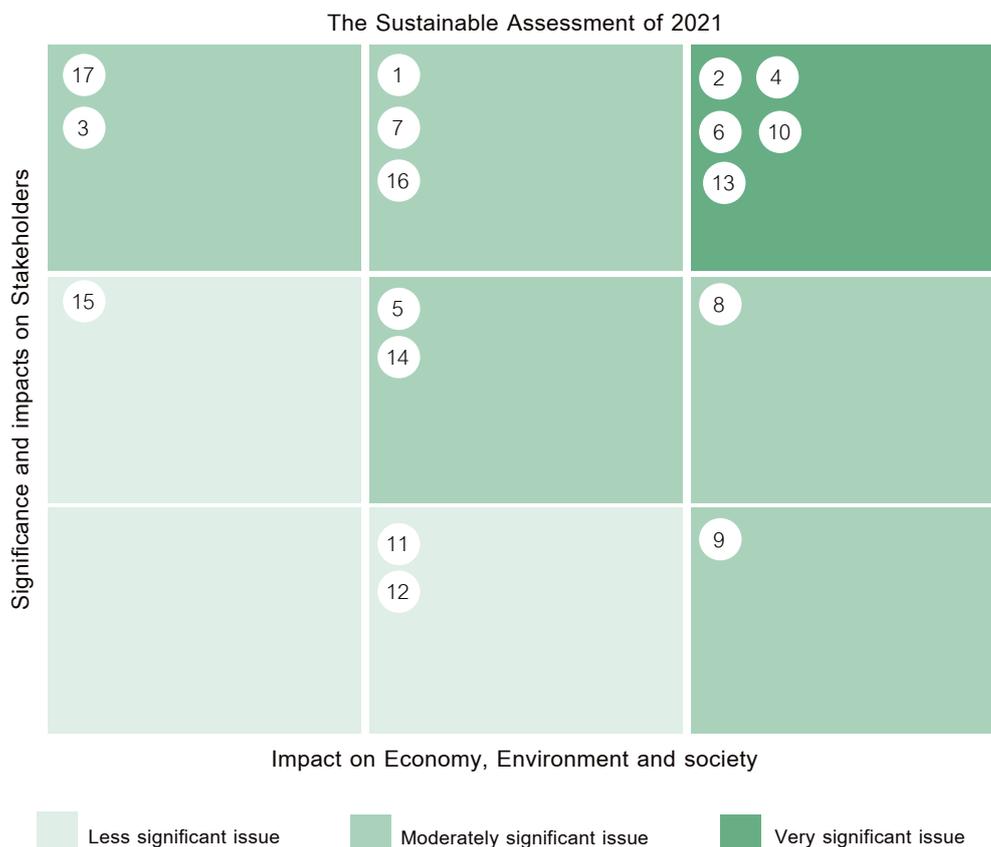
The Company has in place the assessment guideline which is the materiality of the business to lead to value creation in the long term to the Corporate and to be the important tool to identify the sustainable operation direction of the organization following the GRI Standards (Core). Stakeholders are 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

Analyze the sustainability topics in the Value Chain of the Company Group	Analyze the topic that stakeholders prioritize	Analyze the consistency to the scope of risk management	Continually inspect, monitor to revise and develop
<p>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>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>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>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

Materiality Analysis

The materiality analysis presented within this report is assessed through collaboration with internal and external stakeholders. We consider relevant issues in economics, social, and environmental aspects to evaluate sustainability materiality and stakeholder inclusiveness according to the GRI Standards as well as prioritization of sustainability risks and proper preparation of response plan. The Company prioritizes the key sustainability issues of the Energy Absolute Group and categorize the impact on stakeholders into 3 categories: Very important; Medium importance and Less important as follows:

Prioritize the important materiality issues



Corporate Governance	Economic	Environment	Social
1. Anti-Corruption 2. Risk Management throughout value chain 3. Good Corporate Governance	4. Innovation Management 5. Sustainable Supply Chain Management 6. Quality and Product Safety 7. Cyber Security and Data Privacy Protection	8. Energy efficiency throughout the production process 9. Environmental management 10. Climate Change 11. Water Management 12. Waste Management	13. Occupational Health and Safety 14. Social and Community Responsibility 15. Human Rights and Labor Law 16. Brand Trust (Service) 17. Human Resource Management

Key issues and Goals

	Key issues	Stakeholders and Impact boundary		Management guidelines and goals	Link to the SDGs
		Internal	External		
Corporate Governance	Anti-Corruption	●	●	<p>No situation related to corruption</p> <p>Member of Thailand's Private Sector Collective Action Coalition Against Corruption (CAC)</p>	
	Risk Management throughout value chain	●	●	<p>Risk Management Policy</p> <p>Promote a culture of risk management throughout the organization</p>	
	Good Corporate Governance	●	●	<p>Good corporate governance</p> <p>Create long-term sustainable returns for investors and all stakeholders</p>	
Economic	Innovation Management	●	●	<p>Development of new technologies and innovations that are environmental friendly</p> <p>Integrate modern technology into the business and in line with customer requirements</p>	  
	Sustainable Supply Chain Management	●	●	<p>No complaints related to ESG</p> <p>Green procurement Policy</p>	 
	Quality and Product Safety	●	●	<p>Develop products to support economic development and human well-being</p> <p>Expand infrastructure network to coverage and promote sustainable transport systems</p> <p>Raising the level of urban development to be inclusive and sustainable</p>	  
	Cyber Security and Data Privacy Protection	●	●	<p>Develop a system for collecting customers' personal information and preventing data leaks.</p>	

	Key issues	Stakeholders and Impact boundary		Management guidelines and goals	Link to the SDGs
		Internal	External		
Environment	Energy efficiency throughout the production process	●	●	<p>Availability factor index of power plants not less than 98%</p> <p>Invest in save energy projects of both solar and wind energy</p>	  
	Environmental management	●	●	<p>No significant environmental complaints</p> <p>Increase the efficiency of using clean and environmentally friendly technology</p> <p>Efficient use of natural resources</p>	 
	Climate Change	●	●	Reduce greenhouse gas emissions from corporate activities (CFOs)	
	Water Management	●	●	Reuse and reduce the water usage	
	Waste Management	●	●	Reduce production waste	
Social	Occupational Health and Safety	●	●	<p>No deaths from accidents at work for both employees and suppliers</p> <p>Lost time injury frequency rate (LTIFR) is 0</p> <p>Create a safety culture throughout the organization</p>	   
	Social and Community Responsibility	●	●	<p>No significant complaints from the community</p> <p>Collaboration with various educational institutions to develop human resources according to the skills required by the country</p> <p>Build the quality of life of the community and society</p>	 



Corporate Governance

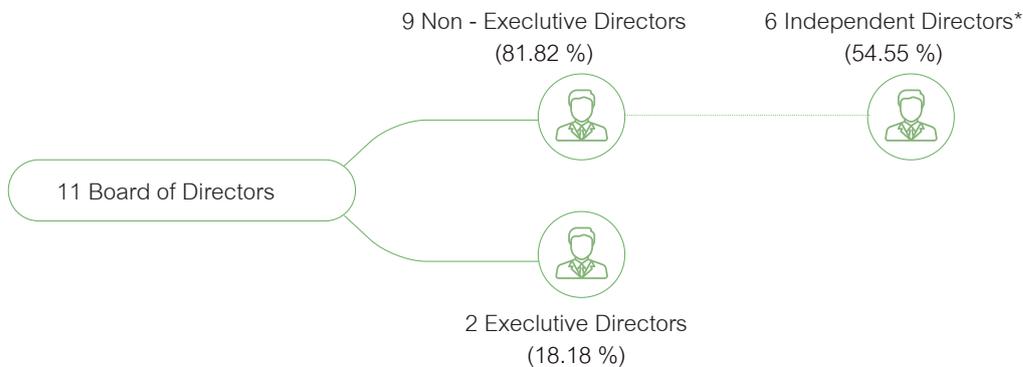
The Company recognizes the importance of corporate governance, or good corporate governance, and thus adopts the “Good Corporate Governance” set by the Stock Exchange of Thailand and, therefore, has implemented such “Good Corporate Governance” to guide the Company’s operations in order to enable effective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

Board Structure

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



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



• 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, as well as remuneration, to ensure transparency, fairness, and appropriateness with regard to the business operations. For the nomination procedures, there will be at least 90 days’ notice prior to the opening for nominations from shareholders. In order to find the person who best suits the organization, the nomination process take into account diversity, such as gender, age, race, nationality, or religion, as well as diversity in each occupation based on experience or skills.

*Least one-third of all Directors and complied with corporate governance least 50% of all Directors.

Board Skills Matrix

The Board of Directors has a wider range of skill, experience, and education. A Board Skills Matrix that is in line with the Company's strategy.



Board Skills Matrix

	Financial	Manufacture Industry	Accounting	Strategy	Utilities/ Energy Industry	Capital Market	Engineering	Human Resources	Construction	Legal	Risk Management	Board Experience	Corporate Governance	Insurance	Information Technology
1. Mr. Somchainuk Engrakul 77 years (Male) (ID)	•					•				•	•	•	•	•	
2. Mr.Somphote Ahunai 54 years (Male) (Ex.Dr)	•	•		•	•	•	•		•		•	•	•	•	•
3. Mr.Amorn Saphaweekul 47 years (Male) (Ex.Dr)	•	•	•	•	•	•					•	•	•	•	
4. Mr.Wutthilerd Chiannikulchai 51 years (Male) (Non-Ex)	•	•	•		•	•	•				•	•	•		
5. Mr.Sutham Songsiri 83 years (Male) (Non-Ex)				•				•			•	•	•		
6. ACM.Chainan Thumasujarit 72 years (Male) (ID)					•			•	•		•	•	•	•	
7. M.R.Bravochat Chatchai 61 years (Male) (ID)							•	•		•	•	•	•		
8. Pol.Gen.Phatcharavat Wongsuwan 72 years (Male) (ID)										•	•	•	•		
9. Mr.Somboon Ahunai 66 years (Male) (Non-Ex)	•	•	•		•	•					•	•	•		
10.Mr.Amomsuk Noparumpa 76 years (Male) (ID)	•		•	•		•		•		•	•	•	•		
11.Mr.Somphop Keerasuntonpong 54 years (Male) (ID)	•		•	•		•	•				•	•	•		
Total	7	4	5	5	5	7	4	4	2	4	11	11	11	4	2

ID : Independent Director Non.Ex : Executive director

Ex.Dr : Executive director

Duties and responsibilities

Committee	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 a 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, and timely (Duty of Disclosure), accountability, as well as the full benefit of all shareholders. To determine policy and regulate the Company in order to prepare guidelines for supporting anti-corruption measures to ensure that management is aware of the importance of this anti-corruption, and cultivates to be an organizational culture.
Executive Committee	<ul style="list-style-type: none"> To consider and review direction of business operation to be in line with policy, target, operation plan, business strategy and the budget approved by the Board of Directors. To consider the code of practice and operation manual of the Company.
Audit Committee	<ul style="list-style-type: none"> To consider a financial report and the completeness of the information acknowledged, and to assess the appropriateness of accounting principles applied to the financial report. To ensure that the Management has set the internal control system as well as internal control of appropriate information systems, including adequately addressing a wide range of potential risks, such as corruption risks and guidelines for communicating the importance of internal control. To review the efficiency of the internal audit performance to ensure that the internal audit standard has been implemented. To assist the compliance with morality, ethics and conflict of interest prevention policy.
Nomination and Remuneration Committee	<ul style="list-style-type: none"> To consider the policy of nomination of directors and top executives, nominate, select, and propose a qualified person with morality, ethics, and qualifications suitable for the position. 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. To consider the preparation of the development plan for directors to develop knowledge of directors including the rules and laws related to the business of the Company. To 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, including the risk of corruption, and consider and review various measures to prevent those risks from being 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 at an acceptable level, and ensure that the risk management has been continuously applied.
Corporate Governance and Sustainability Committee	<ul style="list-style-type: none"> To consider the policy and practice for the good corporate governance and plan about activities related to corporate social responsibilities and the stakeholders. To consider and advise on the establishment of a standardized sustainability policy framework and approach to sustainability that is comparable to international practices or principles in order to function effectively, including responding to the needs of stakeholders in order to ensure the group's long-term growth. To conduct an internal assessment based on corporate governance principles in order to seek improvement. To act as the Company's representative in communication and corporate governance with the executives, employees, and external agencies.

