



Circular No. 121/2025

**Thaioil and Subsidiaries' Quality, Security, Safety, Occupational Health, Environment,
And Energy Management Policy**

Thaioil and subsidiaries is committed to operating, planning, setting goals, overseeing production processes, work procedures, maintenance, productivity improvements, and continuous development, with the objective of becoming a learning organization. Thaioil and subsidiaries aims to enhance the level of operations to achieve both Operational Excellence and Business Excellence in accordance with international standards, in order to fulfill corporate goals and sustainable goals. This approach ensures responsiveness to the vision, needs, and expectations of stakeholders, while fostering appropriate and equitable satisfaction among them. In accordance with the principles of transparency, ethical conduct, and accountability for social and environmental responsibility, Thaioil and subsidiaries' has established its Quality, Security, Safety, Occupational Health, Environment, and Energy (QSHE) Management Policy, based on the following key principles:

1. Set up plans and targets, implement and control to prevent and reduce water waste and air pollution impacts on environment and community resulting from running businesses. This would be executed by efficiently and sustainably optimizing resources throughout the supply chain applying Circular Economy principles, maintaining biodiversity and ecosystem, planning an effective water management plan both in normal and critical conditions, preventing pollution at the source, adapting to climate change, focusing on achieving net zero greenhouse gas emissions, improving energy management, and promoting energy conservation with regular review, monitoring and auditing for improvement;
2. Execute systematic risk management by prioritizing and identifying measures to control and reduce operation and process risks As Low As Reasonably Practicable (ALARP), set up challenge targets, promote good health, occupational health and work place environment to prevent incidents possibly causing damage or injury and sickness for employees, contractors and other stakeholders and recognize security threats to protect life, Thaioil and subsidiaries assets and information. Employees and contractors are encouraged to study and comprehend their responsibilities and rights of Stop Work Authority (SWA) in unsafe act and unsafe condition, constant audit operation and review performances, learn from incidents that have occurred both internally and externally, set up emergency management guideline for crisis situation well as drill schedule in all physical, chemical, and biological aspects to minimize impacts in all aspects and ensure continuity in business;

3. Encourage the cultivation of QSHE awareness, provide training, and communicate QSHE policies effectiveness and impacts, addressing requirements and consulting with relevant internal and external stakeholders, including employees, contractors, customers, suppliers, partners and communities etc. This is to raise awareness in the progress of QSHE Policy development and implementation for proper review, improvement, and enhancement of QSHE practices. This includes fostering understanding of the impacts of QSHE-related issues and placing appropriate emphasis on labor practices and human rights;
4. Encourage the implementation of development plan, follow up, review, and improve policies and practices to respond to the change of laws, covenants, corporate regulations, and other QSHE international standards;
5. Produce and distribute high quality products and provide services that meet the demands, expectations, and satisfaction of customers, with Thailo and subsidiaries' integrated management systems, and international-standard operational excellence management system;
6. To achieve the QSHE performance target, business excellence, policy compliance, production and designed product and service procurement, Thailo and subsidiaries provide adequate resources, digital systems, information technology, develop production technology, promote research, development and innovation, use and conserve energy, considering efficiency and demonstrating commitment to continuous improvement.

This policy applies to all units throughout the supply chain of Thailo and subsidiaries, and also extend to key customers, suppliers, and business partners including targets of mergers and acquisitions from the pre-acquisition phase through mergers and acquisitions to the planning, design, implementation, and completion of the process. The company encourages alignment of practices and values across the supply chain. Executives at all levels are required to establish clear role and accountability, act as role models, demonstrate responsibility, and drive performance in alignment with the organization's intent. All employees and contractors are required to be aware of, fully understand, and comply with the Policy and all procedural steps.

Air Chief Marshal



(Chanon Munghanya)

Chairman of the Board

27th June 2025



(Mr. Bandhit Thamprajamchit)

Chief Executive Officer and President

27th June 2025