ESG Performance Report
for Listed Companies in 2025

EARTH TECH ENVIRONMENT PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025

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ESG Performance

Company Name : EARTH TECH ENVIRONMENT PUBLIC COMPANY LIMITED Symbol : ETC

Market : SET Industry Group : Resources Sector : Energy & Utilities

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Biodiversity management, Greenhouse gas and climate change management, Air quality management, Noise pollution management

Earth Tech Environment Public Company Limited is a provider of electricity generation and distribution services using non-hazardous waste and discarded materials as fuel. The Company is committed to operating its business with a strong focus on preventing and minimizing environmental impacts, while ensuring the safety of workers and employees. In addition, the Company strives to foster positive attitudes and acceptance from surrounding communities, recognizing its role as a part of the communities in which it operates. The Company aims to promote harmonious coexistence while continuously improving its environmental and safety management systems.

Policy Details

Compliance with Laws and Regulations
The Company strictly complies with all applicable environmental and safety laws, regulations, and standards, as well as requirements from business partners and relevant regulatory authorities.

Pollution Prevention and Efficient Resource Utilization
The Company is committed to preventing and reducing pollution arising from its production processes, while promoting the efficient and responsible use of natural resources to maximize their value and sustainability.

Employee Awareness and Training
The Company provides training and promotes awareness among employees to strengthen their understanding of workplace safety, operational risks, and their responsibilities toward environmental protection.

Safe and Healthy Working Environment
The Company supports and promotes a safe and healthy workplace environment in order to reduce accidents, injuries, illnesses, and occupational diseases across all departments within the organization.

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year	:	Yes
Changes in environmental policies, guidelines, and/or goals	:	Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Biodiversity management, Greenhouse gas and climate change management, Air quality management, Noise pollution management

In 2025, the Company reviewed and improved its environmental management practices to enhance efficiency, focusing on minimizing environmental impacts and promoting the sustainable use of resources.

Energy Management The Company emphasizes electricity generation from industrial waste under the Waste-to-Energy concept and has set a target to reduce energy consumption per unit of electricity generation to below 17 GJ/MWh by 2032. Energy-saving initiatives have also been implemented, such as maintenance of air-conditioning systems and improvement of thermal insulation.

Climate Change The Company is committed to reducing greenhouse gas emissions from its operations, with a target to keep emissions below 190,000 tons of CO2 equivalent by 2032. In addition, the Company has implemented environmental initiatives to reduce emissions and increase green spaces, such as the Waste for Seedlings project and the Send Waste Back Home project, which encourage community participation in waste management and support sustainable climate change mitigation.

Waste Management The Company has improved the use of high-efficiency fuel to reduce ash generation from the production process. Part of the ash has been reused for stabilization, totaling 6,204 tons, representing 19.17% of the total ash generated. Hazardous waste has been 100% properly disposed of, with no incidents of hazardous substance leakage into the environment.

Water Management The Company implements a water management policy to ensure efficient water use based on the 3Rs principle (Reduce, Reuse, Recycle). The target is to maintain water consumption at less than 6 cubic meters per megawatt-hour by 2032. In 2025, water consumption per unit of production was 5.90 cubic meters per megawatt-hour, a 6.80% decrease compared with 2024, achieving the Companys long-term water reduction target. The Company remains committed to improving water-use efficiency, promoting water conservation for sustainability, and maintaining strict wastewater treatment standards for all wastewater generated from production processes.

Air Pollution Control The Company continues to maintain air pollutant levels below legal standards, with no complaints related to air pollution reported during the year. Air quality is monitored in real time through the Continuous Emission Monitoring System (CEMS).

Biodiversity The Company has assessed biodiversity risks and found that none of its power plants or business operations are located within or near protected areas designated by the IUCN, and no biodiversity-related complaints were reported. In 2025, the Company supported initiatives to increase green spaces and restore ecosystems on both land and in aquatic environments. A total of 17,640 trees were planted and supported in areas surrounding the Companys operations to enhance green spaces and help restore habitats for local wildlife. In addition, the Company released 3,000 fish to help restore aquatic ecosystems and implemented a public water resource restoration project around the Phichit Industrial Estate to promote ecological balance in the area.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards	:	Standard of Corporate Social Responsibility, Department of Industrial Works (CSR-DIW STD), BCG Model, ISO 14001 -

Environmental management systems

Compliance with energy management principles and standards

Energy management principles and standards	:	Other : Energy Conservation Project

Compliance with water management principles and standards

Water management principles and standards	:	3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards	:	3Rs, 5Rs or 7Rs

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards	:	Thailand Greenhouse Gas Management Organization (TGO)

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2023	2024	2025
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan	:	Yes

The company is committed to using energy efficiently and effectively by setting short-term and long-term energy usage goals. The companys operations include maintaining air conditioning systems to reduce electricity consumption and align with energy conservation policies. Additionally, the company has established an Environmental Management Task Force responsible for monitoring and evaluating the company's energy performance.

The company has a policy to manage energy use for maximum efficiency by improving production efficiency and reducing unnecessary energy consumption. This is coupled with raising employee awareness of the value of energy. Furthermore, the company has initiated energy reduction projects to achieve environmental sustainability in the future.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management	:	Yes

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased and fuel consumption	2023	2032 : Reduced by 3,000.00 MJ

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management	:	Yes

In 2025, through the energy management efforts of the Company and its subsidiaries, the energy consumption per unit of electricity generation was 17.61 GJ/MWh, decreasing by 2.45 GJ/MWh, or 12.21%, compared with 2024, and decreasing by 16.18% compared with the base year of 2023.

Information on electricity management

Companys electricity consumption (*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	1,066,040.00	1,039,024.00	874,992.07
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	1,066,040.00	1,039,024.00	874,992.07
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	4,634.96	4,459.33	3,252.76

Additional explanation : (*) *Exclude electricity consumption outside of the Company*

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / Megawatt-hour of product)	5,836.00000000	5,572.26000000	4,891.00000000
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m^2)	N/A	N/A	N/A

Electricity Expense (*)

	2023	2024	2025
Total electricity expense (Baht)	9,353,704.82	8,594,733.71	6,543,047.88
Percentage of total electricity expense to total expenses (%)(**)	1.56	1.45	1.15
Percentage of total electricity expense to total revenues (%)(**)	1.24	1.07	0.84

	2023	2024	2025
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	40,668.28	36,887.27	24,323.60

Additional explanation : *(*) Exclude electricity expense outside of the Company*

(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Companys fuel consumption

	2023	2024	2025
Diesel (Litres)	63,802.88	46,403.93	42,241.30

Additional explanation : *Not include external fuel consumption*

Companys fuel expense (*)

	2023	2024	2025
Total fuel expense (Baht)	2,001,571.00	1,421,098.83	1,278,047.96
Percentage of total fuel expense to total expenses (%)(**)	0.33	0.24	0.22
Percentage of total fuel expense to total revenues (%)(**)	0.27	0.18	0.16

Additional explanation : *(*) Exclude electricity expense outside of the Company*

(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	N/A	N/A	23,499.39

Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues)(*)	N/A	N/A	0.03013064
Intensity of total energy consumption within the organization (Megawatt-Hours / m^2)	21,010.00000000	20,060.00000000	17,160.00000000

Additional explanation : (*) *Total revenues and expenses from consolidated financial statement*

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

The company has a policy for water management aimed at maximizing water-use efficiency by adhering to the 3Rs principles (Reduce, Reuse, Recycle). This approach enhances water efficiency through reducing consumption, reusing, and recycling water by improving its quality, all based on the concept of a circular economy. The company also promotes water conservation and awareness among employees.

The company reduces water usage by recycling and reusing some of the water within its buildings, offices, and factories. Priority is given to maximizing the use of water, such as cooling ash, watering plants, and cleaning roads. Concurrently, the company has a team of researchers (R&D) focused on developing and analyzing the quality of wastewater from production processes to mitigate impacts and reduce risks related to potential future water resource shortages. Research and development efforts also target recycling, reusing, and reducing water consumption during production.

The company is committed to enhancing water-use sustainability, despite the fact that wastewater treatment costs from the electricity generation process account for a significant proportion80% of the company's total water usage costsas required by industrial estate regulations.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2022 : Water withdrawal 6.44 Cubic meters	2032 : Reduced by 0.50 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes in 2025 the Companys water consumption per unit of production was 5.90 cubic meters per megawatt-hour, representing a 6.80% decrease compared with 2024, and achieving the Companys long-term target for reducing water use per unit of production.

The Company places strong emphasis on efficient water utilization while minimizing environmental impacts. It will continue to implement measures to improve water-use efficiency, promote water conservation for sustainability, and maintain strict standards for the treatment of all wastewater generated from production processes.

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	841,681.40	846,870.00	795,423.48
Water withdrawal by third-party water (cubic meters)	841,681.40	846,870.00	795,423.48
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	3,659.48	3,634.64	2,956.96
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	1.12	1.05	1.02

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2023	2024	2025
Percentage of treated wastewater (%)	N/A	6.40	6.40

	2023	2024	2025
Total wastewater discharge (cubic meters)	96,421.00	96,421.00	91,558.48
Wastewater discharged to third-party water (cubic meters)	96,421.00	96,421.00	91,558.48
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	745,260.40	750,449.00	703,865.00

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	0.99160559	0.93184483	0.90248748
Intensity of total water consumption (Cubic meters / m^2)	6.66000000	6.33000000	5.90000000

Additional explanation : (*) *Total revenues and expenses from consolidated financial statement*

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	15,461,742.60	15,759,526.96	14,124,683.00

	2023	2024	2025
Total water withdrawal expense from third-party water (Baht)	15,461,742.60	15,759,526.96	14,124,683.00
Percentage of total water withdrawal expense to total expenses (%)(*)	2.58	2.66	2.48
Percentage of total water withdrawal expense to total revenues (%)(*)	2.06	1.96	1.81
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	67,224.97	67,637.45	52,508.12

Additional explanation : (*) *Total revenues and expenses from consolidated financial statement*

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan	:	Yes

The company is committed to addressing the increasing volume of waste at the national level, which impacts the environment and communities. The company follows the waste management guidelines of the Mitigation Hierarchy: Avoid, Minimize, Re-Use, and Recycling. These principles guide the companys ongoing efforts to reduce waste generated by its operations.
Employees are actively encouraged to participate in waste segregation under the Employee United Waste Separation project, which repurposes waste as Solid Recovered Fuel (SRF) for the companys electricity generation process. Waste from the power generation process is disposed of through sanitary landfill methods.
Additionally, the company is conducting research and development to maximize the utilization of ash from the power generation process. This initiative aligns with the companys sustainability policies. If the innovation is successfully developed, it will reduce waste management costs in the future by offering a more efficient alternative to landfilling.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management	:	Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Hazardous waste	2022 : hazardous waste 5.15 Tonne	2032 : Reduced by 3.35 Tonne	• Reuse • Recycle • Incineration with energy recovery

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management	:	Yes

The Company has established waste and waste management targets in alignment with GRI 306 (2020) to reduce waste generation in the future. In 2025, the amount of waste that could be reused from office waste separation and from the Waste for Seedlings project totaled 0.62 tons per year, consisting mainly of recyclable materials such as plastic bottles and cardboard boxes.

For waste generated from the electricity generation process, the primary waste is ash, totaling 32,370 tons per year, which decreased by 1,196 tons, or 3.57%, compared with 2024. The main reason for this reduction was the use of more efficient SRF (Solid Recovered Fuel), resulting in lower ash generation from the production process. Part of the ash was reused for stabilization, totaling 6,204 tons, representing 19.17% of the total ash generated.

The remaining ash has been managed through sanitary landfill disposal in accordance with relevant standards. In addition, the Company is working to further align with the GRI 306 (2020) guidelines by studying and developing ways to maximize the beneficial use of ash, aiming to minimize waste generated from the production process.

Information on waste management

Waste Generation(*)

	2023	2024	2025
Total waste generated (Kilograms)	36,712,600.00	33,566,000.00	32,375,270.00
Total non-hazardous waste (kilograms)	36,712,000.00	33,566,000.00	32,370,000.00
Non-hazardous waste - Landfilling (Kilograms)	36,712,000.00	33,566,000.00	32,370,000.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste Others (kilograms)	0.00	0.00	0.00
Total hazardous waste (kilograms)	600.00	0.00	5,270.00
Hazardous waste - Landfilling (Kilograms)	600.00	0.00	5,270.00
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00

	2023	2024	2025
Hazardous waste Others (kilograms)	0.00	0.00	0.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues)(**)	48.85	41.68	41.51
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	48.85	41.68	41.50
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	0.00	0.00	0.01

Additional explanation : *(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost*

(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2023	2024	2025
Total reused/recycled waste (Kilograms)	5,733,900.00	6,518,000.00	6,204,000.00
Reused/Recycled non-hazardous waste (Kilograms)	5,733,900.00	6,518,000.00	6,204,000.00
Reused non-hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled non-hazardous waste (Kilograms)	5,733,900.00	6,518,000.00	6,204,000.00
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	15.62	19.42	19.16
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	15.62	19.42	19.17
Percentage of reused/recycled hazardous waste to hazardous waste (%)	0.00	N/A	0.00

Additional explanation : *Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost*

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	3
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The companys greenhouse gas management plan	:	Yes

Climate change risk is one of the company's key risks. Therefore, the company has implemented a policy to enhance energy efficiency, improve production processes, and establish this as a performance indicator for the Chief Executive Officer across all relevant business units. Additionally, a Risk Management Committee has been established to jointly implement strategies for managing greenhouse gases and reducing direct emissions (Scope 1), indirect emissions from energy consumption (Scope 2), and other indirect emissions (Scope 3).

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals	:	Yes
Company's existing targets	:	Setting carbon neutrality targets

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-3	2023 : Greenhouse gas emissions 222,970.00 tCO_2e	2032 : Reduced by 33,000.00 tCO_2e	• Thailand Greenhouse Gas Management Organization (TGO)

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management	:	Yes

The company prepares greenhouse gas emission reports to ensure compliance with the industrial estates standard limits. It adopts advanced technologies for climate management to prevent greenhouse gas emissions, mitigate natural disasters, and reduce pollution arising from its operations. These measures also aim to conserve resources and improve efficiency.

In alignment with the United States Natural Resource Conservation Act (USEPA), the company considers suitable sites for industrial waste management, ensuring they include buffer zones surrounded by mountains. To address physical risks, such as potential fires, the company has established a systematic Business Continuity Plan (BCP) for emergency situations. This plan includes situation assessments, equipment control, machinery shutdowns, and rapid response to incidents to minimize damage. Each level of personnel has clearly defined responsibilities to ensure an orderly response.

The company also has contingency plans for chemical spills to minimize losses. These include situation assessments, chemical containment, halting chemical transportation, and controlling the area to reduce injuries among employees, enabling a swift return to normal operations.

In its efforts to reduce greenhouse gas emissions during operations, the company enhances energy efficiency by improving production processes, conducting regular maintenance, and consistently monitoring machinery. Furthermore, the company selectively purchases SRF (Solid Recovered Fuel) with improved quality that has been analyzed to reduce greenhouse gas emissions. It minimizes the purchase of fuels derived from materials like wood, which emits the highest levels of greenhouse gases, followed by leather, paper, and plastic.