Duties and responsibilities

Committee	Main Duty
Strategic Planning Committee	<ul style="list-style-type: none"> To consider and determine the corporate strategy of the group Company and propose it 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 it 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 overall, to determine the essential resources to approach and support the corporate strategy of the group Company and propose it to

Board meeting attendance

The Board of Directors and subcommittees have planned and scheduled their meetings in advance to acknowledge and consider related matters. In 2021, the Board of Directors and subcommittees held the following meetings:

Board of Directors and Subcommittees	Number of times	Meeting Attendance Ratio (%)
Board of Directors	7	82
Executive Committee	12	90
Audit Committee	9	100
Nomination and Remuneration Committee	4*	100
Risk Management Committee	6	83
Corporate Governance and Sustainability Committee	4	100
Strategic Planning Committee	2	100

Remark: * Including Nomination Committee and the Remuneration Committee Meetings prior to the combined of committee

Performance evaluation of the Board of Directors and Sub-Committees

Performance Evaluation for the entire Board of Directors

1. Performance evaluation for the entire Board of Directors is comprised of 6 topics:

- Structure and qualifications of the Board of Directors.
- Roles, duties and responsibilities of the Board of Directors
- Self-development of directors and executives development
- Performance of Directors' duties
- Performance of Directors' duties Relationship with the management

2. Performance evaluation for the individual Board of Directors is comprised of 3 topics:

- Structure and qualifications of the Committee.
- The meeting of the Committee
- Roles, duties and responsibilities of the Committee

Performance Evaluation for the sub-committees:

1. The criteria of performance evaluation for the entire sub-committees is comprised of 3 topics

- Structure and qualifications of the Committee.
- The meeting of the Committee.
- Roles, duties and responsibilities of the sub-committee.
- Self-development of directors and executives.

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

2. Individual Performance Evaluation for sub-committees is comprised of 3 topics:

- Structure and qualifications of the Committee.
- Roles, duties and responsibilities of the sub-committee.
- The meeting of the Committee.

Performance Evaluation of the Board of Directors for the year 2021

Board of Directors and Subcommittees	Board's Self-Assessment (%)	Individual's Self-Assessment (%)
Board of Directors	99.03	100
Executive Committee	98.92	98.00
Audit Committee	99.00	99.33
Nomination and Remuneration Committee	98.75	99.50
Risk Management Committee	93.06	93.18
Corporate Governance and Sustainability Committee	98.92	98.00
Strategic Planning Committee	92.65	93.18

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 Encourage to have culture of risk management and proper internal control. Risk Management Committee held 6 meetings in total for 2021.

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. Social Risk	<ul style="list-style-type: none"> • Risk from human rights • Risk operations that may affect the community, society and environment
7. Emerging Risk	<ul style="list-style-type: none"> • Risk from technology • Risk from new regulatory • Risk from the occurrence of deadly pandemics

Emerging Risk

Technology and Innovation Risk

The Company's consistent business growth and expansion since 2017 has been attributable to its strength in the technology and innovation areas. Its long-term operational plan is to utilize energy storage technologies to bring energy security and to uplift use of eco-friendly renewable energy. The Company is aware of new risks that may arise from new technological inventions to replace the existing technologies which the Company is now investing in, or from the fact that power sale/ purchase can freely be undertaken at both local and international levels and at low prices, which may lead to possible changes in the growth of electricity power production and storage. Possible changes in various forms have prompted the Company to make efforts in strengthening its business and income base, and continuously expand the market to the entire energy storage industry, electric vehicle industry and other related industries in parallel to exploring new investment opportunities along with human resource development and advanced technological study and development.

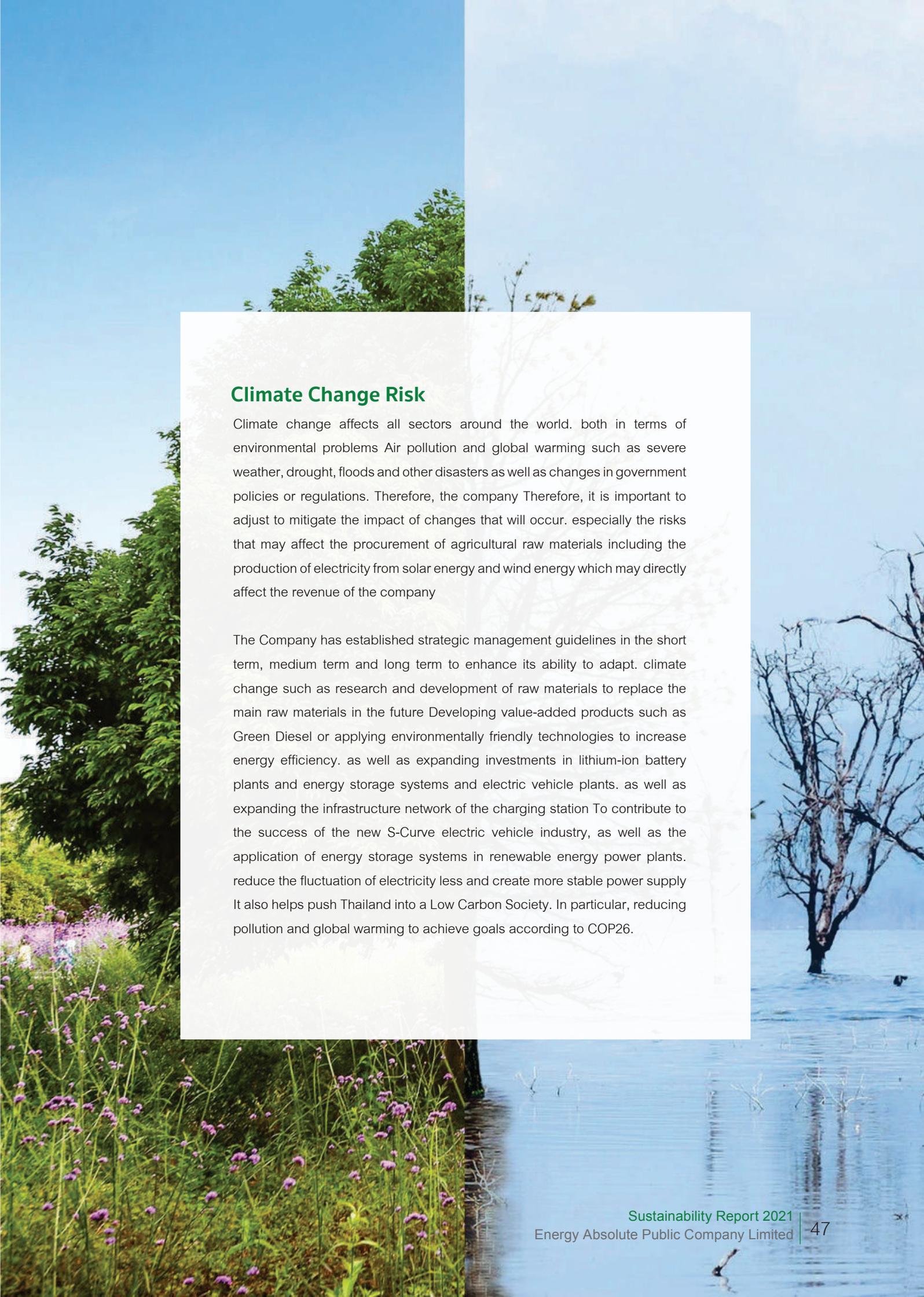
In addition, the Company recognizes that adoption of new technologies and innovations in the operation processes is significant and clearly beneficial in a long term, as well as can shorten operation time and save costs. The Company has thus launched projects to support invention and innovation development to promote self-learning among the employees and stimulate their creativity in adopting innovations for performance development and improvement.

Cybersecurity and Data Security Risk

The COVID-19 pandemic has drastically changed the way businesses operate and how employees perform their work, from working at the office to working anywhere or working from home, hence possible cybersecurity and data safety risk. The Company has thus worked out measures to prevent and reduce such risk to ensure continuity in business operation by providing the employees with cybersecurity training to strengthen their knowledge and understanding as well as increase their caution on utilization of work systems and business information. Information technology disaster recovery plan is also made available on a regular basis to ensure ongoing business operation of the Company in case of emergency.

The occurrence of deadly epidemics Risk

The occurrence of deadly epidemics in many countries tends to intensify spreading faster every year without vaccine for some deceases. The situation became more difficult to control in a timely manner which affected our business operation indirectly. That is, unable to import tool, machinery, equipment, raw material and labor from our partners in many countries, especially China, the country of our important partners. Our executive directors and working team also had to postpone or cancel their business trip to the high-risk countries, including suspending marketing activities that will have a lot of participants, caused delay in some of the company's new investment projects. However, the company has its back up plan to find tool, machinery, equipment and raw material from alternative sources that can be substituted, as well as rescheduled its execution plan and activities to minimize impact including providing appropriate health care and sanitary to our people and related stakeholders.



Climate Change Risk

Climate change affects all sectors around the world, both in terms of environmental problems such as air pollution and global warming, such as severe weather, drought, floods and other disasters, as well as changes in government policies or regulations. Therefore, it is important for the company to adjust to mitigate the impact of changes that will occur, especially the risks that may affect the procurement of agricultural raw materials, including the production of electricity from solar energy and wind energy, which may directly affect the revenue of the company.

The Company has established strategic management guidelines in the short term, medium term, and long term to enhance its ability to adapt to climate change, such as research and development of raw materials to replace the main raw materials in the future. Developing value-added products such as Green Diesel or applying environmentally friendly technologies to increase energy efficiency, as well as expanding investments in lithium-ion battery plants and energy storage systems and electric vehicle plants, as well as expanding the infrastructure network of the charging station. To contribute to the success of the new S-Curve electric vehicle industry, as well as the application of energy storage systems in renewable energy power plants, reduce the fluctuation of electricity and create a more stable power supply. It also helps push Thailand into a Low Carbon Society. In particular, reducing pollution and global warming to achieve goals according to COP26.

Anti-Corruption

Energy Absolute Public Company Limited and its affiliated companies are determined to conduct business adhering to social responsibilities and stakeholders under good corporate governance and business ethics as well as policy and practice guidelines for all stakeholders. The Company has in place a policy that defines the responsibility and regulations of inappropriate operations to prevent corruption in all corporate activities. Besides, the ensure that the decisions and business operations 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 sustainable development.

Anti-Corruption Policy

1. Directors, executives, employees, and stakeholder groups of the Company and its affiliates are prohibited to conducting or accepting all forms of corruption either directly or indirectly for the benefit of oneself, family, friends and acquaintances, covering all businesses in all country and agencies involved and regularly reviews compliance with anti-corruption policy and reviews guidelines and operational requirements for action to be comply with changes in business, 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, and employees of the Company and its affiliates, as well as groups of interested parties, to participate in giving opinions on various practices to prevent and against corruption in 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 prepare 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 promote the knowledge on preventing and anti-corruption to the directors, executives and employees in order to instill good awareness and for all Company personnel to be aware of their duties and responsibilities in carrying out their duty to fight against corruption in all forms.
7. The 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

Website:

www.energyabsolute.co.th/complaints

Performance/Success Indicators

Complaint investigation

Number of Significant complaints	2021
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 or Bribery	0
• Use of inside information	0
• Conflicts of interest	0
• Customer privacy	0
• Environment Occupation and Safety	0
• Human rights violations	0

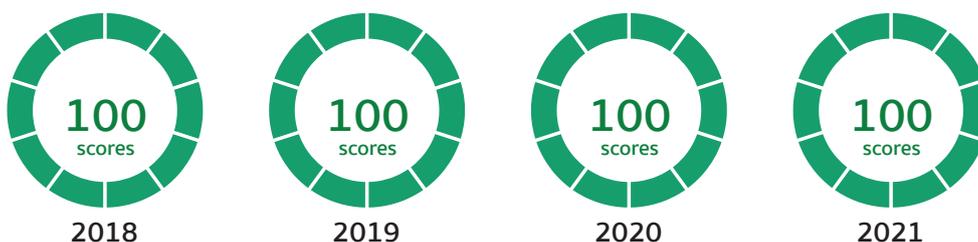
Corporate Governance Assessment Results

According to the survey conducted by the Corporate Governance Report of Thai Listed Companies 2021 by the Thai Institute of Directors (IOD) and the Stock Exchange of Thailand, in 2021, the Company obtained an “Excellent” score (five stars), and its average score was higher than the average score of overall listed companies and the SET100 Index.



Result of Quality Assessment of the Shareholders’ Meeting

The Company holds the Annual General Meeting of Shareholders to present the operation results annually. In 2021, the Company was rated 100 scores out of 100 in the Quality Assessment of the Shareholders’ Meeting Program for the year 2021 by the Thai Investors Association for 5 consecutive years.



