



Corporate Social Responsibilities (CSR) Policy

Absolute Clean Energy Public Company Limited and its subsidiaries (collectively referred to as the “Group”) recognize the importance of conducting business in a manner that fosters sustainable growth under the principles of Corporate Social Responsibility (CSR). The Group is committed to operating with a sense of care and responsibility toward all stakeholders, and with due consideration for economic, social, and environmental impacts, while upholding integrity, ethical conduct, and professional standards. The Group also adheres to the principles of good corporate governance and strictly complies with applicable laws and regulations related to the prevention and suppression of corruption. It is the Group’s expectation that conducting business in line with its social responsibility principles will generate benefits for society at large, while simultaneously supporting the sustainable growth of the Group. Accordingly, the Group has established its Corporate Social Responsibility Policy, which is organized into the following eight sections:

1. Fair and Transparent Business Operations

The group of companies is committed to conducting business with integrity, fairness, and ethics, adhering to the principles of ethical competition, applicable laws, and fair trade practices. The company strictly opposes any behavior that disrupts fair competition, such as obtaining competitors’ confidential information or engaging in dishonest business transactions. Additionally, the group respects intellectual property rights and requires employees to comply with relevant laws and regulations — for instance, using only legally licensed software. The company also promotes social responsibility awareness among employees at all levels.

The group has outlined stakeholder engagement guidelines in the Business Code of Conduct, ensuring accountability to stakeholders — including shareholders, employees, customers, business partners, communities, society, and the environment. It supports free and fair competition, avoids conflicts of interest, prevents intellectual property violations, and combats all forms of corruption.

2. Anti-Corruption and Anti-Bribery

The group operates with transparency, ethics, and adherence to good corporate governance principles, complying with anti-corruption laws and regulations. This includes prohibiting bribery, whether involving public officials or private entities. The company has structured its organization to ensure clear delegation of responsibilities, workflow processes, and reporting lines, enabling effective checks and balances. Furthermore, the group has implemented an “Anti-Corruption and Anti-Bribery Policy,” prohibiting directors, executives, and employees from soliciting, engaging in, or accepting any form of corruption — directly or indirectly — for personal gain, or for the benefit of family, friends, or acquaintances. The policy also extends to subsidiaries, affiliated companies, and any parties acting on behalf of the group, ensuring strict compliance among all business partners.

3. Respect for Human Rights

The group upholds a policy of supporting and respecting human rights by treating all stakeholders — including employees, communities, and surrounding society — with dignity and equality. The company ensures non-discrimination based on race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. It prohibits any involvement in human rights violations, such as child labor or sexual harassment.

To reinforce human rights compliance, the group promotes awareness and provides channels for affected individuals to voice concerns and submit complaints related to human rights violations stemming from the company's operations. Appropriate remedies will be provided as necessary.

The group also fosters knowledge and awareness of human rights principles among employees, ensuring they uphold these principles in their conduct.

4. Fair Treatment of Labor and Employee Responsibility

The Group recognizes the importance of human resource development and fair treatment of labor, which are key factors in enhancing corporate value, strengthening competitiveness, and fostering sustainable growth in the future. The Group has established the following policies and practices:

- 1) Respect employees' rights based on human rights principles and comply with labor laws.
- 2) Ensure fair recruitment processes and employment conditions, including setting compensation and performance evaluations under a just and transparent performance assessment system.
- 3) Promote personnel development through training, seminars, and skill enhancement programs, while encouraging participation in academic and professional courses to improve employees' knowledge, capabilities, and potential. The Group also fosters a positive mindset, integrity, ethics, and teamwork.
- 4) Provide statutory employee benefits such as social security, alongside additional benefits including accident insurance and various forms of financial assistance, such as educational scholarships for employees' children and funeral support.
- 5) Conduct annual health check-ups for all employees, considering risk factors like age, gender, and work environment.
- 6) Ensure employees work safely and maintain good hygiene in a safe and healthy workplace environment by implementing accident prevention measures, promoting safety awareness, and providing training on health and hygiene practices. The Group maintains workplace hygiene and safety standards and upholds a policy requiring all power plants to achieve international certification in occupational health and safety management systems (TIS 18001 and OHSAS 18001).
- 7) Provide channels for employees to express opinions or file complaints regarding unfair treatment or improper conduct, ensuring protection for those who report such issues.

5. Customer Responsibility

The Group is committed to enhancing its services to maximize customer satisfaction and value, while maintaining responsible, honest, and attentive service — treating customers like members of the Group's family. The key principles include:

- 1) Prioritize service quality and efficiency, alongside occupational health and safety management, to deliver high-quality and reliable services.
- 2) Uphold fair marketing practices by ensuring accurate, clear, and non-misleading information about the Group's services, enabling customers to make well-informed decisions.
- 3) Emphasize customer safety by providing services that meet international safety standards and legal requirements. The Group continuously improves services to ensure customers' confidence in the quality, standards, and safety of its offerings.