The company has also secured insurance to cover potential damages and promotes awareness among employees at all levels to use resources and energy efficiently. This approach encourages employees to contribute to mitigating climate change impacts alongside implementing resource circulation based on the circular economy concept.

Additionally, the company has launched a "Waste for Saplings" project to help reduce or slow down climate change, expand green spaces, and sustainably balance the ecosystem around the power plant.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	222,970.00	182,942.00	182,942.00

	2023	2024	2025
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	217,301.00	176,580.00	176,580.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	587.00	522.00	522.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	5,082.00	5,840.00	5,840.00

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues)(*)	0.296673	0.227162	0.234566
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	969.43	785.16	680.08

Additional explanation : (*) *Total revenues and expenses from consolidated financial statement*

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : LRQA (Thailand) Limited

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	2,375.00
Other projects (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	2,375.00
Waste Return Home (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	1,987.00
World Environment Day Tree Planting Project (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	388.00

Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	1,800.00	1,800.00	2,374.63
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	1,800.00	1,800.00	N/A

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines	:	Yes
Social and human rights guidelines	:	Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

The company respects the diversity of its employees and treats everyone equally without discrimination based on race, nationality, skin color, religion, gender, sexual orientation, age, or disability, as well as the fundamental human rights of individuals. This also includes fair and transparent performance evaluations, equitable compensation adjustments, and promotions based on performance and suitability. These practices are designed to support equality, mutual respect, and non-discrimination while embracing diverse perspectives, including those arising from gender diversity, to drive business progress. Additionally, the company conducts annual risk assessments to prevent and avoid any forms of discrimination related to race, nationality, origin, skin color, religion, gender, sexual orientation, age, disability, or fundamental human rights.

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year	:	Yes
Changes in social and human rights policies, guidelines, and/or goals	:	Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

The Board of Directors, executives, and employees at all levels throughout the organization uphold and adhere to the principles of human rights. Together, they promote treating everyone with respect, fairness, honor, and consideration for human dignity, equality, and individual rights and freedoms. This includes respecting the equality of all persons without discrimination, regardless of differences in race, nationality, origin, religion, gender, age, skin color, language, beliefs, education, ethnicity, disability, economic status, group affiliation, or any other social status unrelated to the performance of their duties.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

The company has conducted a human rights due diligence as part of an ongoing risk management process. The objective is to identify, prevent, mitigate, and review how the company addresses human rights impacts arising from its business activities. This is based on a human rights due diligence process that includes five steps in accordance with the UN Guiding Principles on Business and Human Rights (UNGP).

1. A statement of policy commitment to respect human rights
2. Assessment of actual and potential human rights impacts of company activities and relationship
3. Incorporating into company procedures and addressing impacts
4. Tracking and reporting performance
5. Remediation and remedy

HRDD process diagram

Human Rights Due Diligence: HRDD

The company has conducted a human rights due diligence as part of an ongoing risk management process. The objective is to identify, prevent, mitigate, and review how the company addresses human rights impacts arising from its business activities. This is based on a human rights due diligence process that includes five steps in accordance with the UN Guiding Principles on Business and Human Rights (UNGP).

Comprehensive Human Rights Due Diligence Process

1. A statement of policy commitment to respect human rights
2. Assessment of actual and potential human rights impacts of company activities and relationship
3. Incorporating into company procedures and addressing impacts
4. Tracking and reporting performance
5. Remediation and remedy

1. A Statement of Policy Commitment to Respect Human Rights

The company is committed to respecting the human rights of all stakeholders by adhering to human rights principles and international labor standards, including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. This commitment covers anti-human trafficking, forced labor, child labor, non-discrimination, the prevention of harassment or sexual abuse in all forms, freedom of association, the right to collective bargaining, equal compensation, and other human rights issues.

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The company has announced a comprehensive Human Rights Policy, which respects human rights principles and international labor standards. The scope of this policy includes the company's expectations regarding human rights practices, not only within the company's operations but also extending to its subsidiaries and business partners.

Details of the Human Rights Policy can be found on the company's website:

https://www.etcenvi.com/

Additionally, the company has required its business partners to complete a supplier sustainability questionnaire, covering economic, social, and environmental issues. This questionnaire includes human rights topics, aimed at raising awareness among business partners about the importance of human rights issues.

2. Assessment of Actual and Potential Human Rights Impacts of Company Activities and Relationship

The company has conducted a human rights risk assessment to identify both actual and potential risks arising from its involvement or connections through business relationships. This assessment takes into account both internal and external stakeholders who may be directly or indirectly affected by the company's business activities throughout the supply chain.

Furthermore, the company is mindful of vulnerable groups, such as forced labor, women, children, indigenous peoples, migrant workers, third-party contract workers, and local

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communities that may be involved in the company's business activities. The human rights risk assessment covers issues such as equal pay and non-discrimination.

The human rights risk assessment encompasses 100% of the company's business activities and is divided into two main groups:

Core business activities:

- Product operations
- Service operations
- Distribution operations
- Branch operations

Support for business activities:

- Business partners
- Employees
- Customers
- Society and communities
- Shareholders

This also includes potential new business processes, such as joint ventures or mergers and acquisitions.

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Labor Rights
• **Work Environment:** Creating a physical environment that ensures safety in the workplace, such as office spaces, noise levels, lighting, work atmosphere, working hours, and other environmental factors, including equipment and tools that promote employees' efficiency. • **Occupational Health and Safety:** Managing occupational health and safety for employees within the company, at operational locations, and implementing plans to raise awareness and ensure all employees have access to occupational health and safety measures. • **Non-discrimination:** Treating all employees equally, ensuring fair and equal pay, without discrimination based on ethnicity, skin color, gender, religion, region, educational background, political opinions, or any other factors. • **Freedom of Association and Collective Bargaining:** Employees have the right to engage in fair negotiations regarding work-related benefits and have the freedom to associate. • **Child Labor and Forced Labor:** The company will not engage in forced labor, child labor, or human trafficking.
Community and Environmental Rights
• **Standard of Living and Quality of Life:** The company's operations will not negatively impact nearby communities in terms of human rights, such as reducing the income of community members through unfair competition. • **Community Occupational Health and Safety:** The company will carefully manage its operations to avoid negative impacts on the community's occupational health and safety, such as accidents caused by the company's activities or pollution affecting the community. • **Access to Clean Water:** The company's operations must not obstruct the community's access to clean water, such as blocking water sources or depleting water from community resources to the point of causing drought.

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• **Waste and Hazardous Materials Management:** The company will manage waste and hazardous materials appropriately, ensuring proper disposal and preventing harm to the environment and nearby communities, such as through wastewater treatment or chemical management. • **Land Acquisition:** The company will assess the impact on human rights before proceeding with land acquisition to ensure no adverse effects occur.
Customer Rights
• **Customer Health and Safety:** The company ensures that its selected products and services meet quality standards, are fairly priced, and consider the health and safety of customers during their use. • **Protection of Customer Privacy:** The company respects customers' personal data and implements management guidelines to protect their privacy. • **Non-discrimination Against Customers:** The company has management guidelines in place to prevent discrimination against customers.
Supplier Rights
• **Supplier Code of Conduct:** The company's operations must adhere to good ethical standards, ensuring fair and transparent business practices, based on mutually fair

compensation for both parties.

- **Protection of Supplier Confidentiality:** The company will not violate the confidentiality of its suppliers, including information related to copyrights, patents, and other proprietary data.

3. Incorporating into Company Procedures and Addressing Impacts

Step 1: Identification of Human Rights Issues (Human Rights Identification)

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The identification of human rights issues related to the company's business activities is carried out by comparing the company with those in the service and retail sectors. The scope of human rights relevant to the company is outlined below as follows:

Labor Rights	Community and Environmental Rights	Customer Rights	Supplier Rights
• Work Environment • Occupational Health and Safety of Employees • Non-discrimination • Freedom of Association and Participation in Collective Bargaining • Child Labor and Forced Labor	• Standard of Living and Quality of Life • Community Occupational Health and Safety • Access to Clean Water for the Community • Waste and Hazardous Materials Management • Land Acquisition	• Customer Health and Safety • Protection of Customer Privacy • Non-discrimination Against Customers	• Supplier Code of Conduct • Protection of Supplier Privacy

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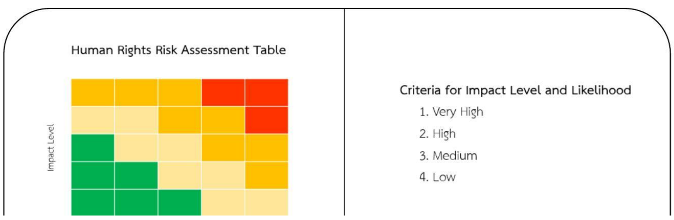
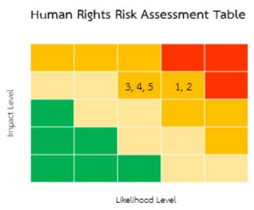
Step 2: Risk Ranking

The company assesses the level of human rights risk using criteria of likelihood and impact level to rank the risks related to human rights.



In 2023, the company ranked human rights risks based on issues of impact and likelihood as follows:



1. Occupational Health and Safety of Employees
2. Protection of Customer Privacy
3. Customer Health and Safety
4. Community Occupational Health and Safety
5. Protection of Supplier Confidentiality

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Step 3: Risk Management

The five identified human rights risk issues have been analyzed for potential risks, and the company has developed measures to mitigate impacts and processes for remediation as follows:

Risk Issues	Related Issues	Impact Mitigation and Remediation
Occupational Health and Safety of Employees	• Unsafe work environments, such as defective operational equipment. • Non-compliance with safety and occupational health regulations may lead to workplace accidents.	• Establish a policy on occupational health, safety, and work environment. • Regularly assess health and safety risks for employees. • Implement procedures for regular operational audits. • Consistently inspect and maintain operational equipment. • Conduct regular training on safety and occupational health regulations. • Set up a system for employee complaints.
Protection of Customer Privacy	• Leakage of customer data.	• Establish a data protection committee and ensure compliance with the company's data protection regulations.

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		• Regularly assess the company's cybersecurity readiness. • Provide ongoing training on the Personal Data Protection Act to

		employees.
Customer Health and Safety	• Non-standard products that pose safety risks to customers. • Accidents occurring during shopping in stores. • Store management during a virus outbreak.	• Implement a system for selecting quality products and services according to standards, with regular audits. • Clearly label products in accordance with legal requirements. • Follow government regulations for store management. • Establish a system for customer complaints.
Community Occupational Health and Safety	• Road accidents from transportation of goods and services.	• Regular vehicle fitness checks. • Driver fitness assessments. • Conduct alcohol level tests. • Establish a complaint management system.
Protection of Supplier Confidentiality	- Breach of supplier confidentiality, including	• Comply with the Trade Competition Act B.E. 2560 (2017).

	copyright and patent information.	• Adhere to intellectual property laws. • Implement procedures to verify copyrights or patents before products are sold.

4. **Remediation and Remedy**

The company conducts ongoing monitoring and evaluation of its human rights practices and communicates knowledge and training to employees on human rights issues continuously. This aims to prevent problems that may pose risks of negative impacts from the company's activities and business relationships. The results for the year 2024 are as follows:

- 100% of the company's operations and business activities have undergone risk and impact assessments regarding human rights.
- 100% of the company's operations and business activities identified as having high human rights risks have implemented mitigation measures and remediation processes.
- In 2023, there were no cases or lawsuits involving human rights violations, including trafficking, forced labor, child labor, discrimination, sexual harassment or abuse in any form, freedom of association, the right to collective bargaining, equality in compensation, or other human rights issues.

Additionally, the company reports its human rights performance annually through its sustainability report or the company's website and provides a channel for all stakeholders to report human rights violations to the company through the following contact details:

<u>Communication Channel</u>

Earth Tech Environment Public Company Limited

88, 88/1 Moo 1, Ban Thad Subdistrict Kaeng Khoi District, Saraburi 18110

Phone: 02-012-7888 Fax: 02-012-7889

5. **Remediation and Remedy.**

The company recognizes that its business activities may support or be connected to human rights violations affecting relevant stakeholders. Therefore, the company is committed to reducing the risks and potential violations that may arise to fulfill its obligations. It will conduct annual human rights risk assessments to identify human rights violations related to its business activities, as well as implement impact mitigation measures aimed at remedying and reducing the likelihood of such violations occurring from the company's business activities.

In the event of a human rights violation, the company has a fair investigation process and disciplinary measures, including:

- Verbal or written warnings
- Reduction of wages or job positions
- Suspension
- Reduction or suspension of annual bonuses
- Consideration for not adjusting wages
- Termination
- Dismissal

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Information on other social management

Plans, performance, and outcomes related to other social management

Operational Guidelines

The company places great importance on and focuses on employee care and development, recognizing that human resources are the most valuable asset of the organization. To this end, the company regularly plans, develops strategies, and monitors human resource-related issues. A dedicated working committee is responsible for overseeing these efforts, including conducting annual employee engagement surveys. The insights gathered from these surveys are analyzed, refined, and implemented to ensure that the strategies effectively address key issues and drive meaningful results. This approach allows the company to monitor and support personnel within each business unit or function more closely and efficiently.

Summary of Employee Care Initiatives

Performance Management System

The company encourages employee participation in proposing, defining, and refining work plans, including performance indicators, to align with the companys objectives. These efforts cover various aspects of team management and fostering a work environment that enhances employee engagement with the organization.

Compensation Management System

The company determines compensation based on job value, taking into account job responsibilities and individual capabilities. This process is overseen by the Compensation Committee and the Job Evaluation Committee, which review and adjust the compensation structure annually. These adjustments are made based on performance indicators and relevant evaluations to ensure fair and motivating compensation. This approach not only rewards employees for their responsibilities and contributions but also enhances their morale, improves their quality of life, and strengthens their long-term commitment to the organization.

Retirement Preparation

The company proactively supports employees in planning for life after retirement, both financially and in terms of overall preparedness. These efforts ensure that employees feel secure about their post-retirement well-being. The company believes that recognizing and rewarding employee loyalty is a fundamental principle that, in turn, reinforces employees dedication to the organization. This commitment fosters a strong sense of belonging and engagement within the company.

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partners rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	3
Data disclosure coverage (%)	:	0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Child labor, Safety and occupational health at work

Employees in every department are vital resources and play an essential role in driving the company toward achieving its established goals. Therefore, to create value for the business and ensure the organizations sustainable growth while fostering happiness at work and building confidence among all personnel, the company has established policies that encompass all relevant aspects to ensure fair treatment of employees. These aspects include management, human resource development, as well as social, environmental, ethical, and anti-corruption dimensions.
The company is committed to continuously developing and enhancing employees' potential, competencies, and appropriate behaviors to align with corporate values, strategic directions, business objectives, and the broader social context. Notably, The company and its subsidiaries have had no labor disputes, a record maintained up to the present.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	Yes

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Fair employee compensation • Employee training and development • Promoting employee relations and participation • Migrant/foreign labor • Child labor • Safety and occupational health at work • Non-discrimination	Significant complaints related to labor violations and practices.	2022: There have been no significant complaints related to labor violations and practices.	2032: There have been no significant complaints related to labor violations and practices.