Anti-Corruption Performance

In 2021, the organization has been certified as a member of the Thai Private Sector Collective Action Coalition Against Corruption. The validity period is from 30 June 2020 to 30 June 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 communicating with business partners and stakeholders, including the public, along with the announcement of the “No Gift Policy.”





ECONOMIC DIMENSION

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), standards for occupational health and safety management (ISO 45001), roundtable sustainable palm oil (RSPO) and international sustainability and carbon certification (ISCC (EU)) which assist the company in setting standards in the management of work, environmental management, occupational health and safety management and sustainable 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 Aspect
- 4) Hazard Risk
- 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.

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:

2021 Target
Customer satisfaction in indicators not less than 97%

Biodiesel Business

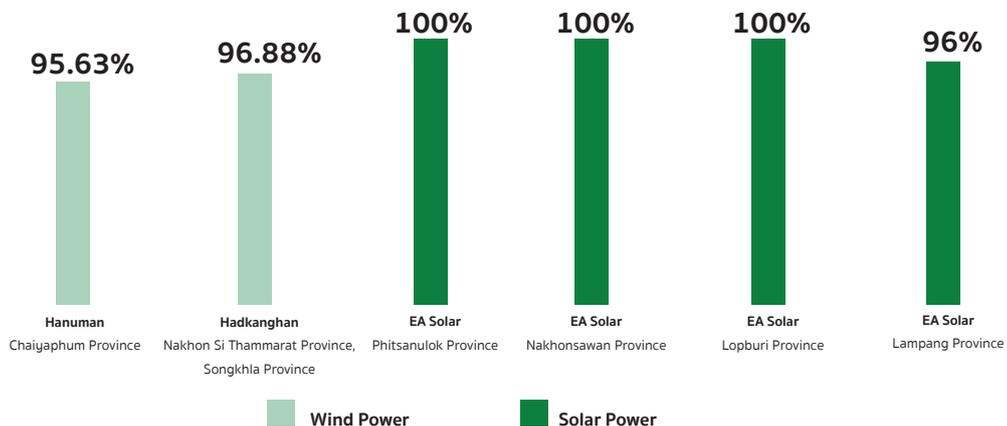


Products



Renewable Energy Business

2021 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

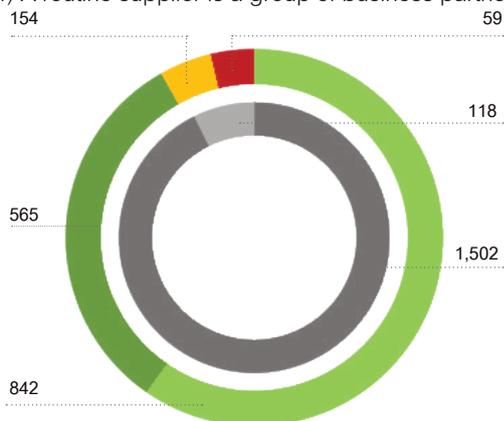
1. **Purchasing Procedure:** The Company has established guidelines for procurement operations to be accurate, fast, and that users must receive quality products and services in a timely manner based on their needs, as well as a guideline for managing partners in accordance with the requirements of the 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:

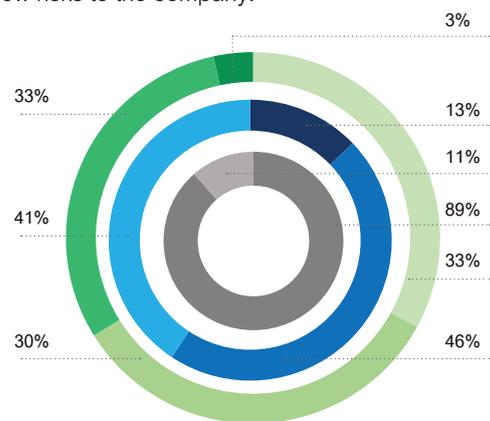
- 1) Suppliers of direct raw materials
- 2) Suppliers of assets, machinery and equipment used in the manufacturing process
- 3) Other product and service suppliers

And also classified according to the type of ESG risk (Environmental, Social, and Governance: ESG) as follows

- 1) A critical supplier is a group of business partners who have a high risk of having a negative impact on the suppliers, the community, and the company in terms of both business and corporate image.
- 2) A key supplier is a group of high-risk business partners who will have an impact on the company's business and corporate image.
- 3) A managed supplier is a group of business partners with medium risks to the community or nearby areas, as well as to the company.
- 4) A routine supplier is a group of business partners who pose low risks to the company.



Classify partners according to the type of risk and the source



Classify partner spending by product and service type and address



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. Purchasing employees carry out their responsibilities in accordance with the Code of Business Conduct (Ethic of directors, executives and employees).
- 8.) 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 2022
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 2022
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	2019	2020	2021
Energy Absolute PCL. / (consolidated financial statement)			
• Net profit before tax (MB)	6,016	5,029	5,933
• Tax expenses ^{/1} (MB)	(11)	(18)	3
• The corporate income tax rate (Percentage)	20	20	20

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 2021 (Baht)
Independent Commodity Intelligence Services (ICIS)	Trade association	289,275
The Federation of Thai Industries	Trade association	25,000
Thai Wind Energy Association	Trade association	20,000
Thai Listed Companies Association		25,000
Thai Biodiesel Producer Association	Non-Profit Organization/ Foundation	8,000
Society of Automotive Engineers Thailand		10,000
Total		377,275

Sponsorship / membership of organizations by issue

Topic	Our Position and Contribution	Name of Organization	Organization Details	Total Spending in 2021 (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	289,275
		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

Information Technology System Security and Personal Data Protection

Information systems and data are business resources that need effective care and well managed. IT system usage control , access control and system securities control are most important for lowering risk of organization and reducing damage that impact to information systems and data.

Energy Absolute group companies have realized the importance of information systems and data protection . We encourage to all employee to have awareness and to be involved in process of protecting information system and data

Management Approach

Energy Absolute group companies had set management guidance to manage information system and cyber security and risk by applied international standard NIST Cybersecurity Framework with 5 important procedure

1. Identify to understand environment , asset and for risk management
2. Protect system and data by apply standard security protection
3. Detect threat , monitoring and detection
4. Response when threat detected for reduce impact and limit system damage
5. Recover system to normal operation quickly



Information Technology System Security Policy and Strategy

Energy Absolute group companies have continually created policy to manage information system and cyber security and made awareness to employees to follow policy and procedure also following related laws

- Organize training and educated to all employee about IT security and Cyber security to prevent organization risk and employee risk
- Organize training and educate to all employee about protection of personal data for employee and related person by follow Thailand PDPA Act 2019
- Assessment the risk of IT and Cyber Security in all system scope and increased network system protection and other system for support employee to work from out of office

2021 Success story

- Increase performance of VPN and Internet Gateway system for support employees working from out of office . In the COVID-19 pandemic , employee can access to IT resource and support platform from home and still have appropriate protection from cyber threat
- Made awareness to employees about IT and Cyber security , Personal data protection by organize training and educated all employee and also have evaluate after class
- Announce revised PDPA policy and conduct audit on personal data collection and usage inside organization
- Pass testing business continuous plan

2022 Target

- Add report chanel about IT and Cyber security issue and personal data protection also
- Improve and increase performance of IT system for support employee work from anywhere safety matter



Innovation Management

Energy Absolute group companies has brought technology and innovation to improve multiple of work processes such as implement Robot Process Automation(RPA) to streamline work process and reduce errors these will also reduce employee working hour for repetitive jobs

Also increase employees proficiency by implemented Robot Process Automation to improve work processes of their department by themself support by RPA Academy

2021 Success story

- Implemented Robot Process Automation to improve procurement for purchasing department ,accounting journal process for accounting department ,payment process for finance department
- Implemented Robot Process Automation to improve work processes for paperless adaptation and document collection system for support complex document works
- Organize RPA training and set up RPA academy project for employees for bought Automation mechanism to improve their routine and repetitive job

2022 Target

- Increase RPA usage and introduce to Production process in our factories
- Implement RPA usage for improvement work processes in other department and business unit such as Human resource department
- Organize more RPA training event and expand opportunities to more of employees



ENVIRONMENT

DIMENSION

QUALITY, ENVIRONMENTAL, AND OCCUPATIONAL HEALTH & SAFETY POLICY

Sustainability Management Policy and Target

EA has committed to develop the standard of business operations and general management to be in line with our Sustainable Environment Management Policy . The focuses will be on safety environmental and health in workplaces including the social responsibility. The policy will cover all Company's operations which emphasize on resource management covering all business activities products, services, transportation and distribution, as well as waste management. Furthermore, this commitment is the direct responsibility of all executives, employees, business partners, contractors and the relevant stakeholders whom working on the company's behalf. Which are :

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 quality health safety and environmental laws and regulations as well as other business operation and stakeholder requirements environment
3. Create customer satisfaction in terms of the services , quality , safety and on-time delivery of all products
4. Prevent, minimize and protect impacts from our operations on the environment and communities while supporting a wide range of human and social development initiatives
5. To commit on the prevention of all risks , terminate hazard for reduction of injury and illness from working, which may occur to employee and stakeholder
6. Continually improve our processes, operations and internal company management system

Greenhouse Gases 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
- 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 2021, there were no environmental violations and the Company has not paid any significant fines (> USD 10,000\$) related to environmental issues.

GHG Emissions of the Group Company

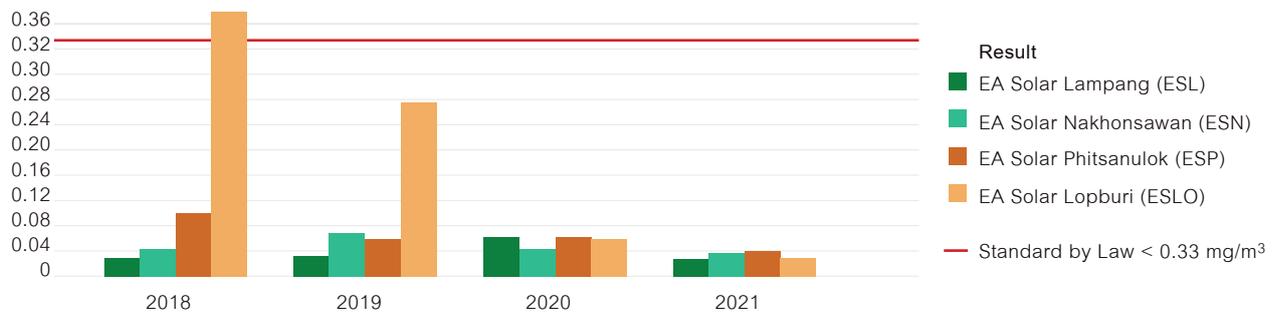
	2019	2020	2021
Direct GHG emissions of the Group Company (tonCO ₂ e) (Scope 1)	44,201	45,305	39,326
Energy Indirect GHG emissions of the Group Company (tonCO ₂ e) (Scope 2)	10,882	12,965	13,559
Other Indirect GHG emissions of the Group Company (tonCO ₂ e) (Scope 3)	55	68	143,502
Direct and Indirect GHG emissions of the Group Company (tonCO ₂ e) (Scope 1,2,3)	55,138	58,338	196,387
Total Revenue (Million Baht)	14,955	17,199	20,558
GHG emissions intensity of the Group Company (Million Baht)	3.69	3.39	9.55

The data was revised since the GHG emissions were later certified by the Thailand Greenhouse Gas Management Organization (TGO)

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

Power Plants' Total suspended particles (TSP)

Solar power Plants



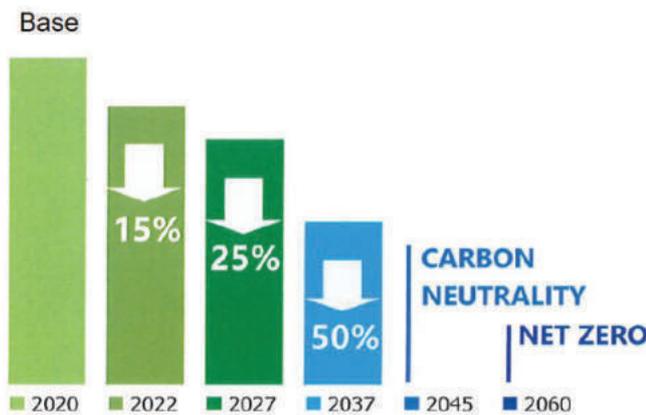
Aiming for Net-Zero Greenhouse Gas Emissions (Net Zero)

In 2021, the Company joined as a founding member of the “RE100 Thailand Club” (RE100TH) in order to show the intention of determination and become a key driver of energy efficiency, including aiming to solve the global warming problem and maintain the capability in enhancing Thailand’s competitiveness. This is in line with Thailand’s Carbon Neutrality and Net Zero Emission goals in accordance with the COP 26 UN Climate Change Conference (COP26).