- 4) Maintain an effective customer relations system to facilitate communication, handle service quality complaints, and respond promptly to customer needs.
- 5) Protect customer data confidentiality and prevent misuse of such information. Additionally, the Group organizes activities to foster long-term relationships with customers.
- 6) Ensure all power plants achieve certification under the ISO 9001 quality management system standard.

6. Environmental Stewardship

The Group's business strategies and operational principles emphasize converting community waste and agricultural residues — such as corn stalks, sugarcane leaves, palm residues, and sawdust — into energy sources for electricity production. This approach generates revenue, creates jobs, and enhances local livelihoods, particularly for farmers.

The Group remains committed to environmental responsibility by ensuring strict compliance with environmental laws, aiming to protect and preserve the environment. Key practices include:

- 1) Design and develop production processes, machinery, and equipment to control and reduce pollutants, covering wastewater, dust, gas emissions, and other waste.
- 2) Assign responsible personnel to oversee production processes and equipment to ensure environmental impacts remain within regulatory limits, maximizing resource efficiency.
- 3) Implement waste reduction policies and collaborate on proper waste disposal methods.
- 4) Conduct environmental, health, and safety risk assessments before making any investments or joint ventures.
- 5) Optimize resource usage, materials, and equipment to ensure efficiency.
- 6) Promote natural resource conservation through the "3R" principles — Reduce, Reuse/Recycle, Replenish.
- 7) Require all power plants to achieve ISO 14001 environmental management system certification.
- 8) Incorporate water-saving technology in power plant design by recycling condensed steam back into the boilers for continuous reuse, minimizing water consumption.
- 9) Utilize waste heat from boilers to preheat water (Economizer) and air (Air Pre-Heater) before combustion, conserving energy and reducing fuel consumption.
- 10) Treat landfill leachate at waste-to-energy plants, transforming highly polluted water into reusable clean water within the production process, eliminating external discharge.
- 11) Implement biomass power plant designs that recycle hot air from exhaust stacks to pre-dry fuel and control combustion air, enhancing fuel efficiency, combustion performance, and reducing heat emissions into the atmosphere.

7. Community and Social Development

The Group recognizes its responsibility toward community and social development, establishing policies to support and uplift society, including:

- 1) Provide appropriate support to local communities, particularly those surrounding the Group's operations.
- 2) Encourage community engagement by welcoming feedback on projects that may impact them and addressing concerns arising from the Group's operations.

- 3) Comply with international standards and agreements aimed at preventing or reducing environmental impacts.
- 4) Respond promptly and effectively to incidents affecting communities, society, and the environment.
- 5) Promote employee awareness and responsibility toward social and environmental stewardship.
- 6) Deploy community relations officers to collaborate with government agencies, private organizations, and local communities on social initiatives, including caring for the elderly, supporting youth development, and assisting the underprivileged.
- 7) Designate all Group power plants as community learning centers, providing educational opportunities and study visits.

8. Innovation and Dissemination of Innovation through Responsible Operations towards Society, Environment, and Stakeholders

The Group recognizes that stakeholders play a crucial role in shaping the business direction. Therefore, the Group prioritizes the care and consideration of all stakeholder groups, both internal and external, including shareholders. The Group has established its mission to "create sustainable business prosperity and stability alongside environmental, social, and shareholder responsibility."

The Group promotes and encourages stakeholder engagement (Co-Creation) in developing innovations that balance value creation with contributions to communities, society, and the environment, while ensuring sustainable business growth. The Group's approach includes:

- 1) Conducting in-depth analyses of work processes to identify opportunities for business innovation.
- 2) Creating opportunities to develop new products to drive sustainable business growth and profitability.
- 3) Collaborating with government agencies to develop products that support disadvantaged groups and benefit society.
- 4) Conducting research and development on renewable power generation methods, production techniques, and fuel types to reduce reliance on imported fossil fuels. This involves promoting the use of plantation wood or energy crops grown under a contract farming system, encouraging farmers to participate. This approach fosters economic growth for local communities and the nation, supports environmental preservation, and reduces greenhouse gas emissions. Additionally, it helps the government address issues such as forest fires and PM2.5 pollution caused by agricultural waste burning. It mitigates the problem of abandoned agricultural land and addresses the persistent issue of low agricultural yields and declining prices of traditional crops — which often require annual public subsidies. This support not only strengthens national energy security but also promotes economic growth at both micro and macro levels, preserves the environment, and enhances the quality of life and well-being of farmers and rural communities.

This policy shall be effective from May 22, 2024 onwards

Committees

Absolute Clean Energy Public Company Limited