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management : Yes

Summary of Performance and Outcomes in Employee and Labor Management

1. **High Employee Engagement** The 2025 employee survey indicated an engagement level of 83.7%, reflecting a high level of commitment to the organization.
2. **Employee Support** The Company implements a performance management system that encourages employees to participate in setting goals and key performance indicators, alongside a fair compensation system that is reviewed and adjusted annually.
3. **Local Employment and Job Creation** A total of 141 out of 269 employees are local residents, representing 47% of the workforce across the three power plants, contributing to local employment and community development.
4. **Employee Development Programs** In 2025, the Company organized 58 training courses, including programs focused on the application of digital technology for human resource development.
5. **Employee Welfare and Benefits** In addition to standard welfare benefits, the Company provides a provident fund, education assistance, and welfare loan programs in collaboration with financial institutions.
6. **Equality and Human Rights** In 2025, there were no complaints related to labor rights violations. The Company also promotes gender equality, with female executives representing 50% of the total executive team.
7. **Occupational Health and Safety Standards** The Company has implemented the occupational health and safety management system under ISO 45001, covering 100% of operational areas, supported by systematic risk management, accident prevention, and continuous safety monitoring. As a result, the Company achieved Zero Workplace Accidents in 2025.

The Company places strong emphasis on employees across all dimensions, including engagement, development, and well-being. These efforts contribute to long-term organizational sustainability and enhance the Companys competitive capability.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	230	233	269
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
Total employees (persons)	230	233	269
Male employees (persons)	189	191	225
Percentage of male employees (%)	82.17	81.97	83.64
Female employees (persons)	41	42	44
Percentage of female employees (%)	17.83	18.03	16.36
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	64	64	77
Percentage of employees under 30 years old (%)	27.83	27.47	28.62
Total number of employees 30-50 years old (Persons)	156	158	174

	2023	2024	2025
Percentage of employees 30-50 years old (%)	67.83	67.81	64.68
Total number of employees over 50 years old (Persons)	10	11	18
Percentage of employees over 50 years old (%)	4.35	4.72	6.69

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	48	50	64
Percentage of male employees under 30 years old (%)	25.40	26.18	28.44
Total number of male employees 30-50 years old (Persons)	132	131	145
Percentage of male employees 30-50 years old (%)	69.84	68.59	64.44
Total number of male employees over 50 years old (Persons)	9	10	16
Percentage of male employees over 50 years old (%)	4.76	5.24	7.11

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	16	14	13
Percentage of female employees under 30 years old (%)	39.02	33.33	29.55
Total number of female employees 30-50 years old (Persons)	24	27	29
Percentage of female employees 30-50 years old (%)	58.54	64.29	65.91

	2023	2024	2025
Total number of female employees over 50 years old (Persons)	1	1	2
Percentage of female employees over 50 years old (%)	2.44	2.38	4.55

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	196	199	233
Percentage of employees in operational level (%)	85.22	85.41	86.62
Total number of employees in management level (Persons)	31	31	33
Percentage of employees in management level (%)	13.48	13.30	12.27
Total number of employees in executive level (Persons)	3	3	3
Percentage of employees in executive level (%)	1.30	1.29	1.12

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	160	162	195
Percentage of male employees in operational level (%)	84.66	84.82	86.67
Total number of male employees in management level (Persons)	26	26	27
Percentage of male employees in management level (%)	13.76	13.61	12.00

	2023	2024	2025
Total number of male employees in executive level (Persons)	3	3	3
Percentage of male employees in executive level (%)	1.59	1.57	1.33

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	36	37	38
Percentage of female employees in operational level (%)	87.80	88.10	86.36
Total number of female employees in management level (Persons)	5	5	6
Percentage of female employees in management level (%)	12.20	11.90	13.64
Total number of female employees in executive level (Persons)	0	0	0
Percentage of female employees in executive level (%)	0.00	0.00	0.00

Significant changes in the number of employees

Significant changes in number of employees over the past 3 Years : No

Employment of workers with disabilities

	2023	2024	2025

	2023	2024	2025
Total employment of workers with disabilities (persons)	1	1	1
Percentage of disabled workers to total employment (%)	0.43	0.43	0.37
Total number of employees with disabilities (Persons)	1	1	1
Total male employees with disabilities (persons)	1	1	1
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.43	0.43	0.37
Total number of workers who are not employees with disabilities (persons)	0	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	8,320,848.00	10,824,700.00	11,694,726.00
Total male employee remuneration (baht)	3,445,717.00	4,838,013.00	4,787,511.00
Percentage of remuneration for male employees (%)	41.41	44.69	40.94
Total female employee remuneration (baht)	4,875,131.00	5,986,687.00	6,907,215.00
Percentage of remuneration for female employees (%)	58.59	55.31	59.06
Average of remuneration of employees (Baht/persons)	36,177.60	46,457.94	43,474.82

	2023	2024	2025
Average of remuneration for male employees (Baht/persons)	18,231.31	25,329.91	21,277.83
Average of remuneration for female employees (Baht/persons)	118,905.63	142,540.17	156,982.16
Rate of average of remuneration between female employees and male employees	6.52	5.63	7.38

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The company allocates additional benefits and welfare provisions beyond the legally mandated basic benefits to all employees without discrimination, ensuring fairness based on job responsibilities. Full-time employees receive the same additional benefits, including medical expense assistance and various forms of financial support, as specified by the companys policies. However, full-time employees are also entitled to participate in the companys provident fund and receive additional retirement compensation. Moreover, the company provides other employee benefits, such as educational grants for employees' children and funeral assistance.

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	33	36	266
Number of employees joining in PVD (persons)	33	36	266
Number of PVD members / Total employees (%)	14.35	15.45	98.88

	2023	2024	2025
Number of PVD members / Total eligible employees (%)	100.00	100.00	100.00

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	249,201.00	252,365.00	382,669.00

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
EARTH TECH ENVIRONMENT PUBLIC COMPANY LIMITED	Yes	269	266	266	98.88	100.00

Policy and guidelines on promoting savings through the provident fund for non-participating employees

Policy and guidelines on promoting savings through the provident fund for non-participating employees (PVD) : Facilitating automatic PVD enrollment for new employees

Facilitating automatic PVD enrollment for new employees

The Company has a policy to promote employees financial security by automatically enrolling employees who have passed their probationary period in the provident fund. This aims to support long-term savings and enhance employees quality of life.

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	25.88	20.80	19.80
Total amount spent on employee training and development (Baht)	94,290.00	154,704.00	320,854.00
Percentage of training and development expenses to total expenses (%)(*)	0.000157	0.000261	0.000563
Percentage of training and development expenses to total revenue (%)(*)	0.000125	0.000192	0.000411

Additional explanation : (*) *Total revenues and expenses from consolidated financial statement*

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	69,298.00	70,688.00	66,832.00
Total number of hours worked by employees (Hours)	69,298.00	70,688.00	66,832.00

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	2	4	0
Total number of employees that lost time injuries for 1 day or more (Persons)	2	4	0

	2023	2024	2025
Percentage of employees that lost time injuries for 1 day or more (%)	0.87	1.72	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours)(*)	28.86	56.59	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours)(**)	5.77	11.32	0.00

Additional explanation : (*) *The company with the total number of employees over 100 or more*

(**) *The company with the total number of employees less than or equal to 100*

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	22	35	22
Total number of male employee turnover leaving the company voluntarily (persons)	13	28	12
Total number of female employee turnover leaving the company voluntarily (persons)	9	7	10
Proportion of voluntary resignations (%)	9.57	15.02	8.18
Percentage of male employee turnover leaving the Company voluntarily (%)	59.09	80.00	54.55
Percentage of female employee turnover leaving the Company voluntarily (%)	40.91	20.00	45.45

	2023	2024	2025
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	No
Reference link for responsible sales and marketing policy and guidelines	:	
Page number of the reference link	:	

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	:	No

Information on customer management plan

Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The main goal of quality management system development leading to the sustainable success of the Company is to ensure customer satisfaction in the Company's products or services. As a result, it is essential that the Company must have a process to monitor and measure customer satisfaction systematically and effectively. Information regarding customer satisfaction collected by the Company will be used to improve strategies, products, processes, and attributes that will benefit customers and consistent with the Company's objectives. Such improvement will help build trust and customer engagement with the Company in a sustainable manner.

In 2025, The company has set a goal of 100% customer satisfaction in all aspects of the assessment. The Company conducted the satisfaction survey in 5 areas of service include product quality, problem solving and prevention, facilities, operation and environment and safety It was found that the evaluation results were satisfactory at the maximum level, accounting for 100%. However, although the level of customer satisfaction at the company received will achieve the highest goals set, but the company is still committed to operating in every aspect with full efficiency and regularly review and improve work processes in order to maintain customer satisfaction levels.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	No	No	No

Channels for receiving complaints from customers/consumers

Companys channels for receiving complaints from customers/consumers : No

Telephone : -

Fax : -

Email : -

Companys website : -

Address : -

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Religion and culture, Forests and natural resources, Disadvantaged and vulnerable groups

The company is committed to listening to feedback and fostering community engagement to help alleviate concerns, reduce anxieties, and support society. This approach aims to enhance the quality of life for people and build a culture of mutual support within the framework of sustainability. By creating value and trust with stakeholders in alignment with the companys mission, the organization continuously incorporates insights from its operations to improve, develop, and drive sustainable practices.

Stakeholder engagement is a key focus for the company, particularly with communities and society, which are among its primary stakeholders. The company has developed management practices and policies based on comprehensive stakeholder analysis across all processes. Furthermore, it has established standards for stakeholder engagement and community complaint management to ensure consistency across all business units. These standards aim to build confidence that all complaints will be addressed appropriately by all parties involve

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : Yes

Details of community and social management goal setting

Target(s)	Indicators(s)	Base year(s)	Target year(s)
• Employment and professional skill development	Complaints from the community.	2022: There have been no complaints from the community.	2032: There have been no complaints from the community.

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

Operational Results

1. Employment and Professional Skill Development

The Company places importance on creating economic opportunities for local communities by promoting local employment. A total of 141 employees are local residents, which represents an increase from 2024. This contributes to income distribution and supports the local economy. In addition, the Company continuously organizes training and skill development programs for employees to enhance their capabilities and improve operational performance.

2. Educational Support

The Company supports the development of youth potential in the community through educational initiatives, such as providing scholarships and sharing knowledge through the Waste Separation Education for Youth program to raise awareness of environmental management. The Company also offers internship opportunities for students to gain practical experience and develop skills necessary for their future careers.

3. Promotion of Religion and Local Culture

The Company actively participates in and supports religious and cultural activities within the community to help preserve local traditions and strengthen positive relationships between the Company and the surrounding communities.

4. Forest and Natural Resource Conservation

In 2025, the Company emphasized participation in natural resource conservation by supporting and engaging in environmental initiatives such as tree planting project sand water resource restoration and development activities, aiming to restore ecosystems and maintain the balance of natural resources in the area.

5. Support for Vulnerable Groups in Society

The Company implemented a project to provide relief packages to bedridden patients in communities surrounding the operational areas in order to alleviate hardship and support the quality of life of vulnerable groups. The relief packages include essential consumer goods and daily necessities. This initiative reflects the Companys commitment to caring for society and creating shared value with communities in a sustainable manner.

As a result of the Companys continuous commitment to social responsibility and community engagement, the Company received the **CSR-DIW Continuous Award**, which reflects its dedication to conducting business responsibly while creating shared value for society, communities, and the environment in a sustainable manner.

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social development? : Yes

	2023	2024	2025
Donations / Grants (Baht)	100,000.00	100,000.00	100,000.00

Non-financial benefits

Does the company measure the non-financial benefits from social development? : Yes

	2023	2024	2025
Hiring local employees (Persons)	121.00	121.00	141.00

ESG Performance

Company Name : EARTH TECH ENVIRONMENT PUBLIC COMPANY LIMITED Symbol : ETC

Market : SET Industry Group : Resources Sector : Energy & Utilities

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company realizes the importance of good corporate governance as an important factor in promoting the Company's operations with efficiency, transparency, competitiveness and sustainable growth, which will lead to the confidence of all stakeholders that the operation of the company is done with fairness and takes into account the best interests of all stakeholders, from employees, investors, shareholders and other stakeholders. Hence, the Board of Directors deems it appropriate to establish a corporate governance policy based on the principles and practices of good corporate governance for listed companies for the year 2017 prepared by the Securities and Exchange Commission as the organization management approach in creating confidence in the Company's operations, operated with fairness, transparency and take into account the best interests of shareholders and all stakeholders. The Company's corporate governance policy consists of 8 principles
the Board of Directors has considered applying this principle in conjunction with the Good Corporate Governance Principles for Listed Companies 2012 of the Stock Exchange of Thailand,
To be used as a guideline for conducting business for directors, executives and employees of the Company. And requires that the policy and practice be reviewed annually. to suit the change This may be caused by business operations, environment, situations or laws. There is a publicity for all employees to know about the corporate governance policy. through the information system both inside and outside the organization Through the company's website which covers five OECD principles

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors	:	Yes
Guidelines related to the board of directors	:	Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Nomination of directors

The Company will consider the preliminary qualifications and select company directors according to the qualifications under Section 68 of the Public Limited Companies Act. 2535 and according to the relevant notifications of the Securities and Exchange Commission according to the regulations stipulated by law, as well as taking into account other factors such as knowledge, competence, experience related to the business and the benefits to business operations of the Company, etc.

Determination of director remuneration

The Company has a policy to pay motivated directors and executives at an appropriate level, taking into account the appropriateness of the type of business, the relevance to the Company's performance, in line with the general market conditions (Market Norm) and the same industry, including the suitability of duties and responsibilities, with the Nomination and Remuneration Committee to determine necessary and appropriate remuneration in monetary form to the Executive Committee and Sub-Committees and presented to the Board of Directors meeting for approval

Independence of the board of directors from the management

Nomination and Remuneration Committee will review the skills and characteristics of the directors and overall characteristics of the Board of Directors compared with current and future business direction and strategy by creating a Board Skill Matrix to set the criteria for nominating required directors annually. In that review the Nominating and Compensation Committee has to also consider diversity both in terms of skills, experience, knowledge and expertise, independence, nationality, age and gender of the director to be appointed.

Director development

1. The Company promotes and facilitates training and education for the Board of Directors and all employees in order to continuously improve their operations.
2. The Board of Directors has provided a manual for "Good Corporate Governance Policy" in order to inform the Board of Directors on important criteria regarding the Board of Directors and various committees as well as important policies and information about the Company. In addition, this enables the Board of Directors to perform the role of corporate governance more effectively.
3. For new directors, the Company organizes an orientation for directors to have knowledge and understanding of the Company's business and related rules and to meet with service providers so that directors can inquire about insights into the Company's business operations. As well as encouraging new directors to attend director training courses of the Thai Institute of Directors Association and other relevant institutions.

Board performance evaluation

In this regard, the 2025 assessment results can be concluded that each committee has performed its duties completely and efficiently.