The Company has announced a policy of Carbon Neutrality and Net Zero Emission with a short-term goal of reducing greenhouse gas emissions by at least 15% by 2022, 25% by 2027, and 50% by 2037, respectively. The long-term goal is carbon neutrality by 2045 and net-zero greenhouse gas emissions by 2060. There is also a goal to disclose regularly and set the goal of reducing greenhouse gas emissions according to its goal of limiting global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels and striving to solve the problems of greenhouse gas emissions effectively.



Organization Target	Year
Reduce GHG emission at least 15%	2022
Reduce GHG emission at least 25%	2027
Reduce GHG emission at least 50%	2037
Carbon Neutrality	2045
Net Zero Emission	2060



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 Nakhon Sawan**, Thailand - under an operation of the Company's subsidiary, EA Solar Nakhon Sawan Co., Ltd. with a capacity of 90 MW. The Sub-Committee of TGO has certified that the amount of greenhouse has reduced as follows

	December 2015 - November 2016	December 2016 - November 2017	December 2017 - December 2018	January - December 2019	January - December 2020	January - December 2021
The amount of greenhouse gas reduced from the electricity generation of EA solar Nakhonsawan (tCO ₂ e)	106,148	104,543	108,540	101,947	99,629	102,999

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

	December 2015 - November 2016	December 2016 - November 2017	December 2017 - December 2018	January - December 2019	January - December 2020	January - December 2021
The amount of greenhouse gas reduced from the electricity generation of EA solar Lampang (tCO ₂ e)	111,104	112,548	119,009	115,285	116,526	115,795

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

	April 2016 - September 2016	October 2016 - September 2017	October 2017 - December 2018	January - December 2019	January - December 2020	January - December 2021
The amount of greenhouse gas reduced from the electricity generation of EA solar Phitsanulok (tCO ₂ e)	63,178	126,713	149,019	127,690	124,960	127,211

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

	March 2017 - September 2017	October 2017 - December 2018	January - December 2019	January - December 2020	January - December 2021
The amount of greenhouse gas reduced from the electricity generation of EA Wind Hadkunghan 3 (tCO ₂ e)	63,907	205,065	164,873	143,270	162,371

5) **Project Name: Hanuman Wind Farm 9 ,8 ,5 ,1, 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

	February - December 2019	January - December 2020	January - December 2021
The amount of greenhouse gas reduced from the electricity generation of EA Wind :			
1. Hanuman Wind Farm 1 (tCO ₂ e)	46,829	43,164	43,883
2. Hanuman Wind Farm 8 (tCO ₂ e)	47,756	43,457	45,832

	April - December 2019	January - December 2020	January - December 2021
The amount of greenhouse gas reduced from the electricity generation of EA Wind :			
1. Hanuman Wind Farm 5 (tCO ₂ e)	52,635	61,382	63,123
2. Hanuman Wind Farm 9 (tCO ₂ e)	41,213	43,260	45,456

	May - December 2019	January - December 2020	January - December 2021
The amount of greenhouse gas reduced from the electricity generation of EA Wind :			
1. Hanuman Wind Farm 10 (tCO ₂ e)	75,438	82,644	87,481



AMITA Technology (Thailand) Co., Ltd.

Lithium-ion Battery Plant

Capacity 1 GWh

2. The company continues to expand its operations to businesses that promote the use of electric vehicles. instead of fossil fuel energy in the country's transportation system and is part of the development of infrastructure ready to support innovations in electric vehicles or the modern automotive industry (Next-generation Automotive) in the form of charging stations for electric cars under the trademark EA Anywhere, including promoting research and development in electric vehicles To extend the technology to meet the needs of users truly according to the concept of "MISSION NO EMISSION" by focusing on the creation of vehicles that are pollution-free, environmentally friendly. Under the trademark "MINE Mobility", the company has opened a commercial operation of a lithium-ion battery factory. and a modern integrated energy storage system. Amita Technology (Thailand) Co., Ltd., which EA jointly invests with Amita Technology Inc. (Taiwan) on the area of the Eastern Economic Corridor (EEC) development project on an area of more than 90 rai, accounting for a plant area of 80,000 square meters, producing pouch cell lithium-ion batteries, a fully integrated backup power system that uses intelligent systems. automated production system Starting with a capacity of 1 GWh per year. and can expand the capacity up to 4 GWh per year The capacity of 1 gigawatt will help reduce emissions to the environment. It can be used in 4,160 electric buses with a maximum driving distance of 240 kilometers per year, 11 meters, and the use of 4,160 electric buses can help reduce greenhouse gas emissions by approximately 91,709 tons per year and reduce the amount of It uses 97,066,667 liters of diesel per year compared to a diesel-powered passenger car."

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

	2017	2018	2019	2020	2021
Total waste generation (Tons)	11,508	11,364	9,342	9,027	8,936
Hazardous waste generation (Tons)	405	447	227	331	259
Non-hazardous waste generation (Tons)	11,103	10,917	9,114	8,696	8,677
Total water discharge from factory (m ³)	55,635	55,956	63,878	64,886	50,640

Environmental Performance

Energy management

The company has Energy management guidelines by developing an appropriate energy management system. The operating guidelines are setting goals and creating energy projects for the reduction of fuel consumption. Fuels that the company can reduce are LPG and Coal.

Performance/ Measurements

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

Biodiesel Business

The factory set up a project to reduce fuel consumption. It is divided into 2 projects as follows,

1. The project reduce LPG by reusing the remaining heat from hot RBD oil instead of using LPG to heat up directly on raw material. Reduce ratio the consumption of LPG from 0.71 to 0.64 (Kg of LPG / Kg of RBD oil).

2021	
Target (Kg of LPG / Kg of RBD oil)	Performance (Kg of LPG / Kg of RBD oil)
0.71	0.67

2. The project reduce Coal by improving Energy Efficiency of Boiler Systems, change tubes in Boiler 16 Ton. Reduce ratio the consumption of Coal from 150 to 146 (Kg of Coal / Ton steam).

2021	
Target (Kg of Coal / Ton steam)	Performance (Kg of Coal / Ton steam)
150	146

Renewable power business

The project to reduce the use of electricity in the building through the automatic transfer switch cabinet by bringing the timer to install inside the automatic transfer switch cabinet by placing a circuit to cut off the electricity of the device is idle at night.

Energy to be reduced amount : Average 18,801 units (kWh)/month
Discount amount : Average 56,087 baht/month
Percentage is it compared to the previous year : Energy savings amount accounted for 14% of the total energy used before the project.

Water Resource Management

The Company has a guidelines for water management resulting from its operations by reusing the used water to reduce the amount of water used. In addition, the company has an action plan to turn the treated wastewater into good quality water for use in the green areas of the factory. To replace the use of tap water, including campaigning and promoting the use of resources in a cost-effective manner and maximum efficiency.

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 2021, there were no water-related incidents with a financial impact above 10,000 USD.

Biodiesel Business

For 2021 performance, the amount of water used in the production process is 145,274 cubic meters and the amount of recycled water is 3,577.51 cubic meters from the operation of 2 projects, as shown below.

1. 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 60,011.49 cubic meters and the blowdown water reused is 3,369.21 cubic meters or 5 percent, as indicated in the following table

2020		2021	
Target (%)	Performance (%)	Target (%)	Performance (%)
1	1	1	5

2022 Target : Reduce the use of tap water by 5%

2. The project recycle the treated water that can reduce water use by 208.3 cubic meters or 0.15% of tap water usage. as the following table.

2021	
Target (%)	Performance (%)
0.2	0.15

2022 Target : Reduce the use of tap water by 0.2 %

Performance/Success Indicators

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.



Biodiesel business

The factory has set up a project to reduce the pollution of wastewater from washing the glycerin distillation tower by filtering it through a Filter press so that it can enter the factory’s wastewater treatment system without having to be disposed of. This allows to reduce waste from the production process for disposal by an average of 46 tons/month or 100% of the target.

2021	
Target (%)	Performance (%)
100	100

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.

Biodiversity Study of Wind Power Plant

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 to collect biodiversity data during the pre-construction and operational phases



Bat Diversity study

Because bats are nocturnal animals, the study required a variety of methodologies, including secondary data research, expert survey, bat detector use, audiomoth and echo meter touch bat detector, 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.

- Hanuman Project at Chaiyaphum province discovered 6 species of bats.
- Hadkunghan Project at Nakonsithammarat province discovered 4 species of bats.

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

Hanuman Project Chaiphum Province

HNM1 found 43 bird species

with 39 species of which are residents, 4 species of migrants

HNM5 found 53 bird species

with 51 species of which are residents, 2 species of migrants

HNM8 found 53 bird species

with 50 species of which are residents, 3 species of migrants

HNM9 found 54 bird species

with 51 species of which are residents, 1 species of migrants

HNM10 found 60 bird species

with 56 species of which are residents, 4 species of migrants

Hadkungan Project Nakonsithammarat province

A total of 94 bird species are observed from both surveys, with 49 species of which are residents, 37 species of migrants, 7 species are both resident and migrant, and 1 species is breeding visitor.



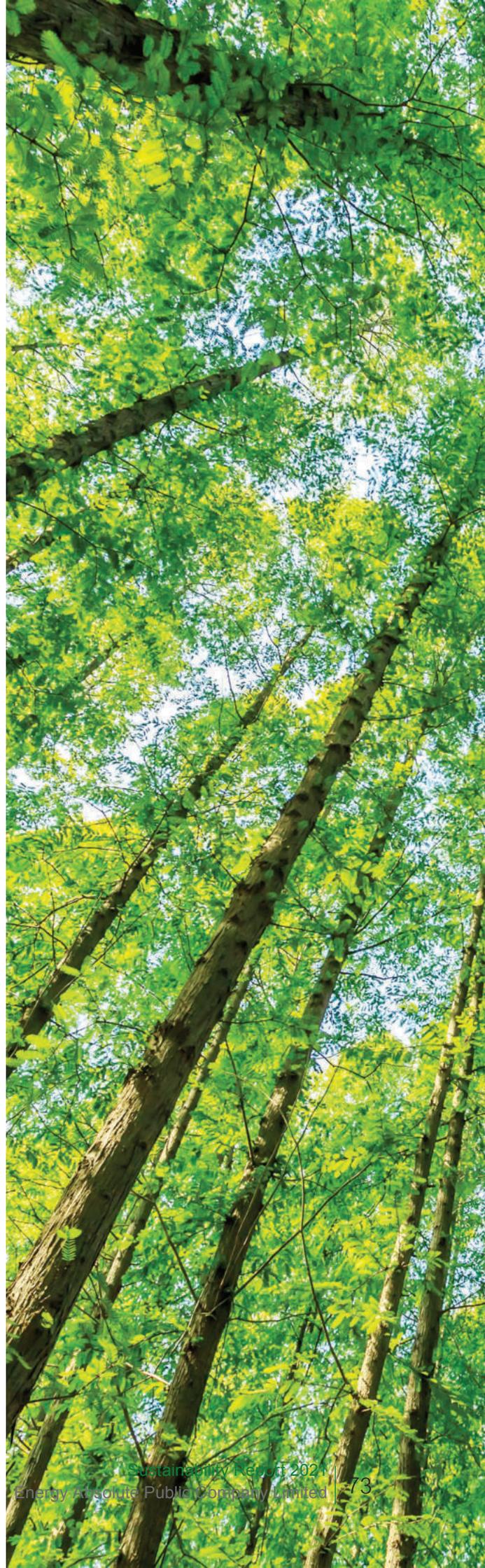
Vegetation Diversity Study

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 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 DIMENSION

Employee Management

The Energy Absolute Group considers that Employees are a key driver in enhancing the organization's competitiveness. Therefore, it is necessary to formulate human resource management strategies, which aims to increase employee productivity, to promote employee engagement, to develop employee capability in order to cope with technology disruption (VUCA), including improving human resources management standards.

