

– Translation –

*This Policy has been prepared in Thai and translated into English. In the event of any inconsistency, the Thai version shall prevail.*

## **Sustainability Management Policy**

Absolute Clean Energy Public Company Limited (“the Company”), the listed company in the Stock Exchange of Thailand, which operates business by holding shares (Holding Company) with a policy to focus on investing in the core businesses, which are the business of generation and distribution of electricity and steam from renewable energy and/or clean energy both domestically and internationally by using modern technology, effective and friendly-environmental production processes with responsibility to communities and society.

With the Company's vision to be a world-leading clean and sustainable power producer that is responsible for the environment, society, and shareholders under good governance, the Company aims to operate, develop, and expand its business based on sustainability principles, business ethics, and good corporate governance. This is intended to create value for its business, stakeholders throughout the business value chain, and society in terms of the economy, society, and the environment.

Towards this sustainable business, the Company realizes its roles and missions to create value and meet the expectations of both internal and external stakeholders. This includes communities and vulnerable groups surrounding the Company and its subsidiaries' power plants (“The Group”). The Company focuses on and strives to promote community participation and quality of life development alongside the business growth of the Group.

To ensure that the Group's sustainability management is fully aligned with the organization's direction, reflecting efficiency and achieving targets in accordance with both domestic and international sustainability standards, the Company has established a sustainability management policy to be applied to the Group, categorized into the following key issues:

### **1. Sustainability Categories**

The company will manage sustainability in all aspects, including but not limited to the following areas:

#### **1) Economic and Governance**

- Oversee good governance to create credibility, trust, transparency, and responsibility, ensuring that the group of companies manages its business in line with the objectives and expectations of shareholders and stakeholders.
- Implement digital technologies and innovations in business operations to drive organizational progress, enhance operational efficiency, and excel in production, increasing the group's competitiveness in the renewable energy and clean energy industries.
- Create investment opportunities in renewable energy and clean energy to generate long-term sustainable energy value for the country and the group of companies, with business models and financial performance that can support future growth and economic changes.

- Manage the supply chain throughout the process to reduce sustainability risks that may affect the group of companies and stakeholders.
- Manage risks and crises across the organization, including implementing systems for risk management policies and building a culture of risk management to appropriately minimize impacts on the business.

## **2) Environment**

- Create value and address environmental challenges in the face of climate change and reduce environmental pollution as a leader in renewable and clean energy, including assessing and addressing the financial and environmental impacts of climate change by setting goals and regulations related to greenhouse gas emissions aligned with regional and global targets.
- Systematically manage the environment by strictly adhering to relevant environmental management standards as a foundation for business activities, including implementing environmental management according to international standards.
- Manage and operate the business to enhance competitiveness while being responsible for natural resources, the environment, and biodiversity, with consideration for maximizing resource use in various aspects, including water, energy, and waste management.

## **3) Social**

- Establish policies and conduct business with a commitment to respect and protect human rights according to internationally recognized standards, avoiding human rights violations, and conducting business with value creation and social responsibility.
- Assess both positive and negative impacts of the company's project developments and operations on stakeholders, particularly in operational areas that must be accepted by stakeholders involved with the company's activities to ensure the business continues responsibly, maintains good community relations, and fosters community engagement for the benefit of surrounding communities and society.
- Manage human resources with best practices for employees and labor in compliance with labor laws and international standards, including recruiting and developing employees' capabilities to support organizational growth, while emphasizing employee participation and well-being.
- Ensure safety in all work processes, including the security and occupational health of employees while performing their duties.

## **2. Enforcement of Compliance with This Policy**

The company recognizes the importance of managing sustainability in accordance with this policy, particularly in the areas of climate change and environmental pollution reduction, which are key aspects of the company's sustainability. Therefore, the company has established the following guidelines for enforcing compliance with this policy:

**1) Board of Directors - Roles and Responsibilities:**

- Establish sustainability policies and implementation strategies, as well as regularly assess and revise them as appropriate.
- Define additional policies that align with and support the implementation of this policy.
- Provide guidance and oversee the compliance with this policy.

**2) Senior Management - Roles and Responsibilities:**

- Define procedures for managing sustainability that are aligned with this policy.
- Drive the implementation of this policy at the operational level.
- Oversee and ensure that operational staff adhere to this policy.

**3) Operational Level (Executives and General Employees) - Roles and Responsibilities:**

- Strictly comply with the provisions of this policy.

**3. Review and Improvement of the Sustainability Management Policy**

The company will review, improve, amend, and update this policy annually to ensure it aligns with applicable practices, requirements, regulations, and laws. If any revisions, improvements, amendments, or changes are made to this policy, the company will promptly publish the updated policy on its website and other company communication channels.

**This policy shall be effective from February 28, 2022.**

**Committees**

**Absolute Clean Energy Public Company Limited**