Corporate governance of subsidiaries and associated companies

To supervise the operations of subsidiaries and associated companies, ETC, as a shareholder, sent representatives to participate in the performance of duties as well as to coordinate business cooperation between the sub-companies. The ETC representative must be a person who has been approved by the Company's management or approved by the Board of Directors to take a position of director in a subsidiary. However, in the case of a director appointed as a representative, it consists of persons from the Board of Directors, management or third parties with knowledge and understanding of the business and able to provide management guidelines that are beneficial to the company.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders	:	Yes
Guidelines and measures related to shareholders and stakeholders	:	Shareholder, Employee, Customer, Business partner, Creditor, Community and society

Shareholder

The Company performs its duties to its shareholders with honesty and fairness, manages the business for prosperity, stability and generates appropriate returns to the shareholders. Information is disclosed to shareholders equally, regularly and completely. In addition, shareholders were given opportunities to express their opinions and suggestions as well as propose agenda or person to serve as a director at the shareholders' meeting.

Employee

To comply with applicable laws and standards and treat employees and workers fairly and respect human rights, including: the determination of fair compensation and benefits, the provision of welfare in accordance with the law or more as appropriate, health care and safety at work, training, educating, developing potential and promoting advancement, and opening opportunities for employees to develop their skills in other areas. There is support for trade union freedom and the recognition of collective bargaining.

Customer

Comply with all applicable laws and standards, taking into account the reliable quality of service at an affordable and safe level, as well as unauthorized non-disclosure of customer information in accordance with the corporate social responsibility policy in dealing with customers and the Code of Conduct for Customer Responsibility

Business partner

There is a procurement process and fair contract or agreement conditions that help knowledge, develop potential and enhance the ability to produce and provide services to meet standards, clarify and supervise trade partners to respect human rights and treat their own workers with fairness, social and environmental responsibility, By considering purchasing products/services From a company that has received ISO:14001 including monitoring, auditing and evaluating trade partners for sustainable development of business operations. The company has prepared a manual on procurement practices. To be used as a guideline for working in the same direction in the selection of new vendors and contractors. There will be preliminary selection criteria. In the business aspect, documents will be considered. Terms of payment Quality will consider the quality of goods and services if it falls under the criteria for preliminary consideration. To be assessed using the Vendor and Contractor Selection Form. to consider the details and compare the results with the selection results table This guideline applies to all trading partners. and in order to continue to operate efficiently Assessment of previous vendors or contractors Assessment will be conducted at least twice a year during June and December of every year.

Creditor

Strictly abide by the contract or the agreed conditions, including the obligations and liabilities that may arise in the event of failure to comply with any of the conditions or cause an event of default, in which the creditors must be informed without concealment of facts in order to jointly consider reasonable solutions. The company will operate its business with efficiency and effectiveness in order to achieve sustainable growth and stable financial status and to build creditors' confidence.

Community and society

The Company Group operates the business of generating and distributing electricity using non-hazardous waste or unused materials as fuel based on the principles of environmentally friendly business operations and sustainable communities. It focuses on the operations under the system of preventing and reducing environmental impacts and the safety to communities in order to strengthen positive attitudes and acceptance from the community. As the Company Group's power plants are the part of the development of communities and society in the future, the Company supports public interest activities for communities and society while encouraging employees to participate in volunteer work and public interest activities with the community as well as developing community and social environments for better well-being and harmonious coexistence. The Company promotes participation in strengthening the community, including the promotion of scholarships of employees' children and surrounding communities and any projects to strengthen and develop communities. In addition, the Company also provides communication and public relations for social and environmental projects or activities with communities, society, and stakeholders, and allows stakeholders to participate in such projects or activities as deemed appropriate. However, the company is committed to being the role model of society in terms of sustainable business operations .

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Code of Conduct is also prepared to be a guideline and best practice for directors, executives and employees to adhere to when preforming the duties according to Company's missions with integrity, honesty, and fairness, including the treatment of the Company, all stakeholders, the public, and society. In addition, the system for regularly monitoring the compliance with such guidelines is also determined.

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information

Prevention of Conflicts of Interest

The board has a policy on the prevention of conflicts of interest on the principle that any decisions in conducting business activities must be made in the best interests of the company, and actions that create conflicts of interest should be avoided. By requiring those who are involved or have an interest in the items to be considered, they must notify the Company of their relationship or stake in the said transaction and must not participate in the decision-making and have no power in approving the transaction

If there is a transaction that may cause a conflict of interest that is not a normal business operation or is in accordance with general commercial conditions, it must be presented to the Board of Directors meeting for approval by the Board of Directors for examination and carefully consider the suitability to propose to the Board of Directors 'meeting and or the shareholders' meeting (as the case may be). The company must comply with the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand. It will also be disclosed in the notes to the financial statements, One reports Form 56-1) as well.

Anti-corruption

The Company focuses on preventing the involvement in corruption, which means "all actions that are unlawful or intended to avoid the law or violate the generally accepted standards of moral conduct in order to obtain profits, preferences or privileges or for personal gains or benefits of the Company". The Company's anti-corruption policy covers all businesses and transactions in all countries and all relevant authorities. It prohibits all forms of corruption that are the actions of directors, executives, and employees of the Company and its subsidiaries, associates, other companies controlled by the Company or a third party related to the Company. It includes offering, promising, soliciting, demanding, giving or accepting bribes, or acts of corrupt behavior. Therefore, the Company establishes a written policy which was approved by the resolutions of the Board of Directors' Meeting No. 4/ 2562 on November 9, 2019. Such policy was revised and updated by the resolutions of the Board of Directors' Meeting No. 4/2564 on November 10, 2021, which covers anti-corruption, so that all directors, executives and employees understand the ethical standards adopted by the Company for business operations. The Company also strictly monitors the compliance with such ethics. These relevant guidelines can be summarized as follows:

Whistleblowing and Protection of Whistleblowers

When receiving a whistle blower the recipient of the complaint will be responsible for the investigation. Collect the facts and consider that what type of complaint is received? or assign to a person or entity that trusts or the investigative committee to investigate the facts.

Complainants or whistle-blowers are to be suitably and fairly protected by the company, which implies no change in job titles, job nature, workplaces, job relief, threats, job harassment, dismissal, or unfair acts. The company will keep their complaints confidential and not disclose them to unrelated parties except when required by law.

Those with knowledge of complaints or related information must maintain confidentiality and not disclose it except when required by law. If this is intentionally violated, the company will punish them under its regulations or the law, or both, as seen fit.

Prevention of Misuse of Inside Information

The company has set guidelines for the preservation and prevention of the use of inside information in the code of conduct of directors and the code of conduct of employees in order to prevent the use of inside information for the benefit of oneself and others in the wrong way, which is to take advantage of shareholders or other persons, or causing damage to shareholders as a whole, The Company communicates and creates awareness of the use of inside information and conflicts of interest to all directors, executives and employees through meetings, orientation, training and knowledge and understanding tests after training, including dissemination via the Company's Intranet system, which covers and reaches 100 percent of all directors, executives and employees.

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct	:	Yes

The Company organized trainings to clarify employees about the continuous compliance with Code of Conduct. In which the company has trained executives, employees at all levels to complete 100% in the year 2025, there was no violation of the ethics and code of conduct of the organization in any way. Directors, executives, and employees of the Company are responsible for strictly complying with the Code of Conduct. Supervisors at all levels are responsible for monitoring and encouraging subordinates to comply with the specified Code of Conduct and behaving as a role model in order to encourage employees to comply with The Company has published the policy and guidelines on corporate governance and Code of Conduct on www.etcenvi.com.

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks	:	Yes
Anti-corruption networks or projects the company has joined or declared intent to join	:	Thai Private Sector Collective Action Against Corruption (CAC) CAC membership certification status : Certified Certification document of CAC membership status : ETC-CAC-68.jpg

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors charter	:	Yes
Material changes and developments in policy and guidelines over the past year	:	No

Review policies and procedures for good corporate governance and social ,environment responsibilities of the company in accordance with good corporate governance practices for company listed in 2017 (Corporate Governance Code : "CG Code") issued by the Securities and Exchange Commission (SEC) for developing mechanisms to supervise the operations of the company and achieving the company objectives, to generate good long-term performance and lead to the creation of sustainable value for the business.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC	:	Fully implement

Hence, the Board of Directors has considered applying this principle in conjunction with the Good Corporate Governance Principles for Listed Companies 2012 of the Stock Exchange of Thailand,
To be used as a guideline for conducting business for directors, executives and employees of the Company. And requires that the policy and practice be reviewed annually. to suit the change This may be caused by business operations, environment, situations or laws. There is a publicity for all employees to know about the corporate governance policy. through the information system both inside and outside the organization Through the company's website which covers five OECD principles

Other corporate governance performance and outcomes

Awards and Recognitions in 2025

1. The Company received an Excellent (CGR Excellent) rating in the Corporate Governance Report (CGR) for 2025.
2. The Company continues to maintain its membership in the Thai Private Sector Collective Action Against Corruption (CAC), reflecting its strong commitment to conducting business with transparency and actively combating corruption.
3. The Company received a AA rating in the SET ESG Ratings for 2025, demonstrating its commitment to conducting business with consideration for environmental, social, and governance (ESG) factors in a sustainable manner.

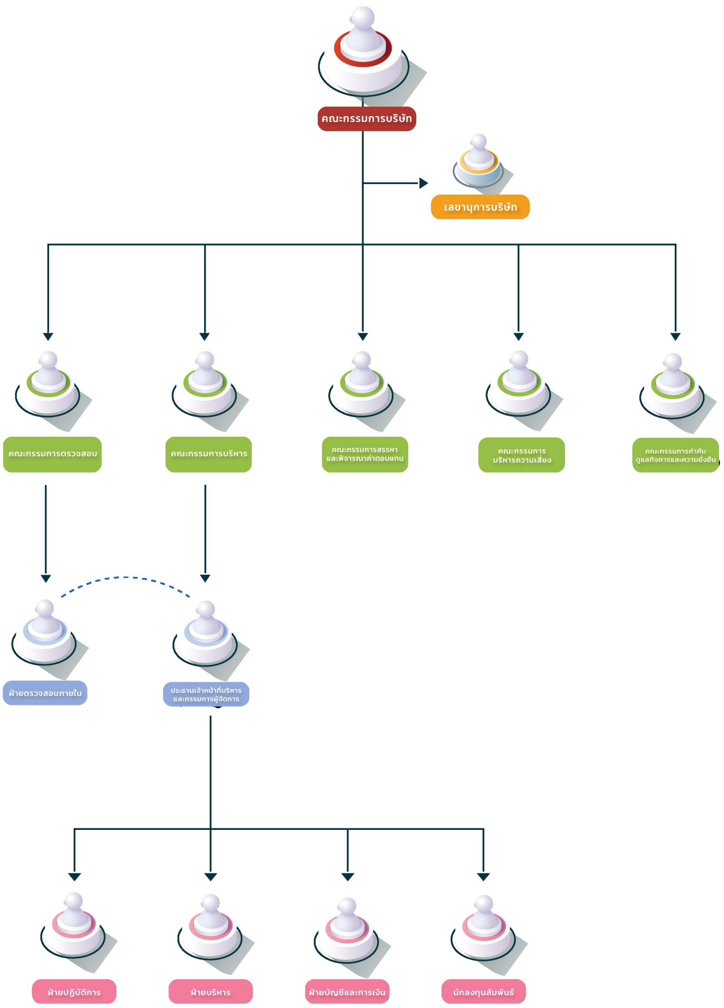
Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

<table>
<tr><th rowspan="2"></th><th colspan="2">2023</th><th colspan="2">2024</th><th colspan="2">2025</th></tr>
<tr><th>Male (persons)</th><th>Female (persons)</th><th>Male (persons)</th><th>Female (persons)</th><th>Male (persons)</th><th>Female (persons)</th></tr>
<tr><td rowspan="2">Total directors</td><td colspan="2">9</td><td colspan="2">8</td><td colspan="2">9</td></tr>
<tr><td>7</td><td>2</td><td>6</td><td>2</td><td>7</td><td>2</td></tr>
<tr><td rowspan="2">Executive directors</td><td colspan="2">2</td><td colspan="2">2</td><td colspan="2">2</td></tr>
<tr><td>2</td><td>0</td><td>1</td><td>1</td><td>1</td><td>1</td></tr>
<tr><td rowspan="2">Non-executive directors</td><td colspan="2">7</td><td colspan="2">6</td><td colspan="2">7</td></tr>
<tr><td>5</td><td>2</td><td>5</td><td>1</td><td>6</td><td>1</td></tr>
<tr><td rowspan="2">Independent directors</td><td colspan="2">4</td><td colspan="2">4</td><td colspan="2">4</td></tr>
<tr><td>3</td><td>1</td><td>3</td><td>1</td><td>3</td><td>1</td></tr>
<tr><td rowspan="2">Non-executive directors who have no position in independent directors</td><td colspan="2">3</td><td colspan="2">2</td><td colspan="2">3</td></tr>
<tr><td>2</td><td>1</td><td>2</td><td>0</td><td>3</td><td>0</td></tr>
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	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	77.78	22.22	75.00	25.00	77.78	22.22
Executive directors	22.22		25.00		22.22	
	22.22	0.00	12.50	12.50	11.11	11.11
Non-executive directors	77.78		75.00		77.78	
	55.56	22.22	62.50	12.50	66.67	11.11
Independent directors	44.44		50.00		44.44	
	33.33	11.11	37.50	12.50	33.33	11.11
Non-executive directors who have no position in independent directors	33.33		25.00		33.33	
	22.22	11.11	25.00	0.00	33.33	0.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	59		57		59	
	59	60	60	48	61	49

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
1. Mr. ANUSORN NUANGPOLMAK Gender: Male Age : 75 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Chairman of the board of directors (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	4 Nov 2016	Economics, Governance/ Compliance, Energy & Utilities, Mining

List of directors	Position	First appointment date of director	Skills and expertise
2. Ms. KANYAPAN BURANAROM Gender: Female Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Vice-chairman of the board of directors (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	4 Nov 2016	Accounting, Finance, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
3. Mr. SUWAT LUENGVIRIYA Gender: Male Age : 64 years Highest level of education : Bachelor's degree Study field of the highest level of education : Communication Arts Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	4 Nov 2016	Law, Finance, Sustainability, Corporate Management, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
4. Mr. SUPAWAT KHUNWORAVINIJ Gender: Male Age : 53 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 164,000 Shares (0.007321 %)	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	4 Nov 2016	Automotive, Energy & Utilities, Marketing

List of directors	Position	First appointment date of director	Skills and expertise
5. Mr. SUTHAT BOONYAUDOMSART Gender: Male Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 31,250 Shares (0.001395 %)	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	4 Nov 2016	Accounting, Finance

List of directors	Position	First appointment date of director	Skills and expertise
6. Mr. BORWORNSIT SORNSILP Gender: Male Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	4 Nov 2016	Law, Accounting, Economics

List of directors	Position	First appointment date of director	Skills and expertise
7. Mr. BANTOON MANPAKDEE Gender: Male Age : 59 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	4 Nov 2016	Law, Sustainability, Corporate Social Responsibility, Human Resource Management

List of directors	Position	First appointment date of director	Skills and expertise
8. Ms. Wachiraporn Natejaru Gender: Female Age : 46 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : Yes DCP course : No **Shareholding in the company** • Direct shareholding : 164,000 Shares (0.007321 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 0 Shares (0.000000 %)	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	19 Feb 2024	Accounting, Finance

