

## ENVIRONMENTAL, OCCUPATIONAL HEALTH AND SAFETY POLICY

**POLICY APPROVED BY THE BOARD OF DIRECTORS**

**POLICY OWNER:** EHS DEPARTMENT MANAGER

**POLICY EFFECTIVE DATE:** 9 SEPTEMBER 2025

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Interthai Pharmaceutical Manufacturing Ltd., a contract manufacturer of pharmaceutical products, herbal products, dietary supplements, and cosmetic products, is committed to developing a management system that aligns with the organizational context. The Company strives to create and maintain a safe, healthy, and environmentally friendly workplace under the vision of top management. Accordingly, the following policy is established:

**1. Compliance with Laws and Requirements**

The Company is committed to strict compliance with all applicable laws, regulations, contractual obligations, customer requirements, and relevant organizational environmental aspects, hazards, and risks.

**2. Environmental Protection and Sustainable Resource Use**

The Company is committed to protecting the environment by using resources and energy efficiently, promoting alternative energy, and supporting recycling throughout the product life cycle. Pollution prevention is prioritized by controlling potential impacts from operations and services, such as chemical and oil spills, and wastewater management to ensure no adverse effects on stakeholders.

**3. Employee Development and Awareness**

The Company is committed to developing employee competence and enhancing awareness at all organizational levels regarding quality, environmental protection, occupational health, and workplace safety.

**4. Safe Working Environment**

The Company is committed to maintaining a safe working environment by eliminating hazards, minimizing non-conformities, reducing risks, and preventing work-related injuries and ill-health.

**5. Continual Improvement**

The Company is committed to continual improvement by regularly evaluating and enhancing the effectiveness of its environmental, occupational health, and safety management system, ensuring compliance with legal requirements, regulations, and relevant safety standards.

**6. Communication and Public Disclosure**

The Company is committed to communicating and disseminating this policy to all employees, stakeholders, and the public to promote understanding and active participation.

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