The Energy Absolute Group has taken Diversity & Inclusion policy into Employee Management to ensure that employees are treated equally and appropriately without any forms of discrimination. This is to encourage diversity acceptance of genders, races and nationalities as well as recognizing differences in values and cultures. This also applies with recruiting, hiring, and appointment process efficiently. The Group promotes culture of learning and employee capability enhancement by developing them to be able to work effectively with full contribute to organization success. It will support them to accomplish the company

Human Rights Management

The Energy Absolute Group is committed to the company's success and sustainability together with promoting human rights throughout the organization. The Company recognizes the importance of respecting the human rights of every employee. This is claimed as an essential role of the Company, its Business Partners and Joint Ventures in the supply chain to adhere to human rights principles of equal treatment of employees, customers, local communities and other stakeholders and avoiding all forms of human rights violations.

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

Integrated Human Rights Review Process

Energy Absolute Group has adopted the Human Rights Due Diligence (HRDD) process in accordance with the UN Guiding Principles on Business and Human Rights (UNGPR) as a framework in Human Rights Management. It covers all business activities in Thailand and country-wide where the Company operates and analyzes potential impacts as well as having a systematic human rights risk management to ensure that the Group has a system to control and prevent human rights violations. Further, there is the effective human rights management to support its business operations, business partners, contractors, and all stakeholders to highly pay attention and respect to the human rights principles in accordance with the Human Rights Management Guidelines of the Group.



Major Risks	Examples of Current Control Measures
Labor Practice 1. Executors safety and health 2. Clarity in terms of employment in the supply chain 3. Child Labor	1.1 Safety policy and standard for the operation of machines and equipment is provided. 1.2 There is a training of operation safety at work and risk areas for employees and contractors. 1.3 Safety equipment is provided for employees and contractors. 2.1 Employee must sign and acknowledge the contents of the Employee Code of Conduct. 2.2 There is a training with a test to confirm employees' understanding and respect of human rights. 3.1 All forms of child labor prohibition are declared and stipulated in the Human Resources Operations Manual.
Community and Society 1. Safety and way of living in the community	1.1 Community area survey process 1.2 Clear complaint handling process

Communication and Training on Ethics, Anti-corruption, Risk Management and Information Technology Security, Sexual harassment and Non-sexual harassment

Challenge: To encourage every employee to apply Code of Conduct of the Group in every decision-making process through more accessible communication and promotion.

Action: To provide self-learning with content and test for employees at all levels Both Thai and Expats to learn and review on their own knowledge covering Code of Conduct, Anti-Corruption, Risk Management, and Information Technology Security. The passing score is set at 78%.

Promoting Gender Equality

Action: As a result of Thailand's Gender Equality Act of 2015, which protects any discriminations related against the acts, The Group has monitored and communicated the newly adopted gender equality aspects to all stakeholders to use as per a guideline. The Group has continued to adhere to the principle of gender equality covering employment, compensation, job and career advancement, and working conditions respectively.

Recruiting Competent Employees from Educational Institutions

The Group focuses on a proactive strategy through building partnerships with leading educational institutions in the country in order to reach and understand students' expectations for the organizations they aspire to join. It also helps prepare them in terms of knowledge, skills and competencies that the organizations required through co-designing the learning courses. This is to get them ready with effectiveness to enter to the organization after graduation.

Collaborative approach for recruiting employees

Co-designing courses with external agencies

The collaborative project with educational institutions is to design teaching and learning to prepare qualified employees with specific abilities, such as Electrical Automotive Engineering, Chemical Engineering, etc., with an emphasis on practical base in real work environment.

Student Internship Program

It is a program that aims to provide students with internships in the workplace with related work. This is to enhance their specific knowledge and skills with practical base learning during Co-operative Education Program and Summer Internship. The Group provides opportunities for students from various colleges and universities to join and learn while having mentors from the Group. There are 16 students joining the Co-operative Education Program and 17 students joining the Summer Internship. The Group will pay some allowance to support students' meal and travelling cost.

Re-Employment Program

Background: There are many employees who are about to reach retirement age in each year. Many of them are expertise in specific fields which they can still work effectively and be able to transfer knowledge and skills to the latter generations. The Group recognizes the importance of retaining such highly competent employees and generate these values to the organization.

Implementation: The Group creates the project called Re-Employment Program to provide opportunities for employment after retirement with careful consideration of the job suitability and numbers of retired employees each year.

Results: In 2021, we have re-employed 8 employees who retired at various levels and it is expected more numbers in the future considering the suitable ability.

Manpower Planning

Challenge: The disruptive technology which is inevitable in current business world drives the organizations and employees to adapt to such challenges. Therefore, the organization has prepared and developed its employees to cope with the challenges in the digital era.

Implementation: The Group has formulated a strategic implementation and set goals to develop employee capability as well as to be caring organization. The actions are as below.

1. To improve employee capability at all levels with learning project assignment which is tailored-made to match with skill gap.
2. To provide internal job rotation opportunity to prepare employees to be multitasking skill. The Group has provided designated and effective job rotation programs so that employees can perform the latter-roles successfully.
3. To recruit competent employees from educational institutions through a strategic human resource development program with effective communication.

Performance Appraisal

Energy Absolute Group evaluates the effectiveness of employees' performance at all levels by applying Performance Management System within the organization. It also helps to understand capability level of employees. The system focuses on how the employee achieving the targeted objectives. It links the organization's goals and deploys to department level and each individual employee.

The first dimension is to measure job accomplishment by using OKR or Objective Key Result to measure organization's or department's success. We also use PDA, or Performance Development Appraisal, to measure individual success.

The second dimension is to measure behavioral attributes by using the 360 Degree Feedback tool to get feedback from peers, colleagues from different departments, and subordinates. Recipients are assessed on their behaviors which are the identity of the Group (EA's DNA).

Employee Capability Enhancement

Energy Absolute Group evaluates the effectiveness of employees' performance at all levels by applying Performance Management System within the organization. It also helps to understand capability level of employees. The system focuses on how the employee achieving the targeted objectives. It links the organization's goals and deploys to department level and each individual employee.

The first dimension is to measure job accomplishment by using OKR or Objective Key Result to measure organization's or department's success. We also use PDA, or Performance Development Appraisal, to measure individual success.

The second dimension is to measure behavioral attributes by using the 360 Degree Feedback tool to get feedback from peers, colleagues from different departments, and subordinates. Recipients are assessed on their behaviors which are the identity of the Group (EA's DNA).

Operating Result

	2019	2020	2021	Target 2022	Target 2023
Average Training Hour	11.66	12.54	17.87	20	23
Invest on Employee Development	1.543	1.968	1.431	N/A	N/A
Human Capital Return on Investment (HCROI)	16.9887	21.23859	21.68	22	22.5
% of FTEs participating in the program	100	100	100	100	100



Operating Result (No. of courses)

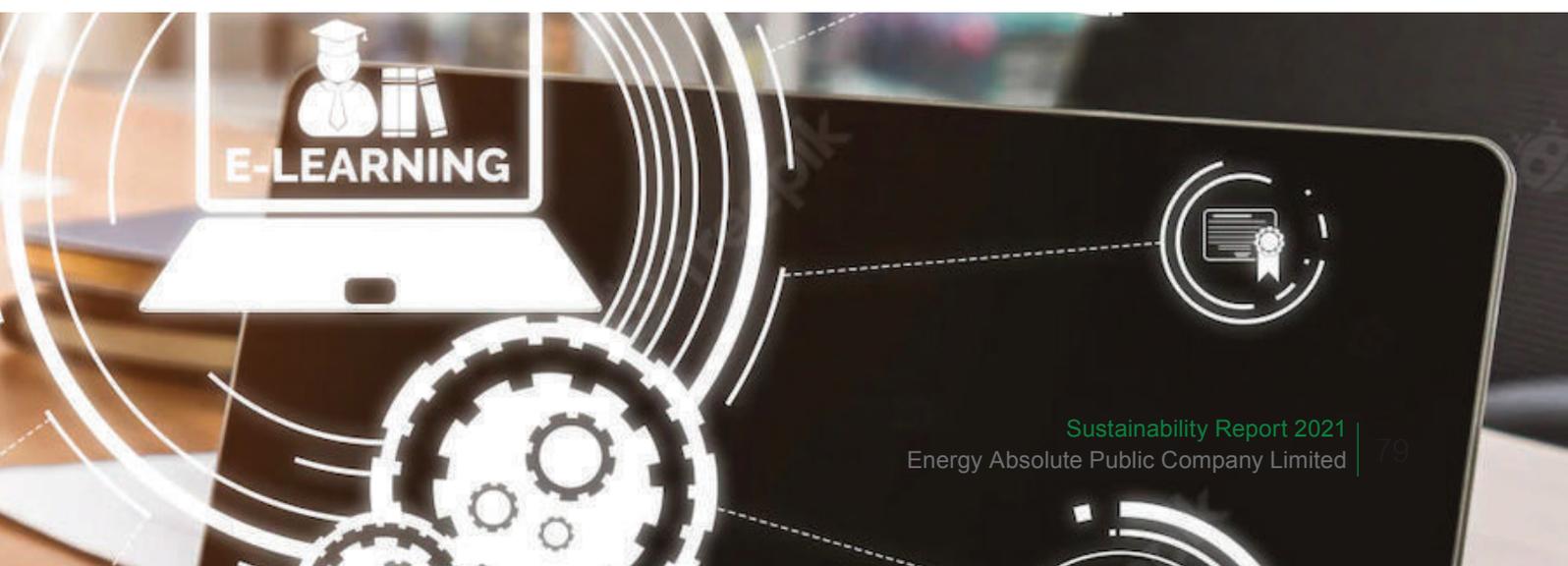
	Online	Onsite	Knowledge Sharing	Professional	Leadership & Managerial	International Standard & SHE
2020	1	104	0	67	7	31
No.of participants (not count duplicate)	232	264	0	138	23	360
2021	16	57	5	28	17	37
No.of participants (not count duplicate)	989	801	76	580	561	1,043
Percentage of Participation rate increased 2020 VS 2021	+52.04	+31.61	+6.47	+30.25	+44.56	+38.90

Employee Development Together with Organization Development

Every organization is facing with the challenges caused by the world has dramatically. Employees with flexibility and agile are key factors to drive the organization's strength. Therefore, the Group focuses on developing employees to be fully aware of the changes. There are 4 learning methods to keep developing employees as follows.

1. Online learning program (VDO clips)
2. Onsite learning program (Classroom)
3. Experience/information/knowledge sharing from experts session
4. Project-Based learning program

The programs are designed to transfer the concepts to actions in order to create impact on business with Design Thinking process, sharing knowledge and experience from executives, and experts. Developing employees through project -based learning can be assessed learner's knowledge and skills with tangible results. Employee can also apply these skills to work practice to achieve learning objectives and add values to business. During the project-based learning, they can submit the project to "EA Inside EA" campaign as a contest. The Group also manages functional competency development with the 70:20:10 approach. 70% means learning by oneself and on-the-job practice. 20% means from others and from coaching while 10% means learn from training classes. The Group believes that developing human resources through hands-on experience can help them truly learn and encourage their behavioral changes which has great impact to their performance.



Operating Result

With the 70:20:10 development and learning approach the Group has enhance learning capability of employee to cope with Digital Transformation. In 2021, the Group has achieved development result as follows:

1. 70% approach by self-learning and on-the-job learning

It is the development program through the EA Inside EA campaign, following with a creative cognitive approach that focuses on learning through thinking and practice called Project Based Learning (PBL). There are 17 projects with estimated Value Added of 22 million baht

2. 20% approach by learning from others

This year, coaching skills have been continuously developed for leaders with key following programs.

2.1 Executive Coaching Program for Senior and Middle Management

2.2 Coaching Training and Practice Program for 42 Middle Management and Managers

3. 10% approach by training classes

The Group emphasizes on classroom training with learning methodology with consideration of different skills gap of employees in different backgrounds. Applying new learning technologies, the Group develop learning methodology which is called blended learning approach. This will allow to integrate learning theory with practical base using case-based learning, including skill improvement with self-learning, etc.

The Group has adopted more digital platforms to support employee development for example, new employees can learn through the @CORE system and can evaluate the program by scanning QR Codes provided.

Employee Engagement (Engagement Survey)

The Company conducts employee engagement surveys using leading consultants both local and international. In 2020, the score result is at 51% from the target of 56%. In 2021, the Group has committed to improve employee engagement by improving learning and development aspects. This is to create more learning channels, formats, topics and training programs. Moreover, the actions also cover improving information technology systems to meet the users' requirement in terms of responsive speed and ease to access. The Group also consider driving for organization growth and sustainability. The employee engagement survey is planned every 2 years which will be measured again in 2022.