List of directors	Position	First appointment date of director	Skills and expertise
9. Mr. PRALONG DUMRONGTHAI Gender: Male Age : 65 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years (*) : Doesnt Have DAP course : No DCP course : No **Shareholding in the company** • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (**) : 0 Shares (0.000000 %)	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Newly appointed director to replace the ex-director	25 Feb 2025	Leadership, Public Administration, Governance/ Compliance, Strategic Management, Project Management

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003),only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of board of directors who resigned / vacated their position during the year

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. ANUSORN NUANGPOLMAK	Chairman of the board of directors		✔	✔		
2. Ms. KANYAPAN BURANAROM	Vice-chairman of the board of directors		✔	✔		
3. Mr. SUWAT LUENGVIRIYA	Director		✔		✔	
4. Mr. SUPAWAT KHUNWORAVINIJ	Director	✔				✔
5. Mr. SUTHAT BOONYAUDOMSART	Director		✔		✔	✔
6. Mr. BORWORNSIT SORNSILP	Director		✔	✔		
7. Mr. BANTOON MANPAKDEE	Director		✔	✔		
8. Ms. Wachiraporn Natejaru	Director	✔				✔
9. Mr. PRALONG DUMRONGTHAI	Director		✔		✔	
Total (persons)		2	7	4	3	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	22.22
2. Automotive	1	11.11
3. Energy & Utilities	2	22.22
4. Mining	1	11.11
5. Law	3	33.33
6. Marketing	1	11.11
7. Accounting	4	44.44
8. Finance	4	44.44
9. Corporate Social Responsibility	1	11.11
10. Human Resource Management	1	11.11
11. Sustainability	2	22.22
12. Project Management	1	11.11
13. Corporate Management	1	11.11
14. Leadership	1	11.11
15. Strategic Management	1	11.11
16. Governance/ Compliance	4	44.44
17. Public Administration	1	11.11

Information about the other directors (*)(**)

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No

	2023	2024	2025
The chairman of the board is an independent director	-	Yes	Yes
The chairman of the board and the highest-ranking executive are from the same family	No	No	No
Chairman is a member of the executive board or taskforce	-	No	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	No	Yes	No

Additional explanation :

(*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards
(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Have

Methods of balancing power between the board of directors and Management : Others : The Chairman of the Board and the Chief Executive Officer and Managing Director must be individuals with appropriate knowledge, capabilities, experience, and qualifications. These positions must not be held by the same person to ensure a balance of power.

The Chairman of the Board and the Chief Executive Officer and Managing Director must possess knowledge, capability, experience, and suitable qualifications. These roles must not be held by the same individual to ensure a balance of power.

Information on the roles and duties of the board of directors

Board charter : Have

Has duties and responsibilities in overseeing the business to align with objectives and goals that will generate maximum benefit for the company, based on social responsibility, considering environmental impacts, being fair to all stakeholders within the framework of laws, objectives, company regulations, and resolutions of the Board of Directors as well as resolutions of the shareholders' meeting. This is to be carried out with knowledge, capability, integrity, good ethics, prudence, and responsibility towards shareholders, in accordance with good governance principles, to maximize economic value for the business and ensure utmost stability for shareholders.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

• Others

• The Board of Directors has the power, duties, and responsibilities for managing the Company in accordance with the law, the objectives and articles of association of the Company, as well as legally valid resolutions of the shareholders' meeting.

Scope of authorities, role, and duties

1. Perform duties in accordance with the law, objectives, and articles of association of the company, as well as resolutions of the shareholders' meeting, with honesty and integrity, and diligently protect the company's interests. 2. Establish policies, goals, work plans, business strategies, and annual budgets. 3. Control, supervise, and oversee the management to ensure operations are conducted efficiently in accordance with established policies and budgets. 4. Have the authority to review and approve policies, guidelines, and operational plans for the company's major investment projects, as proposed by sub-committees or management. 5. Have the authority to appoint, assign, or recommend sub-committees or working groups to consider or perform any matter deemed appropriate by the Board of Directors. 6. Ensure the company has effective internal control and internal audit systems, including risk management and the reliability of financial reports, by assigning the internal audit department to monitor, collaborate, and coordinate with the Audit Committee. 7. Prepare the Board of Directors' annual report and be responsible for the preparation and disclosure of financial statements reflecting the financial position and operating results of the past year for submission to the shareholders' meeting. 8. Arrange for the Annual General Meeting of Shareholders to be held within 4 months from the end of the company's fiscal year. 9. Be responsible for overseeing the company's compliance with securities and exchange laws and stock exchange regulations, such as connected transactions and the acquisition or disposal of significant assets in accordance with the rules of the Capital Market Supervisory Board or the Stock Exchange of Thailand, or laws related to the company's business. 10. Be responsible to shareholders and operate by safeguarding the best interests of shareholders, as well as disclosing information to investors accurately, completely, with high standards, and transparently. 11. Review the management structure, continuously monitor operational performance against plans and budgets, and regularly oversee the operations and performance of sub-committees and/or management to ensure the company's operations are effective. 12. Directors shall not engage in any business of the same nature that competes with the company's business, or become a partner in an ordinary partnership, or an unlimited liability partner in a limited partnership, or a director of a private company or any other company that conducts business of the same nature and competes with the company's business, whether for their own benefit or for the benefit of others, unless such information has been disclosed to the shareholders' meeting prior to their appointment. 13. Directors must promptly inform the company if they have any direct or indirect interest in any contract entered into by the company, or if their shareholding or debenture holding in the company or its subsidiaries increases or decreases. 14. Have the authority to consider and approve any matters that are necessary and related to the company or deemed appropriate for the company's benefit. 15. Appoint one or more directors or other persons to perform any act on behalf of the Board of Directors. However, the authorized person shall not have the power to approve transactions

in which such person or a person who may have a conflict of interest (person with a conflict of interest shall have the meaning as defined in the notification of the Securities and Exchange Commission) has an interest or may have any other conflict of interest with the company or its subsidiaries, unless the following matters can only be done after obtaining approval from the shareholders' meeting.

Reference link for the charter

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Audit Committee

Role

• Audit of financial statements and internal controls

Scope of authorities, role, and duties

1. Review to ensure the company's financial reporting is accurate and adequate.2. Review to ensure the company has appropriate and effective internal control and internal audit systems, and consider the independence of the internal audit unit, as well as approve the appointment, transfer, or dismissal of the head of the internal audit unit or any other unit responsible for internal audit.3. Review to ensure the company complies with the Securities and Exchange Act, regulations of the Stock Exchange, and laws related to the company's business.4. Review and discuss with management regarding the company's significant risks and the measures taken by management to monitor and control such risks.5. Consider selecting and proposing the appointment of independent persons to serve as the company's auditors and propose their remuneration, as well as attend meetings with the auditors at least once a year without the presence of management.6. Consider connected transactions or transactions that may have conflicts of interest to ensure compliance with laws and regulations of the Stock Exchange, thereby ensuring that such transactions are reasonable and provide the utmost benefit to the company.7. Prepare the Audit Committee's report, to be disclosed in the company's annual report. This report must be signed by the Chairman of the Audit Committee and must include at least the following information:a) Opinion on the accuracy, completeness, and reliability of the company's financial reports.b) Opinion on the adequacy of the company's internal control system. c) Opinion on compliance with the Securities and Exchange Act, regulations of the Stock Exchange, or laws related to the company's business.d) Opinion on the suitability of the auditors.e) Opinion on transactions that may have conflicts of interest.f) Number of Audit Committee meetings and attendance of each Audit Committee member.g) Overall opinions or observations obtained by the Audit Committee from performing its duties according to the Charter.h) Other matters that the Audit Committee deems shareholders and general investors should be aware of, within the scope of duties and responsibilities assigned by the Board of Directors.8. The Audit Committee may seek independent opinions from other professional advisors when deemed necessary, at the company's expense.9. Perform any other duties assigned by the Board of Directors with the approval of the Audit Committee.In performing its duties, the Audit Committee shall be directly responsible to the Board of Directors, and the Board of Directors shall remain responsible for the company's operations to external parties.In the event of any change in the duties of the Audit Committee, the company shall notify the resolution of such change, prepare a list and scope of operations of the modified Audit Committee in the format prescribed by the Stock Exchange, and submit it to the Stock Exchange within 3 business days from the date of such change, by means of electronic reporting as stipulated by the Stock Exchange's regulations.In performing its duties, if the Audit Committee finds or suspects any of the following transactions or actions that significantly affect the company's financial position and operating results, the Audit Committee shall report to the Board of Directors for corrective action within a timeframe deemed appropriate by the Audit Committee:1) Transactions involving conflicts of interest.2) Fraud or irregularities, or significant deficiencies in the internal control system.3) Violations of the Securities and Exchange Act, regulations of

the Stock Exchange, or laws related to the company's business.If the company's Board of Directors or management fails to take corrective action within the timeframe specified in the preceding paragraph, any Audit Committee member may report such transactions or actions to the SEC Office or the Stock Exchange.

Reference link for the charter

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Executive Committee

Role

• Others

• Prepare and present the company's business policies, goals, operational plans, business strategies, and annual budget for approval by the Board of Directors.

Scope of authorities, role, and duties

1. Prepare and present the company's business policies, objectives, operational plans, business strategies, and annual budget for approval by the Board of Directors. 2. Define the company's business plan, budget, and various management authorities for approval by the Board of Directors. 3. Oversee the company's business operations to ensure compliance with the business policies, objectives, operational plans, business strategies, and budget approved by the Board of Directors. 4. Have the authority to consider and approve expenditures for various investments or operations, borrowing or requesting any credit from financial institutions, lending money, as well as acting as a guarantor for the company's normal transactions and for the benefit of its operations in accordance with its objectives, within a specified limit not exceeding 200 million Baht. Such actions must comply with the announcements of the Stock Exchange of Thailand, the Securities and Exchange Commission, the Capital Market Supervisory Board, or any other relevant laws. 5. Define the organizational structure and management authority, covering details of selection, hiring, transfer, training, and termination of the company's executive committee members or senior management. The Chief Executive Officer and Managing Director of the company are authorized to sign employment contracts on behalf of the company. 6. Supervise and approve matters related to the company's operations, and may appoint or assign one or more persons to act on behalf of the Executive Committee as deemed appropriate. The Executive Committee may revoke, change, or amend such authorities. 7. Have the authority to appoint various consultants necessary for the company's operations or to comply with relevant laws. 8. Perform any other duties assigned by the Board of Directors. 9. Have the authority to consider and approve expenses for the purchase of tools, machinery, office equipment, and furniture within a limit not exceeding 2 million Baht, as specified in the approval authority manual. 10. Have the authority to consider and approve the purchase of Solid Recovered Fuel (SRF) as part of normal business operations, within a limit not exceeding 5 million Baht, as specified in the approval authority manual. 11. Appoint or assign one or more persons to act on behalf of the Executive Committee as deemed appropriate. The Executive Committee may revoke, withdraw, change, or amend such authorities.

Reference link for the charter

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Nomination and Remuneration Committee

Role

• Director and executive nomination

• Remuneration

Scope of authorities, role, and duties

1. Consider the structure, composition, and qualifications of the company's directors. 2. Define the human resource vision and strategies, and the executive development plan for the Group. 3. Ensure that the Board of Directors has an appropriate size and composition for the organization, and that adjustments are made to align with changing environments. 4. Establish clear, transparent, appropriate, and beneficial policies, criteria, methods, and processes for the recruitment, removal, or termination of the company's directors and senior executives, for submission to the Board of Directors for consideration and approval, to ensure that the company has a management team with suitable qualifications, knowledge, capabilities, and experience to operate the company efficiently and successfully. 5. Establish effective guidelines, criteria, methods, and processes for evaluating the performance of the company's directors and senior executives by comparing against annual targets linked to jointly established business plans, to consider adjusting annual compensation, taking into account duties, responsibilities, and associated risks, and emphasizing the long-term increase in shareholder value as part of the evaluation. 6. Establish compensation policies and strategies, including salaries, meeting allowances, per diems, bonuses, or other forms of benefits, as well as the amount of compensation and other benefits for the company's directors and senior executives, for submission to the Board of Directors for consideration and approval, with clear, transparent criteria appropriate to their duties and responsibilities, and based on performance, to attract, retain, and motivate highly potential and qualified personnel. 7. Establish a succession plan for key management positions, ensure regular review, and report the progress of the succession plan to the Board of Directors annually by assessing the importance of positions, recruiting, and developing to ensure that management successors possess the knowledge, capabilities, experience, and other qualifications that meet the needs and benefit the organization for the efficiency, effectiveness, and growth of the company. 8. Select and nominate suitable individuals to serve as directors and senior executives of the company, by inviting specialized experts to participate in the recruitment process as necessary, at the company's expense. 9. Disclose policies regarding various forms of compensation, including the amount of directors' compensation, in the company's annual report. 10. Evaluate the performance of the Nomination and Remuneration Committee and report to the Board of Directors annually. 11. Perform any other duties as assigned by the Board of Directors.

Reference link for the charter

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Risk Management Committee

Role

• Risk management

Scope of authorities, role, and duties

1. Review and propose the Risk Management Policy and Risk Appetite to the Board of Directors for consideration and approval. 2. Oversee the development and implementation of the enterprise-wide risk management framework. 3. Review risk management reports to monitor significant risks and ensure that the organization has adequate and appropriate risk management. 4. Present the company's overall risks, including the adequacy of internal control systems, for managing various significant risks to the Board of Directors. 5. Provide recommendations to the company on risk management matters and the consideration of amendments to information related to the development of the risk management system. 6. Have the authority to appoint a working group for the company's risk assessment and monitoring. 7. Other matters related to risk management as assigned by the Board of Directors.

