

# EA's Development Roadmap

Learning & Development Roadmap is a framework for developing people from the first day of work till they advance to a higher level. Encourage employees to acquire the essential knowledge, skills, and experience for their position. This includes being prepared to advance to a higher position in the future.

EA Groups has developed a Learning & Development Roadmap for each role. The concept is described below.

1. Develop employees from the first step through the Orientation Program
2. Create an individual development plan (IDP)
3. Use training tools and Self-Learning approaches to develop employee potential.
4. Continuing to improve work skills through approaches such as OJT, coaching, and knowledge sharing.
5. High Performer & Potential employees will be developed to prepare for a higher position





# Training & Development Roadmap 2021 - 2025

	Officer	Supervisor	Manager	Dept. Head
Leadership		<ul style="list-style-type: none"> <li>Mentoring Technique</li> <li>Smart Supervisory Skills</li> <li>Problem Solving and Decision Making</li> </ul>	<ul style="list-style-type: none"> <li>HR for Line Manager</li> <li>Effective Coaching &amp; Performance Tracking</li> <li>Managerial Skills for Leaders</li> </ul>	<ul style="list-style-type: none"> <li>Performance Management for Executive</li> <li>Strategic Thinking &amp; Business Acumen</li> <li>HR for Non HR</li> <li>GRC for Leader</li> </ul>
Functional	Functional Courses			
EA's DNA	Smart Goal Setting & Effective Action Plan			
	Knowledge Management & Knowledge Sharing			
	Creativity & Innovation Thinking			
	Corporate Entrepreneurship Mindset Team Synergy & Collaboration			
	Effective Communication Unconscious Bias			
Mandatory	ISO & Certificate Requirement			
	HSE Courses			
	EA's Mandatory => PDPA, Information Technology Security , Risk Management, Anti Corruption, Code of Conduct, Discrimination			
	Orientation Program			

# Leadership & Talent Development Roadmap 2021 - 2025



Supervisor	Manager	Dept.Head	Young Talent
<div data-bbox="300 1048 1212 1130">Problem Solving &amp; Decision Making</div> <div data-bbox="249 1145 726 1219">Mentoring Technique</div> <div data-bbox="249 1233 726 1308">Smart Supervisory skills</div>	<div data-bbox="759 682 1251 753">HR for Line Managers</div> <div data-bbox="759 773 1251 916">Effective Coaching &amp; Performance Tracking</div> <div data-bbox="759 936 1251 1019">Managerial Skills for Leaders</div>	<div data-bbox="1286 448 2308 522">Strategic Thinking &amp; Business Acumen</div> <div data-bbox="1286 542 1783 685">Performance Management for Executive</div> <div data-bbox="1286 705 1783 779">HR For Non HR</div> <div data-bbox="1286 799 1783 876">GRC for Leaders</div>	<div data-bbox="1814 536 2303 619">Project Management Skills</div> <div data-bbox="1814 628 2303 768">Design Thinking for Innovation</div> <div data-bbox="1814 776 2303 851">Effective Presentation Skills</div>



# Energy Absolute Public Company Limited

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## Human Capital Development Program

EA’s employees training program	EA Code of Conduct	Transition Preparation for Pre- Retirement Employees
<p>Description of program</p>	<p>The “Code of Conduct for Energy Absolute Group 2024” is a mandatory training program designed to instill ethical awareness, promote value-based decision-making, and reinforce the cultural identity of the organization. The course was deployed group-wide through online self-learning modules, covering topics such as anti-corruption, fair treatment, data confidentiality, conflict of interest, and workplace behavior expectations. The training ensures that all employees—across all business units and levels—understand and commit to the shared values of the Group.</p>	<p>The “Transition Preparation for Pre-Retirement Employees” is a self-learning program designed to support employees approaching retirement. The course covers key topics including financial planning, mental well-being, healthcare, social adjustment, and personal purpose after retirement. Delivered via the organization’s E-learning platform, the course allows employees to engage at their own pace while reflecting on life after corporate employment. The program is available to employees aged 55 and above, as well as those voluntarily exiting the workforce, to ease their transition and preserve knowledge continuity within the organization.</p>
<p>Objective/business benefit of the program</p>	<p>The primary objective of the program is to cultivate a strong ethical culture across the organization by embedding corporate values and behavioral expectations into employees’ daily work practices. As a part of our Cultural Education initiative, the program promotes a common mindset of integrity, transparency, and respect, which is critical to maintaining internal trust, external reputation, and stakeholder confidence.</p> <p>Key business benefits include:</p>	<p>This program aims to uphold the organization’s values of respect, care, and inclusion by supporting a dignified, well-prepared transition for retiring employees. Through this, the company reinforces a culture of empathy and long-term employee engagement even beyond the active working years. Key benefits include :</p> <ul style="list-style-type: none"> <li>• Strengthening the emotional and cultural bond between employees and the organization.</li> </ul>



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EA's employees training program	EA Code of Conduct	Transition Preparation for Pre- Retirement Employees
	<p>Reinforcement of ethical compliance culture and prevention of misconduct.</p> <p>Strengthening employee alignment with organizational identity and values.</p> <p>Increasing the credibility of the Group with regulatory bodies, partners, and investors.</p> <p>Supporting long-term organizational resilience through value-driven decision-making.</p>	<ul style="list-style-type: none"> <li>Enhancing positive employer branding by demonstrating care for all stages of the employee lifecycle.</li> <li>Preserving institutional knowledge through optional mentorship activities prior to exit.</li> <li>Reducing anxiety and uncertainty among employees approaching retirement, fostering a sense of security and trust.</li> </ul> <p>The program aligns with the organization's commitment to cultural education by nurturing a workplace environment where transitions are handled with mindfulness and mutual respect.</p>
<p>Quantitative impact of business benefits (monetary or non- monetary)</p>	<p><b>Participation Rate:</b> 74.57% completion rate among employees across all subsidiaries (as of December 2024).</p> <p><b>Audit Readiness:</b> Zero major non-compliance cases in external/internal audits related to ethics in 2024.</p>	<p>Reduction in transitional stress reported by participants, supporting smoother off boarding and lower exit-related conflicts.</p>
<p>% of FTEs participating in the program</p>	<p>74.57%</p>	<p>82% of eligible employees (aged 55+)</p>



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### Training Record 2024

Company	Training Hours
Energy Solution Management Co., Ltd.	3,863.20
Absolute Assembly Co., Ltd.	59,051.00
Mine Mobility Corporation Co., Ltd.	2,769.80
Mine Mobility Research Co., Ltd.	304.50
Green Technology Research Co., Ltd.	148.50
Airport Energy Absolute Co., Ltd.	72.50
Energy Absolute Public Co., Ltd.	4,904.30
Energy Mahanakhon Co., Ltd.	240.00
Battery Electric Vehicle And Electronic Products Testing Center Co., Ltd.	236.00
Amita Technology (Thailand) Co., Ltd.	20,229.87
EA Waste Management Phuket Co., Ltd.	184.50
EA Bio Innovation Co., Ltd.	1,408.00
EA Futura Co., Ltd.	77.00
<b>Grand Total</b>	<b>93,489.17</b>