Voluntary Resignation

In 2021, the voluntary resignation rate of employees is at 22.61% which is 37% increasing from the previous year. The Group plans to improve the rate by developing Succession Plan to provide employee to see opportunity and plan their own career advancement. The Managements will take part in mentoring and coaching them to improve in terms of technical and self-management appropriately.

Internal Job Rotation Support

The Group has the policy to support internal job rotation to allow employees to learn new skills, especially, cross-functional skills. This will ultimately support the organization to plan the right manpower in alignment with future strategic workforce planning.

Operating Result: 14 employees were assigned for job rotation (internal hires) to the new positions which is 1.19% of total employees.

Promoting Innovation among Employees

In addition to using digital technology to drive the organization remains competitive and ready to cope with the changing environment and business operations, the Group also promotes and creates a culture of innovation development. This considers as one of EA's DNA for employees to be bold to think outside the box in a creative way. Employees are encouraged to propose new ideas, and dare to change through innovative ideas submission to the EA Inside EA campaign

Operating Result:

In 2021, employees from 5 companies under the Group participated in 17 projects which is 112.5 percent increasing from 2020. This has been the 4th consecutive year of the EA Inside EA campaign since 2018 with a total of 31 projects since then. The Top 3 awardees from the EA Inside EA Contest 2021 are as follows.

Glycerolysis – Transesterification

The objective is to turn PFAD and FFA, the By Products, to produce B100 to reduce production costs without quality defect. The project result is shown that production cost of B100 after running with Glys-trans system is reduced by 0.07 baht per liter.

Reducing Electricity Costs of kVar Charge by Switching Order

The objective is to reduce the import of Reactive Power from EGAT's electrical system into the production to reduce electricity costs. The project result is shown that the expense is reduced by approximately 26,000 baht/month or 312,000 baht/year compared to the average cost before improvement.

AFC Core Optimization for Insert Stainless Shim Ring

The objective is to improve and Core positioning and to control the movement of the alignment axis. The project result is shown that the cost saving is 1,147,881.94 baht per year with the production rate of 20,000 cells/day.

Human Resources Analytics Program

The Group has implemented Human Resources Analytic program to support Performance Appraisal. It is also applied with employee development plans, skills enhancement, recruitment and hiring process. The focuses are for upskilling and reskilling during employee development journey.

Sustainable Employee Development Visions

1. Capacity Enhancement with designed learning structure by module. This is to ensure sustainable learning and knowledge management.
2. Cooperative Learning Program with educational institutions. This is to co-design the best practices and knowledge in order to incorporate into related functions and share among employees for lifelong learning.
3. Culture of best practices and experiences sharing. This is to emphasize employee to have platform and get used to share knowledge, experiences, and best practice continuously and systematically. It will help them learn from others and bring back to apply respectively and timely.
4. Knowledge Management (KM) process as a tool. This is to promote the exchange of essential knowledge among employees together in the organization. Its purpose is also to gather the knowledge from each individual or in document format then input to the system. Employees can easily access to the required business knowledge when necessary. They can utilize the accessible knowledge to develop themselves for better work efficiency and resulting in organization capability as the highest competitiveness in the market.

Improvement of Well-being among EA Family

The Group aspires to take good care of its employees' well-being to make them happy and convenient at work. It aims to provide digital platforms to facilitate work efficiency including a variety of communication channels. Employees can access to those channels stay up to-date of any company's progress, such as any tangible improvement of work conditions developing from employees' recommendation. This covers work environment, training and development, and employee activities.

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Employee Cares

The Group aims to improve the quality of work life integration for every employee. To achieve a great balance of those, the Group has established a Labor Welfare Committee in the workplace. The representatives are from elected employees with the role to act as a medium to convey employee welfare needs to the Company. They also provide recommendation and monitor the company's welfare arrangements. It covers welfare allocation and additional benefits from basic welfare

Policies and Support during Flood Crisis

The Group supported 7 employees in the eastern and northeastern areas who were affected by flash flood problem in 2021 by provided supporting fund to them to lessen the troubles.

Policies and Support during COVID-19 Crisis

The epidemic situation of COVID19- widely affected the global economic situation Including Thailand. The Group is fully aware of the serious impact on employees' safety. To ensure that employees are safe from this respiratory infection, the safety process and welfares are set to ensure that employees to be able to work safe with disease-free. Under such circumstances, the Group intends to create shared values for sustainable growth together, which are as follows.

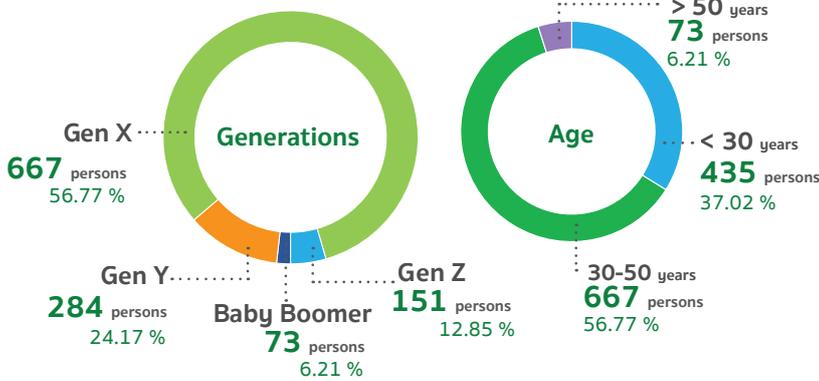
1. Provide lunch meal for employees to reduce the chance of getting infected from the food stalls.
2. Arrange shuttle bus to reduce the risks during transportation.
3. Support ATK to employees who may have direct contact with customers
4. Provide ATK at affordable price so that employees can do a test every week. Reduce the spread of infection to their close contacts.
5. Employees can buy ATK at affordable price for family to control the spread of infection in a restricted area.
6. Spray the disinfectant in the workplace regularly and also spraying in the event that an infected employee is found.
7. Support RT-PCR test fee for employees infected with COVID19- from work.
8. Supply an agency that can provide RT-PCR test for employees at a lower cost .
9. Support saline solution for rinsing the nose to help reduce the symptoms caused by infection help getting better.
10. Provide knowledge and advice on effective working practices during work from home
11. Implement full online training in employee orientation to facilitate employees to familiarize with tools, basic systems, and organizational culture. This will help ensure employee are well treated with mentors during their transition to work with the Group.
12. Implement a time recording system to reduce physical contact from the fingertip scan. Now face and eyes scanners are in place to prevent the spread of COVID19-.

Employee information

Gender



Generations



Employee Level and Gender

	person	%
Top Management	11	100
Male	10	91.0
Female	1	9.0
Middle Management	154	100
Male	36	23.38
Female	118	76.62
Junior Management	403	100
Male	156	38.71
Female	247	61.29
Non-Management	607	100
Male	103	16.97
Female	504	83.03

New Employee

	person	%
Gender	644	54.80
Male	472	73.29
Female	172	26.71
Age		
less 30 years	92	37.70
between 30-50 years	135	55.33
over 50 years	17	6.97

Employee to generate revenue for the organization

	person	%
Male	8	50
Female	8	50

STEM Education

	person	%
STEM	223	18.98
Male	177	79.37
Female	46	20.63
Non - STEM	952	81.02

Religion

Buddhism 1129 | Muslimism 6 | Christianity 7 | Protestantism 3 | Other 30

Nationality

Religion	person	%
Thai	1139	96.94
Taiwan	20	1.70
Chinese	14	1.19
Cambodia	1	0.09
Myanmar	1	0.09

Area

Province	person	%
Bangkok	515	43.83
Chachoengsao	288	24.51
Chaiyaphum	149	12.68
Nakhon Si Thammarat	68	5.79
Nakhon Sawan	43	3.66
Prachinburi	25	2.13
Phitsanulok	23	1.96
Rayong	21	1.79
Lopburi	18	1.53
Lampang	17	1.45
Samut Prakan	8	0.68

Voluntary Resignation

Gender	person	%
Male	154	63.11
Female	90	36.89
Age		
less 30 years	92	37.70
between 30-50 years	135	55.33
over 50 years	17	6.97

Maternity leave

	person	%
Gender	26	100
Male*	22	84.62
Female	4	15.38

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



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 value employee safety by announcing occupational health and safety policy and working environment policy sets guidelines and safety management systems to ensure they are in line with legal and international standards on safety, occupational health, and work environment for employees, business partners, and stakeholders. This includes risk prevention measures for accidents, injuries, and illnesses caused by operations, along with support to improve the work environment to promote employees' physical and emotional wellbeing and hygiene, and their quality of work life.

- 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 comply with laws and regulations strictly regarding safety and implement good safety standards in business operations emergency and accidents from operations quickly effectively and carefully.
- Provide personal protective 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
- Arranges annual health checks for all employees according to work-related risk factor (Confined Space Entry Work, High Work).
- 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 occupational health and safety 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 2021, the Company has provided training about work safety as follows:

- Training on basic firefighting and emergency preparedness
- Training on chemical spill situation
- Training on the use of personal protective equipment.
- Training on Occupational disease
- Training on First aids
- Training to control external service providers
- Training to Confined Space entry.
- Training Process Safety Management Internal Auditor
- Training Officer in Management level and Supervisor level
- Training on the management of waste or unused materials
- Training ISO 45001:2018 requirements
- Training assessment to identify risks, opportunities, and hazards
- Forklift Safety Training

Performance

The Group determined the operational indicators from Lost Time Injury Frequency Rate (LTIFR) and fatalities are as follows:

Indicators	2020		2021		2022
	Target	Performance	Target	Performance	Target
Lost Time Injury Frequency Rate : LTIFR of employees (per 1 million hours)	0	0	0	0	0
Lost Time Injury Frequency Rate : LTIFR of contractors (per 1 million hours)	0	1.86	0	1.09	0
Work-related fatalities of employees (person)	0	0	0	0	0
Work-related fatalities of contractors (person)	0	0	0	0	0
Total number of employees (person)	-	722	-	1,175	-

The Company considered to health and safety and well-being of employees especially during the COVID19- pandemic that effects to the business operation including the living condition of employee so the Company set out the measures to protect, take care and facilitate of all employees

- Employees and contractors have to report Antigen Test Kit result every 7 days before entering into the workplace.
- Use the 'Bubble and Seal' system to take care of the workers in the factory to control and prevent the spread of the virus.
- Safety measures when entering into the workplace such as providing alcohol gel, temperature checks, touching point cleaning, wearing a mask and RT-PCR test before entering into the workplace.
- Declaration of health and travel timeline or the contact with a probable or confirmed COVID19- every day.
- Support employees to find hospital beds and track the health of employees in case of home isolation.
- Accommodations for vaccination. COVID19- vaccines are highly effective at preventing infection, serious illness, and death.
- Providing alcohol gel, temperature checks and increasing the rounds of cleaning at the dormitories.
- Educating employees on the seriousness of COVID19- and steps they can take to avoid the spread of the disease.
- Coordinate with the relevant government sectors and hospital to investigate the infection and assess the number of close contact tracing.

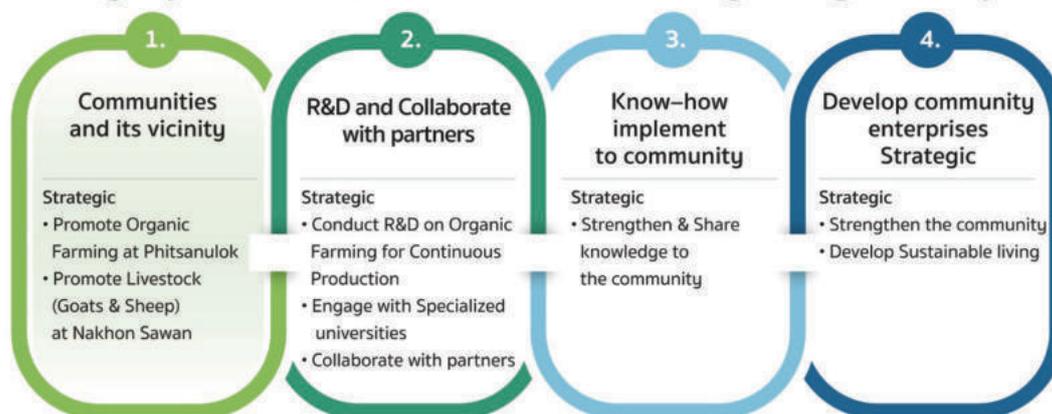
Social Enterprise

The company recognizes the business operations that are responsible for society and all stakeholders. Therefore, we have developed a principle to implement relevant projects with a focus on strengthening stability for a community and improving the quality of life for its people. Since 2015, EA Social Enterprise (SE) has been working to promote career opportunity and income stability through organic vegetable growing and goat farming projects. The goal is to support communities around the company's power plant area and surrounding areas by promoting careers and generating sustainable income for local communities and farmers while encouraging stakeholder participation. Linking and promoting a strong local economy, as well as being able to actively participate in the development of communities and societies that contribute to sustainability and innovations that cover economic, social, and environmental dimensions, affect the community's strength and resilience in accordance with the SDGs and the GRI (Global Reporting Initiative).