Reference link for the charter

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Corporate Governance & Sustainability Committee

Role

• Corporate governance
• Sustainability development

Scope of authorities, role, and duties

1. Review and endorse policies, strategies, goals, practices, and action plans related to corporate governance and sustainability matters, and propose them to the Board for consideration and approval. 2. Promote the participation of the Board of Directors, executives, and employees in the Company's corporate governance and sustainability activities. 3. Oversee compliance with relevant policies and/or regulations concerning the Company's corporate governance and sustainability, as well as promoting a culture of good corporate governance within the organization. 4. Monitor and ensure that management integrates sustainability issues into the annual strategies and action plans, as well as the Company's sustainability performance indicators. 5. Monitor and report on performance to the Board regularly after each meeting concerning corporate governance and sustainability oversight. 6. Review and propose amendments to the Company's corporate governance and sustainability policies and practices regularly as appropriate, and recommend to the Board for continuous review and updating. 7. Perform any other duties related to corporate governance and sustainability oversight as assigned by the Board of Directors. 8. Disclose information regarding the Company's corporate governance and sustainability oversight to stakeholders and the public.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Ms. KANYAPAN BURANAROM(*) Gender: Female Age : 52 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	4 Nov 2016	Accounting, Finance, Governance/ Compliance
2. Mr. BORWORNSIT SORNSILP(*) Gender: Male Age : 54 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	4 Nov 2016	Law, Accounting, Economics
3. Mr. BANTOON MANPAKDEE Gender: Male Age : 59 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Continuing director (Full term of directorship and being re-appointed as a director)	4 Nov 2016	Law, Sustainability, Corporate Social Responsibility, Human Resource Management

Additional explanation :

(*) Directors with expertise in accounting information review

List of audit committee members who resigned / vacated their position during the year

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. SUPAWAT KHUNWORAVINIJ Gender: Male Age : 53 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	9 Nov 2019
2. Mr. Sumet Laokham Gender: Male Age : 44 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	9 Nov 2019
3. Ms. Phimchanok Arunrotwatthana Gender: Female Age : 41 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	9 Nov 2019

List of committee members	Position	Appointment date of executive committee member
4. Ms. Wachiraporn Natejaru Gender: Female Age : 46 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	9 Nov 2019

List of executive committee members who resigned / vacated their position during the year

Other Subcommittees

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. BANTOON MANPAKDEE	The chairman of the subcommittee (Independent director)
	Ms. KANYAPAN BURANAROM	Member of the subcommittee (Independent director)
	Mr. BORWORNSIT SORNSILP	Member of the subcommittee (Independent director)
	Mr. SUPAWAT KHUNWORAVINIJ	Member of the subcommittee
Risk Management Committee	Mr. BORWORNSIT SORNSILP	The chairman of the subcommittee (Independent director)
	Ms. KANYAPAN BURANAROM	Member of the subcommittee (Independent director)
	Mr. BANTOON MANPAKDEE	Member of the subcommittee (Independent director)
	Mr. SUPAWAT KHUNWORAVINIJ	Member of the subcommittee
	Ms. Wachiraporn Natejaru	Member of the subcommittee

Subcommittee name	Name list	Position
Corporate Governance & Sustainability Committee	Ms. KANYAPAN BURANAROM	The chairman of the subcommittee (Independent director)
	Mr. BORWORNSIT SORNSILP	Member of the subcommittee (Independent director)
	Mr. BANTOON MANPAKDEE	Member of the subcommittee (Independent director)
	Mr. SUPAWAT KHUNWORAVINIJ	Member of the subcommittee
	Ms. Wachiraporn Natejaru	Member of the subcommittee

List of subcomittees who resigned / vacated their position during the year

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
1. Mr. SUPAWAT KHUNWORAVINIJ(***) Gender: Male Age : 53 years Highest level of education : Bachelor's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Executive Officer and Managing Director	9 Nov 2019	Automotive, Energy & Utilities, Marketing

List of executives	Position	First appointment date	Skills and expertise
2. Mr. Sumet Laokham Gender: Male Age : 44 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Operations Manager	9 Nov 2019	Energy & Utilities, Engineering
3. Ms. Phimchanok Arunrotwatthana Gender: Female Age : 41 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Manager	9 Nov 2019	Accounting, Human Resource Management

List of executives	Position	First appointment date	Skills and expertise
4. Ms. Wachiraporn Natejaru(*) Gender: Female Age : 46 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	Accounting and Finance Manager	9 Nov 2019	Accounting, Finance
5. Ms. Tippawan Pimsen(*)(**)(***) Gender: Female Age : 42 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes	Accountant	9 Nov 2019	Accounting

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance
(**) Accounting supervisor
(***) Appointed after the fiscal year end of the reporting year

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure diagram of the highest-ranking executive and the next four executives from the top executive

Remuneration policy for executive directors and executives

The Company pays remuneration to senior executives in accordance with the Company's policy, which mandates that remuneration reflects the duties and responsibilities of each senior executive. The remuneration rate is appropriate, determined by benchmarking against businesses of the same type.

Does the board of directors or the remuneration committee have an opinion on the remuneration policy for executive directors and executives	:	Have

The Nomination and Remuneration Committee has considered and determined director compensation that is fair and reasonable, consistent with the directors' responsibilities, the Company's financial status, and compared with listed companies in similar industries and businesses of comparable size, as well as benchmarked against the average of listed companies from the survey report on director compensation rates of listed companies by the Thai Institute of Directors, by setting compensation as meeting fees and bonuses.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	11,679,897.00	12,045,929.00	10,162,576.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	11,679,897.00	12,045,929.00	10,162,576.00

Other remunerations of executive directors and executives

	2023	2024	2025
Companys contribution to provident fund for executive directors and executives (Baht)	547,032.00	547,818.00	443,110.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors and executives in the past year	:	0.00
Estimated remuneration of executive directors and executives in the current year	:	0.00

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Tippawan Pimsen	tippawan.p@e-tech.th	02-0127888 ต่อ 714

List of the company secretary

General information	Email	Telephone number
1. Mrs. Ananya Netjaru	ananya.n@e-tech.co.th	02-0127888 ต่อ 713

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Kanit Srikaewphuang	audit@e-tech.co.th	02-0127888 ต่อ 532

List of the head of the compliance unit

General information	Email	Telephone number
1. Mrs. Ananya Netjaru	ananya.n@e-tech.co.th	02-0127888 ต่อ 713

Head of investor relations

Does the Company have an appointed head of investor relations : Have

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Visaroot Chongchamnanchai	ir@e-tech.co.th	02-0127888 ต่อ 714

Company's auditor

Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KARIN AUDIT COMPANY LIMITED 72 CAT TELECOM TOWER, FLOOR 24,CHAROEN KRUNG ROAD, BANGRAK, BANGKOK. 10500 THAILAND BANG RAK BANG RAK Bangkok 10500 Telephone number +66 2105 4661	890,000.00	-	-

Details of the auditors of the subsidiaries

Audit fee (Baht)	Other service fees		
890,000.00	-		

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be representatives in Thailand : No

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past year

Summary of duty performance of the board of directors over the past year

Summary of the Board of Directors performance across various areas:

1. Board structure and directors qualifications
2. Roles, duties, and responsibilities of the Board
3. Board meetings
4. Board performance dynamics
5. Relationship with management
6. Directors development

Overall, the Board of Directors has performed its duties comprehensively and effectively, representing 99.83%.

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. SUTHAT BOONYAUDOMSART	Director	4 Nov 2016	Accounting, Finance
Mr. BORWORNSIT SORNSILP	Director	4 Nov 2016	Law, Accounting, Economics

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. PRALONG DUMRONGTHAI	Director	25 Feb 2025	Leadership, Public Administration, Governance/ Compliance, Strategic Management, Project Management

List of newly appointed director not being replaced the ex-director

Selection of independent directors

Criteria for selecting independent directors

independent directors, can give their opinions independently and in accordance with the relevant criteria. The Company is not a conflict of interest or a stakeholder to the Company and has the experience and expertise appropriate to the Company's business operations, as well as being able to express opinions and provide recommendations regarding the Company's operations independently and in accordance with the relevant rules and laws, as well as being of great benefit to the Company

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors over the past year	:	No

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors through the nomination committee	:	Yes
Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee	:	Yes

Number of directors from major shareholders

Number of directors from each group of major shareholders over the past year (persons)	:	2

Rights of minority shareholders on director appointment

It is the right of all shareholders equally to nominate other persons for consideration in which the Company has set guidelines for nominating and announcing through the news system of the Stock Exchange of Thailand.

Method of director appointment	:	Method whereby each director requires approval votes more than half of the votes of attending

shareholders and casting votes

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. ANUSORN NUANGPOLMAK (Chairman of the board of directors, Independent director)	Participating	Thai Institute of Directors (IOD) • 2017: Director Accreditation Program (DAP)
2. Ms. KANYAPAN BURANAROM (Vice-chairman of the board of directors, Independent director)	Participating	Thai Institute of Directors (IOD) • 2023: Director Certification Program (DCP) • 2013: Director Accreditation Program (DAP)
3. Mr. SUWAT LUENGVIRIYA (Director)	Participating	Thai Institute of Directors (IOD) • 2005: Director Accreditation Program (DAP)
4. Mr. SUPAWAT KHUNWORAVINIJ (Director)	Participating	Thai Institute of Directors (IOD) • 2017: Director Accreditation Program (DAP)
5. Mr. SUTHAT BOONYAUDOMSART (Director)	Participating	Thai Institute of Directors (IOD) • 2005: Director Accreditation Program (DAP)

List of directors	Participation in training in the past financial year	History of training participation
6. Mr. BORWORNSIT SORNSILP (Director, Independent director)	Participating	Thai Institute of Directors (IOD) • 2008: Director Accreditation Program (DAP)
7. Mr. BANTOON MANPAKDEE (Director, Independent director)	Participating	Thai Institute of Directors (IOD) • 2017: Director Accreditation Program (DAP)
8. Ms. Wachiraporn Natejaru (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)
9. Mr. PRALONG DUMRONGTHAI (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

In this regard, the 2025 assessment results can be concluded that each committee has performed its duties completely and efficiently.

Evaluation of the duty performance of the board of directors over the past year

1. The Nominating and Compensation Committee reviews the performance appraisal form annually through the submission by the company secretary to ensure that the group performance appraisal form and the individual self-assessment are available, and also to ensure correctness, completeness and in accordance with appropriate criteria for self-Assessment in which the Company has used the performance appraisal form of the Stock Exchange of Thailand as a guideline for evaluation.
2. The company secretary will collect all performance assessments, summarize the scores and present them to the Nomination and Remuneration Committee.
3. The Nomination and Compensation Committee will present the results of the entire assessment to the Board of Directors for consideration and use as a guideline for further development of the Board's administration and to develop the potential of individual directors.

The assessment criterion are calculated as percentage in each area. As follows

Scores above 90% = Excellent
Scores above 80% = Good
Scores above 70% = Moderately Good

Scores above 60% = Average
Scores below 60% = Needs Improvements

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The assessment considers components that integrate the Company's sustainability performance into the key performance indicators (KPIs), including financial performance, safety statistics, environmental, social, and corporate governance (ESG) outcomes such as employee/partner/community satisfaction, and the Company's resource reduction efforts. These are part of the evaluation metrics, which also encompass leadership, strategy formulation, strategy implementation, financial planning and performance, relations with the board, external relations, personnel relations management, succession planning, product and service knowledge, and personal characteristics

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year (times) : 7
Date of AGM meeting : 28 Apr 2025
EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. ANUSORN NUANGPOLMAK (Chairman of the board of directors, Independent director)	7	/	7	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
2. Ms. KANYAPAN BURANAROM (Vice-chairman of the board of directors, Independent director)	7	/	7	1	/	1		/	
3. Mr. SUWAT LUENGVIRIYA (Director)	7	/	7	1	/	1		/	
4. Mr. SUPAWAT KHUNWORAVINIJ (Director)	7	/	7	1	/	1		/	
5. Mr. SUTHAT BOONYAUDOMSART (Director)	7	/	7	1	/	1		/	
6. Mr. BORWORNSIT SORNSILP (Director, Independent director)	7	/	7	1	/	1		/	
7. Mr. BANTOON MANPAKDEE (Director, Independent director)	7	/	7	1	/	1		/	
8. Ms. Wachiraporn Natejaru (Director)	7	/	7	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
9. Mr. PRALONG DUMRONGTHAI (Director)	6	/	6	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. ANUSORN NUANGPOLMAK (Chairman of the board of directors)	7/7 (100.00%)	1/1 (100.00%)	N/A
2. Ms. KANYAPAN BURANAROM (Vice-chairman of the board of directors)	7/7 (100.00%)	1/1 (100.00%)	N/A
3. Mr. SUWAT LUENGVIRIYA (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
4. Mr. SUPAWAT KHUNWORAVINIJ (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
5. Mr. SUTHAT BOONYAUDOMSART (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
6. Mr. BORWORNSIT SORNSILP (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
7. Mr. BANTOON MANPAKDEE (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A
8. Ms. Wachiraporn Natejaru (Director)	7/7 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
9. Mr. PRALONG DUMRONGTHAI (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	**100.00%**	**100.00%**	**N/A**

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Remuneration of the board of directors

Types of remuneration of the board of directors

1. Remuneration for meeting allowance

Meeting allowances of Directors and Audit Committee members have monetary compensation as follows:

- Meeting allowances for the Company's directors are paid on an annual basis at the following rates:

  - Chairman of the Board 20,000 baht / meeting
  - Company Directors 10,000 baht / time

- Meeting allowance for the Audit Committee Payable on a monthly basis rate of:

  - Chairman of the Audit Committee 20,000 baht / time
  - Audit Committee 10,000 baht / time

2. Other remuneration of directors

Not available

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. ANUSORN NUANGPOLMAK (Chairman of the board of directors, Independent director)			**100,000.00**		**0.00**
Board of Directors (Chairman of the board of directors)	100,000.00	0.00	100,000.00	No	
2. Ms. KANYAPAN BURANAROM (Vice-chairman of the board of directors, Independent director)			**130,000.00**		**0.00**
Board of Directors (Vice-chairman of the board of directors)	50,000.00	0.00	50,000.00	No	
Audit Committee (Chairman of the audit committee)	80,000.00	0.00	80,000.00	No	
Corporate Governance & Sustainability Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Nomination and Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
3. Mr. SUWAT LUENGVIRIYA (Director)			**50,000.00**		**0.00**
Board of Directors (Director)	50,000.00	0.00	50,000.00	No	
4. Mr. SUPAWAT KHUNWORAVINIJ (Director)			**50,000.00**		**0.00**
Board of Directors (Director)	50,000.00	0.00	50,000.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Corporate Governance & Sustainability Committee (Member of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Nomination and Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
5. Mr. SUTHAT BOONYAUDOMSART (Director)			**50,000.00**		**0.00**
Board of Directors (Director)	50,000.00	0.00	50,000.00	No	
6. Mr. BORWORNSIT SORNSILP (Director, Independent director)			**90,000.00**		**0.00**
Board of Directors (Director)	50,000.00	0.00	50,000.00	No	
Audit Committee (Member of the audit committee)	40,000.00	0.00	40,000.00	No	
Risk Management Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	
Corporate Governance & Sustainability Committee (Member of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Nomination and Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
7. Mr. BANTOON MANPAKDEE (Director, Independent director)			**90,000.00**		**0.00**
Board of Directors (Director)	50,000.00	0.00	50,000.00	No	
Audit Committee (Member of the audit committee)	40,000.00	0.00	40,000.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Corporate Governance & Sustainability Committee (Member of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
8. Ms. Wachiraporn Natejaru (Director)			**50,000.00**		**0.00**
Board of Directors (Director)	50,000.00	0.00	50,000.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
Corporate Governance & Sustainability Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
9. Mr. PRALONG DUMRONGTHAI (Director)			**50,000.00**		**N/A**
Board of Directors (Director)	50,000.00	N/A	50,000.00	-	
10. Mr. Sumet Laokham (Member of the executive committee)			**0.00**		**N/A**

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
11. Ms. Phimchanok Arunrotwatthana (Member of the executive committee)			**0.00**		**N/A**
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	500,000.00	0.00	500,000.00
2. Audit Committee	160,000.00	0.00	160,000.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination and Remuneration Committee	0.00	0.00	0.00
5. Risk Management Committee	0.00	0.00	0.00
6. Corporate Governance & Sustainability Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	760,000.00	740,000.00	660,000.00
Other monetary remuneration (Baht)	0.00	0.00	0.00
Total (Baht)	760,000.00	740,000.00	660,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year (Baht) : 0.00

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies : Yes

Mechanism for overseeing subsidiaries and associated companies : Yes

Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors : The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding

To supervise the operations of subsidiaries and associated companies, ETC, as a shareholder, sent representatives to participate in the performance of duties as well as to coordinate business cooperation between the sub-companies. The ETC representative must be a person who has been approved by the Company's management or approved by the Board of Directors to take a position of director in a subsidiary. However, in the case of a director appointed as a representative, it consists of persons from the Board of Directors, management or third parties with knowledge and understanding of the business and able to provide management guidelines that are beneficial to the company.

