

## 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 including the promotion of activities to mitigate climate change impacts resulting from the organization's operations and services.

### **3. Employee Participation, Consultation, Development and Awareness**

The Company is committed to developing employee competence and enhancing awareness at all organizational levels regarding quality of life, environmental protection, occupational health, and workplace safety including committed to providing consultation and ensuring the participation of workers, or workers' representatives, acting under the organization's control.

### **4. Safe Working Environment**

The Company is committed to ensuring occupational health and safety to prevent work-related injuries and illnesses arising from activities and services under the organization's direct and indirect control. Furthermore, we shall eliminate hazards, reduce risks, and manage the occupational health and safety working environment.

### **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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