



EA Human Rights Commitment

Our Vision: To become a leader in the alternative energy business

Our Human Rights Approach

Energy Absolute Public Company Limited and its subsidiaries (EA) is committed to conduct its businesses in line with the company's vision and the principles of good corporate governance, sustainable development, and corporate social responsibility. EA respects and adheres to laws, regulations, and international standards with regards to human rights and aims to honor the principles of human dignity, fairness, and equality in our operations, as enshrined by internationally recognized charters such as the Universal Declaration of Human rights (UDHR), the International Labor Organization's (ILO) Fundamental Principles and Rights at Work, the UN Global Compact Principles, and the Social Accountability International's (SAI) Standards.

EA's employees at all levels, including our Board of Directors and Executive Management, and its suppliers within the supply chain (Business Partners, Customers, Local Communities Suppliers and Joint Ventures) are expected to apply the principles and guidelines laid out in the following document into practice, as well as comply with all applicable laws and regulations to ensure that EA's business operations do not violate human rights or harm any stakeholders. Our suppliers and contractors are held accountable for their own human rights approach and are expected to adhere to the human right requirements outlined by our Supplier's Code of Conduct and other expectations communicated by our trading contracts or other means.

Our Company's policies and guidelines that relate to human rights include our business ethics outlined in our Company Manual, our policies on stakeholder engagement and management, our Corporate Social Responsibility Policy, and our whistleblowing and complaint mechanism, which allows both internal and external stakeholders to participate in governing and managing EA's operations by submitting inquiries or complaints regarding human rights concerns and violations.



EA Human Rights Commitment

Our Vision: To become a leader in the alternative energy business

Guidelines for Managing our Human Rights Impacts

- Respect and comply with all applicable laws, regulations, and universal principles related to human rights and non-discrimination
- Treat all stakeholders equally with respect for human dignity
- Uphold the principles of fairness and equality in all of our operations and refrain from any acts of discrimination on the basis of race, gender, national origin, ethnicity, disability, age, socioeconomic status and educational background, religion, sexual orientation, or any other matter
- Exercise caution and avoid any conducts that may directly or indirectly result in a violation of human rights and mitigate any adverse impacts that may occur
- Support and promote the value of human rights by communicating and informing our stakeholders about the key elements of human rights and their significance, as well as inspiring them to take into account human rights considerations in their own activities
- Ensure that a participatory mechanism or a communication channel are available and accessible for all of our stakeholders. Take into consideration with care and sincerity the expectations, concerns, issues, suggestions, or feedbacks submitted regarding human rights and labor rights
- Always be on guard and do not disregard any actions related to the company, whether directly in our own operations or indirectly via our business relationships, that may result in a violation of human rights. Such actions must be reported to responsible authorities or channel as soon as possible

EA has established a Human Rights Due Diligence process and conducts human rights risk assessments covering its own operations. The company is in the process of extending its due diligence scope to encompass suppliers and business partners throughout its value chain. As of current, our Company has incorporated human rights risks considerations into our supplier selection processes, ESG risk assessment, and ESG risk monitoring, as well as explicitly stating in applicable Code of Conducts that our company does not tolerate any form of human rights violations.



EA Human Rights Commitment

Our Vision: To become a leader in the alternative energy business

Channel for submitting complaints, evidence, and suggestions

- EA's stakeholders (internal and external) have the right to inquire about human right, submit comments and suggestions, and file a complaint and submit supporting evidence regarding breaches and non-compliance. This communicational channel can be accessed via the following email: chairman.audit.com@energyabsolute.co.th. The due diligence and assessment process will be supervised and managed by our Internal Audit & Risk Management Department.

Human Rights Policy Definition

Human Rights means the inherent rights of all human beings, regardless of physical, mental, ethnic, nationality, country of origin, ethnicity, religion, sex, language, age, color, education, social status, culture, custom or any other matter related to each country's laws and in accordance with the treaty under which each country is obligated to perform human rights, such as the right to live free from human trafficking, anti-harassment, of association, the right to work, education, equal remuneration, the right to collective bargaining and so on. All human beings must have equal and non-discriminatory rights.