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year	:	Yes

The board has a policy on the prevention of conflicts of interest on the principle that any decisions in conducting business activities must be made in the best interests of the company, and actions that create conflicts of interest should be avoided. By requiring those who are involved or have an interest in the items to be considered, they must notify the Company of their relationship or stake in the said transaction and must not participate in the decision-making and have no power in approving the transaction

If there is a transaction that may cause a conflict of interest that is not a normal business operation or is in accordance with general commercial conditions, it must be presented to the Board of Directors meeting for approval by the Board of Directors for examination and carefully consider the suitability to propose to the Board of Directors 'meeting and or the shareholders' meeting (as the case may be). The company must comply with the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand. It will also be disclosed in the notes to the financial statements, One reports Form 56-1) as well.

Number of cases or issues related to conflict of interest

	2023	2024	2025
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year	:	Yes

In 2025, the Company organized training, conducted post-training evaluations, and published them via the Companys Intranet system to acknowledge and review, accounting for 100 percent of all directors, executives, and employees, to be aware of the Companys compliance with measures to prevent the use of inside information and conflicts of interest. There was monitoring to ensure compliance by the Human Resources Department, Internal Audit Department, and Company Secretary, who coordinated to collect performance data, post-training evaluation results, and related complaints to present to the Corporate Governance and Sustainability Committee and the Board of Directors in the following order. In the past year of 2025, the Company did not find any wrongdoing or receive any tips or complaints regarding the use of inside information and conflicts of interest that were in violation of the Companys practices. Furthermore, no directors or executives of the Group were found to have traded shares in the Company that were in violation of the practices.

Number of cases or issues related to the use of inside information to seek benefits

	2023	2024	2025
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year	:	No / In progress
Form of operations in anti-corruption	:	Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

The Company determines duties and responsibilities in such policies to employees at all levels from the upper to lower levels. The Chief Executive Officer and Chief Executive Officer and Managing Director is assigned to be the policy maker who establishes communication guidelines in the organization and the annual review of appropriateness of the policy to suit the changes of businesses, rules, regulations and requirements of laws. The policy is presented to the Audit Committee to review its completeness and appropriateness. The Internal Audit Department is responsible for monitoring and supervising the compliance with policy of employees at all levels and sectors in order to report to the Audit Committee. Executives at each level are responsible for ensuring that their subordinates are aware of and understand the Company's anti-corruption policy.

Communication guidelines are clearly defined by posting the announcement at the head office and branch office and publishing on the Company's website. There is a channel for whistleblowing through the comment box placed in front of the Company's office and the Email on the Company's website.

Employees at all levels, executives, Chief Executive Officer and Chief Executive Officer and Managing Director, directors and all sub-committees must comply with anti-bribery and anti-corruption policy and code of conduct without engaging in any giving/accepting of bribes to/from public and private officials. They shall not neglect or ignore when witnessing any acts deemed to be corruption and must notify the supervisor. The Company will provide fairness and protection to employees who inform or provide cooperation in reporting corruption related to the Company.

Charitable donations and sponsorships for returning benefits to society as well as publicity of the organization's image without expecting for business results in return shall be made only on behalf of the Company. It must be a foundation organization, charitable organizations, temples, hospitals, medical facility or social organization that are reliable, can be verified and must go through the procedures in accordance with the Company's regulations and issue receipts only on behalf of the Company.

Risk assessments shall be conducted which are the foundation of anti-bribery and anti-corruption measures. Therefore, employees and executives shall have an understanding of the Company's business processes that may be at risk from bribery and corruption in order to assess risks and establish any risk prevention approaches to be at a controllable level. Such approaches must be reviewed annually.

Channels for whistleblowing or corruption complaints are provided through the Company's address, telephone: Tel. 036-200-294 (Human Resources Management Department), mail with an attention to the Chairman of the Audit Committee, Internal Audit Department, Chief Executive Officer and Chief Executive Officer and Managing Director, Company Secretary, or Email: audit@e-tech.co.th on the Company's website.

Disciplinary action is established for employees who violate policies, including supervisors who ignore wrongdoing or acknowledge wrongdoing but do not take correct action. Disciplinary penalties are imposed in accordance with the Company's operational regulations. The maximum penalty is dismissal. The penalty for intermediaries, business representatives, product/service distributors, or contractors of the Company who violate the guidelines in accordance with such policies or provide inaccurate information when the Company's investigators inquire about actions possibly against the Company's policies may be the termination of contracts.

• There are measures to protect and maintain the receipt of the complainant. The company will conceal the name, address or any information. that can identify the complainant or the informant and keep the information of the complainant and the informant confidential It is limited to those responsible for investigating complaints, who have access to such information. Have a duty to keep information, complaints and evidence documents of the complainant. and the informant keep it confidential Do not disclose information to other people who do not have relevant responsibilities. Unless it is a disclosure according to the duty required by law.

Number of cases or issues related to corruption

	2023	2024	2025
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures over the past year : No / In progress

No cases of corruption were found

Number of cases or issues related to whistleblowing

	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

The monitoring of compliance with other corporate governance policy and guidelines

In the past year 2025, the Company did not find any wrongdoing or receive any tips or complaints about the use of inside information and conflicts of interest that were contrary to the Company's practices. In addition, it was not found that any directors or executives of the Group of Companies traded shares of the Company that were contrary to the practices.

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Ms. KANYAPAN BURANAROM (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. BORWORNSIT SORNSILP (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mr. BANTOON MANPAKDEE (Member of the audit committee)	4	/	4	4/4 (100.00%)
			Average meeting attendance rate	**(100.00%)**

The results of duty performance of the audit committee

1. Review the financial statements for the year 2024 and the annual financial statements for the year 2025, including disclosures in the notes to the Company's financial statements, which have been reviewed and audited by the auditor. It also discussed with management and the auditors to consider important accounting policies, estimates and judgments in the preparation of the financial statements. The Audit Committee has one meeting with the auditors without the Company's management to attend, so that the auditors can report incidents and information about the

Company freely and can exchange their opinions fully. Auditors' reviews and audits did not report of any fraud or violation of the law to the Audit Committee.

2. To review the evaluation of the internal control system of the Company according to the Internal Control System Adequacy Assessment Form of the Office of the Securities and Exchange Commission and COSO - Internal Control Integrated Framework, including audit results of the internal control system from the Internal Audit Department and auditors to ensure efficiency of the Company's operations and able to provide sustainable compensation to all stakeholders.

3. Review the independence of the Internal Audit Department, approve the annual audit plan and follow up on the performance of the audit plan every quarter.

4. Review the transactions and disclosure of information about transactions with persons who may have conflicts of interest, the financial statements for the year 2024 and the quarterly year 2025, to ensure they are appropriate and in accordance with the regulations announced by the Capital Market Supervisory Board.

5. Considering the selection of Karin Audit Company Limited to be the Company's auditor for the year 2023 based on qualifications and audit quality in the past year as well as considering the appropriate audit fees to the Board of Directors.

6. Review of good corporate governance to ensure that the company has a proper corporate governance process and effectiveness, which the Company has continuously developed good corporate governance. To increase operational efficiency and build confidence among all stakeholders. The Company has a Corporate Governance and Sustainability Committee to support and recommend the improvement of the Company's corporate governance policy in accordance with good practice Including the company has set up a grievance system as a channel for employees, customers and stakeholders able to report information or clues about fraud misconduct or acts against business ethics. There is also a unit responsible for handling such complaints in an appropriate and transparent manner.

7. Review the charter of the audit committee and conduct a self-assessment for the performance of the audit committee, both on the board and individually.

8. Review the Company's Anti-Bribery and Corruption Policy to be suitable for the business model Company environment and corporate culture.

From the aforementioned reviews in 2025, the Audit Committee has performed its duties in accordance with the scope of duties assigned completely, prudently and independently. It is of the view that the Company has provided and maintained an appropriate and effective internal control system that can reasonably build confidence that the Company's financial statements are reliable and have been prepared properly as it should in accordance with generally accepted accounting principles. Any transactions that may lead to conflicts of interest were reasonable and done in the best interest of the Company. Appropriate disclosure of these transactions was duly done in the notes to the interim financial statements and the annual financial statements, complying with relevant laws and regulations without any significant drawbacks over the past year.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 4

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. SUPAWAT KHUNWORAVINIJ (Member of the executive committee)	4	/	4	4/4 (100.00%)
2 Mr. Sumet Laokham (Member of the executive committee)	4	/	4	4/4 (100.00%)
3 Ms. Phimchanok Arunrotwatthana (Member of the executive committee)	4	/	4	4/4 (100.00%)
4 Ms. Wachiraporn Natejaru (Member of the executive committee)	4	/	4	4/4 (100.00%)
			Average meeting attendance rate	**(100.00%)**

The results of duty performance of Executive Committee

The Executive Committee has performed its duties efficiently and effectively in various areas as follows:

1. Formulating and proposing the Companys business policies, objectives, operational plans, business strategies, and annual budget for approval by the Board of Directors.
2. Establishing the Companys business plans, budgets, and management authorities for submission to the Board of Directors for approval.
3. Supervising and overseeing the Companys operations to ensure alignment with the approved business policies, objectives, operational plans, business strategies, and budget.
4. Considering and approving expenditures for investments or operations, borrowings or credit facilities from financial institutions, lending, as well as providing guarantees for normal business transactions and for the benefit of the Companys operations, within a limit not exceeding Baht 200 million. Such actions must comply with the regulations of the Stock Exchange of Thailand, the Securities and Exchange Commission, the Capital Market Supervisory Board, and other relevant laws.
5. Determining the organizational structure and management authority, including policies covering recruitment, hiring, transfer, training, and termination of employees at the executive and senior management levels. The Chief Executive Officer and Managing Director are authorized to sign employment agreements on behalf of the Company.
6. Performing any other duties as assigned by the Board of Directors.
7. Considering and approving expenses for the procurement of tools, machinery, office equipment, and furniture within a limit not exceeding Baht 2 million, as specified in the approval authority manual.
8. Considering and approving the procurement of fuel (SRF), which is part of the Companys normal business operations, within a limit not exceeding Baht 5 million, as specified in the approval authority manual.
9. Appointing or delegating one or more persons to act on behalf of the Executive Committee as deemed appropriate, with the authority to revoke, amend, or modify such delegation.

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration Committee (times)	:	2

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. BANTOON MANPAKDEE (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Ms. KANYAPAN BURANAROM (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mr. BORWORNSIT SORNSILP (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
4 Mr. SUPAWAT KHUNWORAVINIJ (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				**(100.00%)**

The results of duty performance of Nomination and Remuneration Committee

Year 2025

Three meetings were held, and the operational results were continuously reported to the Board of Directors, including Key operations in 2025 can be summarized as follows:

Nomination of Directors

Consider nominating individuals with appropriate qualifications as stipulated by law, free from prohibited characteristics as per the requirements of

the Company, and in alignment with the Company's strategies. The director nomination process is established with clear criteria, transparency, and adherence to best practices in good corporate governance. The Nomination Committee will screen and select candidates for submission to the Board of Directors.

Determination of Remuneration

The Nomination Committee considers the directors' remuneration for the Board of Directors' approval. In determining remuneration, factors such as directors' responsibilities, business size, business environment, overall economic conditions, and performance reflecting and linked to financial results are taken into account. Additionally, it is compared with remuneration rates of companies in the same industry, ensuring it is competitive and reasonable.

Performance Evaluation

The Nomination Committee conducts self-assessments to utilize the evaluation results to improve operational efficiency and achieve the company's objectives.

Composition and Diversity of the Board of Directors

Consider reviewing the diversity in the board structure and the necessary skills and qualifications for director recruitment (Board Diversity) to be used as information for considering the appointment of directors whose terms are expiring.

according to their terms and considering selection in line with the company's business strategies.

All members of the Nomination Committee prioritize attending meetings and presenting opinions and information.

beneficial for developing fair and appropriate nomination and remuneration processes for relevant parties, by operating in accordance with the good corporate governance guidelines of the Stock Exchange of Thailand, which aligns with the Corporate Governance Scorecard criteria. All opinions and recommendations from the Nomination and Remuneration Subcommittee can serve as a reliable and trustworthy tool for the Board of Directors' consideration.

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 2

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. BORWORNSIT SORNSILP (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Ms. KANYAPAN BURANAROM (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mr. BANTOON MANPAKDEE (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
4 Mr. SUPAWAT KHUNWORAVINIJ (Member of the subcommittee)	2	/	2	2/2 (100.00%)
5 Ms. Wachiraporn Natejaru (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				**(100.00%)**

The results of duty performance of Risk Management Committee

During the year 2025, the Risk Management Committee performed its duties and responsibilities as assigned by the Board of Directors, as stipulated in the Risk Management Committee Charter, in compliance with the regulations of the Stock Exchange of Thailand. The Risk Management Committee held a total of 2 meetings, with a quorum present, and the key operational results are summarized as follows:

1. Consider risk management processes and plans to ensure that risk management and internal controls are efficient and effective, or can be managed to reduce risk to an acceptable level, as well as being appropriate for the changing environment, and that internal management budgets are appropriately utilized to mitigate risks.
2. Consider significant risks in detail, in accordance with the organization's risk management framework. (Enterprise Risk Management Framework) including Strategic & Brand Risk, Operational & Supply Chain Risk, Financial risks, Compliance Risk, Information Technology Risk, ESG Risk, Emerging Risk/Crisis Management & Response, and potential future emerging risks, along with providing useful recommendations and monitoring performance to mitigate such risks.
3. Promote the participation of all departments in the organization's risk management, and ensure that practitioners and risk-owning departments assess risk factors to assist in prioritizing each type of risk and consistently defining appropriate risk management strategies.

4. Oversee the Risk Management Working Group's implementation of anti-corruption risk management, and provide consultation to the Risk Management Working Group on such matters.
5. Oversee and support anti-corruption risk management in accordance with the anti-corruption policy.
From the performance of duties over the past year, the Risk Management Committee has ensured that risk management is adequate, appropriate, and continuously implemented, bringing risks to a level acceptable to the company.

Meeting attendance of Corporate Governance & Sustainability Committee

Meeting Corporate Governance & Sustainability Committee (times) : 2

List of Directors	Meeting attendance of Corporate Governance & Sustainability Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Ms. KANYAPAN BURANAROM (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. BORWORNSIT SORNSILP (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mr. BANTOON MANPAKDEE (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
4 Mr. SUPAWAT KHUNWORAVINIJ (Member of the subcommittee)	2	/	2	2/2 (100.00%)
5 Ms. Wachiraporn Natejaru (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				**(100.00%)**

The results of duty performance of Corporate Governance & Sustainability Committee

The Corporate Governance Committee meetings in 2025 were held 2 times and fulfilled their duties and responsibilities as assigned by the Board of Directors and as stipulated in the charter, in compliance with the requirements of the Stock Exchange of Thailand. The key operational results are summarized as follows:
1. Review policies and procedures for good corporate governance and social and environmental responsibility.
of the company in accordance with the Good Corporate Governance Principles for Listed Companies 2017 (Corporate Governance Code: "CG Code") issued by the Securities and Exchange Commission (SEC), to develop mechanisms for overseeing the company's operations to achieve its objectives, create good long-term performance, and lead to sustainable value creation for the enterprise.

