



## Announcement Number 004/2561

### Sustainability Policy

#### Energy Absolute Public Company Limited Group

Energy Absolute Public Company Limited and affiliated companies (EA group) aim to be “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”. Therefore, the company has announced a policy to set up sustainability system for all dimensions, with balance of economic, social and environmental dimension. The sustainability policy is set as a framework to operate under explicit procedure and continuity development, including business strategy and business plan, aiming to comply with international standard. All executive management and employees of EA group are anticipated to follow the policy in same direction.

Sustainability policy of EA group is established as follow:

#### 1. Economic

##### Corporate Governance

- Determine plan and working procedure in accordance with corporate governance policy which is approval by the board of directors.
- Disclosure performance to shareholders and the public transparently.

##### Business Ethic and Anti-corruption

- Emphasize on compliance with business ethic and anti-corruption.
- Provide a monitoring process to ensure consistency with policy implementation.
- Encourage all stakeholders to perform accordingly

##### Risk management and Crisis Management

- Assess the risk of EA group in various areas including short and long term operation. This leads to introducing a risk management plan to mitigate and capture all risk.
- Introduce emergency plan of key function and rehearse the implementation of the plan.
- Encourage employees of EA group to be aware of the involving risk and to comply with the risk management plan.
- Report the significant issues to the Executive Committee / Risk Management Committee / Board of Directors, as the case may be.



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Energy Absolute Public Company Limited

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#### Management of business partners in supply chain

- Assess the satisfaction and compare with the target, analyze the results to develop relationship with partners whom especially important to business operation of EA group.
- Evaluate risks from suppliers in the supply chain, and take action to manage that risk.
- Enhance relationship with business partners who are good citizen according to social and environment dimension, and also well comply with laws, regulations and good practice.

#### Innovation in business and social

- Conducting corporate strategy that focusing on innovation and business opportunity to enhance continually growth.
- Promote and support development both inside EA group and stakeholders.

#### 2. Environment

- Determine and announce policy covering quality, environment, energy saving, occupational health and safety, to be practice throughout EA group.
- Determine environmental program annually, focusing in continual support and development.

#### 3. Social

- Adherence in fairness and respect for human rights to all workers
- Determine and conduct employee development program at all levels
- Provide an explicit and consistent evaluation system.
- Emphasize on community and society development and continuously implement projects.

Please be informed and practice accordingly.

Announce on June 1<sup>st</sup> , 2018

Somphote Ahunai

Chief Executive Officer

Energy Absolute Public Company Limited