Strategy

EASE (EA Social Enterprise), or EA Social Enterprise, operates projects that prioritize improving people's quality of life over profit maximization, by beginning with communities surrounding the company's power plants as pilot project areas in order to create «good jobs» in the community, which is defined as a stable income. As a consequence, precarious employment is retained, along with stability, well-being in life, and the sustainable development of the local community. Over the last six years, EASE has been working with local farmers, organizations, universities, and related partner networks to strengthen communities and develop self-sufficient through the promotion of knowledge, skill development, and competitiveness, as well as support to improve the quality of output and promote a fair market. We are continuing to extend partnership and further research and development for future growth.

Strategic plans for sustainable community living development



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

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

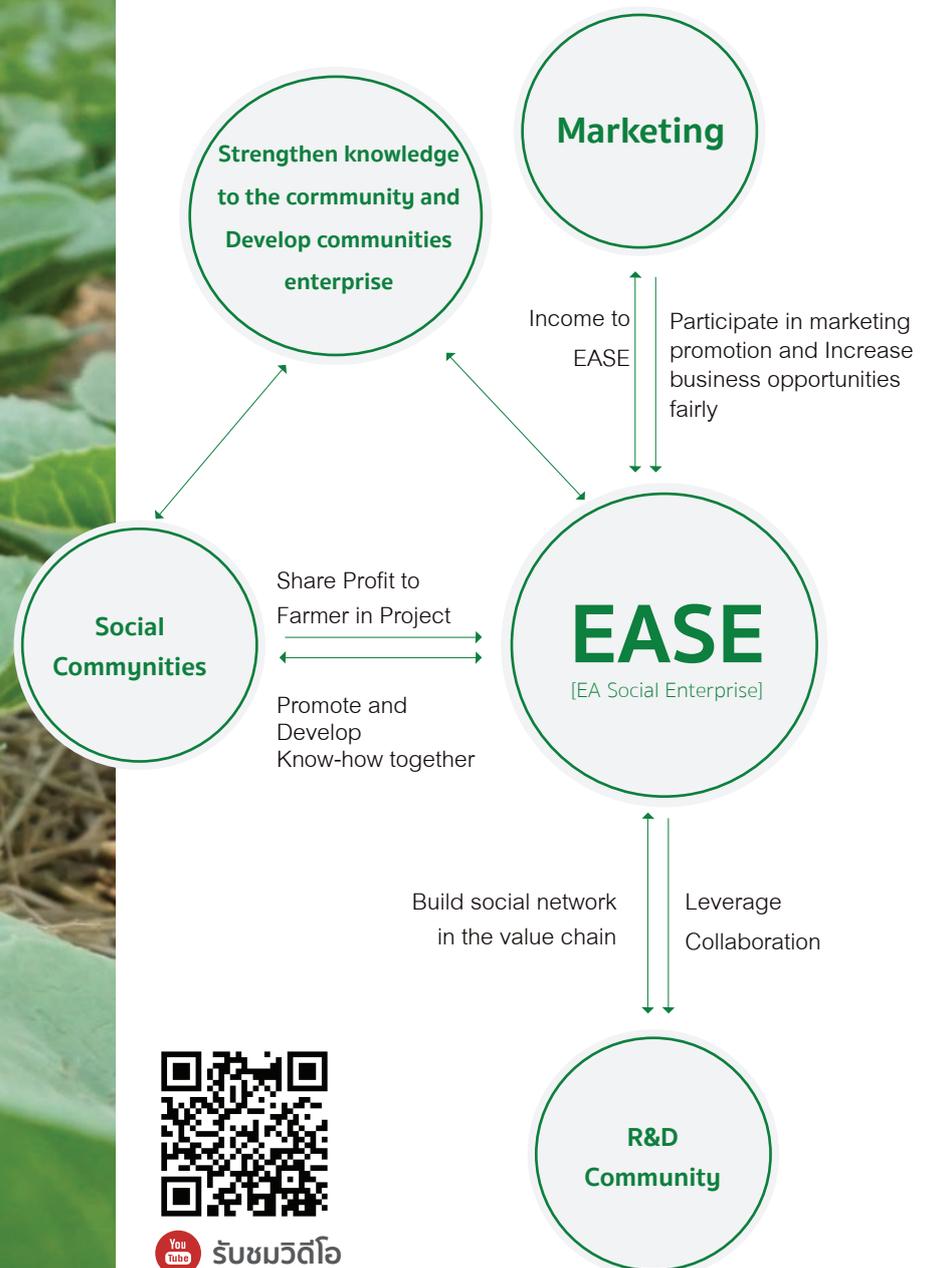


EASE Organic Farm Project

The EASE Organic Farm Project aims primarily to foster job creation and create career opportunities for local farmers in communities around the company's power plant area in Phrom Piram District, Phitsanulok Province, through organic farming. We support communities and low-income farmers to earn a stable income and have a secure job. It can improve the quality of life of people in the community sustainably in the long run by promoting and supporting it across the value chain. From upstream to downstream, we facilitate the management of organic vegetable farming areas, cultivation processes, product processing development, and new product development to create high-value products. In collaboration with networks, such as shopping malls, shops, and restaurants, both retail and wholesale, provide a broad distribution and product channel for the community, ensuring a continuous and steady income distribution.



Ease Organic™
Good health & Blissful heart



 **รับชมวิดีโอ**

Operating model, short and long-term SDGs, and operational results in 2021



Foster job creation and create career opportunities for local farmers in communities

2021 Operational results

- Organic farm projects generated a continuously stable income for farmers, averaging 353 baht/day, which is 11 % higher than the minimum wage estimate of the area's daily income and 1.5–2.5 times higher than the income of typical local farmers.
- Career was created for the elderly, with 12.5% of seniors among farmers in all projects.
- Farmers in the project obtain the knowledge and skills to manage organic agriculture sustainably, as well as fundamental business and marketing, including the application of innovation and technology in organic farming.

2022 Target

The company has continued to develop and increase the productivity of organic vegetable through a smart Farm operation so that farmers can harvest more products and have a large quantity with the goal of generating income for farmers in the amount of 400 baht per day per person. This will have a positive impact on farmers' incomes and sustainable income stability.



Food Security

2021 Operational results

- The organic farm contributed more than 10 tons of organic vegetables, an average of 172 kilograms per week.
- Farmers have access to safe food sources and to apply the knowledge gained from organic vegetable cultivation to family farming, which will encourage farmers to have lower costs and promote continued access to healthy food sources.
- Agricultural product standard has developed by focusing on maintaining the quality of produce at a consistent standard and ensuring that the produce is safe, hygienic, and beneficial to consumer health while also promoting the health of local producers or farmers. EASE Organic has been certified "Organic Thailand" and GMP (Good Manufacturing Practice) standards by the Department of Agriculture

2022 Target

Expand the organic farming area to 7 Rai and apply smart farming to reduce unnecessary labor and increase the quantity and quality of products. The goal is to produce 500 kg of organic vegetables per week. Expand a new consumer base to be more diverse and comprehensive, including people in the community, restaurants in Phitsanulok and nearby provinces, restaurants in Bangkok, and department stores, including a membership system.

cooperation with partners and relevant stakeholders to create stable incomes and sustainable jobs for farmers

2021 Operational results

- The company worked with more than five relevant partners for distribution channels, including restaurants and wholesale companies, as well as retail markets at Villa Market, Thonglor branch with logistics support from Food Passion Co., Ltd.
- We collaborated with the academic sector in research and development of organic agriculture.

2022 Target

- Expand cooperation in marketing channels to reach more consumers.
- Develop cooperation in research and to develop more efficient organic farming

2021 Performance



Economic

The Organic Farm Project was able to support communities around the company in Phrom Phiram District, Phitulok province, with more than 10 households and generate steady income for farmers on average of 353 baht per day, which is 11 percent higher than the estimated minimum wage of the area's daily income and higher than the number of farmers.



Social

There are 12.5% of the elderly among all farmers in the project, and farmers in the project have knowledge and skills in sustainable organic agriculture management, business management, and marketing, including the application of innovation and modern technology in organic farming.



Environment

From the reduction of chemicals in agriculture leading to fertile soil, clean water and biodiversity which has a positive effect on both the quality of the environment and good health of people in the community



Short-term goal (3 years)

- The company has continued to develop and increase the productivity of organic vegetable through a smart farm operation so that farmers can harvest more products and have a large quantity with the goal of generating income for farmers in the amount of 400 baht per day per person. This will have a positive impact on farmers' incomes and sustainable income stability and train farmers to be smart farmers, as well as cultivate entrepreneurs' skills to be able to sustainably their careers in the future

Long-term goal (5 years)

- Expand the target group to support more farmers and encourage them to run their own businesses.



Goat and Sheep Farming Project

The company initiated a sheep and goat farm in the area around the solar power plant in Takhli District, Nakhon Sawan Province, by encouraging the community to acquire new knowledge and enhance their competitiveness in diverse occupational skills. We assist farmers in generating income through a variety of occupations and provide greater financial security. In the next phase, we will establish a community learning center to share knowledge with other communities interested in developing skills and building livestock careers, with a long-term goal (2027–2022) of expanding to neighboring areas, thereby increasing income distribution and career opportunities for other communities.

Operating model, short and long-term SDGs, and operational results in 2021



Foster job creation and create career opportunities for local farmers in communities

2021 Operational results

- The project can generate an average of 401 baht per day in goat farmer income, which is 25 percent higher than the minimum wage estimate of the area's daily income and is about 1.5–2.5 times higher than the income of typical local farmers.
- The goat farmers in the project have knowledge of goat farming and livestock skills that can be further developed into expertise and careers in the future.

2022 Target

Be able to apply the knowledge to develop their own businesses and generate income from the privatization of production or the integration of community enterprises and distribute income to nearby communities in a sustainable fu-



cooperation with partners and relevant stakeholders to create stable incomes and sustainable jobs for farmers

2021 Operational results

Encourage collaboration among businesses, government agencies, civil society, and related educational institutions, with a focus on joining forces to promote collaboration throughout the value chain. We are partnering with Mahidol University, Nakhon Sawan Campus to promote and support goat and sheep farming.

2022 Target

Promote community-based cooperation in the form of “Community Sharing and Networking,” with the aim of strengthening the community and enhancing cooperation in all dimensions at the community level.

2021 Performance



- The project can generate an average of 401 baht per day in goat farmer income, which is 25 percent higher than the minimum wage estimate of the area's daily income and is about 1.5–2.5 times higher than the income of typical local farmers.
- The goat farmers in the project have knowledge of goat farming and livestock skills that can be further developed into expertise and careers in the future.



Short-term goal (3 years)

Foster and expand the outcome to the establishment of other projects, such as the establishment of goats and sheep learning center to provide support and distribute opportunities to neighboring communities who are interested in raising goats and sheep, developing skills, and adapting expertise in their community. Generating income from agriculture and livestock for commerce, cookery, and food security.

Long-term goal (5 years)

Develop the application of knowledge to run their own businesses and generate income from the privatization of production or the integration of community enterprises and distribute income to nearby communities in a sustainable future.

Corporate Social Responsibility (CSR)

Energy Absolute Group (EA Group) dedicate to business principle by focusing on sustainability in diverse dimensions such as economic, society, and environment. Meanwhile, we attempt to develop communities surround our plants by creating a value from organizational operation. EA group established a “Corporate Social Responsibility” (CSR) to develop and improve quality of well-being of the communities. Activities was created to respond in any areas such as occupation, quality of life, education, religion, culture and tradition, environment and also health. In this term, we concentrate on health area because of the covid19- situation. We provide medical stuffs for medical personnel. All of these activities could build up our reputation and awareness of the communities around our sites. There is also public communication to third party and stakeholders by declaration our policy and vision.

As a guideline for business process management (CSR-in-Process), EA 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

CSR department adopt framework which focus on sustainable development in 3 dimensions: Economics, Social and Environment under the operation with fairness and equality, interdependence and balance. Our direction is focus on participation with the community to discuss and evaluate for satisfied solution both directly and indirectly. In addition, we cooperate to find the acceptable conditions by give an opportunity for communities to share their opinions and requirements. This could lead the solutions to solve any issues that happened. It could show that EA group adopt the framework of sustainable corporate social responsibility.