2. Consider and approve the company's operations regarding policies, strategies, and action plans for good corporate governance and social and environmental responsibility, with a focus on promoting and improving community quality of life, developing youth potential, and encouraging employees to participate in social benefit activities through various projects, such as the establishment of the Ban That Sub-district Development Fund and the organization of various activities for the community.
3. Support, supervise, and monitor operations to ensure compliance with laws, policies, regulations, and rules of the organization, government agencies, and regulatory bodies, as well as promote the creation of a culture of good corporate governance principles according to both domestic and international standards, including overseeing management to integrate sustainability issues into the formulation of annual strategies and action plans, as well as the company's sustainability performance indicators.
4. Provide consultation and advice, as well as beneficial recommendations to the Board of Directors and management. in developing the corporate governance and sustainability of the group of companies, including promoting and supporting directors, executives, and employees to have knowledge and understanding of corporate governance and sustainability.

From the performance of duties at this meeting of the Corporate Governance and Sustainability Committee, the focus was on building resilience for the environment and society. As a result, the company received a 5-star or "Excellent CG Scoring" rating for corporate governance in 2025 (Corporate Governance Report of Thai Listed Companies 2025: CGR), achieving a score higher than 90% for the 5th consecutive year. It also received an AA rating in the SET ESG Ratings for sustainable stocks in 2025 and maintained its status as a member of the Collective Action Against Corruption (CAC) initiative by the Thai private sector. This demonstrates a commitment to conducting business fairly and transparently, reflecting a continuous dedication to maintaining standards of social responsibility, environmental friendliness, and sustainable community development, in order to operate the business alongside a strong resilience for the environment and society, ensuring continued stability and sustainability.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy	:	Yes

The company is committed to continuous development to become a leading organization in the renewable energy power plant industry, adhering to international quality standards, ensuring community safety, being environmentally friendly, and achieving sustainable growth. This is accompanied by generating fair and equitable returns for all stakeholders. The company also emphasizes fostering a strong organizational culture and enhancing employee competencies to remain competitive both now and in the future. The company's strategic business operations aim to ensure organizational stability, as outlined below:

1. Participation in and responsibility towards society in an environmentally friendly manner.
2. Addressing the issue of industrial waste management for the benefit of the country.
3. Promoting the reduction of greenhouse gas emissions and waste from production processes.
4. Managing and utilizing resources such as water and energy with maximum efficiency and effectiveness.
5. Continuously managing costs and improving the operational efficiency of power plants.
6. Managing business expansion with a focus on comprehensive renewable energy power plant operations, including:

- Providing engineering design services for power plants.
- Procuring machinery and equipment for power plants.
- Constructing turnkey power plants domestically and internationally.

Sustainability management goals

Does the company set sustainability management goals	:	Yes

Sustainable Development Goals (SDGs) Applied

Protect the World: Environmental Pillar

The company actively undertakes measures to reduce environmental impacts. This begins with the careful selection of reliable and environmentally friendly incineration technologies. The company prioritizes compliance with standards related to safety, security, health, and environmental considerations, ensuring appropriate practices that account for impacts on natural resources and the environment.

Maintain Credibility: Economic and Corporate Governance Pillar

The company focuses on expanding its renewable energy power plant business by utilizing renewable energy sources derived from both industrial and municipal waste as fuel for electricity generation. It consistently studies and develops technologies to improve electricity production efficiency, yielding long-term benefits. Business operations are conducted with honesty, fairness, compliance with laws, and adherence to business ethics. The company actively opposes corruption, promotes adherence to human rights principles, and strives to ensure mutual and equitable benefits for all stakeholders.

Treat like Family: Social Pillar

The company is committed to improving the quality of life for both its employees and society through its business operations, treating everyone with care and respect as if they were family members.

United Nations SDGs that align with the organization's sustainability management goals	:	Goal 1 No Poverty, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean

Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals

Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year	:	No
Has the company changed and developed the policy and/or goals of sustainable management over the past year	:	No

Integrated supply chain management is one of important strategies of the organization to promote sustainable business operations. As a result, the organization is committed to effectively managing the supply chain in all processes by taking into account all dimensions, including environment, society and good corporate governance principles, to meet the expectations of all stakeholders in every process throughout the supply chain

Information on impacts on stakeholder management in business value chain

Business value chain

Procurement:

1. Procurement: Partnering companies are audited and assessed in various areas, such as business potential and policies on business operations for social, community and environmental promotion
2. Each procurement shall be transparent and fair returns shall be taken into account.

Technology Development:

1. Developing innovation operating systems to increase the competency of production and operations of the organization, including social and environmental governance

Establishing the strategy for information technology system security to carry out risk analysis and policy revision

Human Resources:

1. Fairly providing employment security and employment contracts that are in accordance with labor laws
2. Equally offering opportunities to develop knowledge and capability for work

Community Relations:

1. Providing hearings, such as two-way communication, discussions, information disclosure, and preparation of corporate assessments
2. Developing communities to strengthen relationships among communities, society and the Company
3. Providing educational opportunities and promoting sustainable professional skills to local people

Stakeholders

The Company and the Board of Directors are aware of the rights of all groups of stakeholders by follow the guidelines ,policy on corporate governance and other related policies to ensure the Company's business operations are going stability with building confidence profile. To promote participation among stakeholders in various groups including shareholders, employees, customers, business partners, creditors, competitors, as well as communities, society and the environment friendly according to the roles and responsibilities and also setting guidelines for conducting business which are equitable fair by taking into account of human rights and anti-corruption that the company take it on board and realizes that matter responsibility is a core of sustainable development.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
• Creditor • Suppliers • Shareholders • Employees • Customers • Others • communities and society • government agency	- Return - Growth - Transparency - Return - Work safety - Sustainability - Stable distribution of electricity - Fair trade - Constant trading contact - Ability to pay debts - Compliance with the conditions of the loan agreement - Transparency - Growth - Not affect any aspects of the community. - Employment	- Increasing returns - Expansion of the business. - Full and accurate disclosure - Appropriately increasing remuneration consistent with the performance - Occupational health standards in the work process - Employee's proper promotion - Deliver the summary of electricity according to the contract with the utilities and ensure 100% satisfaction. - Fair trade partner selection process according to the criteria set by the company. - Long term contract and have received the delivery of fuel in the amount of requirement.	• Visit • Social Event • Internal Meeting • External Meeting • Employee Engagement Survey • Satisfaction Survey • Training / Seminar

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	- Learning resourse - Obay the rule - Correct information - Transparency and Disclosure - Social and environmental impacts that may arising from the operations of the company	- Strictly comply with contracts or conditions that have been agreed upon. - Disclose information with transparency and straightforwardness. - Disclose information with transparency. - Increasing returns - Control operations to prevent impacts on the community as well as taking care of community to be more satisfied, creating the image of the company to be known internationally for making power plants from waste. - If the applicant's qualifications are equal, the company will consider selecting local people as priority. - The power plant for study visit. - Accurate, complete and transparent reporting and conducting business according to regulations and sending book report to various agencies. - Providing fact information and act with caution according to the company's conduct code.	

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics	:	Yes
Over the past year, the company has reviewed its sustainability materiality topics	:	Yes

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Community and Environmental Management	• Environmental Management Standards Policy and Compliance • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management • Human Rights • Fair Labor Practices • Community / Social Responsibility • Good Governance • Sustainability Risk Management • Sustainable Supply Chain Management

Information on sustainability report

Corporate sustainability report

Corporate sustainability report	:	Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines	:	GRI Standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Earth Tech Environment Public Company Limited and its subsidiaries recognize the importance of systematic risk management under the principles of good corporate governance, which serve as a crucial foundation for achieving the companys objectives. Simultaneously, this approach minimizes obstacles and unexpected events that may arise in areas such as strategy, operations, profitability, and compliance with relevant laws and regulations or operational guidelines. This is to safeguard the organizations resources and respond effectively to changes in the business environment, global social conditions, and rapidly evolving challenges.
The company aims to enhance business growth opportunities efficiently and establish robust control systems while fostering confidence in creating value for shareholders, employees, and other stakeholders. Furthermore, the company is committed to managing the organization and developing its business to ensure sustainable growth, balancing profitability, fairness, and accountability to all stakeholders.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management	:	Yes
Standards on ESG risk management	:	COSO - Enterprise risk management framework (ERM), Others : ISO 9001 : 2015 & ISO 14001: 2015

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies
Risk 1 Community Opposition Risk Regarding Environmental Impacts

Related risk factors	:	Strategic Risk • ESG risk
ESG risk factors	:	Yes

Risk characteristics
Although all power plants within the Group have undergone public hearings and consultations with stakeholders, the use of SRF (Solid Recovered Fuel) derived from municipal or industrial waste could potentially lead to community issues. This may arise from odors or waste debris that might fall during the transportation of SRF by suppliers to the companys power plants.

Risk-related consequences
Communities along the transportation routes or in areas near the power plants might be affected and could file complaints with government authorities, demanding improvements in the transportation and power generation processes. Such actions could result in operational disruptions, revenue loss, and increased expenses for the company and its subsidiaries.

Risk management measures

The company and its subsidiaries are highly aware of these risks and place great importance on sustainable coexistence with communities. To mitigate these risks, both proactively and reactively, the following measures and policies have been implemented:

Industrial Estate Locations:

Power plants are established within industrial estates to minimize community impact. Industrial estates have systematic pollution prevention measures for communities and the environment, monitored directly by the Industrial Estate Authority of Thailand.

Model Power Plant Design:

The company's first waste-fueled power plant, located in Kaeng Khoi Industrial Estate, Saraburi Province, serves as a model for this type of facility. It has been designed to minimize environmental impacts. Measures include the transportation of waste fuel using securely covered trucks or SRF (Solid Recovered Fuel) in sealed plastic bags to prevent dust and odors during transit, storage of fuel in closed warehouses, and fuel conveyance to the incinerator through a closed system. Additionally, systems for ash disposal and air pollution control are in place.

Environmental Impact Analysis:

Independent experts have been hired to prepare preliminary environmental impact assessment reports. These reports serve as guidelines for operations and environmental problem mitigation. Approval has been obtained from the Board of the Industrial Estate Authority of Thailand, and annual environmental impact monitoring reports are regularly submitted.

Community Engagement Activities:

Community relations activities are conducted to educate and provide understanding about waste-fueled power plants. These include open tours of the companys power plant operations.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

Earth Tech Environment Public Company Limited (hereinafter referred to as "the Company") is committed to developing an effective business continuity management system aimed at mitigating potential impacts from disasters that could disrupt the production and distribution of electricity.

Business continuity management focuses not only on identifying methods to restore IT systems but also emphasizes enabling key business units to recover critical business functions swiftly. This ensures that the Company can fulfill its obligations efficiently, minimize downtime in electricity production and distribution, and resume normal operations within a reasonable timeframe following operational disruptions.

Additionally, the system is designed to limit the damage to the Company's performance resulting from disasters, prevent operational cessation, and safeguard the Companys reputation and public image.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Companys sustainable supply chain management policy and guidelines	:	Yes

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Companys sustainable supply chain management plan	:	Yes

Earth Tech Environment Public Company Limited and its subsidiaries (hereinafter referred to as the Company) are committed to conducting business ethically, transparently, honestly, and fairly, alongside pursuing sustainable business practices. This commitment encompasses economic, social, and environmental dimensions, as well as the safety and occupational health of all stakeholders throughout the supply chain, from origin to end point. This is aligned with the Companys sustainability policy, aiming for long-term business sustainability and continuous development. The Chairman of the Board and the Managing Director have established the supply chain management policy to guide operations in alignment with the Companys sustainability goals. This policy applies to all executives and employees and includes the following principles:

1. Establish strategies for supply chain management to ensure operations are transparent, fair, accountable, and legally compliant. Adherence to relevant laws, regulations, and requirements will align business operations with the Companys overall strategy, maximizing mutual and sustainable benefits.
2. Define supplier selection criteria based on the following:

The company's credibility and financial management capabilities, which will be assessed based on its reputation, business expertise, financial status, and past performance.

The presence of management systems that consider impacts on labor, safety, occupational health, and the environment.

The quality of products and services, technical expertise, and technological innovation, all within reasonable pricing.

3. Define practices related to corporate governance, environmental responsibility, and human rights in the business code of conduct, and make these practices available to stakeholders, including suppliers, customers, shareholders, employees, competitors, society, communities, and the environment. These practices have been published on the company's website for transparency and awareness.
4. Conduct supplier performance evaluations, including assessments by the responsible units, and maintain supplier registration based on procurement policy criteria.
5. Ensure procurement and contract processes are transparent and equitable for both parties, adhering to the procurement policy.
6. Prioritize sourcing goods and services from local suppliers and businesses within the Companys operating areas to promote local economic growth, create jobs, and foster community relationships.
7. Encourage environmentally friendly procurement to minimize environmental impact, considering price, quality, and delivery methods to create mutual benefits for the Company, suppliers, and society.
8. Conduct ESG (Environmental, Social, and Governance) risk assessments of suppliers, categorize risks, and implement preventive measures to minimize potential business and reputational impacts.

9. Collaborate with suppliers to become business partners by enhancing capabilities through mutual feedback and engagement, benefiting the Company, suppliers, customers, and society.
10. Integrate environmental, social, and governance objectives into supply chain strategies and related policies to leverage opportunities and mitigate risks in the supply chain.
11. Publicly disclose and communicate the supply chain management policy and measures to stakeholders, suppliers, and Company personnel to raise awareness and ensure effective implementation aligned with objectives.
12. Provide clear channels for suppliers to report misconduct or unfair treatment by employees via the Companys website. Confidentiality will be maintained, and appropriate solutions will be implemented.
The supply chain management policy will be reviewed at least once a year, considering significant changes affecting the organization and stakeholders across the supply chain.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : Yes

	2023	2024	2025
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	100.00	100.00	100.00

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : Yes

	2023	2024	2025
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	100.00	100.00	100.00

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Companys research and development (R&D) policy	:	Yes

Additional explanation for research and development (R&D) expenses over the past 3 years

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture	:	Yes

The Company is committed to enhancing the competency of power plant operations for the highest efficiency by focusing on the continuous development of innovations of electricity generation technology and electricity generation cost control management with a team of experts with knowledge and expertise of the subsidiary, Earth Engineering and Construction Company Limited (EEC). Such subsidiary operates the businesses of engineering design services, supply of machinery and equipment, integrated Engineering, Procurement and Construction (EPC), and power plant Operations & Maintenance (O&M). It is an important strength of the Company to control production for the highest quality and provide state-of-the-art technologies that are safe for communities and the environment, raise standards, and comply with international standards, which are the foundation and strong power that will help the organization achieve sustainable growth potential.

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from innovation development?	:	No

Non-financial benefits

Does the company measure the non-financial benefits from innovation development?	:	No

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