Sustainable Development Framework



CSR Action Plans

The CSR unit constitute plans and indicators which can evaluate the result of CSR's project in various areas, with an emphasis on community participation and sustainable development, with the following objectives.



Participation in Community development

EA group prioritize stakeholder and community participation. The communities which surrounding our projects is one of the significant stakeholders. CSR build up relationship and trust by creating and implementing various project that could benefit them also reduce any opportunities that might be a threat in the near future. The company seek the activities about improvement the quality of life, environment conservation, education, safety and health. All of these could raise the reputation of EA group to communities.

Company action toward stakeholders and community awareness surrounding the site location.

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

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 staffs, communities, students and other interested people to gain knowledge and understanding in the company's business operation including understanding of clean energy and proper use in daily life.
 - 1.3 Organize budget for helping and supporting communities' activities including education, culture, tradition, 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 reserved 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 organization 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

Performance/Success indicators

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 2021, the Company has divided its operating results into five key areas, as follows:



Performance/Success indicators

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1 Education

Partnership School Project – Cow farming in follow up stage in Chaiyaphum



Volunteer Project in local school in Lampang (rebuild the playground)



EA Scholarship for implementation of EEC's employees from EA group In Chachoengsao 2021



2 Economic growth and income generation

Farming project in Phitsanulok



Livestock project supported by giving grass from our site in Phitsanulok



E@ share by purchasing agricultural products from local farmers in Nakhon Si Thammarat and Songkhla.



Water sharing project for local agriculture in Phitsanulok



3 Environmental Safeguard



Reforestation in public place in Lampang

Free fish project to conserve aquatic species in Phitsanulok



Donation various fish species to conserve the diversity of fish species in local.



Green Energy Project: by installation Solar-cell to decrease the electricity bills.



4 Health and Well-being

Donation Project: Providing electricity stuffs to Local State Quarantine (LSQ) in Rayong



Renovation project: Repairing police office in Lampang



Donation Project: supporting the necessary stuffs for local authority officers for operation with the pandemic in Nakhon Si Thammarat.



Supporting Project: Established the Covid-19 Care center (CCC) at Energy Absolute Learning Center in Nakhon Si Thammarat.



Supporting project: providing hens to community to be food resources in the near future.

Supporting project: installation Solar panel to generate electricity for public water pump in the community



5 Culture and participation promotion

Visiting and donation chairs to Thai-Muslim community at Ramadan season in Nakhon Si Thammarat and Songkhla



Participation the local divinity worship yearly in Chaiyaphum



Songkran celebrations and senior citizen's day in Chaiyaphum province



Mitigating the Covid-19 impact and Caring for all stakeholders

In 2021, EA group still operate the company by following the policy to tend all of our stakeholders

Employees

-The company provided lunch meals for our staffs every day for preventing the risk of going out the office building since July to September. This period is the most severe of the pandemic in Thailand.

-The company has the policy for providing adequate safety and hygiene equipment to all employees, including contractors



Shareholders:

The company attempted build trust among shareholders, the company help an online shareholder meeting with social distancing measures and provided a channel for listening and communicate, as well as coping with the Covid19-pandemic situation.

Community and society:

EA group still operate a group, well known as “Chuay Gun Group” to solve the issues from the pandemic such as donation air purifier and positive pressure mask for medical personnel in Thailand. This voluntary group was set by the company’s executives

Part:2 Supporting “Pure Heart Foundation” by donation medical stuffs such as Oxygen Concentrator. We provide Oxygen Concentrator in 2 Size 5 Liters and 10 Liters, 1,000 and 200 respectively. The foundation takes this machine for operating the project. It could help many patients not only for the Covid19-cases but also palliative care patient. In addition, EA group cooperate with the foundation to help communities which affected from the Covid19- by giving Antigen Test Kit and necessary equipment for medical personnels.



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GRI Index

GRI 102: General Disclosures		
GRI	Disclosure	Page / Website / Omission
Organizational Profile		
GRI 102: General Disclosures	102-1 Name of the organization	SD Report 2021 Cover Page
	102-2 Activities, brands, products, and services	SD Report 2021 Page 29
	102-3 Location of headquarters	56-1 One Report / Annual Report 2021 Back Page, Page 114
	102-4 Location of operations	56-1 One Report / Annual Report 2021 Page 24, 114-115
	102-5 Ownership and legal form	56-1 One Report / Annual Report 2021 Page 24, 51-53, 64
	102-6 Markets served	56-1 One Report / Annual Report 2021 Page 31
	102-7 Scale of the organization	56-1 One Report / Annual Report 2021 Page 114, SD Report 2021 Page 12
	102-8 Information on employees and other workers	SD Report 2021 Page 83
	102-9 Supply chain	SD Report 2021 Page 29
	102-10 Significant changes to the organization and its supply chain	SD Report 2021 Page 14-21
	102-11 Precautionary principle or approach	SD Report 2021 Page 44-47
	102-12 External initiatives	SD Report 2021 Page 6, 62
	102-13 Membership of associations	SD Report 2021 Page 63, 64
Strategy		
GRI 102: General Disclosures	102-14 Statement from senior decision-maker	SD Report 2021 Page 5
	102-15 Key impacts, risks, and opportunities	56-1 One Report / Annual Report 2021 Page 70-80, SD Report 2021 Page 46-47
Ethics and Integrity		
GRI 102: General Disclosures	102-16 Values, principles, standards, and norms of behaviour	56-1 One Report / Annual Report 2021 Page 13
Governance		
GRI 102: General Disclosures	102-18 Governance structure	56-1 One Report / Annual Report 2021 Page 55-57
Stakeholder Engagement		
GRI 102: General Disclosures	102-40 List of stakeholder groups	56-1 One Report / Annual Report 2021 Page 172
	102-41 Collective bargaining agreements	EA does not have a trade union. However, the Company has its welfare committee which is composed of representatives from all levels of employees with similar responsibilities to a trade union
	102-42 Identifying and selecting stakeholders	SD Report 2021 Page 24-25, 28
	102-43 Approach to stakeholder engagement	SD Report 2021 Page 24-25, 28
	102-44 Key topics and concerns raised	SD Report 2021 Page 24-25, 28
Reporting Practice		
GRI 102: General Disclosures	102-45 Entities included in the consolidated financial statements	56-1 One Report / Annual Report 2021 Page 58-63
	102-46 Defining report content and topic boundaries	SD Report 2021 Page 6-7
	102-47 List of material topics	SD Report 2021 Page 34
	102-48 Restatements of information	No restatements of information given in previous report
	102-49 Changes in reporting	No significant changes from previous reporting periods
	102-50 Reporting period	SD Report 2021 Page 6
	102-51 Date of most recent report	SD Report 2021 Page 6
	102-52 Reporting cycle	SD Report 2021 Page 6
	102-53 Contact point for questions regarding the report	SD Report 2021 Page 6
	102-54 Claims of reporting in accordance with the GRI Standards	SD Report 2021 Page 6
	102-55 GRI content index	SD Report 2021 Page 103 - 105
	102-56 External assurance	SD Report 2021 Page 6
Topic-specific Standards		
GRI	Disclosure	Page / Website / Omission
Economic Performance		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 75-77
	103-2 The management approach and its components	SD Report 2021 Page 75-77
	103-3 Evaluation of the management approach	SD Report 2021 Page 75-77
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	56-1 One Report / Annual Report 2021 Page 159
Indirect Economic Impacts		
GRI 103: Management	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 86-94
	103-2 The management approach and its components	SD Report 2021 Page 87-94

Approach	103-3 Evaluation of the management approach	SD Report 2021 Page 87-94
GRI 203: Indirect Economic Impacts 2016	203-2 Significant Indirect Economic Impacts	SD Report 2021 Page 87-94
Procurement Practices		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 54-55
	103-2 The management approach and its components	SD Report 2021 Page 54-55
	103-3 Evaluation of the management approach	SD Report 2021 Page 54-55
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	SD Report 2021 Page 54-55
Anti-corruption		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 48-49
	103-2 The management approach and its components	SD Report 2021 Page 48-49
	103-3 Evaluation of the management approach	SD Report 2021 Page 48-49
GRI 205: Anti- corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	SD Report 2021 Page 48-49
	205-3 Confirmed incidents of corruption and actions taken	SD Report 2021 Page 48-49
Materials		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 34-36
	103-2 The management approach and its components	SD Report 2021 Page 34-36
	103-3 Evaluation of the management approach	SD Report 2021 Page 34-36
GRI 301: Materials 2016	301-1 Materials used by weight or volume	SD Report 2021 Page 34-36
Energy		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 68-69
	103-2 The management approach and its components	SD Report 2021 Page 68-69
	103-3 Evaluation of the management approach	SD Report 2021 Page 68-69
GRI 302: Energy 2016	302-4 Reduction of energy consumption	SD Report 2021 Page 68-69
Water and Effluents		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 69-70
	103-2 The management approach and its components	SD Report 2021 Page 69-70
	103-3 Evaluation of the management approach	SD Report 2021 Page 69-70
GRI 303: Water and Effluents 2018	303-5 Water consumption	SD Report 2021 Page 69-70
Emissions		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 62-65
	103-2 The management approach and its components	SD Report 2021 Page 62-65
	103-3 Evaluation of the management approach	SD Report 2021 Page 62-65
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SD Report 2021 Page 62
	305-2 Energy indirect (Scope 2) GHG emissions	SD Report 2021 Page 62
	305-3 Other indirect (Scope 3) GHG emissions	SD Report 2021 Page 62
	305-5 Reduction of GHG emissions	SD Report 2021 Page 62
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GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 67
	103-2 The management approach and its components	SD Report 2021 Page 67
	103-3 Evaluation of the management approach	SD Report 2021 Page 67
GRI 306: Waste 2020	306-3 Waste generated	SD Report 2021 Page 67
Supplier environmental assessment		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 54-55
	103-2 The management approach and its components	SD Report 2021 Page 54-55
	103-3 Evaluation of the management approach	SD Report 2021 Page 54-55

GRI 308: Supplier environmental assessment 2018	308-1 New suppliers that were screened using environmental criteria	SD Report 2021 Page 54-55
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GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 75-83
	103-2 The management approach and its components	SD Report 2021 Page 75-83
	103-3 Evaluation of the management approach	SD Report 2021 Page 75-83
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SD Report 2021 Page 83
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GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 84-85
	103-2 The management approach and its components	SD Report 2021 Page 84-85
	103-3 Evaluation of the management approach	SD Report 2021 Page 84-85
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SD Report 2021 Page 84-85
	403-2 Hazard identification, risk assessment, and incident investigation	SD Report 2021 Page 84-85
	403-3 Occupational health services	SD Report 2021 Page 84-85
	403-4 Worker participation, consultation, and communication on occupational health and safety	SD Report 2021 Page 84-85
	403-5 Worker training on occupational health and safety	SD Report 2021 Page 84-85
	403-6 Promotion of worker health	SD Report 2021 Page 84-85
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SD Report 2021 Page 84-85
	403-8 Workers covered by an occupational health and safety management system	SD Report 2021 Page 84-85
	403-9 Work-related injuries	SD Report 2021 Page 84-85
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	103-2 The management approach and its components	SD Report 2021 Page 75-80
	103-3 Evaluation of the management approach	SD Report 2021 Page 75-80
GRI 404: Training and Education	404-1 Average hours of training per year per employee	SD Report 2021 Page 78-79
	404-2 Programs for upgrading employee skills and transition assistance programs	SD Report 2021 Page 79-80
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	103-2 The management approach and its components	SD Report 2021 Page 75
	103-3 Evaluation of the management approach	SD Report 2021 Page 75
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	SD Report 2021 Page 75
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GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 86-94
	103-2 The management approach and its components	SD Report 2021 Page 86-94
	103-3 Evaluation of the management approach	SD Report 2021 Page 86-94
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SD Report 2021 Page 87-94
	413-2 Operations with significant actual and potential negative impacts on local communities	SD Report 2021 Page 87-94
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GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	SD Report 2021 Page 54-55
	103-2 The management approach and its components	SD Report 2021 Page 54-55
	103-3 Evaluation of the management approach	SD Report 2021 Page 54-55
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SD Report 2021 Page 54-55

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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16th Floor, AIA Capital Center Building, 89 Ratchadaphisek Road, Dindaeng, Bangkok 10400
Tel. 0-2248-2488-92, 0-2002-3667-9 Email: ir@energyabsolute.co.th



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